

APPENDIX 2 - H&F Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (on the intranet) or [ACAS - EIA](#). Or you can contact the councils Equalities Lead (see below).

H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	Q3 of 2023/2024
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: SERIOUS VIOLENCE DUTY STRATEGY</p> <p>In December 2019, the government announced that it would bring forward legislation to create a new Serious Violence Duty, under the Police, Crime, Sentencing and Courts Act (PCSC) 2022.</p> <p>The Duty requires specified authorities to work together to prevent and reduce serious violence, including identifying the kinds of serious violence that occur in the area, the causes of that violence, and to prepare and implement a strategy for preventing and reducing serious violence.</p> <p>The Hammersmith & Fulham Serious Violence Duty Strategy has been co-produced with partners, including young people, the voluntary and community sector, businesses, the Metropolitan Police, Health colleagues and the Youth Justice Service. The Strategy has been produced alongside a strategic needs assessment that has identified current and long-term trends of serious violence across the borough, including victim and suspect profiles, locations and timings of offences. Together with the consultation, the strategic needs assessment has allowed us to develop a strategy that is collaborative and data informed.</p> <p>The Serious Violence Duty Strategy must be published on the website by 31st January 2024.</p>
Lead Officer	<p>Name: Laura Seamons Position: Service Transformation Lead for Community Safety Email: laura.seamons@lbhf.gov.uk Telephone No: 07786965292</p>
Date of completion of final EIA	16/11/23

Section 02	Scoping of Full EIA
Plan for completion	Timing: Completed throughout November 2023

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	<p>The Serious Violence Duty specifically focuses on violence and exploitation effecting young people under the age of 25. The strategy highlights what further interventions are needed to protect young people, so the strategy will have a positive impact on young people in the borough.</p> <p>The duty covers sexual violence and domestic abuse of all age groups. By identifying gaps in service provision this should help support all age groups effected by sexual violence and domestic abuse.</p> <p>Included within the strategic needs assessment are victim and suspect profiles broken down into age groups so it is possible to see if any targeted interventions are needed for a particular age group.</p> <p>We consulted with the H&F Youth Council and young people engaged with the criminal justice system to ensure the views of young people were considered and included in the strategy.</p>	<p>Positive</p> <p>Positive</p> <p>Positive</p> <p>Positive</p>
Disability	<p>The strategy is aimed at all residents, irrespective of Disability.</p> <p>An easy read version of the strategy will be made available.</p> <p>The strategy recognises that long term therapeutic responses particularly focusing on mental health are needed for victims of violence.</p>	<p>Neutral</p> <p>Positive</p> <p>Positive</p>
Gender reassignment	<p>The strategy is aimed at all residents, irrespective of Gender reassignment.</p>	<p>Neutral</p>

	Marriage and Civil Partnership	The strategy is aimed at all residents, irrespective of marriage and civil partnership.	Neutral
	Pregnancy and maternity	Pregnancy can be a risk factor for domestic abuse and existing abuse may get worse during pregnancy or after childbirth. The data in the strategy increases our knowledge of those most at risk and allows us to target support to those most in need as well as educating younger generations on healthy relationships. This will have a positive impact on the number of reports of domestic abuse during pregnancy and shortly after childbirth.	Positive
	Race	The strategy is aimed at all residents, irrespective of race.	Neutral
		The strategic needs assessment acknowledges that recent survey data found that levels of trust and confidence in the police vary between ethnic groups and younger people expressed concerns around disproportional use of powers such as Stop & Search against black and ethnic minorities. A recommendation has been included in the strategy to consider interventions that increase the level of trust and confidence in statutory services to better engage with victims of crime.	Neutral
		A diverse group of young people from the youth justice service and H&F Youth Council were involved in the co-production of the strategy. This has helped to ensure that intersectionality and ethnicity were considered in the strategy.	Positive
		The voluntary and community sector partners that attended the consultation workshop and that completed the consultation survey represent a diverse range of community groups.	Positive
Religion/belief (including non-belief)	The strategy is aimed at all residents, irrespective of religion/belief. The consultation survey was sent to faith groups in the borough, unfortunately we did not receive a response.	Neutral Neutral	
Sex	The strategy includes analysis on the sex of the victim and suspect of violence with injury, sexual violence, and domestic abuse offences.	Neutral	
	The data has highlighted that domestic abuse and sexual violence disproportionately affects women and girls, and the suspect is most likely a male.	Neutral	

		<p>In 2022 for sexual offences where the suspect was known, 75% of offences were male on female offences. Violence with injury effects both males and females, but the suspect is more likely to be a male.</p> <p>Community and charity partners representing women completed the consultation survey and attended the consultation workshop. This was to ensure that the gendered nature of offences was appropriately considered, and these partners could also identify gaps in the current level of provision.</p> <p>The consultation highlighted where partners thought there was a current lack of support and initiatives for young female victims of crime and male perpetrators.</p>	<p>Positive</p> <p>Positive</p>
	Sexual Orientation	The strategy is aimed at all residents, irrespective of sexual orientation.	Neutral
	People with Care Experience	<p>The strategy is aimed at all residents, irrespective of whether a person has experience of the care system.</p> <p>Nationally, care experienced young people are more likely to come into contact with the youth justice system. 7% of care experienced young people come into contact with the youth justice system compared to 3% of all young people. In H&F, between April 2020 and March 2022, 46 care experienced children came into contact with the youth offending team; 27 during 2020/21 and 19 during 2021/22. In the borough, care experienced children account for 29% of young people who came into contact with the youth justice system, i.e. they are over-represented in our local youth justice system, similar to the rest of the country.</p> <p>Several of the respondents of the Youth Justice Service consultation have experience of the care system. These individuals gave a similar response to other users on what makes them feel safe and unsafe in the borough.</p>	<p>Neutral</p> <p>Neutral</p> <p>Neutral</p>
<p>Human Rights or Children's Rights 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>
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Section 03	Analysis of relevant data 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.
Documents and data reviewed	<p>The strategic needs assessment was completed in August 2023 and is intended to enable partners to identify current and long-term issues relating to serious violence and those most vulnerable to involvement in the local area. This provides a greater understanding of established and emerging serious violence trends, priority locations or other high-risk issues.</p> <p>The strategic needs assessment has been developed following an evidence-based analysis of data relating to violence, as well as broader datasets including those in relation to deprivation and health.</p> <p>The strategic needs assessment has looked at the critical areas of violence and vulnerability within the definition of serious violence, including violence affecting those under the age of 25, domestic abuse and sexual violence.</p> <p>In assessing each of the critical areas, the analysis has looked at locations that have a higher risk of violence and temporal factors, such as the times of greater and lesser offending, including the times of day, days of the week and seasonal trends through the year. The analysis has also looked at the profile of victims and offenders of violence, in order to understand the risks and opportunities for prevention.</p>

Section 04	Consultation
Consultation	<p>The strategy has been co-produced with young people, the voluntary and community sector, business partners, and statutory services including the Metropolitan police, health services, London Fire Brigade, and Youth Justice Service.</p> <p>A survey was circulated widely amongst professionals to understand, the current level of provision of services to tackle serious violence in the borough, the biggest areas of concern in the borough, and where professionals felt that more support was needed.</p>

	<p>A workshop took place with the voluntary and community sector to discuss the recommendations included in the strategy, overview of the strategic needs assessment, and to discuss future potential funding opportunities.</p> <p>We liaised with the H&F Youth Council to understand the concerns of young people in the borough, particular locations they felt unsafe, and what additional services they would like to see in the borough. Surveys were also completed with the young people who are engaged with the Youth Justice Service.</p> <p>The Serious Violence Duty Working Group was established to ensure the strategy was produced collaboratively with all duty holder. This groups includes representatives from the Metropolitan Police, Heath Services, Youth Justice Service, the Gangs Violence and Exploitation Unit, amongst others.</p> <p>The Serious Violence Duty survey was completed in July 2023.</p> <p>The consultation workshop with voluntary and community sector partners was held in September 2023.</p> <p>A workshop with the H&F youth council was held in September 2023.</p> <p>Surveys were completed with users of the Youth Justice Service in October 2023.</p> <p>The Serious Violence Duty working group had monthly meetings starting in May 2023.</p>
Analysis of consultation outcomes	<p>The consultation responses helped formulate the recommendations, so that they reflect the opinion of a wide range of service providers and young people in the borough. The recommendations and wider feedback supported the Serious Violence Duty Working Group to identify the priority projects to be funded using serious violence duty funding. It will also help to shape and inform the partnerships wider approach to tackling crime and anti-social behaviour in the borough and enhance the council's existing service provision, including the Gangs, Violence and Exploitation Unit, Law Enforcement Team and Violence Against Women and Girls (VAWG) Strategy.</p>

Section 05	Analysis of impact and outcomes
Analysis	<p>The Serious Violence Duty Strategy will not have a negative impact on any of protected characteristics.</p> <p>The strategic needs assessment does not show a link between hate crimes and violent offences. We will continue to monitor this through both the serious violence duty and the Hate Crime Strategy.</p> <p>The Strategic Needs Assessment has highlighted where additional resources can be best utilised to improve the</p>

	<p>partnerships existing service provision, for example to support young females affected by serious violence where this will have a positive impact on this group.</p> <p>The consultation highlighted other areas that additional resources may be required – including long term mental health support for those who have been a victim of serious violence, and support for young people in school around healthy relationships and sexual violence.</p>
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DX`	Reducing any adverse impacts and recommendations
A`QZz	<p>Include an easy read version of the strategy when it is published on the website.</p> <p>This EQIA will be revisited and reviewed annually alongside the Serious Violence Duty Strategy and Strategic Needs Assessment. As further data becomes available the strategy and strategic needs assessment will be further refined to continue to improve our understanding of how serious violence disproportionately affects residents with different protected characteristics.</p>

Section 07	Action Plan
Action Plan	<p>General actions to reduce the risk of adverse impacts on any specific groups include:</p> <p>None</p>

Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	<p>Name: Matthew Hooper Position: Director, Public Protection Email: matthew.hooper@lbhf.gov.uk Date: 15.11.23</p>
Equalities Lead (where involved)	<p>Name: Corinne Baker Position: Graduate EDI & HR Policy Officer Date advice / guidance given: 9/11/2023 Email: Corinne.Baker@lbhf.gov.uk</p>