



Haverling

LONDON BOROUGH

PEOPLE OVERVIEW & SCRUTINY SUB COMMITTEE AGENDA

7.00 pm

Thursday
3 April 2025

Appointment Centre
Room 7 & 8, Town Hall,
Romford

Members 9: Quorum 3

COUNCILLORS:

Jason Frost (Chairman)
Frankie Walker (Vice-Chair)
Sarah Edwards

Robby Misir
Christine Smith
Judith Holt

Jacqueline McArdle
Julie Wilkes

CO-OPTED MEMBERS:

**Statutory Members
representing the Churches**

Jack How (Roman Catholic
Church)

**Statutory Members
representing parent
governors**

Julie Lamb, Special Schools

NON-VOTING MEMBERS

Ian Rusha (NEU)

For information about the meeting please contact:
Luke Phimister
01708 434619 luke.phimister@onesource.co.uk

Please would all Members and officers attending ensure they sit in their allocated seats as this will enable correct identification of participants on the meeting webcast.

Under the Committee Procedure Rules within the Council's Constitution the Chairman of the meeting may exercise the powers conferred upon the Mayor in relation to the conduct of full Council meetings. As such, should any member of the public interrupt proceedings, the Chairman will warn the person concerned. If they continue to interrupt, the Chairman will order their removal from the meeting room and may adjourn the meeting while this takes place.

Excessive noise and talking should also be kept to a minimum whilst the meeting is in progress in order that the scheduled business may proceed as planned.

Protocol for members of the public wishing to report on meetings of the London Borough of Havering

Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

What is Overview & Scrutiny?

Each local authority is required by law to establish an overview and scrutiny function to support and scrutinise the Council's executive arrangements. Each overview and scrutiny sub-committee has its own remit as set out in the terms of reference but they each meet to consider issues of local importance.

The sub-committees have a number of key roles:

1. Providing a critical friend challenge to policy and decision makers.
2. Driving improvement in public services.
3. Holding key local partners to account.
4. Enabling the voice and concerns to the public.

The sub-committees consider issues by receiving information from, and questioning, Cabinet Members, officers and external partners to develop an understanding of proposals, policy and practices. They can then develop recommendations that they believe will improve performance, or as a response to public consultations. These are considered by the Overview and Scrutiny Board and if approved, submitted for a response to Council, Cabinet and other relevant bodies.

Sub-Committees will often establish Topic Groups to examine specific areas in much greater detail. These groups consist of a number of Members and the review period can last for anything from a few weeks to a year or more to allow the Members to comprehensively examine an issue through interviewing expert witnesses, conducting research or undertaking site visits. Once the topic group has finished its work it will send a report to the Sub-Committee that created it and will often suggest recommendations for the Overview and Scrutiny Board to pass to the Council's Executive.

Terms of Reference

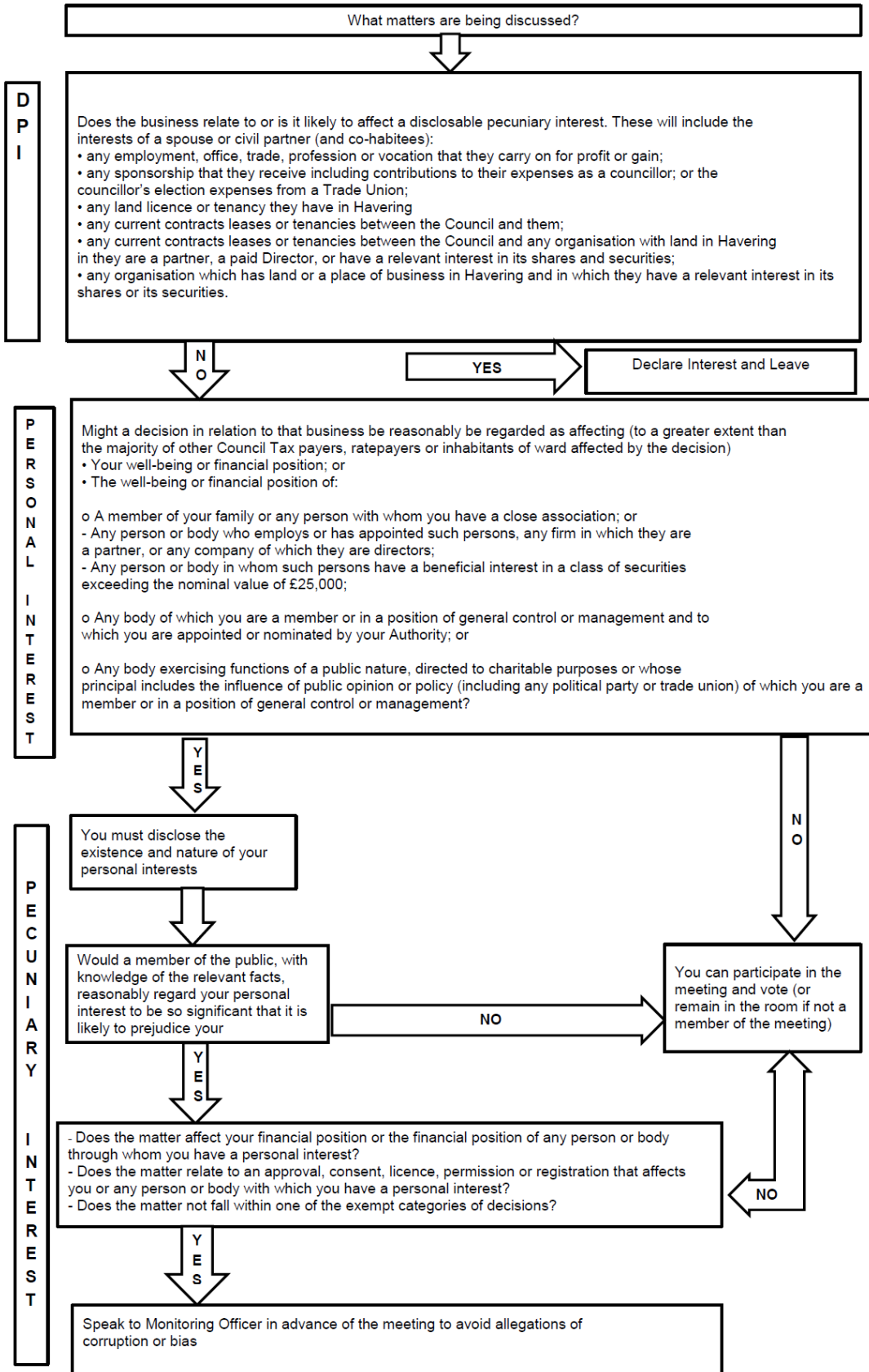
The areas scrutinised by the Committee are:

- Drug, Alcohol & sexual Services
- Health & Wellbeing
- Health O & Scrutiny
- Adult Care
- Learning and Physical Disabilities
- Employment & Skills
- Education
- Child Protection
- Youth Services

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- Fostering & Adoption Services
- Education Traded Services
- Early Years Services
- Looked after Children
- Media
- Communications
- Advertising
- Corporate Events
- Bereavement & Registration Services
- Crime & Disorder

DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF



Principles of conduct in public office

In accordance with the provisions of the Localism Act 2011, when acting in the capacity of a Member, they are committed to behaving in a manner that is consistent with the following principles to achieve best value for the Borough's residents and to maintain public confidence in the Council.

SELFLESSNESS: Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

INTEGRITY: Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

OBJECTIVITY: In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

ACCOUNTABILITY: Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

OPENNESS: Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

HONESTY: Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

LEADERSHIP: Holders of public office should promote and support these principles by leadership and example.

AGENDA ITEMS

1 CHAIRMAN'S ANNOUNCEMENTS

The Chairman will announce details of the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

To receive (if any)

3 DISCLOSURE OF INTERESTS

Members are invited to disclose any interests in any of the items on the agenda at this point of the meeting. Members may still declare an interest in an item at any time prior to the consideration of the matter.

4 MINUTES (Pages 9 - 12)

To approve as a correct record the Minutes of the meetings of the Committee held on 11th February 2025 and authorise the Chairman to sign them

5 VIOLENCE AGAINST WOMEN AND GIRLS STRATEGY - PRE-DECISION SCRUTINY (Pages 13 - 82)

Zena Smith
Head of Committee and Election Services

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**MINUTES OF A MEETING OF THE
PEOPLE OVERVIEW & SCRUTINY SUB COMMITTEE
Appointment Centre Room 7 & 8, Town Hall, Romford
11 February 2025 (7.00 - 8.59 pm)**

Present:

COUNCILLORS

Conservative Group Jason Frost (Chairman)

Havering Residents' Group Robby Misir, Christine Smith and Julie Wilkes

Labour Group Frankie Walker (Vice-Chair)

1 CHAIRMAN'S ANNOUNCEMENTS

The Chairman reminded Members of the action to be taken in an emergency.

2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

Apologies were received for the absence of Councillors Judith Holt, Jacqueline McArdle and Lamb.

3 DISCLOSURE OF INTERESTS

There were no disclosures of interests.

4 MINUTES

The minutes of the previous meeting were agreed as a correct record and signed by the Chairman.

5 HAVERING SAFEGUARDING PARTNERSHIP ANNUAL REPORT APRIL 2023-MARCH 2024.

The Committee received the Safeguarding Partnership Annual Report for the 23/24 financial year.

The annual report had been published as per the Council's statutory duty. The report focused on a number of key areas such as sexual abuse and the new 'Pantosaurus' promotional campaign in schools to teach 'No means no'. Another area focused on was neglect and mental health. Members noted that following the COVID-19 pandemic, children were more anxious to return to school with a higher number of children electing to home-school.

Members raised queries on private fostering to which officers explained that it occurs when a child is fostered with family members with no money involved and the Council still has a duty to ensure the child's safety; questions were also raised on child deaths of which there had been 20 recorded cases within Havering of which the majority were due to complex health issues.

Members also discussed the work carried out around free school meals. Officers explained that schools were promoting them as much as possible with the Council encouraging those families who are eligible to utilise them. Members discussed the unfair stigma that surrounds children on free schools meals and were reassured that the Council was working on counteracting that stigma.

The Committee made no recommendations and noted the report.

6 CHILDREN'S SOCIAL CARE IMPROVEMENT PLAN AND EXTERNAL MONITORING

Members received a report on the Children Social Care Improvement Plan.

The Committee noted the plan had been submitted to OFSTED and the DfE on 31st May 2024, OFSTED had conducted a visit in October 2024 and the DfE had conducted a visit in November 2024. Officers explained both OFSTED and the DfE viewed the Plan as the best course of action but would return for further monitoring visits. Members were pleased to note agency staff levels were reducing and staff were being retained after training.

The Committee made no recommendations and noted the report.

7 HAVERING YOUTH WELLBEING CENSUS

The Committee was presented with the Youth Wellbeing Census.

It was noted that the child population within the Borough had increased by over 15% in the last decade which increased the pressure on youth wellbeing services with mental health becoming a growing concern.

Members noted the survey was delivered as part of lessons in schools with 14 out of 18 mainstream secondary schools having engaged. 2,287 pupils

participated across years 8 & 10 which represented 36% of Havering children population.

Members were shown the dashboard that had been created to compile the survey data and were pleased with the layout and simplicity.

The Committee made no recommendations and noted the report.

Chairman

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PEOPLE HEALTH OVERVIEW AND SCRUTINY SUB-COMMITTEE – 3RD APRIL 2025

Subject Heading:

VAWG Strategy Pre-decision scrutiny.

Report Author and contact details:

Luke Phimister, Committee Services Officer

Policy context:

To enable the Council to scrutinise its People policy area

SUMMARY

The attached report provides the Committee was the upcoming Cabinet decision relating to the VAWG strategy.

RECOMMENDATIONS

That the Sub-Committee scrutinises the decision and agrees any recommendations it deems relevant and necessary.

REPORT DETAIL

The VAWG strategy is an integral strategy for the safety of Havering’s women and girls. The Committee is therefore asked to scrutinise the decision and formulate any responses or recommendations for Cabinet to consider.

IMPLICATIONS AND RISKS

Financial implications and risks: None for this cover report

Legal implications and risks: None for this cover report

Human Resources implications and risks: None for this cover report

Equalities implications and risks: None for this cover report

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

None.

BACKGROUND PAPERS

None



CABINET

Subject Heading:

9th April 2025

Violence Against Women and Girls (VAWG) Strategy

Cabinet Member:

Cllr Barry Mugglestone

ELT Lead:

Helen Oakerbee

Report Author and contact details:

Kerry Wright, 01708 433 826
Kerry.Wright@havering.gov.uk

Sarah Strang, 01708 434 471
Sarah.Strang@havering.gov.uk

Diane Egan, 01708432927
Diane.Egan@havering.gov.uk

Policy context:

The Havering Community Safety partnership plan 2022-2025 was approved by Full Council on 6 October 2022

Addressing Violence Against Women and Girls was identified as a key priority within the plan

Financial summary:

There are no financial implications associated with recommending the Strategy for approval. It is envisaged the strategy will be implemented within existing budgets/grant funding available. Any issues arising will be raised through the appropriate channels as needs arise.

Is this a Key Decision?

Significant effect on two or more Wards

When should this matter be reviewed? September 2026

Reviewing OSC: *People Overview and Scrutiny Sub Committee*

The subject matter of this report deals with the following Council Objectives

People - Things that matter for residents X

Place - A great place to live, work and enjoy X

Resources - A well run Council that delivers for People and Place.

SUMMARY

1. The Havering Violence against Women & Girls Strategy 2025 – 2029 (*Appendix 1*) aims to address and reduce violence against women and girls (VAWG) in Havering. This strategy is aligned with the Mayor's "Building a Safer London: Police and Crime Plan 2022-25" and the "Tackling Violence Against Women and Girls (VAWG) Strategy 2022-25". The strategy focuses on four key priorities: reducing and preventing violence, increasing trust and confidence, better supporting victims, and protecting people from exploitation and harm.
2. VAWG accounts for the greatest socio-economic cost to community safety partnership services in Havering. Domestic violence constitutes a third of all physical violence reported to agencies.
3. Havering delivers various initiatives and services to address VAWG using four strands – Prevention, Provision, Protection, and Partnership. These include events, campaigns, support services, and enforcement actions.
4. The vision is to prevent and eliminate all forms of violence against women and girls through the development of policies, preventative work, high-quality service provision, and robust enforcement actions against perpetrators.
5. The strategy aims to prevent and reduce VAWG, support all victims and survivors, hold perpetrators accountable, and build trust and confidence.
6. The strategy will be implemented and monitored by the VAWG Strategic Group, which reports directly to the Havering Community Safety Partnership. The action plan will be refreshed annually to adapt to emerging trends and developments.

RECOMMENDATIONS

That the Cabinet approve the Violence Against Women and Girls Strategy 2025 - 2029.

REPORT DETAIL

1. In "[Building a Safer London: Police and Crime Plan 2022-25](#)," the Mayor set out his priorities for policing and crime reduction for his term in office. The four key priorities all encompass tackling violence against women and girls (VAWG):
 - I. Reducing and preventing violence
 - II. Increasing trust and confidence
 - III. Better supporting victims
 - IV. Protecting people from exploitation and harm
2. The Mayor subsequently published the "[Tackling Violence Against Women and Girls \(VAWG\) Strategy 2022-25](#)," setting out actions to tackle issues and improve services. The Havering Community Safety Partnership (HCSP) serious violence needs assessment 2023 recommended that VAWG be retained as a key strategic priority locally.
3. VAWG accounts for the greatest socio-economic cost to community safety partnership services in Havering. Domestic violence also accounts for a third of all physical violence reported to agencies, with the Crime Survey for England and Wales 2023 finding that nationally 33% of violent offences were flagged by police as domestic abuse. Despite high levels of underreporting, the most recent estimate provided in the Crime Survey for England and Wales 2023 estimated that around four in five victims (81%) of partner abuse did not report the abuse to the police.
4. In 2023, the rate of calls to police regarding incidents or crimes in Havering marked as domestic-related equates to one call every 176 minutes. The Crime Survey for England and Wales 2023 estimated that 20% of people aged 16 to 59 (9.8 million victims) had experienced some form of domestic abuse since the age of 16, which means there are potentially around 40,000 survivors of domestic abuse currently residing in Havering.
5. Currently, Havering delivers a number of initiatives and services to address VAWG using four strands – Prevention, Provision, Protection, and

Partnership. The strategic vision is to prevent and eliminate all forms of violence against women and girls through the development of policies and procedures to address violence, develop programmes of preventative work, provide high-quality services which respond to local needs, and ensure that robust enforcement action is taken against perpetrators.

6. The VAWG consultation survey results (*Appendix 3*) presents the findings from a comprehensive survey conducted to gather insights and opinions on violence against women and girls (VAWG) within the London Borough of Havering. The survey ran from 25 November 2024 to 17 January 2025 and received a total of 157 responses. The primary aim of this consultation was to understand the community's experiences, perceptions, and suggestions regarding VAWG.
7. Havering has aligned its objectives with those set out in the Mayoral Violence Against Women and Girls Strategy for London, and we have set the following aims:
 - I. Preventing and reducing VAWG
 - II. Supporting all victims and survivors
 - III. Holding perpetrators to account
 - IV. Building trust and confidence
8. The Violence Against Women and Girls Strategy (*Appendix 1*) is to be delivered over a four-year period. The action plan will be refreshed annually to take into account emerging trends or developments in legislation or working practices. This strategy will be implemented and monitored by the VAWG Strategic Group, which reports directly to the Havering Community Safety Partnership. The strategic group will also have oversight of the Multi-Agency Risk Assessment Conference (MARAC).

REASONS AND OPTIONS

Reasons for the decision:

The Council and other statutory partners have a responsibility collectively create a robust legal framework that supports the need for a comprehensive VAWG strategy. Highlighting the importance of protecting women and girls from violence, providing support to victims, and holding perpetrators accountable.

Several pieces of legislation support the need for a Violence Against Women and Girls (VAWG) strategy in the UK:

- I. **The Domestic Abuse Act 2021:** This act provides a comprehensive legal framework to protect victims of domestic abuse. It includes measures such as the creation of Domestic Abuse Protection Notices and Orders, and the establishment of a Domestic Abuse Commissioner to oversee the response to domestic abuse.
- II. **The Equality Act 2010:** This act requires public bodies to have due regard to the need to eliminate discrimination, harassment, and victimisation, and to advance equality of opportunity. Addressing VAWG is a crucial part of fulfilling these duties.
- III. **The Serious Crime Act 2015:** This act includes provisions to tackle coercive and controlling behaviour in intimate or family relationships, which is a significant aspect of VAWG.
- IV. **The Modern Slavery Act 2015:** This act addresses human trafficking and exploitation, which disproportionately affect women and girls. It provides measures to protect victims and prosecute offenders.
- V. **The Children Act 1989 and 2004:** These acts emphasise the importance of safeguarding and promoting the welfare of children, which includes protecting girls from violence and abuse.
- VI. **The Female Genital Mutilation Act 2003:** This act specifically addresses the practice of female genital mutilation (FGM), making it illegal and providing protection for those at risk.
- VII. **The Sexual Offences Act 2003:** This act modernises the laws on sexual offences, providing clearer definitions and stronger protections for victims of sexual violence.

Other options considered:

Not to complete a strategy. This was considered but rejected given the legal requirements outlined above, as well the increasing risks and public interest in Violence Against Women and Girls.

IMPLICATIONS AND RISKS

Financial implications and risks:

1. There are no financial implications arising from recommending the strategy for approval and/or from its approval. Whilst implementation of the strategy will have financial implications the expectation is that this will be met from within existing resources. Any issues arising would be addressed through the Councils usual budget monitoring processes.
2. Funding for Violence Against Women and Girls in Havering comes from the Mayor's Office for Policing and Crime (MOPAC) through the London Crime Prevention Fund (LCPF).

3. Any funding received will be governed and coordinated by the Community Safety Partnership via the Violence Against Women & Girls Strategic Group. Current funding arrangements are detailed in the following table.

Source of fund	Description of activity	Funding breakdown (if possible)	2025 - 2029
MOPAC LCPF	DA perpetrator programme	30,000	March 2029
MOPAC LCPF	IDVA SERVICE	135,000	March 2029
MOPAC LCPF	DA advocacy	30,000	March 2029

Legal implications and risks:

Not having a Violence Against Women and Girls (VAWG) strategy can have several legal implications and risks for a local authority:

- I. **Non-Compliance with Legal Duties:** Local authorities have legal obligations under various acts, such as the Domestic Abuse Act 2021 and the Equality Act 2010. Failing to have a VAWG strategy could result in non-compliance with these duties, potentially leading to legal challenges and sanctions.
- II. **Increased Liability:** Without a VAWG strategy, a local authority may be more vulnerable to legal claims from victims of violence who feel that the authority failed to protect them or provide adequate support. This could result in costly legal battles and compensation claims.
- III. **Failure to Safeguard:** Local authorities have a duty to safeguard vulnerable individuals, including women and girls at risk of violence. Not having a strategy in place could be seen as a failure to fulfil this duty, leading to scrutiny from regulatory bodies and potential legal consequences.
- IV. **Human Rights Violations:** Violence against women and girls is a violation of human rights. Without a strategy to address and prevent such violence, a local authority could be seen as failing to uphold these rights, which could result in legal action from human rights organisations or affected individuals.
- V. **Reputational Damage:** Legal implications aside, the absence of a VAWG strategy can lead to significant reputational damage. This can erode public trust and confidence in the local authority, making it more difficult to effectively govern and serve the community.
- VI. **Missed Funding Opportunities:** Many funding bodies and grants require local authorities to have a VAWG strategy in place. Without one, the authority may miss out on crucial funding opportunities that could support services and initiatives to combat violence against women and girls.
- VII. **Ineffective Response to Violence:** Without a coordinated strategy, the response to incidents of violence may be fragmented and ineffective. This can

lead to higher rates of violence and repeat victimisation, which can have long-term legal and social consequences.

- VIII. Having a VAWG strategy helps mitigate these risks by ensuring that the local authority is proactive in addressing violence against women and girls, complying with legal obligations, and providing effective support to victims.

Human Resources implications and risks:

There are no HR implications in this decision.

Equalities implications and risks:

1. The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- I. the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- II. the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- III. foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

2. The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

3. The associated EqHIA is attached to this report - Appendix 2

Health and Wellbeing implications and Risks

1. VAWG Strategy is a much-needed strategy for Havering as the demography of is changing, the economic burden is rising, and the proportion of domestic abuse-related crime has been substantial in recent years. Experiencing domestic abuse can have a profound detrimental impact on both the physical and mental wellbeing of both direct victims and those who witnessed the abuse repeatedly. For example, adverse childhood experiences could result in long-term mental health conditions and substance misuse, or the child growing up to become a perpetrator themselves.
2. The strategy recognises the importance of prevention, including secondary prevention after the first report or incident. Actions in the strategy specifically seek to support families to prevent re-offending through the introduction of DV caseworkers and IDVA, the interventions to the perpetrator and thus likely to have a positive impact on the health and wellbeing.

3. A further breakdown on health implications and socioeconomic can be found within the Equality and Health Impact Assessment – Appendix 2

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

There is no real impact expected from the Violence Against Women and Girls Strategy on the environment or climate.

To help minimise carbon emissions, workers/ staff will be encouraged to use public transport where possible.

BACKGROUND PAPERS

None

Having Violence against Women & Girls Strategy

2025 - 2029

DRAFT

Document Control

Document details

Name	<i>Having Violence against Women & Girls Strategy</i>
Version number	<i>V0.1</i>
Status	<i>Draft</i>
Author	<i>Kerry Wright</i>
Lead officer	<i>Sarah Strang</i>
Approved by	<i>HCSP</i>
Review date	<i>6th November 2024</i>
Supersedes	
Target audience	<i>All staff and partner agencies</i>
Related to	<i>See Appendix 3 for full list of related documentation</i>

Version history

Version	Status	Date	Dissemination/Change
V0.1	Initial Draft	Oct- 28	Internal
		Nov- 6	HCSP

Approval history

Version	Status	Date	Approved by
			HCSP

Equality Impact Assessment record

Date	Completed by	Review date

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Foreword

Thank you for reading the Violence Against Women and Girls Strategy 2024-2029 for the London Borough of Havering.

This strategy has been produced on behalf of the Havering Community Safety Partnership (HCSP) and sets out the plans and actions that the partnership aspires to achieve as a result of the Serious Violence Needs Assessment 2023, the Havering VAWG Needs Assessment 2024, and the MOPAC VAWG Strategy 2022-2025. These documents form an analysis of the risk, prevalence, and harm of violence against women and girls in Havering.

The Partnership's local intelligence shows that this is a significant issue for Havering, with growing volumes of victims coming to our attention. This strategy is the result of focused analysis, which sets out actions and recommendations for various partnership groups in respect of prevention, provision, and protection.

This strategy is aligned with our vision for Havering and supports our aim to achieve a clean, safe environment for all; to help our residents make positive lifestyle choices; and to ensure a good start for every child to reach their full potential. We will support families and communities to look after themselves and each other, with a particular emphasis on our most vulnerable residents.

The Community Safety Partnership welcomes the support from the Havering VAWG Strategic Group and the Mayor's Office for Policing and Crime (MOPAC), which sees tackling violence against women and girls as a key priority within the Police and Crime Plan 2022-25. We look forward to working in conjunction with the Mayor's Office for Policing and Crime to ensure this strategy is achieved.

Andrew Blake Herbert
Chief Executive
London Borough of Havering
Chair of the HCSP

Stuart Bell
Borough Commander
East Area BCU
Vice Chair of the HCSP

Executive Summary

In "[Building a Safer London: Police and Crime Plan 2022-25](#)," the Mayor set out his priorities for policing and crime reduction for his term in office. The four key priorities all encompass tackling violence against women and girls (VAWG):

1. Reducing and preventing violence
2. Increasing trust and confidence
3. Better supporting victims
4. Protecting people from exploitation and harm

The Mayor subsequently published the "[Tackling Violence Against Women and Girls \(VAWG\) Strategy 2022-25](#)," setting out actions to tackle issues and improve services. The Havering Community Safety Partnership (HCSP) serious violence needs assessment 2023 recommended that VAWG be retained as a key strategic priority locally.

VAWG accounts for the greatest socio-economic cost to community safety partnership services in Havering. Domestic violence also accounts for a third of all physical violence reported to agencies, with the Crime Survey for England and Wales 2023 finding that nationally 33% of violent offences were flagged by police as domestic abuse. Despite high levels of underreporting, the most recent estimate provided in the Crime Survey for England and Wales 2023 estimated that around four in five victims (81%) of partner abuse did not report the abuse to the police.

In 2023, the rate of calls to police regarding incidents or crimes in Havering marked as domestic-related equates to one call every 176 minutes. The Crime Survey for England and Wales 2023 estimated that 20% of people aged 16 to 59 (9.8 million victims) had experienced some form of domestic abuse since the age of 16, which means there are potentially around 40,000 survivors of domestic abuse currently residing in Havering.

Currently, Havering delivers a number of initiatives and services to address VAWG using four strands – Prevention, Provision, Protection, and Partnership. The strategic vision is to prevent and eliminate all forms of violence against women and girls through the development of policies and procedures to address violence, develop programmes of preventative work, provide high-quality services which respond to local needs, and ensure that robust enforcement action is taken against perpetrators.

Havering has aligned its objectives with those set out in the Mayoral Violence Against Women and Girls Strategy for London, and we have set the following aims:

- Preventing and reducing VAWG
- Supporting all victims and survivors
- Holding perpetrators to account
- Building trust and confidence

The Violence Against Women and Girls Strategy is to be delivered over a three-year period. The action plan will be refreshed annually to take into account emerging trends or developments in legislation or working practices. This strategy will be implemented and monitored by the VAWG Strategic Group, which reports directly to the Havering Community Safety Partnership. The strategic group will also have oversight of the Multi-Agency Risk Assessment Conference (MARAC).

Introduction

In his Police and Crime Plan 2012-2025, the Mayor of London set out priorities for policing and crime reduction for his term in office. Tackling violence against women and girls (VAWG) is one of three overarching priorities within that plan. This led to the development of the Met Police VAWG action plan and the ten commitments to VAWG. The Havering Community Safety Partnership (HCSP) serious violence strategic assessment 2023 recommended that VAWG be retained as a key strategic priority locally under the protecting vulnerable individuals/victims strand of work.

VAWG can include different types of abuse, including psychological, verbal, physical, economic, sexual, and emotional; and can take a number of forms, including domestic abuse, female genital mutilation, forced marriage, sexual exploitation, sexual harassment, prostitution, trafficking, and honour-based abuse (please refer to Appendix 3 – What do we mean by violence against women and girls?).

VAWG accounts for the greatest socio-economic cost to community safety partnership services in Havering. Domestic violence accounts for a third of all physical violence reported to agencies, even despite high levels of underreporting. Calls to police alone occur at a rate of one every 176 minutes in Havering. The Crime Survey for England and Wales 2023 found that 27% of all women aged 16-59 (and 14% of all men) had experienced domestic abuse since the age of sixteen. These estimates suggest that there could be around 40,000 survivors of domestic abuse currently residing in Havering, with 28,620 females and 13,440 males suffering from abuse since the age of 16.

Currently, Havering delivers a number of initiatives and services to address VAWG using four strands – Prevention, Provision, Protection, and Partnership.

Events, campaigns, and communications messages are used to prevent violence by challenging attitudes and behaviours and providing information on where to seek support sooner rather than later.

Provision of support for those experiencing violence is delivered through a number of agencies, including Victim Support London, Havering Women's Aid, East London Rape Crisis Centre, and London Violence Against Women and Girls (VAWG) Consortium.

Actions taken to reduce the risk to women includes the provision of refuge accommodation, independent domestic violence advocacy, and the multi-agency risk assessment conference (MARAC).

Key stakeholders are involved in a local strategic group to monitor the work being done and identify and address problems or trends.

The Violence Against Women and Girls Needs Assessment 2023 (see Appendix 2) identified key areas for development in Havering to continue to address VAWG, and these are reflected in a comprehensive action plan.

In 2023, Havering police recorded 2,987 offences of domestic abuse (DA), compared to 2,907 in the previous year. By comparison, the level of DA offences for the whole of London has increased by 1% between 2022 and 2023; less than the 2.8% increase locally.

Havering has also experienced an 8.6% increase in DA violence with injury (VWI) locally, from 699 to 759, when comparing 2022 and 2023; compared to a 5.6% increase in the level for the whole of London.

Through this strategy, we will work within the VAWG Strategic Group to ensure we deliver an effective coordinated multi-agency response to tackle violence against women and girls, which will be evidence-based and measurable in its success.

Vision

The strategic vision is to prevent and eliminate all forms of violence against women and girls through the development of policies and procedures to address violence, develop programmes of preventative work, provide high-quality service provision which responds to local needs, and ensure that robust enforcement action is taken against perpetrators.

This strategy is aligned with our vision for Havering and supports our aim to be the Havering you want to be a part of; supporting residents to feel safe and well, be a great place to live, work, and enjoy, and enabling a resident-focused and resilient council.

Aims, Objectives and Outcome

Havering has aligned its objectives with those set out in the Mayoral Violence Against Women and Girls Strategy for London and has set the following aims:

- Preventing and reducing VAWG
- Supporting all victims and survivors
- Holding perpetrators to account
- Building trust and confidence

Performance measures will be agreed annually by the Havering Community Safety Partnership.

Timescales

The Violence against Women and Girls Strategy is to be delivered over a three-year period. The action plan will be refreshed annually to take into account emerging trends, or developments in legislation or working practices.

Related Documents

Please refer to **Appendix 5** for key documents and strategies related to this document.

Consultation

Development of this strategy has involved consultation with all member agencies of the Havering Community Safety Partnership. Representatives from all these areas are present within the VAWG strategic group.

Authorisation and Communication

The strategy will be authorised by the Havering Community Safety Partnership.

The stakeholders of this strategy are as follows:

- Barking, Havering Redbridge University Trust
- Havering Council
- Havering Local Safeguarding Partnerships Board
- Havering Women's Aid
- London Fire Brigade
- East Area BCU
- North East London Integrated Care Board (ICB)
- Department of Work and Pensions
- National Probation Service
- North East London Foundation Trust
- Registered Social Landlords
- Voluntary Sector
- Victim Support

Roles and Responsibilities of Stakeholders

- **Barking, Havering Redbridge University Trust:** Responsible for providing healthcare services and support to victims of VAWG, including medical examinations, treatment, and referrals to specialist services.
- **Havering Council:** Leads the coordination and implementation of the VAWG strategy, ensuring that all relevant departments and services are engaged and working collaboratively to address VAWG.
- **Havering Local Safeguarding Partnerships Board:** Ensures that safeguarding practices are in place to protect vulnerable individuals, including victims of VAWG, and oversees the implementation of safeguarding policies and procedures.
- **Havering Women's Aid:** Provides specialist support services to women and girls affected by VAWG, including refuge accommodation, counselling, and advocacy.
- **London Fire Brigade:** Supports the VAWG strategy by providing safety advice and interventions to victims of VAWG, particularly in cases where there is a risk of arson or other fire-related incidents.
- **East Area BCU:** The local police unit responsible for responding to incidents of VAWG, investigating crimes, and working with partners to protect victims and hold perpetrators accountable.
- **NEL ICB:** integrates health services to ensure that victims of VAWG receive appropriate medical care and support and collaborates with partners to address the health impacts of VAWG. NEL ICB is engaged in local structures and partnerships, including borough-based VAWG partnership boards and safeguarding partnership boards. The ICB will continue to work with partner organisations to ensure best practice across the system
- **Department of Work and Pensions:** Provides financial support and advice to victims of VAWG, helping them to access benefits and other financial assistance to support their recovery and independence.
- **National Probation Service:** Manages offenders who have committed VAWG-related crimes, providing rehabilitation and support to reduce reoffending and protect victims.
- **North East London Foundation Trust:** Provides mental health services and support to victims of VAWG, addressing the psychological impacts of abuse and trauma.

- **Registered Social Landlords:** Ensures that victims of VAWG have access to safe and secure housing and works with partners to provide support and interventions to prevent homelessness.
- **Voluntary Sector:** Delivers a range of support services to victims of VAWG, including helplines, counselling, and advocacy, and works with partners to raise awareness and promote prevention.
- **Victim Support:** Provides emotional and practical support to victims of VAWG, helping them to navigate the criminal justice system and access the services they need to recover and rebuild their lives.

Implementation and Monitoring

This strategy will be implemented and monitored by the VAWG Strategic Group which reports directly to the Havering Community Safety Partnership. The strategic group will also have oversight of the Multi-Agency Risk Assessment Conference.

Action Plan and Performance Measures

An Action Plan and performance measures are included at the end of this strategy document. The Action Plan will be delivered through the Violence Against Women & Girls Strategic Group which meets quarterly.

Evaluation and Review

The VAWG strategic group will produce quarterly reports to the HCSP against progress and performance. The action plan will be refreshed annually. The strategy will be reviewed in January 2028.

Achievements and Successes 2022 – 2024

- **Strengthening of the Independent Domestic Violence Advocacy Service for Havering:**

The Community Safety Team has funded 1 senior IDVA and 3 full-time IDVAs in post. During 2023-24, 502 new referrals were received, and 449 cases accessed support by the IDVA service.

- **Relaunch of the Domestic Abuse Champions Scheme:**

The Domestic Abuse Champions scheme was refreshed in 2022. Delegates must attend both Domestic Abuse awareness training and RIC training within a year to be a champion for three years. There is an increased number of school champions. There are currently a total of 125 Domestic abuse champions across the Borough.

- **Provision of Domestic Abuse Awareness Training:**

Both Domestic Abuse awareness and risk assessment training are delivered by the community safety team via the Council's Safeguarding Training programme.

The table below shows how many individuals have received training in 2023 - 2024:

Topic	Attendees
Coercive & Controlling Behaviours	52
DASH RIC - Domestic Abuse, Stalking and HBV Risk Identification Checklist	78
Domestic Abuse	76
Domestic Abuse in the Deaf Community	10
Harmful Practices	18
Modern Slavery	26

- **Roll out of The DRIVE Programme in Havering:**

The Drive programme provides specialist interventions by working with those causing harm in their relationships to prevent abusive behaviour and protect victim-survivors. Service users have been assessed as posing a high-risk, high-harm level of domestic abuse to the people that they are in an intimate or family relationship with. They also often have multiple needs and are resistant to change. Drive has an intensive case management approach that challenges service users to change and works with partner agencies – like the police and social services to disrupt abuse. The referral pathway for Drive cases is via the MARAC. There are 30 spaces on DRIVE across the BCU. However, due to the Havering uptake and need, it has been agreed that Havering can have up to 13 cases presently. Total of cases to date: 20. Current open cases: 13.

- **Roll out of the IRISi Project for Havering:**

IRISi is a specialist domestic violence and abuse (DVA) training, support, and referral programme for General Practices that has been positively evaluated in a randomised controlled trial. Funding was secured from MOPAC to deliver the IRISi project in Havering. GPs are receiving training and support to better manage DA cases. Twenty-five (25) surgeries are undergoing training or have registered for training. 94 health professionals, including GPs, nurses, pharmacists, and other staff associated with these surgeries, have completed training. Furthermore, training sessions have been conducted for 32 administrative and reception team members from 5 surgeries. 38 patients have subsequently been referred to the service and are receiving support.

- **Continued roll out the Restart Programme in Havering:**

Restart is an innovative pilot project providing earlier intervention for families at risk of experiencing domestic abuse. It brings together children’s social care, housing, and domestic abuse services to identify and respond to patterns of harmful behaviour at an earlier stage. Restart is currently being delivered in five London Boroughs. 70 Havering families have been referred to Restart. 39 Perpetrators have engaged. 53 Victims/Survivors have engaged.

- **Continued Roll out of a Domestic Abuse Perpetrator Programme for Havering:**

The Men & Masculinities programme provides a safe space for people who have engaged in abusive, harmful, and damaging behaviour within their relationships. The programme explores what it means to display appropriate behaviour within relationships and highlights how conflict, aggression, and anger can deeply impact the lives of others. The 24-week programme focuses on behaviour, how we act, how this reinforces how we think and feel, and most importantly, how to act differently and make changes to our behaviour and the environments we create. It is also designed to support any other treatment you may be involved with.

- **Perpetrators:**

- Havering April 22 - March 23: 30 starting intervention and 22 completions
- Havering April 23 - March 24: 41 starting intervention and 23 completions
- Havering 2024-2025 Q1: 10 starting intervention and 3 completed
- Currently supporting 16 Service Users
-

- **Victims/Survivors:**

- Havering April 22 - March 23: V/S engaging with intervention 28
- Havering April 23 - March 24: V/S engaging with intervention 34
- Havering 2024-2025 Q1: V/S engaging with intervention 10

- **Review of the Weekly Domestic Abuse Multi-Agency Risk Assessment Conference (DVMARAC) to Ensure High-Risk Victims of Domestic Abuse are Identified and Supported:**

A multi-agency audit has been completed, and an improvement plan has been developed. The delivery of the plan will be overseen by the MARAC members through the newly launched MARAC steering group. Work has been completed on the production of a new risk assessment tool to ensure case referrals will be based on current risk. A revised MARAC protocol has been delivered and implemented across the partnership. A Weekly DV MARAC is held every Wednesday. 627 cases were referred to MARAC in 2023-24, an increase of 27.4% from the previous year. There was a repeat rate of 27%, which is within the Safe Lives benchmark of between 24 and 40% of MARAC cases.

Further information

Please contact Community Safety at CommunitySafety@havering.gov.uk

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Appendix 1: Equality Impact Assessment

Full EQIA will be completed as part of the consultation process

Appendix 2: Violence against Women and Girls Strategic Problem Profile

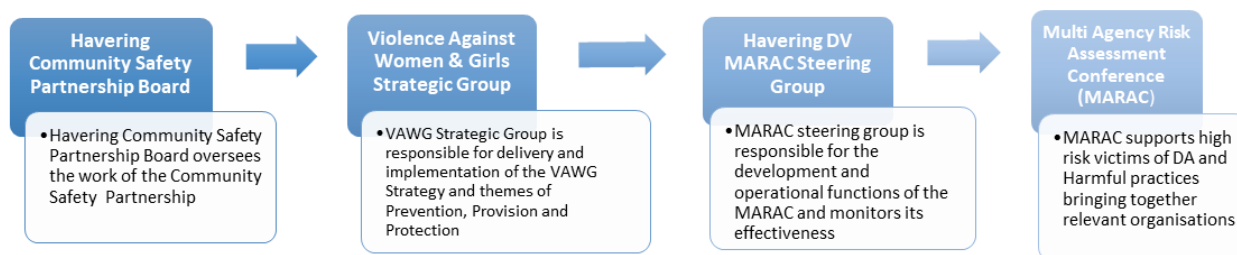
Appendix 3: What do we mean by violence against women and girls?



VAWG Definitions
and Glossary.pdf

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Appendix 4: Governance



Appendix 5: Related documents and strategies

Locally:

- Havering Joint Strategic Needs Assessment
- London Borough of Havering Corporate Plan 2017-18
- London Borough of Havering Community Safety Partnership Plan 2017-20
- London Borough of Havering Health & Wellbeing Strategy
- London Borough of Havering Combating Substance Misuse Strategy 2023-28
- London Borough of Havering Suicide Prevention Strategy 2025-30
- Havering Place based Partnership Poverty Reduction Strategy 2024
- London Borough of Havering Service Plans
 - Learning & Achievement
 - Children's Services
 - Homes & Housing

Regionally:

- London Child Protection Procedures 2013
- London Crime Reduction Board Anti-Gangs Strategy
- A Safer London for Women & Girls: Mayoral VAWG Strategy 2018-21
- Metropolitan Police Policy on Domestic Violence
- Metropolitan Police Child Sexual Exploitation Policy

Nationally:

- Borders, Citizenship and Immigration Act 2009
- Child Abduction and Custody Act 1985
- Children Act 2004
- Children & Young Persons Act 2008
- Children, Schools, Families Act 2010
- Civil Partnership Act 2004
- Crime and Disorder Act 1998
- Domestic Violence, Crime and Victims Act 2004
- Domestic Violence Disclosure Scheme Guidance 2016
- Domestic Abuse Bill 2018
- Education Act 2011
- Equality Act 2010

- Every Child Matters 2003
- Family Law Act 1996
- Female Genital Mutilation Act 2003
- Forced Marriage (civil protection) Act 2007
- Health & Social Care Act 2012
- Homelessness Reduction Act 2017
- Housing Act 2004
- Modern Slavery Act 2015
- National Action Plan to Tackle Child Abuse Linked to Faith or Belief 2012
- Policing & Crime Act 2009
- Protection from Harassment Act 1997
- Protection of Freedoms Act 2012
- Safeguarding Vulnerable Groups Act 2006
- Serious Crime Act 2007
- Serious Organised Crime and Police Act 2005
- Sexual Offences Act 2003

Globally:

- Human Rights Act 1998
- United Nations Convention on the Rights of the Child
- United Nations Trafficking Protocol

Appendix 6: VAWG Action plan 2025-29

[VAWG Action Plan 2025-29](#)

Preventing and Reducing VAWG

Theme	Action No and Theme	Actions	Outcomes	Organisation Responsible	Timescales	RAG Rate	Comments
Preventing and Reducing VAWG	1 - Education and Awareness	a) Safe and Together - continue the role out of the safe and together training to ensure all social workers are equipped to achieve best possible outcomes for survivors and their children whilst focusing on the perpetrators behaviour.	These actions will collectively aim to create a safer, more informed, and supportive environment for all individuals affected by VAWG.	LBH Social Care - Childrens / Adults Restart	Business As Usual March 2029		
		b) Domestic Homicide Review - ensure the action plan and learning from DHR's are embedded to improve existing practice and response to victims/survivors.		Community Safety Team Havering Community Safety Partnership	Business As Usual March 2029		
		c) Young Person's Healthy Relationship - Help young people to identify the warning signs of VAWG within their own home, their own developing relationships and within the community.		LBH Education Community Safety Team Neighbourhood Police Officers	Business As Usual March 2029		
		d) In-House Training - bespoke training tailored to services, in order to upskill front line officers on how to manage VAWG cases, support victims/survivors and their families. E.g. training programme for all CYPs social workers.		LBH Social Care - Childrens / Adults Safeguarding Partnerships Board MET Police Havering Community Safety Partnership MARAC SPOCs	Business As Usual March 2029		
		e) Bystander Training - increase to number of bystanders across the partnership and also the number of bystanders in the community, by including bystander training with workshops/engagements across the borough.		Community Safety Team Safeguarding Partnerships Board	Business As Usual March 2029		
		f) HCSP training offer - HCSP commit to the delivery of a robust and varied VAWG training packaging.		Community Safety Team Safeguarding Partnerships Board	Business As Usual March 2029		
	2 - Policy and Framework	a) DAPO (Domestic Abuse Protection Notices/Orders) - ensure that the partnership are equipped to support the delivery of the DAPO when rolled out across London. This will include education and applications being made by front line officers.	These actions aim to enhance the protection and support for victims of domestic abuse and stalking, improve public and professional awareness, and ensure the safety and well-being of staff members.	MET Police Community Safety Team	TBC		Pilot commences in 5 LAs across the UK October 2024
		b) SPO (Stalking Protection Order) - ensure partners are able to identify patterns of stalking behaviour to ensure that more opportunities are explored to obtain SPO's.		MET Police Community Safety Team	Business As Usual March 2029		
		c) Claire's Law/Sarah's Law - awareness raising of both law's so that members of the public understand their rights to ask for disclosure. Ensuring professionals are utilising the 'right to know' pathway of Claire's law to support the risk management of victims/survivors.		MET Police Community Safety Team	Business As Usual March 2029		
		d) Stalking Policy - the introduction of a new stalking guidance/policy in order to protect Havering staff members from the impact of stalking. This will include the review of existing policies such as the Employee Assault policy, to cover the psychological impact of staff.		Community Safety Team LBH HR Action for Stalking Havering Community Safety Partnership	Apr-25		
	3 - Support and Resources	a) Safe Accommodation - ensure that the LA continue to provide refuge accommodation and other forms of safe accommodation to ensure victims with priority need are offered safe accommodation.	These actions aim to ensure the safety and support of victims through continued safe accommodation and targeted, female-centered programs that address VAWG	LBH Housing Havering Womens Aid Community Safety Team	Sep-27		Contract for HWA provision ends Sept 2027 - with a 2 year extension clause Sept 2029
		b) My Ends Programme - project providers e.g. youth unity, look to deliver female centred programmes that incorporate education, support and risk management of VAWG.		Community Safety Team My Endz Partnership	Mar-26		
	4 - Community Engagement	a) Partnership - maintain and develop the VAWG specific partnerships to ensure all services support the community and VAWG engagement opportunities.	These actions aim to foster stronger partnerships, raise community awareness, and enhance the capacity of teams to respond to domestic abuse, ultimately creating a safer and more supportive environment	Havering Community Safety Partnership VAWG Strategic Partnership Community Safety Team	Business As Usual March 2029		
		b) Community Events and Communications - the continuation of community events to raise VAWG awareness in public places, schools/colleges and night time economy. This is to include a weekly drop in in Heaton ward highlighted as a hot spot area for DA.		Community Safety Team LBH Communications Team LBH Education Services MET Police Havering Women's Aid LBH Children's services	Business As Usual March 2029		
		c) DA Champions Network - to increase the number of champions across the partnership, to ensure teams are equipped with the correct knowledge to respond to domestic abuse and assess risk.		Community Safety Team Safeguarding Partnerships Board	Business As Usual March 2029		
	5 - Safety Initiatives	a) Tent and Hub - to utilise both recourses to ensure that there is a safe location to support victims/survivors of VAWG in the night time economy.	These actions aim to provide safe spaces, continuous support, and sustained early intervention for victims and survivors of VAWG, particularly in the night-time economy.	MET Police Community Safety Team	Mar-25		
		b) Night time economy initiative - continue to roll out of Ask Angela, WAVE training, night marshals and medics, in order to support victims/survivors of VAWG in the night time economy.		Romford BID Safe & Sound LBH Enforcement Team	Business As Usual March 2029		
		c) Restart - Explore funding opportunities to continue the Restart DA early intervention pilot when MOPAC funding comes to an end in March 2025.		LBH Childrens / Adults Services Restart	Mar-25		
	a) My Ends - Programme of engagement and activities for young people focusing on Sports based, Creative (music, arts) and Mentoring. Utilising local grassroots organisations to build on existing promising practice and develop hyperlocal interventions, which will be designed with and for young people who live in or access Romford Town Centre/ St. Edwards Ward on a daily basis.	These actions aim to engage and support young people, raise	Community Safety Team My Endz Partnership	Mar-26			
	b) Safe Adventures Library Project - the role out of the library project to include VAWG matters/books and introducing concepts of safe relationships to early years children		Community Safety Team LBH Public Health	Business As Usual March 2029			

6 - Programs/Initiatives	c) Safe Havens - Romford Town Centre provide support for individuals in need of help by providing a safe, comfortable environment where people can receive immediate help and get signposted to connect to other long-term, support services	support young people, raise awareness about VAWG, provide immediate assistance to those in need, and educate the community on healthy relationships	Community Safety Team Enforcement Team Voluntary Sector	Business As Usual March 2029		
	d) Junior Citizens - explore opportunities for a healthy relationships slot at JC, to support VAWG education.		Community Safety Team Enforcement Team MET Police Public Health LBH Education Services	Business As Usual March 2029		
	e) Project development - ongoing projects regarding VAWG to help educate and raise awareness e.g. 16 days of action.		Community Safety Team VAWG Strategic Partnership MET Police Havering Community Safety Partnership	Business As Usual March 2029		
1 - Support Services	a) HWA - explore funding the provision provided by HWA including, floating support, group support, counselling and MENDAS.	These actions aim to maintain and enhance support services for victims (including children), ensure adequate provision of IDVA support, secure funding for specialist services, and promote behaviour change in perpetrators to reduce repeat victimisation.	Havering Womens Aid Community Safety Team Havering Community Safety Partnership Safer Neighbourhood Board	Annually March 2029		
	b) IDVA - strengthen/increase the IDVA provision within Havering, ensuring we are providing the correct amount of IDVA support for the number of cases coming into the LA.		Community Safety Team	Mar-25		
	c) Specialist IDVA's - support and explore funding opportunities for specialist IDVA services in the LA, particularly the YPDA service that could potentially end in May 2025.		LBH Childrens Services LBH Housing LBH Adults Services Havering Womens Aid Havering Community Safety Partnership	May-25		
	d) Perpetrator provision - continue to provide perpetrator interventions to support the behaviour change of perpetrators to prevent repeat episodes of victimisation in current and new relationships.		Community Safety Team Cranstoun Drive	Mar-25		
	e) Provision for young victims - explore funding opportunities for specific support for children/young people who are exposed/are victims of DA.		LBH Childrens Services	Mar-26		
2 - Community Engagement and Awareness	a) Coffee Mornings - HWA to provide coffee mornings across the borough for victims/survivors to engage in peer support.	These actions aim to provide supportive environments for victims/survivors and increase public awareness and education on VAWG	Havering Womens Aid	Mar-25		
	b) VAWG events/stalls - community safety team to work with partners and plan events across the LA to raise awareness of VAWG. Including opportunities to educate members of the public regarding VAWG. e.g. Bystander training at college events.		Community Safety Team MET Police LBH Enforcement Team LBH Communications Team	Business As Usual March 2029		
3 - Housing and Safety	a) Housing Processes - Review of existing housing processes to improve outcomes for survivors of VAWG and ensure it limits change for families. E.g. When a family are in overcrowded TA, there DA need and overcrowding need are jointly managed.	These actions aim to improve housing processes and support for survivors, manage risks associated with perpetrators, ensure adequate housing provision, and enhance the overall response to VAWG within the housing sector.	LBH Housing	Mar-27		
	b) Housing Perpetrators - explore pathways to house perpetrators as a way to manage risk the victims, causing less disruption to victims and their families.		LBH Housing	Mar-27		
	c) Refuge/Accommodation - ensure the LA continues to provide adequate housing for victims of DA.		Community Safety Team Havering Womens Aid	Sep-27		
	d) DAHA - ensure that the DAHA processes and accreditation is completed		LBH Housing	Mar-26		
	e) DA housing panel - Strengthen the DA housing panel process ensuring clear governance structures and that there are measurable outcomes for victims, survivors and perpetrators presented at the meeting.		LBH Housing	Mar-25		
	f) Housing department - strengthen the response to VAWG within all departments, including training, risk management, a larger team to respond to DA.		LBH Housing	Mar-26		
4 - Policy and Compliance	a) DV MARAC (Domestic Violence Multi-Agency Risk Assessment Conference) - ensure the MARAC functions to support the highest risk victims of DA and Harmful practices. Including a review of the protocol and modernisation of thresholds and the RIC.	These actions aim to enhance support for high-risk victims, ensure compliance with the Domestic Abuse Act, and streamline the DHR process for timely and effective responses.	Community Safety Team MARAC Steering Group VAWG Strategic Partnership	Business As Usual March 2029		
	b) DA Act Compliance - continue to support partners to embedded the Domestic Abuse Act 2021 within their own services areas, keeping partners up to date with changes and embedding of new practice, e.g. DAPO's.		Community Safety Team MARAC Steering Group VAWG Strategic Partnership	Business As Usual March 2029		
	c) HR policies - creation and review of policies in order to support members of staff that are identified as victims/survivors of VAWG or perpetrators of VAWG.		Community Safety Team LBH HR	Business As Usual March 2029		
	d) DHR guidance note - to create and implement a local DHR guidance note for partners, in order to respond to enquiries and complete DHR's as efficiently as possible and within home office timescales.		Community Safety Team	Mar-25		
5 - Improved response to identify the wider crimes of	a) Training - Ensure the Safeguarding Partnerships Board continues to offer training on these specific areas.	These actions aim to enhance training, raise awareness, ensure effective use of specialist	Safeguarding Partnerships Board Havering Community Safety Partnership	Business As Usual March 2029		
	b) Communications - VAWG communications continue to raise awareness of these particular forms of VAWG.		Community Safety Team MET Police Comms LBH Comms	Business As Usual March 2029		

	IDENTIFY THE WIDER CITIES OF VAWG	c) Specialist service - Professionals utilise and refer to the specialist services provided by the London VAWG consortium.	effective use of specialist services, and improve referral processes for those in need	Havering Community Safety Partnership VAWG Strategic Partnership	Business As Usual March 2029		
		d) Referral pathways - Review and update, referral pathways for those involved in modern day slavery/prostitution with substance misuse needs.		Community Safety Team MARAC Steering Group VAWG Strategic Partnership	Annually March 2029		
holding perpetrators to account	1 - Accountability Mechanisms	a) Perpetrator Panel - explore the possibility of implementing a perpetrators panel for the high risk perpetrators of VAWG.	These actions aim to enhance the management of high-risk perpetrators, reduce re-offending, improve community safety, and ensure a coordinated response to local issues	Community Safety Team MET Police	Mar-27		
		b) MARAC (Multi-Agency Risk Assessment Conference) - ensure there is a SPOC from perpetrator services at MARAC to explore opportunities of behaviour change programmes.		Community Safety Team MET Police	Mar-25		
		c) Integrated Offender Management (IOM) Panel - The panel aims to reduce crime and re-offending by coordinating a multi-agency approach to managing persistent and problematic offenders. The panel works to improve community safety and public confidence in the criminal justice system by addressing the root cause of criminal behaviour and ensuring offenders face appropriate consequences.		Cranstoun Drive	Mar-25		
		d) Joint Enforcement Tasking Meeting - aims to coordinate efforts between various enforcement agencies to address local issues such as crime, anti-social behaviour, and environmental concerns. The collaborative approach ensures a more efficient and effective response to community problems, leveraging the strengths and resources of each agency.		Community Safety Team Enforcement Team	Business As Usual March 2029		
	2 - Programmes and Interventions	a) Cranstoun/Drive/Restart Programmes - to ensure that projects supporting perpetrators remain in the borough and explore funding opportunities.	These actions aim to maintain and enhance support for perpetrators, provide comprehensive substance misuse services, and ensure social workers are well-trained to address domestic abuse effectively	Cranstoun Drive Restart Community Safety Team	Mar-25		
		b) Change Lives Grow Programme/Mental Health - ongoing commitment to commission suitable substance misuse provision to support victims and perpetrators.		Havering Public Health NELFT Change Lives Grow	Business As Usual March 2029		
		c) Safe and Together - continue to ensure that all SW's receive core training on the model, as this focuses on holding perpetrators to account.		LBH Social Care - Childrens / Adults Restart	Mar-25		
	3 - Policy and Compliance	a) Review of Council Policies - review all policies that could support victims of VAWG and identify perpetrators of VAWG. This will include the creation of a stalking guidance document.	These actions aim to provide comprehensive policy support, improve collaboration and understanding of probation changes, ensure partners are informed about new protective orders, and enhance the identification and management of stalking cases	Community Safety Team Havering HR	Business As Usual March 2029		
		b) Understanding Probation Changes - ensure there is an increased understanding of the new changes to probation so that partners can work together to support victims of VAWG as early as possible when prisoners are released early.		Probation Service	Mar-25		
		c) DAPO Orders - ensure that partners are aware of the new DAPO and how this will impact on perpetrator management whilst offering protection to victims.		Community Safety Team MARAC Steering Group VAWG Strategic Partnership MET Police	TBC		Pilot commences in 5 LAs across the UK October 2024
		d) SPO - ensure that victims of stalking are identified quickly and there is case oversight to explore the possibility of an SPO to help manage the risk of the perpetrator.		Community Safety Team MARAC Steering Group VAWG Strategic Partnership MET Police	Business As Usual March 2029		
	4 - Data and Technology Utilisation	a) CRM - Explore the need of a case management recording system to ensure a joint up approach across ASB, offender management, enforcement and VAWG.	These actions aim to improve case management, leverage technology for offender apprehension, and enhance surveillance to support the safety and protection of victims	Safeguarding Partnerships Board Community Safety Team	Mar-26		
b) Continue to utilise Tech (e.g., Op Alas, facial recognition technology, CCTV) in order to support the apprehension of VAWG offenders.		MET Police Safe & Sound		Business As Usual March 2029			
c) Improved CCTV - new CCTV systems to help support and apprehend perpetrators of VAWG		CCTV		Business As Usual March 2029			
1 - Cultural Change and Awareness	a) Challenging Misogyny - a partnership agreement to challenging misogyny in the workplace and in the community. utilising recourses such as Bystander to increase education in this area.	These actions aim to challenge and reduce misogyny, enhance professional use of Clare's Law, and gather valuable community insights to improve VAWG initiatives.	Community Safety Team Havering Community Safety Partnership Safeguarding Partnerships Board MARAC Steering Group VAWG Strategic Partnership	Business As Usual March 2029			
	b) Clare's Law - continue to educate professionals and encourage the use of the 'right to know' pathway as an additional way to share information about possible domestic abusers.		MET Police Community Safety Team	Business As Usual March 2029			
	c) Survey (to gather feedback and insights) - yearly VAWG survey to be shared among residents to monitor VAWG concerns and also look for positive reported changes.		Community Safety Team	Business As Usual March 2029			
2 - Community Engagement and Support	a) Coffee Mornings - continue the role out of the VAWG coffee mornings across the borough, giving victim and survivors an opportunity to engage with others facing similar issues.	These actions aim to provide continuous support and engagement for victims and survivors, raise awareness, and maintain ongoing communication	Havering Womens Aid Community Safety Team Safer Neighbourhood Board	Mar-25			
	b) Walk & Talk Programme - continue to roll out of the programme, including some joint working opportunities to raise a partnership awareness of VAWG.		MET Police Community Safety Team	Business As Usual March 2029			

Building Trust and Confidence		c) Communications and Engagement/Visibility Engagement - ongoing communications through the year to offer advice and guidance on VAWG. completed through newsletters, social media, face 2 face interactions.	maintain ongoing communication and visibility on VAWG issues	Community Safety Team LBH Comms MET Police	Business As Usual March 2029		
	3 - Training	a) Training Police Officers (Response and CSU) - training to be offered to increase their knowledge of DA, how best to engage victims of DA and the MARAC process.	These actions aim to enhance the knowledge and skills of police officers, expand training opportunities, and increase public awareness and education on VAWG	MET Police Community Safety Team	Mar-26		
		b) Training package - HSPB continue to offer and roll out VAWG training, whilst exploring opportunities of other free VAWG related training, including Bystander training.		Safeguarding Partnerships Board Community Safety Team	Business As Usual March 2029		
		c) VAWG engagement opportunities - explore what VAWG engagement opportunities are suitable to use an educational opportunity to raise VAWG awareness with members of the public.		LBH Education Community Safety Team Neighbourhood Police Officers	Business As Usual March 2029		
	4 - Data and Accountability Sharing	a) Audits and Best Practice - Audits and best practice exercises to be conducted to help support safety planning, MARAC pathway and improved outcomes for victims of VAWG.	This action aims to enhance the effectiveness of safety planning and the MARAC process, ultimately improving support and protection for victims.	Safeguarding Partnerships Board Community Safety Team MARAC Steering Group	Business As Usual March 2029		
	5 - Policy and Governance	a) Improve Court Response/CPS/CJS (Criminal Justice System) - explore to opportunities of training and education for the courts to support better outcomes for victims.	These actions aim to enhance the response of the Criminal Justice System to VAWG cases and ensure effective governance and coordination of VAWG initiatives	Having Community Safety Partnership VAWG Strategic Partnership	Business As Usual March 2029		
		b) Governance - the VAWG strategic partnership to oversee VAWG governance e.g. MARAC steering group, changes to policy etc.		Having Community Safety Partnership VAWG Strategic Partnership MARAC Steering Group	Business As Usual March 2029		

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	<i>Violence against women and girls strategy (VAWG)</i>
Lead officer:	<i>Kerry Wright, Senior Community Safety Officer</i>
Approved by:	<i>Diane Egan, Community Safety and Intelligence Manager</i>
Version Number	V0.1
Date and Key Changes Made	<i>11/11/24</i>
Scheduled date for next review:	<i>March 2029</i>

Did you seek advice from the Corporate Policy & Diversity team? Please note that the Corporate Policy & Diversity and Public Health teams require at least 5 working days to provide advice on EqHIAs.	Yes
Did you seek advice from the Public Health team?	Yes
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website? See Publishing Checklist.	No

Please note that EqHIAs are **public** documents and unless they contain confidential or sensitive commercial information must be made available on the Council's [EqHIA webpage](#).

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact EqHIA@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

About your activity

1	Title of activity	Violence against women and girls strategy
2	Type of activity	Strategy
3	Scope of activity	<p>Havering Council Community Safety Team co-ordinates and leads on the development of policies, on behalf of the Havering Community Safety Partnership, that aim to improve the quality of life for all people in Havering. This is achieved by creating a safer environment, free from crime and with increased public confidence, contributing to a clean, safe and green borough. We aim to deliver efficient, high quality services that represent excellent value for money.</p> <p>Organisation and Staffing – We work closely with key partners, including the Metropolitan Police, to tackle crime and disorder within Havering. Each of these organisations have equality and diversity policies in place and are part of the Havering Community Safety Partnership governance. Priority areas of work are identified through rigorous needs analyses which are agreed annually and discussed with partners and the wider community of Havering.</p> <p>Services to the Community – The Havering Community Safety Partnership is comprised of five responsible authorities who, by law, are required to work together to tackle crime, disorder, substance misuse and reoffending. As stated under Section 17 of the Crime and Disorder Act 1998 ‘without prejudice to any other obligation imposed upon it – exercise its function with due regard to the need to do all it reasonably can to prevent crime and disorder in its area’. The act reinforces that tackling crime should be a partnership matter and organisations should achieve a shared strategy, with the local authority required to establish the Community Safety Partnership.</p> <p>The Community Safety Partnership must prepare a joint strategic assessment which analyses levels and patterns of crime, disorder and substance misuse; changes in levels and patterns of crime; and why these have occurred. This is a requirement of The Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007, amended in 2011. Section 115 of</p>

		<p>the Crime and Disorder Act 1998 ensures partners have the power to share information relevant to the completion of a strategic assessment – power to share information for the purpose of reducing crime and disorder, strengthened by Schedule 9(5) of the Police and Justice Act which introducing a duty on the aforementioned agencies. This duty (section 17A) requires the sharing of depersonalised data.</p> <p>Furthermore, there is also a statutory requirement that the Havering Community Safety Partnership produce and implement a strategy for the reduction of crime and disorder in the area (including anti-social and other behaviour adversely affecting the local environment); and a strategy for combating the misuse of drugs, alcohol and other substances in the area as required by the Police and Justice Act 2006. The annual strategic assessment guides the partnership as to the priorities, based on analysis and information available, and highlights areas where there are gaps in information or service provision which may impact adversely on specific locations or communities. The strategic assessment is the background document which helps in the formulation of the strategy (partnership plan).</p> <p>The strategic assessment and partnership plan are then used by Havering Community Safety Partnership to prioritise and allocate resources in respect of preventing crime and disorder. Violence against women and girls has been identified as a priority for the HCSP . A target of the Mayor’s Office for Policing and Crime (MOPAC) is to reduce repeat victimisation for domestic violence</p>			
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	<p>If the answer to <u>either</u> of these questions is ‘YES’, please continue to question 5.</p>		<p>If the answer to <u>all</u> of the questions (4a, 4b & 4c) is ‘NO’, please go to question 6.</p>
4b	Does this activity have the potential to impact (either positively or negatively) upon people from different backgrounds?	Yes			
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people’s health and wellbeing?	Yes	<p>Please use the Screening tool before you answer this question.</p>	<p>If you answer ‘YES’, please continue to question 5.</p>	
5	If you answered YES:	<p>Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.</p>			

6	If you answered NO:	<p><i>Please provide an explanation on why your activity does not require an EqHIA. This is essential, in case the activity is challenged under the Equality Act 2010.</i></p> <p><i>Please keep this checklist for your audit trail.</i></p>
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Completed by:	<i>Kerry Wright, Senior Community Safety Officer</i>
Date:	<i>11/11/2024</i>

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
<p>According to the 2021 Census</p> <ul style="list-style-type: none"> • The total estimated unrounded population count in Havering is 262,052, compared to 237,232 in 2011 (a 10.5% increase) • The number of children aged 0-17 (under 18 population) in Havering is 58,550, compared to 50,827 in 2011 (a 15.2% increase, compared to increases of 4.8% in London and 3.9% in England) • Havering now has the lowest proportion of working-age adults in London • The estimated number of households in Havering is 101,277, an increase of 4% from 2011 (97,199) • Compared to the London (51.9%) and England (51.6%) average, Havering has a marginally higher proportion of households living in deprivation (52.7%). • The number of households with dependent children (i.e. families) in Havering has increased in the last decade by 28% • The number of people in Havering born outside the UK has increased and now stands at almost 1 in 5 <p>According to the 2024 Annual Strategic assessment of crime and disorder</p> <ul style="list-style-type: none"> • Violence Against the Person made up the highest percentage of crime in 2023 at 31% of all TNO crime reported in Havering with an increase of 3 was seen compared to the previous year • The largest proportion of the 6 366 offences recorded occurred in St Edward's 838 offences) and Heaton 718 offences) wards, experiencing 13 and 11 of all violent offences in the borough respectively <p style="text-align: right; font-size: small;"><i>*Expand box as required</i></p>

Who will be affected by the activity?
<p>All residents of Havering could potentially be impacted</p>
<i>*Expand box as required</i>

Protected Characteristic - Age: Consider the full range of age groups		
<i>Please tick (✓) the relevant box:</i>	Overall impact: Neutral	
Positive	<p>The 2024 VAWG Needs Assessment & Strategy Development report evidenced that, in 2023, the most vulnerable age for victims of domestic violence is in the 40+ age category, followed by between 30-39 year olds.</p> <p>Referrals to the domestic violence multi agency risk assessment conference (DVMARAC) identified 4 (out of 401) victims aged 16-17 years, which equates to 1% of total high risk referrals.</p> <p>Services provided by MARAC or DV commissioned services are available for all victims from the age of 16 years and upwards in line with the Home office VAWG definition.</p>	
Neutral		✓
Negative		
<i>*Expand box as required</i>		
<p>Evidence:</p> <ul style="list-style-type: none"> - VAWG Needs Assessment & Strategy Development 2024 - Metropolitan Police Crime Recording Information System (CRIS) - Havering MARAC data 		
<i>*Expand box as required</i>		
<p>Sources used:</p> <ul style="list-style-type: none"> - VAWG Needs Assessment & Strategy Development 2024 - Havering Data Intelligence Hub - Metropolitan Police Crime Recording Information System (CRIS) - Havering MARAC data 		
<i>*Expand box as required</i>		

Protected Characteristic - Disability: Consider the full range of disabilities; including physical, mental, sensory, progressive conditions and learning difficulties. Also consider

neurodivergent conditions e.g. dyslexia and autism.										
Please tick (✓) the relevant box:										
Positive										
Neutral	✓									
Negative	<p>Overall impact: Neutral</p> <p>A Violence Against Women and Girls Strategic Group is in place in Havering which monitors and reviews performance, prevention and provision of services locally.</p> <p>The DV MARAC receives referrals to support high risk victims of domestic violence.</p> <p>The table below shows that 3.8% of referrals in 2022 and 1.9% of referrals in 2023 were for individuals who identified themselves as having a disability.</p> <table border="1"> <thead> <tr> <th></th> <th>Calendar year of 2022</th> <th>Calendar year of 2023</th> </tr> </thead> <tbody> <tr> <td>Number of Cases</td> <td>500</td> <td>566</td> </tr> <tr> <td>Referrals to support disabled victims</td> <td>19</td> <td>11</td> </tr> </tbody> </table> <p>Safety planning is tailored to meet the individual needs of the victim. Independent domestic violence advocacy is available to support individuals to access support services and support victims through the criminal justice process.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		Calendar year of 2022	Calendar year of 2023	Number of Cases	500	566	Referrals to support disabled victims	19	11
	Calendar year of 2022	Calendar year of 2023								
Number of Cases	500	566								
Referrals to support disabled victims	19	11								
<p>Evidence:</p> <p>- DV MARAC data</p> <p style="text-align: right;"><i>*Expand box as required</i></p>										
<p>Sources used:</p> <p>- DV MARAC data</p> <p style="text-align: right;"><i>*Expand box as required</i></p>										

Protected Characteristic – Sex / gender: Consider both men and women	
Please tick (✓) the relevant box:	
Positive	
Neutral	✓
Negative	<p>Overall impact:</p> <p>Recent data for 2023 indicates that gender-based violence and sexual violence remain significant issues in Havering. According to the latest reports, around 30,000 women in Havering (22%) are estimated to be survivors of domestic abuse. Additionally, 20% of women have been victims of sexual abuse since the age of 16. This does not include the number of children living in affected households.</p> <p>A Violence Against Women and Girls Strategic Group is in place in Havering which monitors and reviews performance, prevention and provision of services locally.</p>

It is anticipated that by continuing to train staff, including DV Champions across multi-agency services and across departments, awareness of VAWG will be raised which may lead to more victims and cases being identified. The strategic group will look to improve access to services generally, and work with specific groups who are more likely to underreport and access available services.

Data from the 2024 VAWG Needs Assessment & Strategy Development report identified from police data that 26% of victims of domestic abuse are male and 73% of victims of domestic abuse are female.

Data for perpetrators found that, where a female victim of domestic abuse was identified, 80% of perpetrators were male and 8% of perpetrators were female.

Support services from IDVAs and outreach are available to all victims regardless of gender.

A dedicated male only reporting line, MENDAS was established in 2016 as it was identified that men are unlikely to report to the national reporting helpline.

Through the associated Multi-Agency Risk Assessment Conference (MARAC) the work will aim to protect high risk victims from repeat victimisation and serious harm

The table below shows data from the DV MARAC.

	Calendar year of 2022	Calendar year of 2023
Number of Cases	500	566
Referrals to support female victims	471	542
Referrals to support male victims	29	24

Our data shows a clear disparity in the number of high risk male victims when compared to high risk female victims. However there is a wide range of research available which explores the reasons behind this.

Mankind.org.uk offer statistics from ONS (Office of National Statistics) stating that, in the UK –

- 1 in 3 victims of domestic abuse are male equating to 751,000 men (3.2%) and 1.38 million women (5.7%). From this, 483,000 men and 964,000 women are victims of partner abuse. (ONS 2022/23).
- 1 in 7 men (13.9%) and 1 in 4 women (27%) will be a victim of domestic abuse in their lifetime (ONS figures 2022/23).
- Of domestic abuse crimes recorded by the police, 25% were committed against men (ManKind Initiative).
- Only 4.8% of victims of domestic abuse being supported by local domestic services are men according to SafeLives data. This highlights how few men are being supported for local domestic abuse services (ONS 2022/23).
- 58.9% of the men who call the ManKind Initiative helpline have never spoken to anyone before about the abuse they are suffering and 64% would not have called if the helpline was not anonymous (ManKind Initiative).

		<ul style="list-style-type: none"> • 21% of male victims (2022/23) fail to tell anyone they are a victim of partner abuse – which is big improvement as previously it was 49% in 2017/18. The figures for female victims are 18.2% (2022/23) and 19% (2017/18). (ONS 2022/23). • 6.5% of male victims (2.8% women) have considered taking their life due to partner abuse in 2022/23. The charity has seen an increase in calls regarding suicide ideation over the pandemic period and beyond. (ONS 2022/23). • In 2022/23, 13 men died at the hands of their partner or ex-partner compared to 56 women. (ONS 2022/23). <p>Services have been made available to support male and female victims. This strategy will seek to address the lack of services for perpetrators by exploring the potential to commission specialist services.</p>
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**Expand box as required*

<p>Evidence:</p> <p>Violence against Women and Girls strategic group and Multi-Agency Risk Assessment Conference is established in Havering to identify, support and protect women and girls (also men) at-risk of domestic violence (with high importance around those groups at high risk, i.e. in pregnancy), sexual violence, female genital mutilation, honour based violence, sexual exploitation and prostitution.</p> <p>- VAWG Needs Assessment & Strategy Development 2024</p>	
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**Expand box as required*

<p>Sources used:</p> <p>- VAWG Needs Assessment & Strategy Development 2024 - Mankind.org.uk - ONS</p>	
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**Expand box as required*

<p>Protected Characteristic – Ethnicity / race / nationalities: Consider the impact on different minority ethnic groups and nationalities</p>	
<p>Please tick (✓) the relevant box:</p>	<p>Overall impact:</p>
<p>Positive</p>	<p>In 2023, communities which were overrepresented as victims of VAWG based crime in Havering included Black (12% of victims of VAWG identified as Black, compared to 8% of the population). Within, Asian communities, where a female was a victim of a VAWG based crime, figures show consistent representation (10% of victims of VAWG identified as Asian, compared to 10% of the population). Compared to 2022, 2023 saw both Black and Asian communities experiencing an increase in female victims of VAWG crime, of 44% and 27% respectively.</p>
<p>Neutral</p>	
<p>Negative</p>	

The table below shows data from the DV MARAC.		
	Calendar year of 2022	Calendar year of 2023
Number of Cases	500	566
Number of cases from black and minority ethnic community	115 23% of referrals	180 31.8% of referrals
<p>We do not commission BME specific services. however there is access to BME specific services through the VAWG consortium, with Ashiana as a key strategic partner.</p>		
<i>*Expand box as required</i>		

Evidence:

- VAWG Needs Assessment & Strategy Development 2024
- Office for National Statistics (ONS)

**Expand box as required*

Sources used:

- VAWG Needs Assessment & Strategy Development 2024
- Office for National Statistics (ONS)

**Expand box as required*

Protected Characteristic – Religion / faith: Consider people from different religions or beliefs, including those with no religion or belief	
<i>Please tick (✓) the relevant box:</i>	Overall impact:
Positive	<p>Information that could be useful for strategic analysis and service provision is currently undeveloped and underreported in Havering. Qualitative research shows that individuals with particular religious beliefs are more likely to be victims of hate incidents and hate crime. Available data also shows that perceptions of crime are higher amongst certain religious groups such as Muslim.</p> <p>The changing dimension of faith which may result from a growing BME community in Havering may require in the future specialist services should it be mirrored by a growth in the volume and prevalence of hate crime. There are clear gaps in data and reporting that need to be addressed and the partnership will be taking steps to engage with people from all religious groups and those with no religious belief to address those gaps.</p>
Neutral	
Negative	

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**Expand box as required*

Evidence:

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Intelligence gaps which would allow better impact assessment (see Action Plan)
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

**Expand box as required*

Sources used:

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

**Expand box as required*

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual											
<i>Please tick (✓) the relevant box:</i>		<p>Overall impact:</p> <p>Minimal data is available on the sexual orientation of victims or perpetrators of Domestic abuse.</p> <p>DV MARAC data is available as shown in the table below</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Calendar year of 2022</th> <th>Calendar year of 2023</th> </tr> </thead> <tbody> <tr> <td>Number of Cases</td> <td style="text-align: center;">500</td> <td style="text-align: center;">566</td> </tr> <tr> <td>Referrals to support LGBT victims</td> <td style="text-align: center;">6</td> <td style="text-align: center;">11</td> </tr> </tbody> </table> <p>Whilst no dedicated services are available locally for LGBT victims of domestic abuse, current IDVA and support services are available regardless of sexual orientation. Service advice was provided at Havering Pride and through hate crime roadshows at LGBT venues across the night time economy.</p>		Calendar year of 2022	Calendar year of 2023	Number of Cases	500	566	Referrals to support LGBT victims	6	11
	Calendar year of 2022		Calendar year of 2023								
Number of Cases	500		566								
Referrals to support LGBT victims	6		11								
Positive	<input type="checkbox"/>										
Neutral	<input checked="" type="checkbox"/>										
Negative	<input type="checkbox"/>										

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**Expand box as required*

Evidence:

- Havering MARAC data

**Expand box as required*

Sources used:

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Metropolitan Police Crime Recording Information System (CRIS)

**Expand box as required*

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

Please tick (✓) the relevant box:

Overall impact:

No data currently available

Positive

Neutral

Negative

**Expand box as required*

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Protected Characteristic – Marriage / civil partnership: Consider people in a marriage or civil partnership

<i>Please tick (✓) the relevant box:</i>		Overall impact: The service provided by the Havering Community Safety Partnership remains the same regardless of marital status. It is known that individuals, particularly women, living in couples (married or co-habiting) or who have decided to separate from their partners are more likely to be a victim of domestic violence or abuse. Please refer to the above section on Gender. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence: Please refer to the above section on Gender. <i>*Expand box as required</i>		
Sources used: please refer to the above section on gender. - VAWG Needs Assessment & Strategy Development 2024 <i>*Expand box as required</i>		

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are taking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		Overall impact: This group is at higher-risk of becoming a victim of domestic violence. Research shows that 30% of domestic violence victims begin to suffer abuse during pregnancy; therefore, there is a significant need for capacity within maternity and pre-natal services to identify risks and refer appropriately to relevant support services. An Independent domestic violence advocate is based in maternity services to support victims of domestic abuse during pregnancy <i>*Expand box as required</i>
Positive	<input checked="" type="checkbox"/>	
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence: Please refer to the above section on Gender.		

**Expand box as required*

Sources used:

Please refer to the above section on Gender.

**Expand box as required*

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

Please tick (✓) the relevant box:

Positive

Overall impact:

Some categories may be more likely to affect different socio-economic groups. For example:

Neutral

✓

- Households with higher disposable incomes and expensive electronic devices are more likely to be burgled and subsequently improve their home security, however, households in lower income areas are more likely to be victims on multiple occasions due to inability to pay for more sophisticated home security (Crime Survey for England & Wales)

- All households can be affected by domestic violence, however, a higher proportion of low-income households experience domestic violence (Crime Survey for England & Wales).

- Robbery victims are more likely to be from middle and higher income backgrounds, whereas robbery offenders are likely to be from lower income backgrounds and specifically target those who they perceive to be better off (Youth Justice Board)

Negative

The impact of crime on those from low-income households may be greater due to the inability to protect themselves (i.e. being unable to afford home insurance; investing in security; covering the loss of stolen items and repairs to doors/windows; and the subsequent burden this may place on already stretched incomes).

**Expand box as required*

<p>Evidence:</p> <ul style="list-style-type: none"> - Crime Survey for England & Wales - Youth Justice Board: Young People and Street Crime 	<i>*Expand box as required</i>
<p>Sources used:</p> <ul style="list-style-type: none"> - Crime Survey for England & Wales - Youth Justice Board: Young People and Street Crime 	<i>*Expand box as required</i>

Health & Wellbeing Impact: Please use the Health and Wellbeing Impact Tool on the next page to help you answer this question.

Consider both short and long-term impacts of the activity on a person’s physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity?

<i>Please tick (✓) all the relevant boxes that apply:</i>		Overall impact:
Positive	✓	Experiencing domestic abuse can have serious detrimental impact on both physical and mental wellbeing.
Neutral	✓	The strategy recognises that of those who do report crimes to police this does not necessarily end their suffering, and in Havering 29% experience at least one further incident in the twelve months following their first report. Actions in the strategy specifically seek to support families to prevent re-offending through introduction of DV caseworker and IDVA, and thus likely to have a positive impact.
Negative		<p>The strategy seeks to engage with health practitioners to identify those who may be impacted by domestic abuse and VAWG, and choose not to disclose. An IDVA has been made available in maternity and A&E services to support health professionals and victims.</p> <p>The strategy seeks to further engage with primary health care professionals and mental health services.</p> <p>From a physical health impact perspective, particularly where drug and alcohol misuse is associated with domestic violence, the strategy puts in place specific actions for a positive health outcome – Action C5. seeks to ‘Provide access to alcohol and drug intervention programmes for victims and perpetrators’</p>
		<i>*Expand box as required</i>
		<p>Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>

Evidence:

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Intelligence gaps which would allow better impact assessment (see Action Plan)
 - Havering Data Intelligence Hub
 - Office for National Statistics (ONS)

**Expand box as required*

Sources used:

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Intelligence gaps which would allow better impact assessment (see Action Plan)
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

**Expand box as required*

3. Health & Wellbeing Screening Tool

Will the activity / service / policy / procedure affect any of the following characteristics? Please tick/check the boxes below
The following are a range of considerations that might help you to complete the assessment.




Lifestyle YES <input type="checkbox"/> NO <input type="checkbox"/>	Personal circumstances YES <input type="checkbox"/> NO <input type="checkbox"/>	Access to services/facilities/amenities YES <input type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Diet <input type="checkbox"/> Exercise and physical activity <input type="checkbox"/> Smoking <input type="checkbox"/> Exposure to passive smoking <input type="checkbox"/> Alcohol intake <input type="checkbox"/> Dependency on prescription drugs <input type="checkbox"/> Illicit drug and substance use <input type="checkbox"/> Risky Sexual behaviour <input type="checkbox"/> Other health-related behaviours, such as tooth-brushing, bathing, and wound care	<input type="checkbox"/> Structure and cohesion of family unit <input type="checkbox"/> Parenting <input type="checkbox"/> Childhood development <input type="checkbox"/> Life skills <input type="checkbox"/> Personal safety <input type="checkbox"/> Employment status <input type="checkbox"/> Working conditions <input type="checkbox"/> Level of income, including benefits <input type="checkbox"/> Level of disposable income <input type="checkbox"/> Housing tenure <input type="checkbox"/> Housing conditions <input type="checkbox"/> Educational attainment <input type="checkbox"/> Skills levels including literacy and numeracy	<input type="checkbox"/> to Employment opportunities <input type="checkbox"/> to Workplaces <input type="checkbox"/> to Housing <input type="checkbox"/> to Shops (to supply basic needs) <input type="checkbox"/> to Community facilities <input type="checkbox"/> to Public transport <input type="checkbox"/> to Education <input type="checkbox"/> to Training and skills development <input type="checkbox"/> to Healthcare <input type="checkbox"/> to Social services <input type="checkbox"/> to Childcare <input type="checkbox"/> to Respite care <input type="checkbox"/> to Leisure and recreation services and facilities
Social Factors YES <input type="checkbox"/> NO <input type="checkbox"/>	Economic Factors YES <input type="checkbox"/> NO <input type="checkbox"/>	Environmental Factors YES <input type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Social contact <input type="checkbox"/> Social support <input type="checkbox"/> Neighbourliness <input type="checkbox"/> Participation in the community <input type="checkbox"/> Membership of community groups <input type="checkbox"/> Reputation of community/area <input type="checkbox"/> Participation in public affairs <input type="checkbox"/> Level of crime and disorder <input type="checkbox"/> Fear of crime and disorder <input type="checkbox"/> Level of antisocial behaviour <input type="checkbox"/> Fear of antisocial behaviour <input type="checkbox"/> Discrimination <input type="checkbox"/> Fear of discrimination <input type="checkbox"/> Public safety measures <input type="checkbox"/> Road safety measures	<input type="checkbox"/> Creation of wealth <input type="checkbox"/> Distribution of wealth <input type="checkbox"/> Retention of wealth in local area/economy <input type="checkbox"/> Distribution of income <input type="checkbox"/> Business activity <input type="checkbox"/> Job creation <input type="checkbox"/> Availability of employment opportunities <input type="checkbox"/> Quality of employment opportunities <input type="checkbox"/> Availability of education opportunities <input type="checkbox"/> Quality of education opportunities <input type="checkbox"/> Availability of training and skills development opportunities <input type="checkbox"/> Quality of training and skills development opportunities <input type="checkbox"/> Technological development <input type="checkbox"/> Amount of traffic congestion	<input type="checkbox"/> Air quality <input type="checkbox"/> Water quality <input type="checkbox"/> Soil quality/Level of contamination/Odour <input type="checkbox"/> Noise levels <input type="checkbox"/> Vibration <input type="checkbox"/> Hazards <input type="checkbox"/> Land use <input type="checkbox"/> Natural habitats <input type="checkbox"/> Biodiversity <input type="checkbox"/> Landscape, including green and open spaces <input type="checkbox"/> Townscape, including civic areas and public realm <input type="checkbox"/> Use/consumption of natural resources <input type="checkbox"/> Energy use: CO2/other greenhouse gas emissions <input type="checkbox"/> Solid waste management <input type="checkbox"/> Public transport infrastructure

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4. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	<p>1. The initial screening exercise showed a strong indication that there will be no impacts on people and need to carry out an EqHIA.</p> <p>2. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u></p>		<p>Proceed with implementation of your activity</p>
	<p>3. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u></p>		<p>COMPLETE SECTION 5: Complete action plan with measures to mitigate the and finalise the EqHIA</p>
	<p>4. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level</p>		<p>Stop and remove the activity or revise the activity thoroughly. Complete an EqHIA on the revised proposal.</p>

5. Action Plan

The real value of completing an EqHIA comes from identifying the actions that can be taken to eliminate/minimise **negative** impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will mitigate or reduce any **negative** equality and/or health & wellbeing impacts, identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; if required, will amend the scope and direction of the change; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Gender	Further information is needed to assess impact	<p>Further work is required to ascertain the prevalence and extent of child sexual exploitation within Havering, which predominantly affects girls.</p> <p>A Multi-Agency Sexual Exploitation (MASE) group has been set up in Havering to identify those at-risk and agree on safeguarding procedures. The Multi-Agency Safeguarding Hub researcher has developed an intelligence profile containing all available information on local cases identified or believed at-risk.</p>	Monitored monthly at the MASE meeting	ongoing	
Ethnicity / Race	There is currently no specific service which covers this protected group, however there is a Havering BME forum	Hate incidents can be referred to the Anti-Social Behaviour Panel and Community MARAC in order to protect victims and impose partnership sanctions against identified perpetrators.	Monitored at the Safer Neighbourhood Board, and cases where relevant reviewed via the Anti-Social Behaviour Panel and Community MARAC.	ongoing	

	<p>which is represented at the Safer Neighbourhood Board.</p> <p>The growing BME community in Havering may require in the future specialist services should it be mirrored by a growth in the volume and prevalence of hate crime.</p>	<p>The Safer Neighbourhood Board has representation from the Havering BME forum and police are held to account at this forum for all areas of their activity, include response to hate crime and complaints regarding service.</p>			
Religion / Faith	<p>Further information is needed to assess impact</p>	<p>Whilst there were few reports of faith hate crime reported to and recorded by police in Havering, it does not mean that it does not occur. Local faith groups may be aware of and deal with incidents for example. There is a need to establish the prevalence locally, and if occurring why are services not being accessed?</p> <p>Hate incidents can be referred to the Anti-Social Behaviour Panel and Community MARAC in order to protect victims and impose partnership sanctions against identified perpetrators.</p>	<p>Monitored at the Safer Neighbourhood Board, and cases where relevant reviewed via the Anti-Social Behaviour Panel and Community MARAC.</p>	ongoing	
Sexual Orientation	<p>Further information is needed to assess impact</p>	<p>Whilst there were few reports of homophobic hate crime reported to and recorded by police in Havering, it does not mean that it does not occur. Local LGBT groups may be aware of and deal with incidents for example. There is a need to establish the prevalence locally, and if occurring why are services not being accessed?</p>	<p>Monitored at the Safer Neighbourhood Board, and cases where relevant reviewed via the Anti-Social Behaviour Panel and Community MARAC.</p>	ongoing	

		Hate incidents can be referred to the Anti-Social Behaviour Panel and Community MARAC in order to protect victims and impose partnership sanctions against identified perpetrators.			
Gender re-assignment	Further information is needed to assess impact	<p>Whilst there were no reports of transphobic hate crime reported to and recorded by police in Havering, it does not mean that it does not occur. Local LGBT groups may be aware of and deal with incidents for example. There is a need to establish the prevalence locally, and if occurring why are services not being accessed?</p> <p>Hate incidents can be referred to the Anti-Social Behaviour Panel and Community MARAC in order to protect victims and impose partnership sanctions against identified perpetrators.</p>	Monitored at the Safer Neighbourhood Board, and cases where relevant reviewed via the Anti-Social Behaviour Panel and Community MARAC.	Ongoing	
Pregnancy and maternity	This group is at higher-risk of becoming a victim of domestic violence.	Domestic violence champions and domestic abuse advocates are in place at pre-natal/maternity locations to identify and advise/refer those who may be at-risk of domestic abuse.	Monitored via the Violence Against Women and Girls Strategic Group, Multi-Agency Risk Assessment Conference and Domestic Violence forums.	ongoing	

Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts.

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

6. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review: Annually

Scheduled date of review: March 2026

Lead Officer conducting the review: Community Safety Officer (VAWG)

**Expand box as required*

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.

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Havering Violence Against Womens and Girls (VAWG) Strategy consultation Results 2025.

Introduction:

The VAWG consultation survey results report presents the findings from a comprehensive survey conducted to gather insights and opinions on violence against women and girls (VAWG) within the London Borough of Havering. The survey ran from 25 November 2024 to 17 January 2025 and received a total of 157 responses.

The primary aim of this consultation was to understand the community's experiences, perceptions, and suggestions regarding VAWG. The survey covered various aspects, including the respondents' connection to Havering, their gender identity, sexual orientation, faith, and whether they have a disability or health condition. It also explored their involvement in VAWG, experiences of VAWG, and the locations where VAWG is most likely to occur.

The report highlights key findings, such as the effectiveness of current VAWG services, critical issues that the VAWG strategy should address, and the most needed services and support to tackle VAWG in Havering.

Additionally, it provides recommended actions based on the survey results to enhance community outreach, improve access to services, and address the critical issues identified.

Survey Findings:

The survey results indicate that many respondents, 63.06%, live in the London Borough of Havering, while 32.48% are educated there, and 24.84% work in the area. A smaller proportion, 1.91%, visit Havering, and only 0.64% have other connections. Notably, no respondents left this part of the question unanswered. These findings highlight the diverse connections and strong ties that respondents have with the community, providing valuable insights into the local context of VAWG issues.

The survey's findings indicate that many respondents, 89.17%, identify as female, while 7.64% identify as male. A smaller proportion identifies as non-binary (0.64%), describes their gender in another way (0.64%), or prefers not to disclose their gender (0.64%). Notably, 1.27% did not answer this part of the question. These findings highlight the diverse gender identities of the respondents, providing valuable insights into the local

context of VAWG issues. Additionally, regarding sexual orientation, 78.98% of respondents identify as straight or heterosexual, 9.55% as bisexual, 3.18% as gay or lesbian, 1.27% describe their sexual orientation another way, 5.10% prefer not to say, and 1.91% did not answer this question.

The survey results reveal diverse demographics among respondents, with 89.17% identifying as female, 7.64% as male, 0.64% as non-binary, 0.64% describing their gender in another way, and 0.64% preferring not to disclose their gender. In terms of sexual orientation, 78.98% of respondents identify as straight or heterosexual, 9.55% as bisexual, 3.18% as gay or lesbian, 5.10% prefer not to say, and 1.91% did not answer.

The survey also found that 48.41% of respondents identify as Christian, 33.12% as having no religion, 8.28% as Muslim, 2.55% as Hindu, 0.64% as Jewish, and small percentages adhering to other religions or preferring not to say. The survey results indicated that 24.84% of respondents reported having a disability, impairment, or health condition, while 68.79% did not, 5.73% preferred not to say, and 0.64% did not answer.

Among the types of impairments reported, 5.10% identified as having sensory impairments such as mild deafness or partial sight, 2.55% had physical impairments like wheelchair use, 8.92% had mental illnesses including bipolar disorder, schizophrenia, or depression, 6.37% had developmental or educational conditions such as autism spectrum disorders, dyslexia, or dyspraxia, 0.64% had learning disabilities like Down's syndrome or cerebral palsy, 7.01% had long-term illnesses or health conditions like cancer, HIV, diabetes, chronic heart disease, or stroke, and 1.91% reported other types of impairments. Additionally, 75.16% of respondents did not answer this question on impairments.

The survey findings revealed that most respondents fell into the age brackets of 16-17 (36.31%), 55-64 (17.83%), and 45-54 (11.46%). The survey had a total of 157 responses. Other age groups included 18-24 (10.19%), 35-44 (8.92%), 25-34 (7.64%), and 65-74 (5.73%). Smaller percentages were seen in under 16 (0.64%) and those preferring not to disclose their age (1.27%). No responses were recorded for the age brackets of 75-84 and 85+. These results align with the ever-changing age demographic of Havering. It also shines a light on the efforts to ensure that younger voices are heard as a part of the VAWG consultation, given this is a key area of enquiry.

152 responded to the question relating to the locations where VAWG was most likely to take place. The majority indicated that home was the most common setting (37.58%), followed by public transport (26.11%), town centers (7.64%), open spaces (7.01%), pubs,

bars or restaurants (5.73%), and work (2.55%). Education and leisure facilities had minimal responses (0.64% and 0.00%, respectively), while "other" and "not answered" accounted for 9.55% and 3.18%.

In the last 12 months, 154 people responded about engaging in VAWG services, with 19 (12.10%) indicating they had used such services. Of these, 8 accessed Havering Women's Aid, 1 used MENDAS, 4 engaged with Victim Support, 3 with the Havering IDVA team, and 2 with Cranstoun. Eight respondents mentioned 'other' services, while 139 (88.54%) did not answer. Effectiveness ratings showed 6 (3.82%) found the services very effective, 9 (5.73%) somewhat effective, 4 (2.55%) neutral, and no respondents found the services ineffective. Notably, 138 (87.90%) did not provide a rating.

The survey provided a comprehensive list of options for respondents to select the critical issues they believed the VAWG Strategy should address. These options included sexual abuse, domestic abuse, stalking and harassment, female genital mutilation and forced marriage, so-called "honour-based" abuse, exploitation and trafficking, online abuse, sexual harassment and intimidation at work, in education settings and public places, and street harassment. Respondents also had the opportunity to select "other" and provide additional comments.

The findings illustrated a broad spectrum of concerns among the public, with the top three issues being sexual abuse, domestic abuse, and stalking and harassment. These issues highlight significant areas of concern for the participants of the survey. These are already key areas of focus within the draft strategy and action plan.

The survey findings revealed that 149 respondents identified several key needs to address VAWG in Havering. The top three areas of focus included the provision of counseling and mental health services, which 68.15% of respondents deemed necessary; education and prevention programs, supported by 64.33%; and emergency shelters or refuges, highlighted by 62.42%. These responses underscore the critical importance of mental health support, preventative measures, and immediate safety provisions in tackling violence against women and girls.

The key themes in the responses to the VAWG survey :

1. **Awareness and Education:** Many respondents emphasised the need for increased awareness and education about violence against women and girls (VAWG). This includes educating the community, professionals, and young people about the issues, triggers, prevention measures, and available support.

2. **Support for Victims:** There is a strong call for better support for victims of VAWG. Respondents highlighted the importance of providing comprehensive support services, including counseling, legal help, and practical assistance.
3. **Cultural and Societal Change:** Several responses pointed out the need for cultural and societal changes to address VAWG. This includes challenging harmful cultural norms, improving the legal system's response to VAWG, and promoting gender equality.
4. **Training for Professionals:** Respondents mentioned the need for better training for professionals, such as police, judges, and healthcare workers, to handle VAWG cases more effectively and sensitively.
5. **Prevention and Early Intervention:** There is a focus on the importance of prevention and early intervention to stop VAWG before it occurs. This includes educating young people about healthy relationships and respect, as well as identifying and addressing risk factors early on.
6. **Reporting and Accountability:** Some responses highlighted the need for better reporting mechanisms and accountability for perpetrators of VAWG. This includes anonymous reporting options and holding perpetrators accountable for their actions.
7. **Community Involvement:** The importance of involving the community in addressing VAWG was also mentioned. This includes community education programs, support networks, and collaboration between different sectors.

These themes reflect the diverse perspectives and experiences of the respondents, highlighting the multifaceted nature of addressing violence against women and girls.

Actions to Address VAWG in Havering based on the consultation results:

1. **Enhance Community Outreach and Awareness:**
 - a. Increase efforts to educate the community about VAWG and available support services.
 - b. Implement targeted campaigns to raise awareness in high-risk areas such as public transport and town centres¹.
2. **Improve Access to Counselling and Mental Health Services:**
 - a. Expand the availability of counselling and mental health services for victims and survivors of VAWG.
 - b. Ensure that these services are easily accessible and well-publicised within the community.
3. **Strengthen Emergency Shelters and Refuges:**

- a. Increase the number of emergency shelters and refuges available for victims of VAWG.
 - b. Provide adequate funding and resources to ensure these facilities can meet the demand.
- 4. Implement Education and Prevention Programs:**
- a. Develop and deliver education programs in schools and community spaces to prevent VAWG.
 - b. Focus on teaching young people about healthy relationships and consent.
- 5. Enhance Legal Assistance and Understanding of Rights:**
- a. Educate the community about their legal rights and the laws related to VAWG.
- 6. Support Perpetrator Change Programs:**
- a. Implement programs aimed at changing the behaviour of perpetrators of VAWG.
 - b. Focus on rehabilitation and preventing reoffending.
- 7. Address Critical Issues Identified in the Survey:**
- a. Prioritise addressing sexual abuse, domestic abuse, and stalking and harassment as the most critical issues
 - b. Develop specific strategies and interventions to tackle these issues effectively.
- 8. Improve Engagement with VAWG Services:**
- a. Increase efforts to engage the community with VAWG services.
 - b. Ensure that services are well-publicised and accessible to those in need.
- 9. Monitor and Evaluate the Effectiveness of VAWG Services:**
- a. Regularly assess the effectiveness of VAWG services and support in Havering.
 - b. Use feedback from the community to make improvements and adjustments as needed.
- 10. Collaborate with Various Stakeholders:**
- a. Work closely with local authorities, healthcare providers, law enforcement, and community organisations to address VAWG comprehensively.
 - b. Foster a collaborative approach to ensure all aspects of VAWG are addressed effectively.

In Conclusion:

The findings, key areas of enquiry and recommendations highlighted consultation survey and improve the overall response to VAWG in Havering. All of the above recommendations are contained within the draft VAWG Strategy and Action Plan prior to the consultation. This would allude that the strategy and action plan align with the desires of the residents of Havering. The VAWG strategic partnership will take ownership of the action plan and support its delivery. Whilst we would like to commit to growing services/provision, this can only commence with adequate funding. Given the current financial position of the local authority, additional funding to services is unlikely. Therefore, provision will be largely reliant of MOPAC funding and other funding streams.

Additional documentation:

The attached document will allow the reader to view the above written results in a graphic and numerical format.



digital result of
VAWG consultation su



Haverling
LONDON BOROUGH

Violence Against Women & Girls Strategy 2025-2029

Delivered by Sarah Strang – Community Safety Officer

Definition of VAWG

VAWG stands for Violence Against Women and Girls. It refers to any harmful act directed at women and girls simply because of their gender. This includes physical, emotional, and sexual abuse, as well as threats, coercion, and deprivation of liberty. The goal is to ensure safety, equality, and respect for all women and girls. These forms of violence are deeply rooted in gender inequality and aim to control, harm, or exploit women and girls.

- Domestic Abuse
- Harmful Practises and 'so called' Honour Based Abuse
- Stalking and Harassment
- Sexual violence
- Exploitation and abuse in Online Spaces
- VAWG in the public space

VAWG Crime Summary

Overview

- Havering ranked 24th for the volume of VAWG offences among the 32 London boroughs.
- 6,517 offences used in VAWG counting were reported in Havering, with 58% of victims identifying as female.

Violence Against the Person

- Havering saw a 13% increase in Violence Against the Person offences from 2022 to 2023.
- 56% of victims identified as female, of which 61% of suspects identified as male.
- 35% of Violence Against the Person victims were aged 40+, 28% were under 25.

Sexual Offences

- 87% of Sexual Offence victims identified as female.
- 53% of Sexual Offence victims were under 25.

Stalking and Harassment

- 74% of victims identified as female, with a 32% increase in offences from 2022 to 2023.

Key Findings & Recommendations

HCSP Strategic Priorities	Key Findings in 2023	Recommendations
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 74</p> <p>Tackling Violence Against Women and Girls</p>	<ul style="list-style-type: none"> • Sexual Offences made up 3% of all reported crime in Havering in 2023. • Havering saw an 10% reduction in Sexual Offences reported compared to 2022. • St Edward’s ward was 4th highest, compared to all other 679 London wards for reports of Sexual Offences. • St Edward’s ward reported 21% of all Sexual offences recorded in Havering. • Domestic Abuse (DA) offences made up 14% of reported crime in Havering in 2023. • Havering saw a 2% increase in DA offences reported compared to 2022. • Heaton was the highest compared to all other 679 London wards for reports of DA offences recorded in 2023. • Heaton reported 12% and Gooshays 8% of all DA offences recorded in Havering. 	<ul style="list-style-type: none"> • Refresh of the Havering VAWG strategy and implementation of 3 year VAWG action plan. • Strengthening of the Independent Domestic Violence Advocacy Service for Havering and the Domestic Abuse Champions Scheme. • Provision of Domestic Abuse Awareness training. • Roll out of the DRIVE and IRISi projects in Havering • Continued provision the Restart and DA Perpetrator Men and Masculinities programmes. • Continued delivery of the Domestic Abuse Multi Agency Risk Assessment Conference (DV MARAC) to ensure high risk victims of domestic abuse are identified and supported. • Introduce a ward based service in Heaton ward, with drop-in sessions attended by Havering IDVA Service and Havering WA.

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Aims and Objectives

In line with MOPAC's Police and Crime Plan 2022-2025, our objectives include:

- **Preventing and reducing VAWG:** Through policies, procedures, preventative work, education and public health.
- **Supporting all victims and survivors:** Providing high-quality services that respond to local needs and improving the criminal justice response.
- **Holding perpetrators to account:** Ensuring effective policing/enforcement actions and providing behaviour change programmes.
- **Building trust and confidence:** Among the community, stakeholders and culture change in the MPS.

Our Vision and Strategic Approach

“The strategic vision is to prevent and eliminate all forms of violence against women and girls through the development of policies and procedures to address violence, develop programmes of preventative work, provide high-quality service provision which responds to local needs, and ensure that robust enforcement action is taken against perpetrators.” Pg.7

Page
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Prevention: Challenging attitudes and behaviours, providing information.

Provision: Support through agencies like Victim Support London, Havering Women’s Aid.

Protection: Refuge accommodation, independent domestic violence advocacy.

Partnership: Collaboration with key stakeholders

VAWG Consultation

- The survey ran from 25 November 2024 to 17 January 2025 and received a total of 157 responses.
- The primary aim of this consultation was to understand the community's experiences, perceptions, and suggestions regarding VAWG.
- The survey highlighted key findings, such as the effectiveness of current VAWG services, critical issues that the VAWG strategy should address, and the most needed services and support to tackle VAWG in Havering.
- Recommended actions based on the survey results to enhance community outreach, improve access to services, and address the critical issues identified.

Key Themes:

- **Awareness and Education:** Many respondents emphasised the need for increased awareness and education
- **Support for Victims:** There is a strong call for better support for victims of VAWG.
- **Cultural and Societal Change:** Several responses pointed out the need for cultural and societal changes to address VAWG.
- **Training for Professionals:** Respondents mentioned the need for better training for professionals to handle VAWG cases
- **Prevention and Early Intervention:** There is a focus on the importance of prevention and early intervention to stop VAWG before it occurs.

Recommendation for Survey:

Enhance Community Outreach and Awareness: Increase efforts to educate the community about VAWG and available support services.

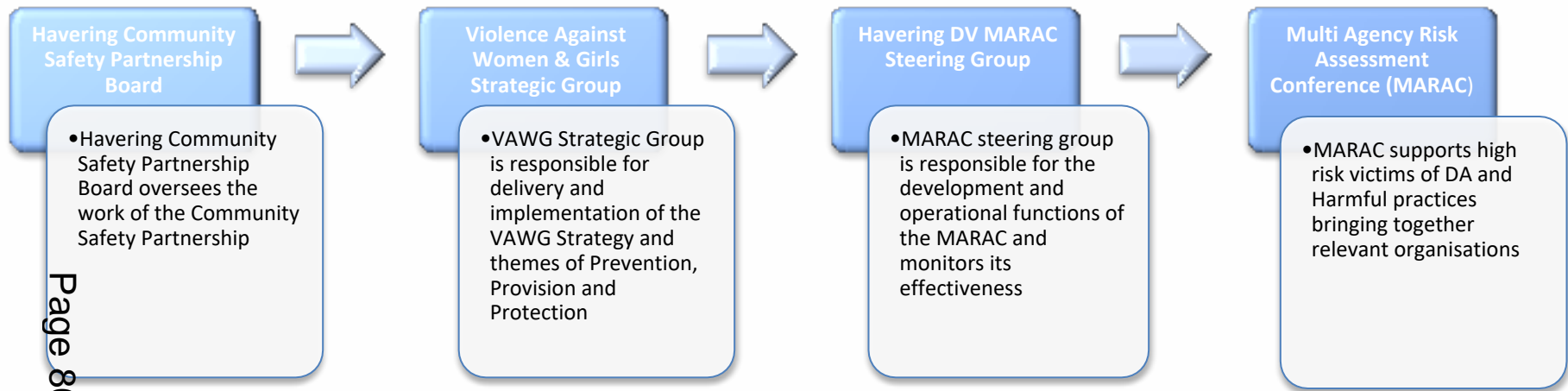
Improve Access to Counselling: Expand the availability of counselling and mental health services for victims and survivors of VAWG.

Strengthen Emergency Shelters / Refuges: Increase the number of emergency shelters and refuges available for victims of VAWG.

Implement Education and Prevention Programs: Develop and deliver education programs in schools and community spaces to prevent VAWG.

Enhance Legal Assistance and Understanding of Rights: Educate the community about their legal rights and the laws related to VAWG.

Implementation and Monitoring



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The VAWG Strategic Group will oversee the implementation of work and report to the Havering Community Safety Partnership with quarterly reports.

The VAWG strategy will be delivered over a four-year period. The action plan will be refreshed annually to adapt to emerging trends and legislative changes

Next Steps

✓ VAWG Strategy & Action Plan to be presented to HCSP –
November 2024

✓ Consultation – December / January 2025

✓ O and S – April 2025

Cabinet sign off – April 2025

Publish – May 2025

Questions?