

Appendix 2: H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	EqIA completed in Q4 2020-21
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Ending Modern Slavery: Our Strategy for a Coordinated Community Response</p> <p>Short summary: We are publishing our inaugural modern slavery strategy for Hammersmith & Fulham. This strategy has been co-produced by partners across the borough, including survivors, residents, businesses, community groups and multi-agency professionals. It outlines our Coordinated Community Response (CCR) to tackling modern slavery, which states that it is everyone's business to work together to end this crime. It sets out our four objectives to end modern slavery, which are: Victims Identified, Victims Supported, Exploitation Prevented and Exploiters Brought to Justice and gives suggestions for how different agencies, from residents to businesses, can contribute to these objectives.</p> <p>Note: If your proposed strategy will require you to assess impact on staff, please consult your HR Relationship Manager.</p> <p>Team members who may be involved in identifying and/or responding to Modern Slavery and victim/survivors of modern slavery may be affected by this and could experience secondary trauma. We would always recommend that specialist support agencies respond directly to victim/survivors and therefore our team members would have a minimal amount of direct contact. H&F provide support to all team members through the employee assistance programme and team members will also be supported through their direct line manager and occupational health where required.</p>
Lead Officer	<p>Name: Annabel Moores Position: Victim Programmes Coordinator Email: annabel.moores@lbhf.gov.uk Telephone No: 07747476034</p>
Date of completion of	01/ 02 / 2021

final EIA	
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Section 02	Scoping of Full EIA		
Plan for completion	Timing Resources		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.		
	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
	Age	The strategy is aimed at all residents, irrespective of age.	Neutral
		The strategy states that modern slavery can affect anybody of any age.	Neutral
		The strategy states that vulnerability factors such as age may mean that people have limited ability to make consensual choices around their working arrangements. The strategy advocates for long-term trauma-informed support.	Positive
		The strategy states where additional support may be needed for children, including safeguarding and needing specialist support in recognising their exploitation.	Positive

	Disability	The strategy is aimed at all residents, irrespective of Disability.	Neutral
		The strategy will be made accessible by the designers for people who have visual impairment.	Positive
		The strategy advocates for immediate and long-term physical and mental health support for all survivors of modern slavery.	Positive
		Under a section titled 'Context of Modern Slavery', the strategy discusses the additional barriers survivors who are disabled might face in accessing support. It puts this in the context of Intersectionality and requests responses are tailored to an individual's needs.	Positive
		The strategy states that vulnerability factors such as learning needs, mental ill health and addiction may mean that people have limited ability to make consensual choices around their working arrangements. The strategy advocates for long-term trauma-informed support.	Positive
		Under a section titled 'How can we all play our part in the CCR?' The strategy states that there should be a societal shift in attitudes towards accepting people as they are, no matter their disability.	Positive
	Gender reassignment	The strategy is aimed at all residents, irrespective of Gender reassignment.	Neutral
		On open invitation for survivors to participate in a consultation for the strategy, transwomen took part to give their views on what the strategy should include.	Positive
		Under a section titled 'Context of Modern Slavery', the strategy discusses the additional barriers survivors who have had gender reassignment might face in accessing support. It is noted that it may make it harder to leave a situation of exploitation due to fear of stigma and the response they may receive. The strategy puts this in the context of Intersectionality and requests responses are tailored to an individual's needs.	Positive

	<p>Under a section titled 'How can we all play our part in the CCR?' The strategy states that there should be a societal shift in attitudes towards accepting people as they are, no matter their gender.</p>	Positive
Marriage and Civil Partnership	<p>The strategy is aimed at all residents, irrespective of marriage and civil partnership.</p>	Neutral
	<p>Any change in response due to the strategy will be irrespective of marriage and civil partnership.</p>	Neutral
Pregnancy and maternity	<p>The strategy is aimed at all residents, irrespective of Pregnancy and maternity</p>	Neutral
	<p>Any change in response due to the strategy will be irrespective of Pregnancy and maternity.</p>	Neutral
Race	<p>The strategy is aimed at all residents, irrespective of Race.</p>	Neutral
	<p>The strategy states that modern slavery can affect anybody of any ethnicity.</p>	Neutral
	<p>Under a section titled 'Context of Modern Slavery', the strategy discusses how it is important to recognise that minoritised groups may face additional barriers. It puts this in the context of Intersectionality and requests responses are tailored to an individual's needs.</p>	Positive
	<p>In a section titled 'Is modern slavery modern?' the strategy discusses the differences between transatlantic slavery and modern slavery. It states how the impact of transatlantic slavery has continued today through racism and requests that we recognise both forms of slavery in categories in their own right, recognising the ongoing damage and impact caused.</p>	Positive
	<p>Under a section titled 'How can we all play our part in the CCR?' The strategy states that there should be a societal shift in attitudes towards accepting people as they are, no matter their ethnicity.</p>	Positive

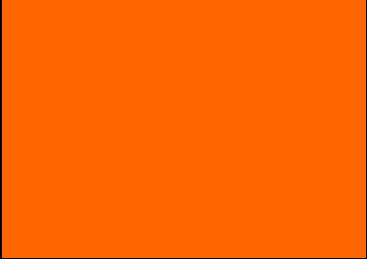
	Religion/belief (including non-belief)	The strategy is aimed at all residents, irrespective of religion/belief.	Neutral
		Under a section titled 'How can we all play our part in the CCR?' The strategy states that there should be a societal shift in attitudes towards accepting people as they are, no matter their religion.	Positive
		The strategy recognises 'juju and other forms of witchcraft' as a reason why survivors might not come forward and ask for help.	Positive
		The strategy was written with consultation from faith groups.	Positive
		Any change in response due to the strategy will be irrespective of religion	Neutral
Sex		The strategy is aimed at all residents, irrespective of religion/belief.	Neutral
		Any change in response due to the strategy will be irrespective of sex	Neutral
		In the Myth Buster section, the strategy dispels a myth that 'all victims of modern slavery are women and all exploiters are men' and shows how men can be victims, just as women can be exploiters.	Positive
Sexual Orientation		The strategy is aimed at all residents, irrespective of sexual orientation.	Neutral
		Under a section titled 'Context of Modern Slavery', the strategy discusses the additional barriers survivors may face depending on their sexuality. It is noted that it may make it harder to leave a situation of exploitation due to fear of stigma and the response they may receive. The strategy puts this in the context of Intersectionality and requests responses are tailored to an individual's needs.	Positive
		Under a section titled 'How can we all play our part in the CCR?' The strategy states that there should be a societal shift in attitudes towards accepting people as they are, no matter their sexuality.	Positive

	<p>Human Rights or Children’s Rights</p> <p>If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children’s Rights, as defined by the UNCRC (1992)? No</p> <p>(We hope the strategy will help to protect adults and children's human rights.)</p>
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Section 03	<p>Analysis of relevant data</p> <p>Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.</p>
Documents and data reviewed	<p>Over 500 anonymous incidents of modern slavery were shared by multi-agency partners in the borough to understand the local picture of modern slavery. This enabled us to shape the strategy based on evidence. The data revealed the breadth of nationalities of survivors, along with age and gender and additional vulnerabilities.</p> <p>In November 2019, partners in the multi-agency partnership group developed a Theory of Change which was used to build the strategy.</p> <p>Standing Together’s ‘In Search of Excellence’ provided insight into how to strengthen our Coordinated Community Response.</p> <p>The Modern Slavery Act 2015 and accompanying statutory guidance outlines the duties and</p>

	responsibilities of different agencies in responding to modern slavery. Different agencies provided insights and case studies to build the strategy.
New research	n/a

Section 04	Consultation
Consultation	<p>The modern slavery strategy is a co-produced document and as such, focus groups were held with a variety of agencies and drafts of the strategy shared at various stages.</p> <ul style="list-style-type: none"> • 18 survivors of modern slavery took part in focus groups and 1-1 interviews delivered by independent, and survivor-led, organisation Survivor Alliance. The focus groups were for participants confident in English and 1-1 interviews held for survivors who required an interpreter. • 36 representatives from community/voluntary/faith groups participated in a training workshop and their views were obtained as part of this process. 14 representatives also took part in a focus group; • 30 multi-agency professionals from the borough's Modern Slavery and Exploitation (MSE) Group participated in workshops, including Metropolitan Police, local NHS trusts and Non-Governmental Organisations; • The council worked with Hammersmith BID and Fulham BID to send a survey to businesses to give them an opportunity to participate; and • The council received over 100 responses to an online quiz aimed at residents.
Analysis of consultation outcomes	<p>Participants in the consultations shared their thoughts on our four objectives: 'Victims Identified', 'Victims Supported', 'Exploitation Prevented', and 'Exploiters Brought to Justice', which themselves were developed by the MSE Group. Discussions ranged from the need to challenge the media's representation of modern slavery to campaigning to make it socially unacceptable to buy goods that are not free from exploitation.</p> <p>Reoccurring themes raised in the consultations were about the vulnerability of asylum seekers and people with no recourse to public funds. Survivors told us that not having the legal right to work in the UK whilst waiting for decisions on their asylum and/or trafficking case can cause further exploitation as</p>



survivors feel forced to work illegally to have enough money to live. Exploiters take advantage of this by not paying the minimum wage and threatening to tell the immigration authorities if workers complain.

The consultation with multi-agency professionals highlighted the importance of timely professional immigration advice, and the community consultation included support for equal rights, regardless of immigration status. There was also an overwhelming demand for longer-term stable support for survivors and more access to mental health services.