

Appendix 2

H&F Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EIA 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 is informed by the [public sector equality duty](#) which came into force in April 2011. 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 the Equality Act 2010**
- 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 these three tenets.

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 Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2024/25 – Q1
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Hate Crime Strategy 2024-2028.</p> <p>The Hate Crime Strategy defines Hammersmith & Fulham Council’s commitment to tackling hate crime and hate incidents in the borough. The strategy’s four main objectives are to: prevent hate crime and increase community cohesion, increase trust and confidence to encourage reporting of hate crimes and hate incidents, provide effective support to those affected, and work with partners to take coordinated action against perpetrators.</p> <p>The strategy has been produced in partnership with key partners, such as the police, relevant commissioned services, voluntary organisations and residents. In addition to this, a robust action plan that supports the implementation of the strategy and its objectives has been developed.</p>
Lead Officer	<p>Name: Jessica Twomey Position: Community Safety Officer Email: Jessica.twomey@lbhf.gov.uk</p>
Date of completion of final EIA	12 th April 2024

Section 02	Scoping of Full EIA
Plan for completion	The EIA will be finalised alongside the strategy, with the aim to publish the final strategy and accompanying EIA in summer 2024.

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>Hate Crime can affect anybody, irrespective of age. While age-related hate crime is not one of the five monitored strands in hate crime legislation, age-related discrimination does exist and is recognised by Stop Hate UK, a service commissioned by H&F to support victims and witnesses of Hate Crime.</p> <p>The strategy is aimed at all ages, irrespective of one’s age.</p> <p>In line with our 2021 – 2025 Equalities Plan, the strategy supports the objective to ensure that our services tackle the disproportionate impact of inequality on young people (including those at risk of street crime and exploitation by gangs).</p> <p>Community organisations, such as Age UK, H&F Young Foundation, H&F Youth Council, Crimestoppers and the MPS Youth Lead have been consulted on in the development of this strategy and its action plan.</p>	<p>Positive</p> <p>Neutral</p> <p>Positive</p> <p>Positive</p>
Disability	<p>The strategy is aimed at all residents, irrespective of Disability.</p> <p>Disability is a protected characteristic that is recognised under hate crime legislation. Perpetrators of this form of hate crime are often partners, family members, friends, carers, acquaintances, or neighbours, and it can occur in public, in people’s homes or in care settings.</p> <p>In 2023 there were 16 reports of disability hate crimes in Hammersmith & Fulham, slightly above the London Average. It is also known that disability hate</p>	<p>Neutral</p> <p>Positive</p> <p>Positive</p>

		<p>crime is underreported, and as part of the action plan we will work with community groups and charities to improve reporting and increase awareness.</p> <p>The strategy will be made accessible for people who have a visual impairment and an easy read version of the strategy will be made available. An easy read version of the hate crime consultation was also produced.</p>	Positive
	Gender reassignment	<p>The strategy is aimed at all residents, irrespective of gender reassignment.</p> <p>‘Transgender identity’ is one of the protected characteristics covered by Hate Crime legislation. The strategy recognises and aims to prevent hate crime or hate incidents occurring based on an individual’s gender reassignment.</p> <p>According to Galop’s Hate Crime Report (2021), two in five trans people (41%) have experienced a hate crime or incident because of their gender identity nationally. Overall, transgender abuse is underrepresented, as many people do not report serious incidents to the police, due to lack of trust and / or dissatisfaction with the police’s response after previous reporting. In 2023 there were 9 transgender hate crimes reported to the police in Hammersmith & Fulham, slightly below the average for London Boroughs.</p> <p>Gallop, the UK’s leading LGBT+ anti-abuse charity, have been a regularly engaged partner in the development on this strategy, to ensure the interests of this community are fully considered and represented.</p>	<p>Neutral</p> <p>Positive</p> <p>Neutral</p> <p>Positive</p>
	Marriage and Civil Partnership	<p>The strategy treats people who are married or in a civil partnership equally, and there are no negative impacts expected from this work for these groups.</p>	Neutral

	Pregnancy and maternity	The strategy is aimed at all residents, including those who are pregnant or have parental responsibilities. There are no negative impacts expected from this work for these groups.	Neutral
	Race	<p>The strategy is aimed at all residents, irrespective of Race.</p> <p>The strategy celebrates that Hammersmith & Fulham has a diverse population, representing a variety of ethnic backgrounds. The strategy also shares the ongoing work to celebrate different ethnicities in the borough including Black History Month. In Hammersmith & Fulham, 63.2% of people identified as 'white' and 36.8% identified as Black, Asian or minority Ethnic. In H&F, the main multi-ethnic groups in the borough identified are Black African (7.2%), Mixed (6.7%), Black Caribbean (3.6%) and Arab (3%).</p> <p>Most hate crimes reported in the borough were racially motivated. The strategy aims to reduce racially motivated attacks, and challenge negative stereotypes.</p> <p>To ensure residents for whom English is not their primary language have been consulted, a series of workshops were held and translated in Farsi, Arabic and Spanish.</p>	<p>Neutral</p> <p>Positive</p> <p>Positive</p> <p>Positive</p>
	Religion/belief (including non-belief)	<p>The strategy is aimed at all residents, irrespective of religion/belief.</p> <p>In H&F, 45.7% of people describe themselves as "Christian." The second most common religious group in H&F is "Muslim" (11.6%, 21,290 people; up from 10% in 2011), showing a similar trend to London and the country as a whole.</p> <p>Most hate crimes that have occurred in borough (82%) in 2022 were classified as either racist or religious. The Strategy aims to reduce such crimes and challenge negative stereotypes.</p> <p>The strategy accounts for increased tension in communities following the conflict in the Middle East, in addition to other national issues in the past five years that</p>	<p>Neutral</p> <p>Neutral</p> <p>Positive</p>

	<p>has led to increase in hate crimes and incidents.</p> <p>Faith partners have been regularly updated through the faith forum, where presentations of the strategy and invitation for engagement have been shared.</p>	<p>Positive</p> <p>Positive</p>
Sex	<p>The strategy is aimed at all residents, irrespective of their sex.</p> <p>Although not legally defined by legislation, the strategy recognises that hate can be directed based on an individual's sex. Misogyny, harassment and violence against women and girls remains an outstanding issue in society. As part of the consultation, we asked residents if they felt misogyny should be considered as part of this strategy, 75% of respondents felt it should. While these categories are not classified as hate crimes by the Government, we are in a position to provide support to our residents who are impacted by these issues.</p>	<p>Neutral</p> <p>Positive</p>
Sexual Orientation	<p>The strategy is aimed at all residents, irrespective of their sexual orientation.</p> <p>In 2023 94 homophobic hate crimes were reported in Hammersmith & Fulham similar to the London average.</p> <p>Leading partners such as Gallop, an LBGT+ anti-abuse charity, have been engaged in developing the commitments and action plan for this strategy.</p>	<p>Neutral</p> <p>Neutral</p> <p>Positive</p>
People with Care Experience	<p>The strategy is aimed at all residents irrespective of whether they have care experience.</p>	<p>Neutral</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

	<p>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
Documents and data reviewed	<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> <p>We have used data from both the 2011 and 2021 census to understand the population within H&F and how they might be impacted by the strategy.</p> <p>In addition we have used police data on hate crimes committed within Hammersmith & Fulham in 2023 and looked at trends over the last 3 years. We have also compared figures seen in Hammersmith & Fulham with those reported across London.</p> <p>Research within the strategy has also referred to national statistics and trends for hate crimes and hate incidents.</p> <p>Reference has also been made to other strategies where appropriate such as the Violence, Against Women and Girls Strategy, the Strategic assessment, and the Equalities Plan.</p>
New research	N/A

Section 04	Consultation
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<p>Consultation</p>	<p>The following consultation has taken place:</p> <ul style="list-style-type: none"> • Presented at the Faith Forum. • A series of Hate Crime pop-up stalls during Hate Crime Awareness week, at W12 Shopping Centre, Lyric Square and North End Road – 16 – 21st October 2023. • Bespoke, translated workshops for refugees and asylum seekers in Farsi, Arabic and Spanish. • Focus group held with a number of community organisations on the 16 November 2023 to gather feedback on the strategy’s main four objectives. This included community groups, local businesses and the police. • Engaged with local businesses on crime prevention and promoted our online consultation. <p>In addition, the strategy launched a Have your Say online consultation survey. The feedback from Hammersmith & Fulham residents and workers has been collated, analysed and incorporated into the strategy’s action plan.</p> <p>The survey found that 42% of respondents experienced hate crime in the past year (either as a victim or witness). However, only around 28% of those who experienced a hate crime reported this to police or another agency. Over 95% of respondents supported the suggested strategy objectives.</p>
<p>Analysis of consultation outcomes</p>	<p>The consultation showed strong support for our suggested objectives, we have now used these objectives to form the basis of our action plan. The consultation feedback has shaped our action plan so that it reflects the views of all partners on actions that are needed to tackle hate crime.</p>

<p>Section 05</p>	<p>Analysis of impact and outcomes</p>
<p>Analysis</p>	<p>There are no direct negative equality implications, under the Equality Act 2010, and a positive impact on certain groups with protected characteristics is anticipated.</p>

<p>Section 06</p>	<p>Reducing any adverse impacts and recommendations</p>
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Outcome of Analysis	<p>Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for LBHF, and the overall outcome.</p> <p>N/A</p>
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Section 07	Action Plan					
Action Plan	<p>Note: You will only need to use this section if you have identified actions as a result of your analysis</p> <p>N/A</p>					
	Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan

Section 08	Agreement, publication and monitoring					
Senior Managers' sign-off	<p>Name: Matthew Hooper Position: Director, Public Protection Email: matthew.hooper@lbhf.gov.uk Considered at relevant DMT: 24/4/2024</p>					
Key Decision Report (if relevant)	<p>Date of report to Cabinet/Cabinet Member: March 14th 2024 Key equalities issues have been included: Yes/No</p>					
Equalities Advice (where involved)	<p>Name: Yvonne Okiyo Position: Strategic Lead Equity, Diversity and Inclusion Date advice / guidance given: 11.04.24 Email: Yvonne.Okiyo@lbhf.gov.uk Telephone No: 07824 836 012</p>					