

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>	
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><i>Please use the Screening tool before you answer this question.</i></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	<input type="checkbox"/>									
Neutral	<input checked="" type="checkbox"/>									
Negative	<input type="checkbox"/>									
<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	<input type="checkbox"/>
Neutral	<input checked="" type="checkbox"/>
Negative	<input type="checkbox"/>
<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 supporting 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>		Overall impact:									
Positive		Minimal data is available on the sexual orientation of victims or perpetrators of Domestic abuse.									
Neutral	✓										
Negative											
		DV MARAC data is available as shown in the table below									
		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%;">Calendar year of 2022</th> <th style="width: 20%;">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>		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									
		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.									

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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		
Neutral	✓	
Negative		
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	✓	
Neutral		
Negative		
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

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.