

# Equality Impact Assessment (EIA)

## Document control

<b>Title of activity:</b>	Havering Community Safety Partnership, Partnership Plan
<b>Type of activity:</b>	Multi-agency action plan co-ordinated by the Community Safety and Development Team
<b>Lead officer:</b>	Diane Egan, Community Safety and Development Manager
<b>Approved by:</b>	Havering Community Safety Partnership
<b>Date completed:</b>	28 <sup>th</sup> February 2017
<b>Scheduled date for review:</b>	28th February 2018

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	yes
<b>Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	No

# 1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at [diversity@havering.gov.uk](mailto:diversity@havering.gov.uk)

## About your activity

1	<b>Title of activity</b>	Havering Community Safety Partnership Plan 2017/18 – 2019-20
2	<b>Type of activity</b>	Multi-agency action plan co-ordinated by the Community Safety and Development Team
3	<b>Scope of activity</b>	<p>Havering Council's Community Safety and Development Team co-ordinates and leads on the development of policies and strategies (on behalf of the Havering Community Safety Partnership, from here on HCSP) which aim to improve the quality of life for all people in Havering. This is achieved by creating a safer environment. 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, National Probation Service and Community Rehabilitation Company (CRC), London Fire and Rescue Service, Clinical Commissioning Group and Mayor's Office for Policing and Crime (MOPAC), to tackle crime and disorder within Havering. Each of these organisations have equality and diversity policies in place and are part of the HCSP governance. Priority areas of work are identified through rigorous needs analyses which are agreed annually and discussed with partners.</p> <p>Services to the community – HCSP is comprised of five responsible authorities (LB Havering, Metropolitan Police, Probation and CRC, London Fire and Rescue Service and the Clinical Commissioning Group) 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, each of these organisations is required to - '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</p>

partnership matter and organisations should achieve a shared strategy, with the local authority required to establish the Community Safety Partnership.

The Community Safety Partnership must prepare a joint strategic assessment which analyses levels and patterns of crime, disorder and substance misuse; changes in the 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 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 introduced a duty on the aforementioned agencies. This duty (section 17A) requires the sharing of depersonalised data.

Furthermore, there is a statutory requirement that the HCSP produce and implement a strategy for the reduction of crime and disorder in the area (including anti-social behaviour and other behaviour adversely affecting the local environment in contravention of laws); and a strategy for combatting 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 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 assists the formulation of the strategy (partnership plan).

The strategic assessment and partnership plan are then used by HCSP to prioritise and allocate resources in respect of preventing crime and disorder. The partnership provides services which are designed to 1) prevent residents and visitors to Havering becoming victims of crime or anti-social behaviour, and protect those at risk of further victimisation; 2) manage offenders or those at risk of becoming involved in crime, and to provide services designed to increase the likelihood of desistance from crime, and 3) focus on geographical areas which suffer disproportionately from higher levels of crime and disorder.

The strategic priorities of the HCSP for next three years (2017-2020) are as follows:

		<ul style="list-style-type: none"> <li>Protecting vulnerable individuals and victims, with focus on young people, <b>*violence against women and girls</b>, and preventing hate crime and extremism</li> <li>Support the most prolific and/or high harm offenders, with focus on drug and alcohol needs and reoffending levels, and <b>*serious violence</b></li> <li>Create safer locations, with focus on <b>*town centres</b> and <b>*burglary</b> hotspots</li> <li>Community engagement and public confidence, with communications aimed at empowering residents to protect themselves from victimisation and making people feel safe</li> </ul> <p>*Include local police priorities burglary and violence with injury, and mandatory targets domestic abuse and sexual offences, and weapon enabled crime</p>
4a	Is the activity new or changing?	There is an existing Partnership Plan which expires as of 31 <sup>st</sup> March 2017. Whilst some aspects of the service may change, with regards to funding allocations and commissioned services, the individuals and groups likely to be impacted on will remain largely unchanged.
4b	Is the activity likely to have an impact on individuals or groups?	<p>Staff individuals and groups – community safety can affect everybody, including members of staff across the wider HCSP. Approximately 70% of staff members reside within the local community, and the remaining are commuting to Havering, therefore all are likely to be affected by the proposal to a higher or lesser degree. The impact on staff has therefore been considered as part of the community sections.</p> <p>Community individuals and groups (including voluntary organisations) – community safety can affect everybody including local residents, those working, educated in or visiting the borough, and businesses. The risk and potential risk for victimisation, or becoming involved in offending, can vary by crime problem (i.e. burglary, violent crime), location, socio-economic status, age, gender, ethnicity, sexual orientation and disability for example.</p> <p>The rate of total recorded crime in Havering, that is crime reported to police and subsequently recorded as an official crime, is below the regional average for London. Havering was the 10<sup>th</sup> safest borough regionally of 32 at the last strategic assessment. However, it should be noted that the recorded rate of Domestic Abuse (13<sup>th</sup> worst), Serious Youth Violence (12<sup>th</sup> worst), Child Sexual Exploitation (2<sup>nd</sup> worst) and Burglary (8<sup>th</sup> worst) performed less favourably in a regional and national context. This</p>

		<p>demonstrates that whilst overall crime is below average, when divided into specific areas we can identify variations in the level and type of need. In the case of Havering, there is greater level of identified need affecting women and children.</p> <p>As previously stated, the analysis of the strategic assessment is key to identifying varying degrees of risk and need, which takes into consideration offenders' and victims' main protected characteristics, types of problems, geographical variations and local prevalence.</p>
5	<b>If you answered yes:</b>	Please complete the EIA on the next page.
6	<b>If you answered no:</b>	Please provide a clear and robust explanation on why your activity does not require an EIA. Please keep this checklist for your audit trail.

<b>Completed by:</b>	Diane Egan, Community Safety and Development Manager
<b>Date:</b>	28 <sup>th</sup> February 2017

## 2. Equality Impact Assessment

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

For more details on the Council's 'Fair to All' approach to equality and diversity, please visit our [Equality and Diversity Intranet pages](#). For any additional advice, please contact [diversity@haverling.gov.uk](mailto:diversity@haverling.gov.uk)

Please note that EIAs are public documents and must be made available on the Council's [EIA webpage](#).

### Understanding the different needs of individuals and groups who use your service

In this section you will need to assess the impact (positive, neutral or negative) of your activity on individuals and groups (with **protected characteristics**).

Currently there are **nine** protected characteristics (previously known as 'equality groups' or 'equality strands'): age, disability, sex/gender, ethnicity/race, religion/faith, sexual orientation, gender reassignment, marriage/civil partnership, and pregnancy/ maternity/paternity.

In addition to this, you should also consider **socio-economic status** as a protected characteristic, and the impact of your activity on individuals and groups that might be disadvantaged in this regard (e.g. carers, low income households, looked after children and other vulnerable children, families and adults).

When assessing the impact, please consider and note how your activity contributes to the Council's **Public Sector Equality Duty** and its three aims to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity, and
- foster good relations between people with different protected characteristics.

**Guidance on how to undertake an EIA for a protected characteristic can be found on the next page.**

## Guidance on undertaking an EIA

<b>Example: Background/context</b>							
<p><i>In this section you will need to add the background/context of your activity. Make sure you include the scope and intended outcomes of the activity being assessed; and highlight any proposed changes.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>							
<b>Example: Protected characteristic</b>							
<p>Please tick (✓) the relevant box:</p> <table border="1"> <tr> <td><b>Positive</b></td> <td></td> </tr> <tr> <td><b>Neutral</b></td> <td></td> </tr> <tr> <td><b>Negative</b></td> <td></td> </tr> </table>	<b>Positive</b>		<b>Neutral</b>		<b>Negative</b>		<p><b>Overall impact:</b> <i>In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.</i></p> <p><b>It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.</b></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<b>Positive</b>							
<b>Neutral</b>							
<b>Negative</b>							
<p><b>Evidence:</b> <i>In this section you will need to document the evidence that you have used to assess the impact of your activity.</i></p> <p><i>When assessing the impact, please consider and note how your activity contributes to the three aims of the Public Sector Equality Duty (PSED) as stated in the section above.</i></p> <p><i>It is essential that you note the full impact of your activity, so you can demonstrate that you have fully considered the equality implications and have paid 'due regard' to the PSED should the Council be challenged.</i></p> <ul style="list-style-type: none"> <li>- <i>If you have identified a <b>positive impact</b>, please note this.</i></li> <li>- <i>If you think there is a <b>neutral impact</b> or the impact is not known, please provide a full reason why this is the case.</i></li> <li>- <i>If you have identified a <b>negative impact</b>, please note what steps you will take to mitigate this impact. If you are unable to take any mitigating steps, please provide a full reason why. All negative impacts that have mitigating actions must be recorded in the <b>Action Plan</b>.</i></li> </ul> <p style="text-align: right;"><i>*Expand box as required</i></p>							
<p><b>Sources used:</b> <i>In this section you should list all sources of the evidence you used to assess the impact of your activity. This can include:</i></p> <ul style="list-style-type: none"> <li>- <i>Service specific data</i></li> <li>- <i>Population, demographic and socio-economic data</i></li> </ul> <p><i>Suggested sources include:</i></p> <ul style="list-style-type: none"> <li>- <i>Service user monitoring data that your service collects</i></li> <li>- <a href="#"><i>Havering Data Intelligence Hub</i></a></li> <li>- <a href="#"><i>London Datastore</i></a></li> <li>- <a href="#"><i>Office for National Statistics (ONS)</i></a></li> <li>-</li> </ul> <p><i>If you do not have any relevant data, please provide the reason why.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>							

## The EIA

### Background/context:

Community - According to the 2011 Census the total resident population for the London Borough of Havering was 237,232 whilst the Greater London Authority estimates the workday population to be 208,907. The most recent estimated population of the London Borough of Havering is 249,085. Other available data for usual residents show the following:

- Havering has the oldest population in London with a median age of approximately 40.
- From 2010 to 2015, Havering experienced the largest net inflow of children across all London boroughs. It is projected the largest increases in population will occur in children (0-17) and older people age groups (65 years and above) up to 2031.
- Children and young people currently account for 24.1% of the population.
- 7,779 per 100,000 population aged 18-64 live with moderate physical disabilities, the second highest rate in London, whilst 18% of working age people disclosed that they have a disability or long term illness.
- 0.63% of residents in Havering have serious mental health problems whilst 3.03% have long-term mental health problems. Compared to other London boroughs Havering has amongst the lowest prevalence rates.
- Havering is one of the most ethnically homogenous places in London with 83% of its residents recorded as White British. Black African (4.0%), Indian (2.8%) and Mixed (2.2%) account for the largest ethnic groups in Havering.
- Christian is the predominant religion followed in Havering (65.6%). Muslim (2.0%), Hindu (1.2%), Sikh (0.8%), Jewish (0.5%) and Buddhist (0.3%) are also followed. Over a fifth of residents (22.6%) stated that they had no religion.
- There is no reliable information on sexual orientation in Havering. According to the [Office for National Statistics in 2015](#), 1.7% of the UK population identified themselves as lesbian, gay or bisexual (LGB). The largest percentage of any age group was those aged 16-24 with 3.3%. The London region had the highest average of total population identifying as LGB with 2.6%.
- Havering has higher levels of employment than the national and regional averages. Locally 76.5% of working age residents in Havering were in employment (2015), compared to 72.9% and 73.6% in London and England respectively. The rate of working age people claiming out-of-work benefits at 7.3% was below both the regional (8.2%) and national average (9.0%).
- Havering is ranked as the 166<sup>th</sup> (2015, Indices of Multiple Deprivation) most deprived of 326 authorities in England (1<sup>st</sup> being most deprived). This has worsened marginally from 177<sup>th</sup> (2010, Indices of Multiple Deprivation). Two areas fall within the 10% most deprived (Gooshays and South Hornchurch wards).
- Child poverty affects 1 in 5 children in Havering, estimated to be 8,800, with disproportionate representation in Gooshays and South Hornchurch wards.
- Havering has high levels of owner-occupied housing (73%) and car ownership (77%) compared to regional and national averages. Levels of private sector-leasing (12%) are notably lower than the regional average. A higher proportion of residents rent from the local authority and social landlords (14%) when compared to the national average, but lower than the regional average.

Data sources: <https://www.haveringdata.net/jsna/> (This is Havering: a demographic and socioeconomic profile; Mental Health JSNA).

Information from the latest strategic assessment for crime and disorder in Havering shows that:

- There were 17,456 crimes reported to and recorded by police in Havering and 14,672 reports of anti-social behaviour received across all agencies between October 2015 and



Septemebr 2016. Specific work related to domestic abuse also found police received a call in Havering once every 75 minutes (7,010 incidents).

- Crime victimisation rates are above average for those aged 15-50, with the peak ages for victims being 18-30. Asian or Asian British and Black or Black British residents suffer disproportionately higher rates of all types of crime.
- 54% of all those accused of crime are between the ages of 18 and 34. Offending peaks in adolescence and remains higher than average from ages 17-24.
- Males accounted for 81% of offenders.
- Those who commit crime in Havering are likely to have a number of needs relating to, for example, education, training and employment, finances and being able to manage on the money they have, alcohol misuse or dependency, drug misuse or dependency and emotional wellbeing and mental health.
- Gender based violence is estimated to affect 9,780 women aged 16-59 annually in Havering. Women in pregnancy are at higher risk of becoming domestic violence victims.
- Violence against women and girls and domestic abuse (affecting the 16-59 age range) is estimated to impact on 13% of Havering's total population.
- Triangulation of health and ambulance data alongside police recorded crime data reveals that as much as 75% of physical assaults are not reported to and recorded by the police. This is particularly notable for offences involving 18-25 year olds which take place within the night time economy.
- Serious violence and street crime, such as robbery, disproportionately affect young people in Havering with 50% of victims being aged 11-21 despite accounting for less than 20% of the population. This age group also accounted for more than 65% of offenders who carried out such crimes.
- Burglary affects all households, however, those households which are owner-occupied and headed by adults aged 30 and over were more likely to be victimised than younger headed households and private or socially rented households in Havering.
- Vehicle owners aged 25-34 were more at risk of becoming victims of vehicle crime than older drivers. Males in particular are disproportionately represented, accounting for 75% of reporting victims.
- Anti-social behaviour, and repeated calls for assistance for anti-social matters, occurred disproportionately in areas of social housing (26% of calls in social housing areas which account for 10% of properties in Havering).
- It was identified that a number of crime and disorder problems are chronically underreported and therefore only limited information was available. These include:
  - Domestic abuse and sexual violence – it is estimated from the Crime Survey for England and Wales that just 22% of domestic abuse victims will notify the police whilst less than a fifth of rape victims are believed to report to police.
  - Hate crimes – crimes which are motivated by prejudice of race, religion, faith, sexual orientation or disability for example are rarely reported. It is estimated less than 10% of such crimes are reported to police. There were 351 crimes reported to and recorded by police in Havering in the last 12 months, the majority being racially and religiously aggravated. There were 35 reports of homophobic and 15 reports of disability hate crimes.
  - Crimes affecting businesses, particularly shoplifting – it is estimated that 91% of shoplifting offences go unreported to police (British Retail Crime Survey 2015), however, those businesses which did report crimes witnessed high levels of repeat victimisation (75%).
  - Female Genital Mutilation - 20 maternity units identified FGM of women residing in Havering in the last year. The largest population groups from countries which practice FGM in the UK were from Ghana, Kenya, Nigeria, Somalia and Uganda. The 2011 Census estimated that 1.4% of Havering residents were born in the aforementioned nations.
  - Honour Based Violence and Forced Marriage – it is identified from national datasets that those most likely to be affected are from South Asian countries (Bangladesh, India and Pakistan). Just 6 incidents have been reported to and

recorded by police in Havering in the previous four years. According to the 2011 Census, 1.7% of Havering residents were born in the aforementioned countries, whilst a total of 5.3% of residents self-defined as being Asian or Asian British and Mixed Asian and White.

Data sources: Strategic Assessment of Crime and Disorder for Havering 2016 version, Violence Against Women and Girls Strategic Problem Profile 2016, [MOPAC Hate Crime Dashboard](#), [Female Genital Mutilation Datasets HSCIC](#)

*\*Expand box as required*

<b>Age:</b> Consider the full range of age groups										
<table border="1"> <tr> <td colspan="2">Please tick (✓) the relevant box:</td> <td rowspan="4"> <b>Overall impact:</b> <ul style="list-style-type: none"> <li>Children and young people aged 14-24 are disproportionately represented as both victims and offenders of crime. It is important that victim and offender interventions are designed with young people in mind.</li> <li>The 0-17 age group is projected to increase notably in Havering, including the peak offending years (which are 14-17). There is an associated risk that reported crime levels will increase as a result if there is no plan to address key risk and protective factors of youth offending.</li> <li>The Youth Justice Plan for Havering addresses risk factors associated with offending and victimisation of children and young people (poor parental supervision, families with attitudes that condone anti-social behaviour and criminality, low income, poor housing, low achievement beginning in primary school, aggressive behaviour, living in disadvantaged communities for example).</li> <li>By the time offenders come to the notice of community safety partnership services (typically between the ages of 13-18), the opportunity for early prevention and intervention may have been missed.</li> <li>Adverse childhood experiences, including abuse by adults, time spent in public care and domestic abuse, can disproportionately impact on risk of offending and victimization in later years.</li> <li>Priority areas of the HCSP are focused on crime and disorder problems which adversely affect children and young people.</li> </ul> </td> </tr> <tr> <td>Positive</td> <td>✓</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> </table>		Please tick (✓) the relevant box:		<b>Overall impact:</b> <ul style="list-style-type: none"> <li>Children and young people aged 14-24 are disproportionately represented as both victims and offenders of crime. It is important that victim and offender interventions are designed with young people in mind.</li> <li>The 0-17 age group is projected to increase notably in Havering, including the peak offending years (which are 14-17). There is an associated risk that reported crime levels will increase as a result if there is no plan to address key risk and protective factors of youth offending.</li> <li>The Youth Justice Plan for Havering addresses risk factors associated with offending and victimisation of children and young people (poor parental supervision, families with attitudes that condone anti-social behaviour and criminality, low income, poor housing, low achievement beginning in primary school, aggressive behaviour, living in disadvantaged communities for example).</li> <li>By the time offenders come to the notice of community safety partnership services (typically between the ages of 13-18), the opportunity for early prevention and intervention may have been missed.</li> <li>Adverse childhood experiences, including abuse by adults, time spent in public care and domestic abuse, can disproportionately impact on risk of offending and victimization in later years.</li> <li>Priority areas of the HCSP are focused on crime and disorder problems which adversely affect children and young people.</li> </ul>	Positive	✓	Neutral		Negative	
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Positive	✓									
Neutral										
Negative										
<b>Evidence:</b> <ul style="list-style-type: none"> <li>Early Help services</li> <li>Multi-Agency Safeguarding Hub</li> <li>Serious Group Violence Strategy and Serious Group Violence Panel</li> <li>Troubled Families</li> <li>Youth Justice Plan</li> <li>Youth Offending Team</li> </ul>										
<b>Sources used:</b> <ul style="list-style-type: none"> <li>Havering Community Safety Partnership Strategic Assessment</li> <li>Havering Data Intelligence Hub</li> <li>Metropolitan Police Crime Recording Information System (CRIS)</li> <li>Youth Justice Board: Risk and Protective Factors Report</li> </ul>										
<b>Disability:</b> Consider the full range of disabilities; including physical mental, sensory and progressive conditions										
<table border="1"> <tr> <td colspan="2">Please tick (✓) the relevant box:</td> <td rowspan="4"> <b>Overall impact:</b> </td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td></td> <td></td> </tr> </table>		Please tick (✓) the relevant box:		<b>Overall impact:</b>						
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<b>Positive</b>		Information that would be useful for strategic analysis and service provision remains underdeveloped in respect of disability, with crime and incident data significantly underreported. Qualitative research shows that those with disabilities are more likely to be targeted for hate crime, financial and sexual abuse and exploitation (i.e. labour). The HCSP has in place a VAWG strategy (to be reviewed in 2017) which seeks to address sexual violence and exploitation. The repeat victim's strategy seeks to address financial abuse of vulnerable adults in the borough. The revised hate crime policy seeks to support victims of hate crime .
<b>Neutral</b>	✓	
<b>Negative</b>		

*\*Expand box as required*

**Evidence:**

- *Anti-Social Behaviour Panel and Community Multi-Agency Risk Assessment Conference (ASBMARAC), risk management panel for victims of hate crime, including disability prejudice.*
- *Hate Crime Policy and Cohesion Strategy in development for Havering*

**Sources used:**

- *An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)*
- *Havering Community Safety Partnership Strategic Assessment*
- *Metropolitan Police Crime Recording Information System (CRIS)*

**Sex/gender:** Consider both men and women

*Please tick (✓) the relevant box:*

**Positive**

✓

**Neutral**

**Negative**

**Overall impact:**

- Males and females experience similar proportions of crime overall, however, there are notable differences by type of crime.
- Gender based violence (significant proportions of domestic abuse) and sexual violence disproportionately affect women (predominantly within the broad age range 16-59).
- Stranger and alcohol-related violence occurring within public spaces (night time economy) and serious group/gang violence disproportionately affect men (predominantly under the age of 24).
- Males account for over 80% of all offenders, therefore services to address and support offenders should bear this in mind.

**Evidence:**

- *Violence against Women & Girls Strategy, Strategic Group and Multi-Agency Risk Assessment Conference – established to identify, support and protect people at risk of domestic abuse, sexual violence, FGM, honour based violence and forced marriage, sexual exploitation and prostitution.*
- *Equality Impact Assessment for Violence Against Women & Girls Strategy and Commissioned Services*
- *Commissioned services to address violence within the night time economy (Street Triage), and Safe and Sound Night Time Economy Group*
- *Reducing Reoffending Strategy, Equality Impact Assessment and Action Plan*

**Sources used:**

- *Havering Community Safety Partnership Strategic Assessment*
- *Metropolitan Police Crime Recording Information System (CRIS)*
- *Violence against women and girls strategic problem profile*

**Ethnicity/race:** Consider the impact on different ethnic groups and nationalities

Please tick (✓) the relevant box:		<b>Overall impact:</b> <ul style="list-style-type: none"> <li>- BME groups are disproportionately represented as victims of crime generally, and in particular crime motivated by racial and religious prejudice, and targeting of Asian households for Asian gold.</li> <li>- There is no specific service which serves to protect BME groups in Havering, however, there is a BME forum which is represented at the Safer Neighbourhood Board and a specialist BME IDVA is in post to support victims of domestic abuse and forced marriage.</li> <li>- There is BME specific provision in respect of Domestic Abuse in Havering.</li> <li>- A growing BME community in Havering, particularly within the Black African group, may require in the future specialist services should it be mirrored by disproportionate growth in incidence and prevalence of crime.</li> </ul>
Positive		
Neutral	✓	
Negative		
<b>Evidence:</b> <ul style="list-style-type: none"> <li>- Anti-Social Behaviour Panel and Community Multi-Agency Risk Assessment Conference - risk management panel for victims of hate crime, including racial prejudice.</li> <li>- 1x Independent Domestic Violence Advisor (IDVA) case load reserved for prioritising domestic abuse affecting BME victims in Havering</li> <li>- Hate Crime Policy and Cohesion Strategy in development for Havering</li> </ul>		
<b>Sources used:</b> <ul style="list-style-type: none"> <li>- Havering Community Safety Partnership Strategic Assessment</li> <li>- Metropolitan Police Crime Recording Information System (CRIS)</li> <li>- Violence against women and girls strategic problem profile</li> </ul>		

<b>Religion/faith:</b> Consider people from different religions or beliefs including those with no religion or belief		
Please tick (✓) the relevant box:		<b>Overall impact:</b> <p>Information that could be useful for strategic analysis and service provision is currently underdeveloped and underreported in Havering. Qualitative research identifies that individuals with particular religious beliefs are more likely to be victims of hate incidents and hate crime.</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>
Positive		
Neutral		
Negative	✓	
<b>Evidence:</b> <ul style="list-style-type: none"> <li>- Anti-Social Behaviour Panel and Community Multi-Agency Risk Assessment Conference (ASBMARAC), risk management panel for victims of hate crime, including religion/faith prejudice.</li> <li>- Hate Crime Policy and Cohesion Strategy in development for Havering</li> </ul>		
<b>Sources used:</b> <ul style="list-style-type: none"> <li>- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)</li> <li>- Havering Community Safety Partnership Strategic Assessment</li> <li>- Metropolitan Police Crime Recording Information System (CRIS)</li> </ul>		

<b>Sexual orientation:</b> Consider people who are heterosexual, lesbian, gay or bisexual		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  Information that could be useful for strategic analysis and service provision is currently underdeveloped in Havering. Nationally LGBT groups are much less likely to report hate incidents or hate crimes. Qualitative research found that this protected characteristic was more likely to be targeted as victims of hate crime, violence and domestic abuse.  Whilst underreporting is significant and the volume of reported cases is low, there are specialist services available to LGBT residents of Havering, including a liaison police officer and same-sex domestic abuse services.
Positive		
Neutral	✓	
Negative		
<b>Evidence:</b>  - Anti-Social Behaviour Panel and Community Multi-Agency Risk Assessment Conference (ASBMARAC), risk management panel for victims of hate crime, including sexual orientation prejudice. - Hate Crime Policy and Cohesion Strategy in development for Havering - LGBT Police Officer within Havering - LGBT support services available for victims of domestic abuse in same-sex relationships		
<b>Sources used:</b>  - An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice) - Havering Community Safety Partnership Strategic Assessment - Metropolitan Police Crime Recording Information System (CRIS)		

<b>Gender reassignment:</b> 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:		<b>Overall impact:</b>  Information that could be useful for strategic analysis and service provision is currently underdeveloped in Havering. Nationally this protected characteristic is less likely to report victimisation, including hate incidents or hate crimes.
Positive		
Neutral		
Negative	✓	
<b>Evidence:</b>  - Anti-Social Behaviour Panel and Community Multi-Agency Risk Assessment Conference (ASBMARAC), risk management panel for victims of hate crime, including transphobic prejudice. - Hate Crime Policy and Cohesion Strategy in development for Havering		
<b>Sources used:</b>  - An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice) - Havering Community Safety Partnership Strategic Assessment - Metropolitan Police Crime Recording Information System (CRIS)		

<b>Marriage/civil partnership:</b> Consider people in a marriage or civil partnership
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<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>	✓	Services provided by Havering Community Safety Partnership are inclusive to all marital status'. In terms of community safety partnership issues, married/civil partners (or separated) are most notably overrepresented within domestic abuse crimes, given their nature. Domestic abuse services are available to everyone regardless of marital status.
<b>Neutral</b>		
<b>Negative</b>		
<b>Evidence:</b> <ul style="list-style-type: none"> <li>- Violence against Women &amp; Girls Strategy, Strategic Group and Multi-Agency Risk Assessment Conference – established to identify, support and protect people at risk of domestic abuse, sexual violence, FGM, honour based violence and forced marriage, sexual exploitation and prostitution.</li> <li>- Equality Impact Assessment for the Violence Against Women &amp; Girls Strategy and Commissioned Services</li> </ul>		
<b>Sources used:</b> <ul style="list-style-type: none"> <li>- Havering Community Safety Partnership Strategic Assessment</li> <li>- Metropolitan Police Crime Recording Information System (CRIS)</li> <li>- Violence against women and girls strategic problem profile</li> </ul>		

<b>Pregnancy, maternity and paternity:</b> Consider those who are pregnant and those who are undertaking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>	✓	This protected characteristic has been identified as at higher risk of domestic abuse. Previous research has identified that as much as 30% of domestic abuse begins during pregnancy, therefore requiring capacity within maternity and pre-natal services to identify risks and refer appropriately to relevant support services.
<b>Neutral</b>		
<b>Negative</b>		
<b>Evidence:</b> <ul style="list-style-type: none"> <li>- Violence against Women &amp; Girls Strategy, Strategic Group and Multi-Agency Risk Assessment Conference – established to identify, support and protect people at risk of domestic abuse, sexual violence, FGM, honour based violence and forced marriage, sexual exploitation and prostitution.</li> <li>- Equality Impact Assessment for the Violence Against Women &amp; Girls Strategy and Commissioned Services</li> <li>- Domestic Abuse Policy for BHRUT and Havering CCG</li> <li>- Independent Domestic Abuse Advisor within Queens hospital</li> <li>- Domestic Abuse training and DV Champions within pre-and post- natal staff, health visitors etc</li> </ul>		
<b>Sources used:</b> <ul style="list-style-type: none"> <li>- Havering Community Safety Partnership Strategic Assessment</li> <li>- Metropolitan Police Crime Recording Information System (CRIS)</li> <li>- Violence against women and girls strategic problem profile</li> </ul>		

<b>Socio-economic status:</b> Consider those who are from low income or financially excluded backgrounds	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b>

Positive		<p>Some categories of crime may disproportionately impact on people of different socio-economic status. For example:</p> <ul style="list-style-type: none"><li>Households with higher disposable income and means to purchase desirable items targeted by offenders are more likely to become victims of household burglary. They may subsequently improve their home security. Households in lower income thresholds are less likely to afford more sophisticated home security measures to protect themselves.</li><li>Whilst all people can be affected by domestic abuse, reporting rates are disproportionately higher for low income thresholds, as are disclosure rates from victimisation surveys (Crime Survey for England and Wales).</li><li>Robbery victims are more likely to be from middle and higher income backgrounds, whereas robbery offenders are disproportionately from lower income backgrounds, specifically targeting those they perceived to be better off.</li><li>Rates of violence generally disproportionately impact on those residing in the most multiply deprived areas.</li></ul> <p>The rate of reported and recorded crime affecting those from low income households may be heightened due to the inability to protect themselves (i.e. do not have finances available for appropriate insurance; investing in security; covering the loss of stolen items and repairs; and the subsequent burden this may place on already stretched incomes).</p>
Neutral	✓	
Negative		

<p><b>Evidence:</b></p> <p><i>Services provided by Havering Community Safety Partnership are inclusive to all socio-economic groups.</i></p>
<p><b>Sources used:</b></p> <ul style="list-style-type: none"><li>- <i>Crime Survey for England and Wales</i></li><li>- <i>Youth Justice Board: Young People and Street Crime</i></li><li>- <i>Strategic Assessment</i></li><li>- <i>Metropolitan Police Crime Recording Incident System (CRIS)</i></li></ul>

## Action Plan

In this section you should list the specific actions that set out how you will address any negative equality impacts you have identified in this assessment.

Protected characteristic	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer
Disability	<p>Information that would be useful for strategic analysis and service provision remains underdeveloped in respect of disability.</p> <p>Qualitative research shows that those with disabilities are more likely to be targeted for hate crime, financial and sexual abuse and exploitation (i.e. labour).</p>	<p>Identify and engage with disability groups within Havering.</p> <p>Gauge collective experiences of victimisation, access to services and satisfaction with services.</p> <p>Gauge opinions and insight that can be used to improve access and services for this protected group.</p>	<p>Increased reporting of victimisation.</p> <p>Improved access to available services.</p>	September 2017	Equalities Officer
Religion / Faith	<p>Information that could be useful for strategic analysis and service provision is currently underdeveloped and underreported in Havering. Qualitative research identifies that individuals with particular religious beliefs are more likely to be victims of hate incidents and hate crime.</p> <p>The changing dimension of</p>	<p>Identify and engage with religious / faith groups within Havering.</p> <p>Gauge collective experiences of victimisation, access to services and satisfaction with services.</p> <p>Gauge opinions and insight that can be used to improve access</p>	<p>Increased reporting of victimisation.</p> <p>Improved access to available services.</p>	September 2017	Equalities Officer



	<p>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>	<p>and services for this protected group.</p>			
Gender Reassignment	<p>Information that could be useful for strategic analysis and service provision is currently underdeveloped in Havering. Nationally this protected characteristic is less likely to report victimisation, including hate incidents or hate crimes.</p>	<p>Identify and engage with individuals who have undergone gender reassignment within Havering.</p> <p>Gauge collective experiences of victimisation, access to services and satisfaction with services.</p> <p>Gauge opinions and insight that can be used to improve access and services for this protected group.</p>	<p>Increased reporting of victimisation.</p> <p>Improved access to available services.</p>	September 2017	Equalities Officer
All protected characteristics	<p>This EIA is an overview level assessment for the HCSP Partnership Plan. Specific areas of work and funding of</p>	<p>Violence Against Women &amp; Girls and Domestic Abuse services to have overarching EIA.</p>	<p>Equality needs are identified and addressed for each respective specialist area.</p>	October 2017	<p>DV/VAWG Officer</p> <p>IOM</p>

	commissioned projects will require bespoke EIAs to be completed.	Serious Group Violence Strategy and commissioned services / risk panels to have overarching EIA.  Reducing Reoffending Board and associated operational groups to have overarching EIA.  MOPAC funded projects to have EIAs.			Caseworker Equalities Officer
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\* You should include details of any future consultations you will undertake to mitigate negative impacts

\*\* Monitoring: You should state how the negative impact will be monitored; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

## Review

To be reviewed during the annual refresh of the Havering Community Safety Partnership Plan, and revised at the end of the strategy period (March 2020).