

# Equality & Health Impact Assessment (EqHIA)

## Document control

<b>Title of activity:</b>	<i>Havering Community Safety Partnership, Partnership Plan 2026-9</i>
<b>Lead officer:</b>	<i>Diane Egan Community Safety and Intelligence Manager</i>
<b>Approved by:</b>	<i>Chris McAvoy HOS Community Safety and Enforcement Neighbourhoods Director : Helen Oakerbee</i>
<b>Date completed:</b>	<i>5 November 2025</i>
<b>Scheduled date for review:</b>	<i>November 2029</i>

Please note that the Corporate Policy & Diversity and Public Health teams require at least **5 working days** to provide advice on EqHIAs.

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

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

**Please submit the completed form via e-mail to  
[EqHIA@havering.gov.uk](mailto: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](mailto: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	<b>Title of activity</b>	<i>Havering Community Safety Partnership, Partnership Plan 2026-9</i>		
2	<b>Type of activity</b>	<i>Multi-agency plan to tackle crime and disorder in Havering co-ordinated by the Community Safety and Intelligence Team</i>		
3	<b>Scope of activity</b>	<i>- to reduce crime and disorder in Havering based on key priorities agreed by the Havering Community Safety Partnership</i> <i>-</i>		
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	No		
4b	<b>Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?</b>	Yes	<i>If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.</i>	<i>If the answer to <u>all</u> of the questions (4a, 4b &amp; 4c) is 'NO', please go to question 6.</i>
4c	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes		
5	<b>If you answered YES:</b>	<b><i>Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.</i></b>		
6	<b>If you answered NO:</b>	<i>Please provide a clear and robust 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>  <i>Please keep this checklist for your audit trail.</i>		

<b>Completed by:</b>	<i>Diane Egan Community Safety and Intelligence manager</i>
<b>Date:</b>	

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

### Background/context:

Havering council Community Safety and Intelligence 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, contributing to a clean, safe and proud borough. We aim to deliver efficient, high quality services that represent excellent value for money.

Organisation and staffing – we work closely with key partners, including the Metropolitan Police, National Probation Service, London Fire and Rescue Service, Health Service Providers 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.

Services to the community – HCSP is comprised of five responsible authorities (LB Havering, Metropolitan Police, Probation, London Fire and Rescue Service and Health) 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.

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 of 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 protecting 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 (2026-29) are as follows:

1. **Reducing Violence** – In 2024, violence against the person accounted for just over 30% of all total notifiable crimes in Havering, making it a significant factor driving demand across Council departments and partner agencies. Although there was a 6.9% decrease in violent offences compared to the previous year, the majority of the 6,074 recorded incidents occurred in St Edward's ward (755 offences, 12.6% of all violent offences) and Heaton ward (595 offences, 9.9%). These figures highlight both the scale of the issue and the concentration of violence in specific areas, reinforcing the need for targeted partnership responses. This category includes serious youth violence, with Havering ranking 15th out of 32 London boroughs for combined

offences of possession of weapons, robbery, sexual offences, and violence against the person where suspects were under the age of 25.

2. **Tackling Violence against Women and Girls** - Remains a critical priority in Havering, as these offences experience the highest rates of repeat victimisation, with domestic abuse alone accounting for 12% of all total notifiable crimes in 2024. Confidence among affected groups in the Criminal Justice System and support networks remains low. For analytical purposes, VAWG figures are drawn from sexual offences, violence against the person, and public order offences where the victim self-identified as female, together representing 26% of notifiable offences in 2024. The Home Office defines VAWG as a range of serious crimes—including rape, stalking, domestic abuse, 'honour'-based abuse, and others—that disproportionately affect women and girls. This definition shapes both national policy and London's public-health approach, which emphasizes prevention, victim support, perpetrator accountability, and rebuilding trust in policing. Notably, in 2024, St Edward's ward ranked joint 14th among all 686 London wards for VAWG offences, highlighting the need for targeted action in specific areas.
3. **Reducing reoffending, especially substance misuse and group related** – A small number of offenders are responsible for a large share of solved crimes, with alcohol and drugs often contributing to violence and serious acquisitive offences. Close-knit groups of offenders tend to commit fewer but more serious crimes. In 2022/23, 21% of offenders in Havering reoffended—a rate unchanged from the previous year but higher than in 2020/21. While the proportion of reoffenders has stabilised, those who do reoffend are committing more crimes on average, rising from 2.7 to 3.3 offences per person over two years. Persistent theft-related offending remains a key concern, making it essential to focus on this small group of repeat offenders to reduce overall reoffending.
4. **Tackling ASB** – In 2024, Havering experienced an 8% increase in anti-social behaviour (ASB) calls to police, reaching the highest level in three years. This rise was not uniform across the borough; fourteen of twenty wards saw increases, with the most dramatic surges in Cranham, South Hornchurch, and Rush Green & Crowlands—areas that contributed significantly to the overall increase, with Cranham alone seeing calls rise by nearly 80%. The growth in ASB is particularly concentrated in certain communities and during peak times, especially in smaller wards with disproportionately high rates. This uneven and intensifying pattern means ASB is becoming more disruptive and damaging to local quality of life. Without targeted prevention and enforcement, the harm and impact of ASB will continue to grow, further undermining public confidence and community wellbeing.
5. **Tackling Acquisitive Crime** - Acquisitive crime remains a significant concern in Havering, accounting for 6,543 incidents in 2024 and continuing to drive a large share of overall crime. Theft is the most common offence, with 4,761 incidents and clear seasonal peaks, while robbery is on the rise—driven by repeat offending and emerging hotspots—and personal robbery reports have steadily increased over recent years. Burglary, though showing some stabilisation and even decline in recent quarters, has continued an upward trajectory since 2022, with 1,230 offences recorded in 2024. These trends reveal that acquisitive crime is both persistent and dynamic, with certain periods and locations at higher risk. Without sustained and targeted prevention—especially around theft in spring and summer, and focused interventions for robbery and burglary—the harm and disruption caused by these offences will continue to impact communities and undermine public confidence.
6. **Improving feelings of safety** – Fear of crime is disproportionately high in Havering and impacts on the quality of life of those who live and work in the Borough. We aim to tackle this through improved communications particularly around awareness of crime prevention and self-awareness regarding safety.

*\*Expand box as required*

## Who will be affected by the activity?

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.

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.

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 7th safest borough regionally of 32 at the last strategic assessment. However, it should be noted that the recorded rate of Domestic Abuse (19th best), Serious Youth Violence (15th best), and Violence against the person (9th best) and Sexual Offences (11th best) performed less favourably in a regional context. This 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.

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.

### Community

According to the 2021 Census the total resident population for the London Borough of Havering was 262,000. This is a 10.4% increase on 10 years ago. This is above the national average (6.6%) and the London average (7.7%), but we are one of the lower increases in East London, which has seen significant population increases. We have seen the smallest increase in East Area; Barking & Dagenham's population has increased by 17.7% and Redbridge's by 11.2%.

We have seen significant increases in our younger population; there are 19.7% more young people aged under 15 than there were, four times the national average increase of 5%. Children and young people (up to 24) account for 30% of our population. According to the latest data (2019/20) from the Joseph Rowntree Foundation, Child Poverty affects 34% of children in Havering.

We have also seen a significant 21% increase in our population aged 30-44, which is not seen in the regional or national picture. 18% of Havering's population is aged 65+. While the country's older population has boomed in the last decade, Havering has only seen a 9.3% increase in this group, half the national rate.

Havering has higher levels of employment than the national and regional averages. Locally 82.4% of the population were in employment in the 2021/22 financial year, compared to 75.2% across London and England. As of July 2022, 3.6% of the population were claiming out-of-work benefits, below the London average of 4.7% and in line with the national average of 3.7%

Havering is ranked 179th of 317 local authorities in the 2019 Indices of Multiple Deprivation, this is an improvement from the 2015 index. Only one Lower Super Output Area falls within the 10% most deprived nationally, within the Gooshays ward. We rank within the worst 100 local authorities for the deprivation areas of crime and Education, Skills & Training.

Updated data on demographics and housing will be available in the next tranches of census data, expected later in the year.

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

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

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#### **Protected Characteristic - Age:** Consider the full range of age groups

Please tick (✓) the relevant box:		<b>Overall impact:</b>
<b>Positive</b>	✓	<ul style="list-style-type: none"> <li>Children and young people 14-24 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> </ul>
<b>Neutral</b>		<ul style="list-style-type: none"> <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> </ul>
<b>Negative</b>		<ul style="list-style-type: none"> <li>The Youth Justice Plan for Havering addresses risk factors associated with offending and victimization 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</li> </ul>

		<p>missed.</p> <ul style="list-style-type: none"> <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>• Since the last EIA the council has conducted a serious violence needs assessment which informed the development and implementation of a Violence Reduction Plan which focusses on tackling the most serious violence against young people under 25 years of age.</li> <li>• Introduced the MY Ends Partnership to deliver targeted youth diversionary activity and intervention – including mentoring in Romford Town centre.</li> <li>• Use of MOPAC funds to deliver targeted youth diversionary projects in the Harold Hill area.</li> </ul>
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**Evidence:**

- Early Help services
- Multi-Agency Safeguarding Hub
- Serious Violence Needs assessment and violence reduction plan
- Youth Justice Plan
- My Ends Programme

*\*Expand box as required*

**Sources used:**

- Havering Community Safety Partnership Strategic Assessment
- Havering Data Intelligence Hub
- Youth Justice Board: Risk and Protective Factors Report

*\*Expand box as required*

<b>Protected Characteristic - Disability:</b> Consider the full range of disabilities; including physical mental, sensory and progressive conditions		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</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.
<b>Positive</b>		
<b>Neutral</b>	✓	Qualitative research shows that those with disabilities are more likely to be targeted for hate crime, financial and sexual abuse and exploitation

<b>Negative</b>		<p>(i.e. labour).</p> <p>Access to police crime data has not improved since the previous EIA despite. This is a pan London issue and the chair of the HCSP has written to MOPAC to seek improvements.</p> <p>Met Police Hate crime data is available with a Disability flag via the Safer Neighborhood Dashboard however reported numbers are low with only 28 reported cases in Havering in 2024</p>
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**Evidence:**

- Anti-Social Behaviour Community Multi-Agency Risk Assessment Conference (ASBMARAC), Cohesion Strategy.
- Safer Neighbourhoods Dashboard – London Datastore

*\*Expand box as required*

**Sources used:**

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Havering Community Safety Partnership Strategic Assessment

*\*Expand box as required*

**Protected Characteristic - Sex/gender:** Consider both men and women

Please tick (✓) the relevant box:		<b>Overall impact:</b>
<b>Positive</b>	✓	<ul style="list-style-type: none"> <li>Males and females experience similar proportions of crime overall, however, there are notable differences by type of crime.</li> </ul>
<b>Neutral</b>		<ul style="list-style-type: none"> <li>Gender based violence (significant proportions of domestic abuse) and sexual violence disproportionately affect women (predominantly within the broad age range 16-59). Domestic abuse services for women include refuge provision, support group and Independent domestic violence advocates.</li> </ul>
<b>Negative</b>		<ul style="list-style-type: none"> <li>Stranger and alcohol-related violence occurring within public spaces (night time economy) and serious group/gang violence disproportionately affects men (predominantly under the age of 24). Night Marshalls have been introduced to act as additional visible guardians in Romford Town centre to deter violent crime.</li> <li>Males account for over 80% of all offenders, therefore services</li> </ul>

		<p>to address and support offenders should bear this in mind.</p> <ul style="list-style-type: none"> <li>• A dedicated men's service for male victims of domestic abuse has been introduced as it was identified that men were not accessing the traditional support services which were seen as women only.</li> </ul>
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*\*Expand box as required*

**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 for victims of domestic abuse
- 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  
Violence reduction action plan and commissioned services

*\*Expand box as required*

**Sources used:**

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

*\*Expand box as required*

<b>Protected Characteristic - Ethnicity/race:</b> Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>		
<b>Neutral</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.</li> <li>• A growing BME community in Havering, particularly within the</li> </ul>
<b>Negative</b>		

		<p>Black African group, may require in the future specialist services should it be mirrored by disproportionate growth in incidence and prevalence of crime.</p> <ul style="list-style-type: none"> <li>Met Police Hate crime data is available with a Racist and Religious flag via the Safer Neighborhood Dashboard reported with only 461 reported cases in Havering in 2024</li> </ul>
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*\*Expand box as required*

**Evidence:**

- Anti-Social Behaviour Panel and Community Multi-Agency Risk Assessment Conference
- Cohesion Strategy for Havering

*\*Expand box as required*

**Sources used:**

- Havering Community Safety Partnership Strategic Assessment
- Metropolitan Police Crime Recording Information System (CRIS)
- Violence against women and girls strategic problem profile
- Safer Neighbourhoods Dashboard – London Datastore

*\*Expand box as required*

**Protected Characteristic - Religion/faith:** Consider people from different religions or beliefs including those with no religion or belief

Please tick (✓) the relevant box:		<b>Overall impact:</b>
<b>Positive</b>		<ul style="list-style-type: none"> <li>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.</li> </ul>
<b>Neutral</b>	✓	<ul style="list-style-type: none"> <li>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.</li> </ul>
<b>Negative</b>		<ul style="list-style-type: none"> <li>Met Police Hate crime data is available with 461 reported cases in Havering in 2024 with a Racist and Religious flag and 54</li> </ul>

		with a Faith flag .
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**Evidence:**

Community Multi-Agency Risk Assessment Conference (CMARAC),  
- Cohesion Strategy in development for Havering

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**Sources used:**

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Havering Community Safety Partnership Strategic Assessment
- Safer Neighbourhoods Dashboard – London Datastore

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**Protected Characteristic - Sexual orientation:** Consider people who are heterosexual, lesbian, gay or bisexual

Please tick (✓) the relevant box:		Overall impact:
Positive		<ul style="list-style-type: none"> <li>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.</li> </ul>
Neutral	✓	<ul style="list-style-type: none"> <li>Whilst underreporting is significant and volume of reported cases are low, there are specialist services available to LGBT residents of Havering, including a liaison police officer and same-sex domestic abuse services.</li> </ul>
Negative		<ul style="list-style-type: none"> <li><i>Met Police Hate crime data is available with a Homophobic flag however reported numbers are low with 55 reported cases in Havering in 2024</i></li> </ul>

\*Expand box as required

**Evidence:**

- Community Multi-Agency Risk Assessment Conference (CMARAC).
- Cohesion Strategy for Havering
- LGBT Police Officer within Havering
- LGBT support services available for victims of domestic abuse in same-sex relationships

*\*Expand box as required*

**Sources used:**

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Havering Community Safety Partnership Strategic Assessment
- Safer Neighbourhoods Dashboard – London Datastore

*\*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:
Positive		<ul style="list-style-type: none"><li>• 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.</li></ul>
Neutral	✓	<ul style="list-style-type: none"><li>• Met Police Hate crime data is available with a transgender flag however reported numbers are low with 7 reported cases in Havering in 2024.</li></ul>
Negative		

*\*Expand box as required*

**Evidence:**

- Community Multi-Agency Risk Assessment Conference (CMARAC),
- Cohesion Strategy for Havering

*\*Expand box as required*

**Sources used:**

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Havering Community Safety Partnership Strategic Assessment
- Safer Neighbourhoods Dashboard – London Datastore

*\*Expand box as required*

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

Please tick (✓) the relevant box:		<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>		

*\*Expand box as required*

**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

*\*Expand box as required*

**Sources used:**

- Havering Community Safety Partnership Strategic Assessment
- Violence against women and girls strategic problem profile

*\*Expand box as required*

**Protected Characteristic - Pregnancy, maternity and paternity:** Consider those who are pregnant and those who are undertaking maternity or paternity leave

Please tick (✓) the relevant box:		<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>		

*\*Expand box as required*

**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
- Domestic Abuse Policy for BHRUT and Havering CCG
- Independent Domestic Abuse Advisor within Queens hospital
- Domestic Abuse training and DV Champions within pre-post natal staff, health visitors etc

*\*Expand box as required*

**Sources used:**

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

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

Please tick (✓) the relevant box:		<b>Overall impact:</b>
Positive		<i>Some categories of crime may be disproportionately impact on people of different socio-economic status. For example:</i>
Neutral	✓	<ul style="list-style-type: none"><li>• <i>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.</i></li><li>• <i>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).</i></li><li>• <i>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.</i></li><li>• <i>Rates of violence generally disproportionately impact on those residing in the most multiply deprived areas.</i></li></ul>
Negative		<i>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</i>

		<i>insurance; investing in security; covering the loss of stolen items and repairs; and the subsequent burden this may place on already stretched incomes.</i>
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*\*Expand box as required*

**Evidence:**

Services provided by Havering Community Safety Partnership are inclusive to all socio-economic groups.

*\*Expand box as required*

**Sources used:**

Crime Survey for England and Wales

- Youth Justice Board: Young People and Street Crime

- Strategic Assessment

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**Health & Wellbeing Impact:** 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? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.

<i>Please tick (✓) all the relevant boxes that apply:</i>		<b>Overall impact:</b>
<b>Positive</b>	✓	<i>Being a victim of crime can be detrimental to both physical and mental health</i> <i>By reducing crime and disorder in Havering we will seek to reduce the impact on people's physical and mental health.</i>
<b>Neutral</b>		<i>Health partners are members both of the overarching HCSP Board but also the strategic groups and associated risk panels to ensure that health and wellbeing is considered in the development of strategies, policies and associated commissioned services.</i>
<b>Negative</b>		<i>Risk panels are in place for domestic abuse, Anti-social behaviour and serious group violence and include risk assessment tool for identifying those at high risk.</i> <i>Consideration is given to the health needs of both identified victims and perpetrators to ensure that appropriate safeguarding procedures and referral pathways are in place</i>

*\*Expand box as required*

**Do you consider that a more in-depth HIA is required as a result of this brief assessment?** Please tick (✓) the relevant box

**No** ✓

**Evidence:**

- Minutes of HCSP , associated strategic groups and risk panels
- Terms of reference and referral pathways for DVMARAC, Community MARAC and SGV panel
- Terms of reference for Integrated offender Management panel

*\*Expand box as required*

**Sources used:**

- Havering Data Intelligence Hub
- London Datastore
- 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.

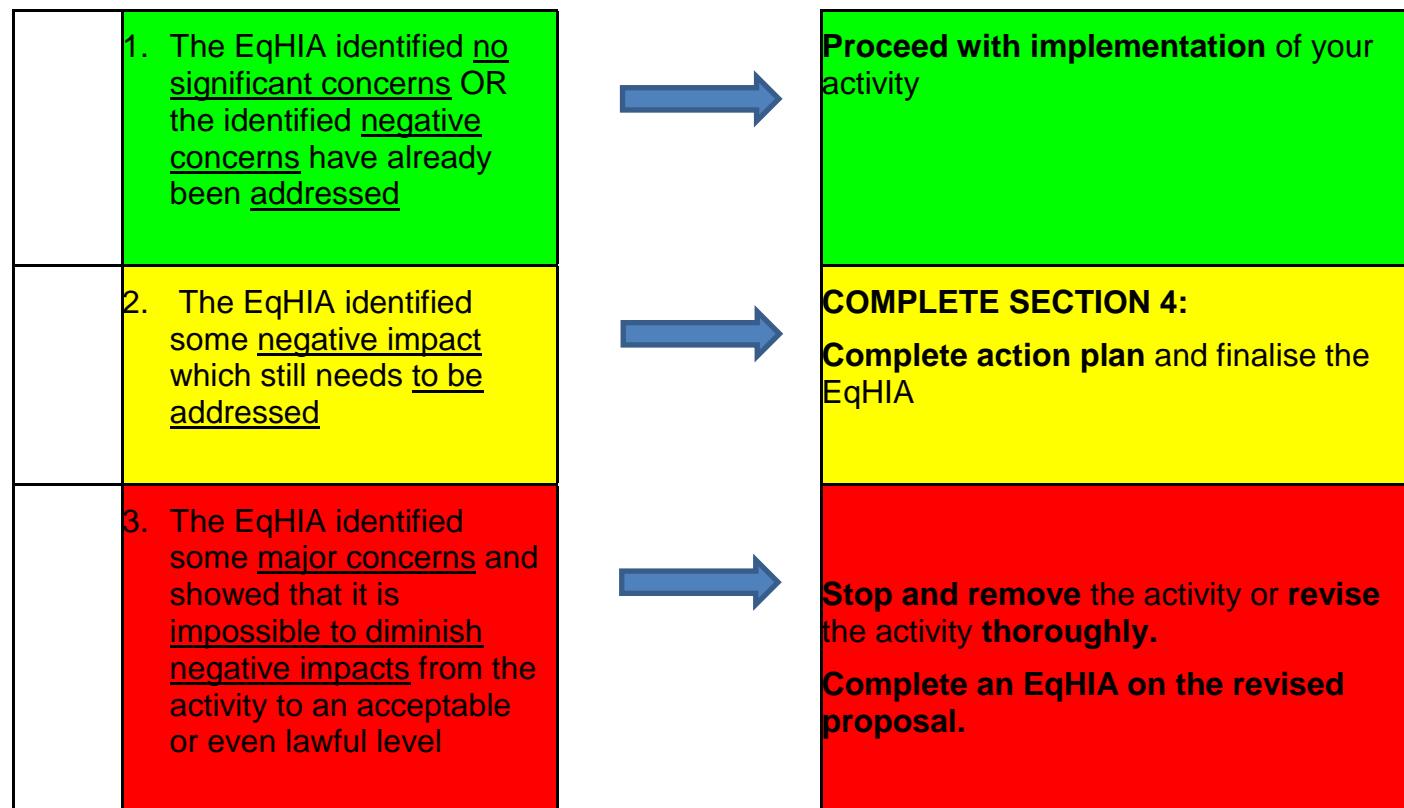
Lifestyle	YES	NO	Personal circumstances	YES	NO	Access to services/facilities/amenities	YES	NO	✓
Diet			Structure and cohesion of family unit			to Employment opportunities			
Exercise and physical activity			Parenting			to Workplaces			
Smoking			Childhood development			to Housing			
Exposure to passive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



## 4. Outcome of 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:



## 5. Action Plan – to be reviewed

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

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>	March 2027	Community Safety Manager
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</p>	<p>Identify and engage with faith groups within Havering.</p> <p>Gauge collective experiences of victimisation, access to services and satisfaction with services.</p>	<p>Increased reporting of victimisation.</p> <p>Improved access to available services.</p>	March 2027	Community Safety Manager

	<p>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>	<p>Gauge opinions and insight that can be used to improve access 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 any gender reassignment groups within Havering. 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</p>	<p>Increased reporting of victimisation.</p> <p>Improved access to available services.</p>	<p>March 2027</p>	<p>Community Safety Manager</p>

		services for this protected group.			
All protected characteristics	This EIA is an overview level assessment for the HCSP Partnership Plan. Specific areas of work and funding of commissioned projects will require bespoke EIA's to be completed.	<p>Violence Against Women &amp; Girls and Domestic Abuse services to have overarching EIA.</p> <p>Serious Group Violence Strategy and commissioned services / risk panels to have overarching EIA.</p> <p>Reducing Reoffending Board and associated operational groups to have overarching EIA.</p> <p>MOPAC funded projects to have EIAs.</p>	Equality needs are identified and addressed for each respective specialist area.	December 2027	Community Safety officer IDVAs ASB officers

**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:**

The EqHIA will be reviewed annually as part of the statutory annual strategic assessment of crime and disorder

**Scheduled date of review:**

**Lead Officer conducting the review:** Community Safety and Intelligence Manager

*\*Expand box as required*

**Please submit the completed form via e-mail to  
[EqHIA@havering.gov.uk](mailto:EqHIA@havering.gov.uk) thank you.**

