

Haringey Community Safety Strategy

2019 – 2023

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1. Foreword

This Community Safety Strategy represents a significant commitment by partners including the Council, Police, Fire, Probation and Health authorities as well as local voluntary groups to working together to improve the lives of our residents.

We know we face some significant challenges. London has a problem with serious violence, particularly with knife crime. Some of this is because there is less funding for work to intervene earlier, designed to prevent crime. There have also been significant cuts to neighbourhood policing across London, which means that the police are less visible than they were. While most people in Haringey are happy with their area as a place to live, crime and anti-social behaviour is the issue that people talk about most when asked what makes them unhappy about living here. We will continue to work together with local people to bring the perpetrators of crime to justice and to divert children, young people, adults, and families away from criminality.

As well as the high profile issues around serious violence this Strategy also addresses crime, disorder and anti-social behaviour that are less well reported but impact the lives of many people including all forms of violence against women and girls and issues of exploitation including child sexual exploitation, County Lines, extremism and hate crime.

Our diverse communities are key partners in helping us tackle crime and disorder. Therefore this Strategy also recognises the importance of addressing fear of crime and increasing public confidence and satisfaction with policing.

We look forward to driving significant improvement in the lives of our residents arising from this plan and will report back annually on our achievements via our annual Strategic Assessment of Crime and Disorder.

Signed:

Councillor Mark Blake

Chief Superintendent Treena Fleming

Cabinet Member for Community Safety

North Area BCU Commander

Joint Chairs of the Community Safety Partnership

2. Introduction: Purpose and scope of the strategy

The Community Safety Partnership has a clear vision: to make Haringey one of the safest boroughs in London. We want Haringey to be a safe borough for everyone who lives and works here; a place with strong, resilient and connected communities where people can lead active and healthy lives in a safe environment. As the borough continues to grow, becomes better connected and continues to be a destination for many Londoners, we will need to ensure Haringey remains a safe and pleasant environment for all. The Community Safety Strategy provides the partnership with an opportunity to set out how it will achieve that vision.

The Crime and Disorder Act 1998, as amended by section 97 and 98 of the Police Reform Act 2002, places a requirement on Community Safety Partnerships (CSP) to develop a Community Safety Strategy. This document sets out how crime, anti-social behaviour and the fear of crime will be reduced and resolved.

In collaboration with all partners Haringey Council has produced a comprehensive strategic assessment. The purpose of the assessment is to understand the trends, patterns and drivers relating to crime and anti-social behaviour so that the partnership can set clear priorities, develop intelligence-led activity and deploy resources effectively. The strategy has been informed to a great extent by this strategic assessment.

In developing this strategy, we have taken account of extensive consultation with residents, community groups, and partners, including most recently that which has supported the development of the Borough Plan and also our Young People at Risk Strategy. This has included a series of partner workshops, community forums and targeted consultation directed at those most at risk of becoming either victims or perpetrators of crime.

Decisions about our priorities have been informed by the findings from our strategic assessment and our consultation. We have consulted/engaged the community, stakeholders and agencies via various methods one of which included the 2018 Resident Survey which captured the views of a representative sample of 1,900 residents, including views relating to the perception crime and disorder in the borough. In addition, reached out to other bodies and sectors of the public for feedback, including:

- Safer Neighbourhood Board (SNB) – Resident and Police led board meeting with the role of scrutinising and holding the borough police to account to promote a high

standard of policing and the reduction of crime.

- Children and young people, through the Godwin Lawson Foundation's report on Youth at Risk as well as further consultation undertaken in schools and youth settings
- Bridge Renewal Trust (BRT) - Provides a collective voice for voluntary and community groups within Haringey.
- Members/Councillors – elected members who work closely with the residents/public, receiving feedback around concerns within the borough.

Our priorities address the types of crime and offending behaviour which most affect residents, businesses and visitors to the area, and which local community safety partners are able to influence, with a focus on the lived experience of children, young people, vulnerable adults and families. Partners have agreed to continue the effective approach of engaging with and strengthening communities by coordinating co-designed preventative and frontline activity. There are many specialist teams and strategies which overlap with this agenda and an important part of the Community Safety Partnership's work is to remain aware of these and co-ordinate activity.

The strategy links with the [Mayor's Policing and Crime Plan 2017 -2021](#) as well as a number of strategies across the partnership. It is a commitment at a time of reduced resources to work together to maximise the impact on work to address safety in the agreed areas of priority; and to provide value for money for residents and businesses. MOPAC has changed the way projects are funded and local authorities are required to work together to develop projects that are cross cutting, innovative, reduce duplication in order to tackle the drivers of crime and safeguard all vulnerable residents. Haringey works closely with our neighbouring authorities and London Councils to achieve this.

MOPAC continues to be the responsible body and funder for Community Safety Partnerships. Haringey will continue to work closely with MOPAC in its capacity as joint deliverers, commissioners and as critical friends. Delivery is supported by the London Crime Reduction Board (LCRB) made up of the Mayor and Deputy Mayor for Policing and Crime, Leaders from three London authorities and the Metropolitan Police Commissioner who acts as an advisor to the group.

3. The Context

National

In March 2016 the Government published a Modern Crime Prevention Strategy. The strategy set out the national approach and activity to prevent crime. The Government states in the strategy that crime has fallen rapidly over the last twenty years despite economic shocks, changes in levels of employment, and evolving behaviours around drug and alcohol use, technology and social norms. It provides a variety of reasons for this sustained fall, but attributes the reduction in large part to better preventative action to stop crimes from happening in the first place. The government view is that where law enforcement, businesses and the public work together on prevention, significant and sustained reductions in certain crimes can be delivered.

The government's approach to crime prevention is based on targeting what the evidence suggests are the six key drivers of crime opportunity, character, effectiveness of the criminal justice system, profit, drugs, and alcohol.

In April 2018 the Home Office launched a national Serious Violence Strategy. This strategy identified changes in the drugs market and set out a range of actions to tackle the issues of County Lines, serious youth violence, and exploitation of vulnerable people.

Regional

MOPAC's Police and Crime Plan for London "A Safer City for All Londoners 2017 - 2021" sets out the Mayor of London's priorities for safety in the capital. These priorities include:

- Commit to tackling violence against women and girls
- Work closely with public and voluntary organisations on developing better support for victims of sexual and domestic violence
- Helping to prevent and detect crime
- Identify the spread of extremism
- Tough knife crime strategy that focuses resources on the city's gangs
- Work closely with local authorities, schools and youth services to develop anti-gang strategies
- Working with community organisations to further youth engagement
- Tougher community payback for those caught with knives
- Improve the experiences of victims of crime
- Zero tolerance approach to hate crime

The Plan includes measures to tackle these issues, reduce crime and disorder in London and improve police services across the city.

MOPAC consulted with local police leaders, Chief Executives and elected Leaders in every Borough and developed a new system of agreeing local priorities that reflect local need. This means that local police teams are focusing on local priorities, backed up by data and evidence and local strategic assessments.

Under this system, each Borough has selected two local priority crimes (non-domestic violence with injury and Robbery –personal property), based on local knowledge, crime data and police intelligence, along with antisocial behaviour (every Borough identified this as an important issue in the consultation).

In addition, crimes that cause high harm to Londoners - sexual violence, domestic abuse, child sexual exploitation, weapon-based crime and hate crime - are mandatory priorities for every Borough, to ensure that the most vulnerable Londoners are protected, right across the city.

All boroughs were informed of a reduction in MOPAC funding by approximately 30% from 2018/19 onwards. Haringey remains one of the higher funded boroughs, reflecting its levels of need but funding has nonetheless reduced. MOPAC also initiated funding for co-commissioned projects for two years from 2018/19. These projects must involve at least three boroughs but in practice are larger sub-regional or pan-London approaches. Haringey has contributed to and benefitted from a number of these projects in the first tranche of commission during 2017/18. Further tranches of commissioning have been promised. They are expected to create innovation, identify gaps, and work effectively with the voluntary sector, joint police areas and health areas.

Under its Strengthening Local Policing Programme MOPAC introduced a functional-based approach to local policing; coupled with merging Borough Commands to create larger, more resilient Basic Command Units (BCUs); improved strategic leadership; and incorporate a focused safeguarding capability integrated with local services. This mean that the Haringey Command Unit merged with Enfield to form the North Area Basic Command Unit.

In September 2018 the Mayor of London announced the establishment of a Violence Reduction Unit, modelled on a similar unit in Glasgow that was successful in driving a reduction in violent crime in the city. The Violence Reduction Unit's mission is to bring together specialists from health, police, local government, probation and community organisations to tackle violent crime and the underlying causes of violent crime. The Mayor has committed to ensuring that the VRU works in an with local communities.

Local Context

Haringey is an exceptionally diverse and fast-changing borough. We have a population of 272,864 (2015 mid-year estimates). This is the 17th most populated

borough in London (out of 33). Almost two-thirds of our population, and over 70% of our young people, are from ethnic minority backgrounds, and over 100 languages are spoken in the borough. Our population is the eighth most ethnically diverse in the country.

The borough ranks among the most deprived in the country with pockets of extreme deprivation in the east. Haringey is the 21st most deprived borough in England and the 7th most deprived in London.

The population of Haringey is growing. Under the 2015 GLA round Strategic Housing Land Availability Assessment population projection method, the population is estimated to reach 286,900 by 2020, an increase of 5.9% from 2015. By 2025, Haringey's population is estimated to reach 300,600, an increase of 10.9% from 2015. Population growth locally is due to higher annual births than annual deaths and net migration gain driven by international migration. The top three countries for new international migrant national insurance number allocations are Romania, Bulgaria and Italy.

Like all local authorities, Haringey has had to transform its services due to reduced government funding. The organisational change required to deliver a new future for Haringey Council is huge and should not be underestimated. Since 2010 government grant funding to Haringey has reduced by £122million, the council's workforce has been reduced by 45% and demand for our services continues to rise. In 2019/20 the council must cut a further £19.6million from the budget. Our partners in the Metropolitan Police, London Fire Brigade, Probation Service and Clinical Commissioning Group and across the public sector all face similar financial challenges.

Haringey's Borough Plan 2019-23 sets out five priorities for the borough. The Community Safety Strategy draws directly from the Borough Plan's Place and People priorities to deliver the outcomes below:

Place Priority:

- A Safer Place
- A Cleaner, Accessible and Attractive Place
- A Healthier, Active and Greener Place
- A Proud, Resilient, Connected and Confident Place

People Priority:

- Best Start in Life: the first few years of every child's life will give them the long-term foundations to thrive
- Happy Childhood: all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks, and communities
- Every young person, whatever their background, has a pathway to success in the future

- All adults are able to live healthy and fulfilling lives with dignity, staying active and connected to their communities
- Strong communities where people look out for and care for each other

Linked and cross cutting priorities

The CSP will work closely with partners to address substance use, poor mental health, deprivation, and other drivers of offending. The following strategies seek to address these underlying factors:

- Borough Plan 2019-2023
- Health and Wellbeing Strategy 2015-18
- Young People at Risk Strategy 2019-29
- VAWG Strategy 2016-2026
- North Area BCU Knife Crime and Serious Violence Plan 2018/19
- Economic Development Strategy
- Local Plan 2013-26
- Tottenham Strategic Regeneration Framework
- Housing Strategy 2017-21
- Homelessness Strategy
- Rough Sleeping Strategy

We will commission and co-commission projects that help to prevent crime, working closely with other Boroughs, across departments, and with the voluntary sector and external agencies.

There is no doubt that the challenges we face in Haringey are complex. We are facing significant budgetary challenges, new forms of criminality, and complex regional and national social contexts. Nonetheless we continue to adapt, introducing new service delivery and bringing in new ways of working such as our new joint Command Unit with Enfield. We have brought in over £3m of funding to help deliver our Young People at Risk Strategy. We have decided to invest £4.1m in CCTV to detect and deter crime and increase public confidence. We will continue to find creative ways of meeting new challenges and a commitment to deliver good outcomes for our residents, businesses and those who visit the borough. We have detailed action plans to deliver our six outcomes and will report back on these to the Community Safety Partnership and annually through our Strategic Assessment.

Key Achievements Over the Last Four Years

Some of our achievements which we intend to build on are:

- Multi-agency place-based approach to tackling crime and anti-social behaviour in partnership with communities in Northumberland Park through Operation Marlin
- Establishment of a Partnership Problem-Solving Group with police and community safety partners to enable a joined-up approach to prevention and enforcement
- Securing funding from the Mayor of London to establish Haringey Community Gold, a programme designed to support young people in the borough to stay safe and thrive
- Roll-out of Violence Against Women and Girls training for professionals and practitioners across Haringey
- Establishment of the Exploitation Panel, taking a contextual safeguarding approach to supporting vulnerable young people
- Set up of the North Area Violence Reduction Group, working in partnership with the Metropolitan Police and LB Enfield.
- Agreement and delivery of the London Borough of Haringey and MPS North Area Serious Violence Action Plan
- Allocating £4m to invest in new CCTV systems.

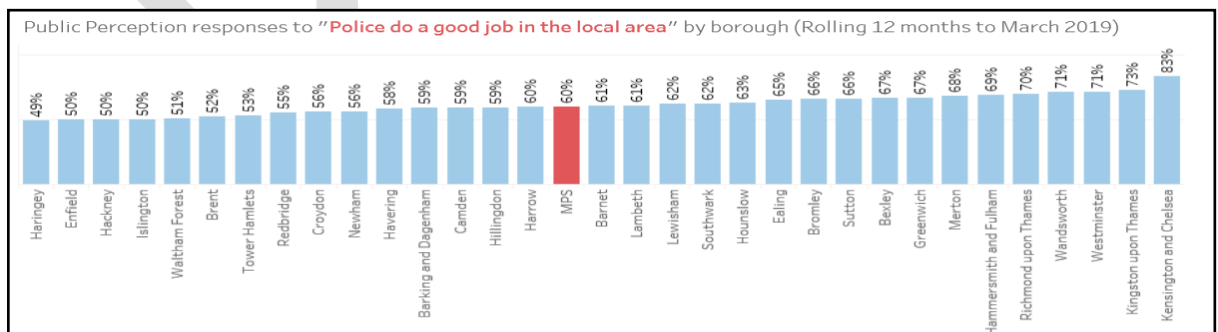
4. Crime in Haringey

The table below shows performance against various crime types and overall crime.

Crime Type	April 2017 - March 2018	April 2018 - March 2019	Haringey Change	London Change
Arson and Criminal Damage	2094	1994	-5%	-7%
Burglary	2468	3321	35%	5%
Drug Offences	1407	1393	-1%	4%
Possession of Weapons	360	324	-10%	-3%
Public Order Offences	1804	1728	-4%	1%
Robbery	1878	1991	6%	4%
Sexual Offences	671	808	20%	2%
Other Sexual Offences	390	429	10%	1%
Rape	281	379	35%	5%

Theft	7593	6862	-10%	3%
Vehicle Offences	4271	5077	19%	10%
Theft from a Motor Vehicle	2632	3287	25%	14%
Theft or Taking of a Motor Vehicle	1086	1180	9%	0%
Violence Against the Person	7668	7872	3%	7%
Homicide	8	5	-38%	-25%
Violence with Injury	3187	2976	-7%	1%
Violence without Injury	4473	4891	9%	11%
Domestic Abuse VWI	1015	976	-4%	1%
Gun Crime Lethal Barrelled Discharged	47	32	-32%	-3%
Knife Crime	794	764	-4%	1%
Knife Crime With Injury	229	179	-22%	-9%
Grand Total (including other miscellaneous crime types)	30555	31751	4%	4%

Confidence in policing and authorities generally remains an issue for our residents.



MOPAC has identified the following priorities for Haringey for 2017-21:

- High harm crimes: Sexual Violence, Domestic Abuse, Child Sexual Exploitation (CSE), Weapon Based Crime, Hate Crime

- Anti-Social Behaviour
- Robbery
- Non-Domestic Violence with Injury

An in-depth strategic assessment is carried out annually and brings together a broad range of information about crime and disorder in the borough. While analysis of data takes place throughout the year and is intelligence led, this annual snapshot provides an opportunity for the Community Safety Partnership to enrich its understanding of the key issues, the connections between these, and the underlying causes. The aim is to enable the partnership to target its activities effectively through shared information and agreed outcomes.

The annual [Strategic Assessment 2017-18](#) provides an overview of crime, disorder and anti-social behavior (ASB) in the borough. Total notifiable offences recorded by Metropolitan Police in Haringey increased by 25% over the past five years (6,054 more offences) and by 7% over the past 12 months (2,096 more offences). London overall, saw an 8% increase in 2017/18. The Strategic Assessment shows that the key focus for Haringey should be serious youth violence reduction, including knife crime, firearms and gang related activities, vulnerability and all forms of exploitation. The full strategic assessment is at https://www.haringey.gov.uk/sites/haringeygovuk/files/haringey_strategic_assessment_2017-18_final_-_redacted.pdf

5. Vision

The vision and priorities have been guided by the findings of the strategic assessment 2017/18, by workshops held since November 2016, and by engagement undertaken in the course of developing the Haringey Borough Plan and the Young People at Risk Strategy.

Community Safety Partnership Vision: To make Haringey one of the safest boroughs in London.

In order to achieve this vision we will ensure that:

- Levels of crime and antisocial behaviour are reduced
- Children, young people, families, vulnerable adults, and residents feel safe in their homes and in public spaces
- Those committing crime do not continue to reoffend
- The public has confidence in all members of the Community Safety Partnership, particularly the Police and local authority.

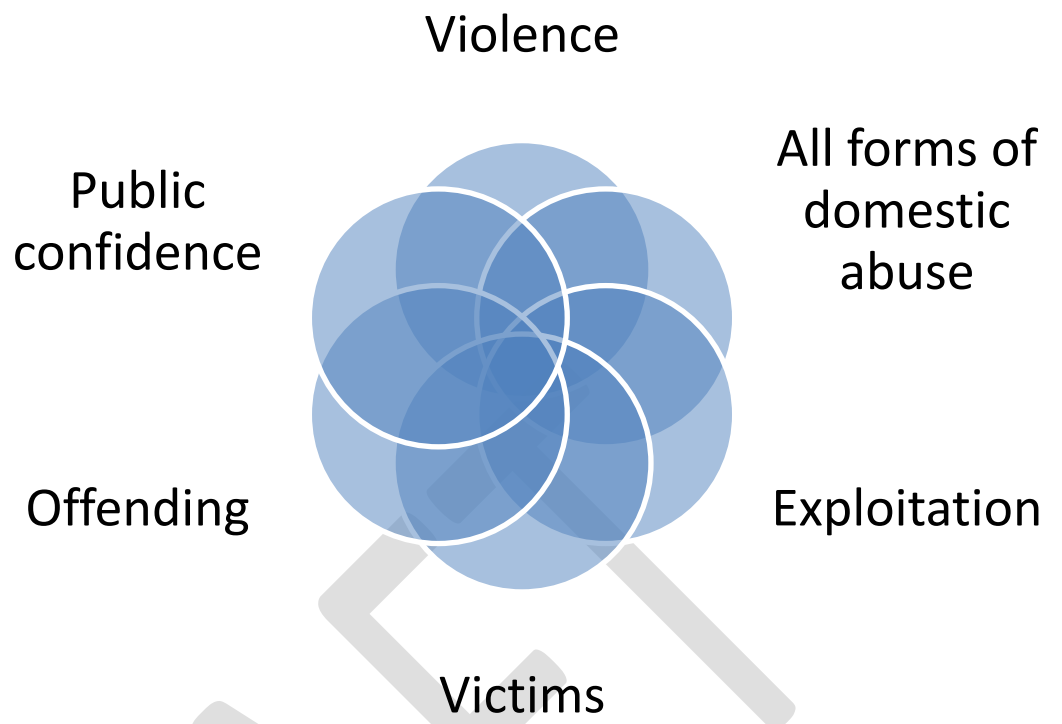
Partners will be guided by the following set of principles which will underpin our approach to delivery over the next four years:

- Robust risk management.
- Open and timely sharing of data and information.
- An early approach to intervention and prevention.
- Safeguarding of both adults and children.
- The Mental Health Framework.
- Designing out crime through social and physical place-shaping.
- Co-commissioning of projects with other authorities to ensure the best possible outcomes for residents of Haringey
- Ensuring Value for Money, integrated services, and reduced duplication.
- High quality evaluation.

6. Priorities, Outcomes and Activity

There is considerable overlap between each of the six outcomes due to the complex nature of the issues and the types of crime that the strategy is seeking to address. Where particular issues or types of crime may be considered to cross over more than one outcome, they are restricted to one in this strategy for clarity.

- Child sexual exploitation (CSE) is dealt with under Outcome 3, which deals with exploitation. However, work under Outcomes 1 and 2 will also help to tackle CSE.
- Domestic and sexual violence will be addressed primarily under Outcome 2, but work to tackle high harm crimes under Outcome 1 will also overlap with the work to prevent these types of crime.
- Victims of crime and exploitation are primarily considered under Outcome 5, though meeting the needs of victims is an underlying principle that the partnership will embed in all of its work across the six outcomes.
- Reoffending will be considered exclusively under Outcome 6, though there are overlaps with Outcomes 1, 2, and 3.
- Hate crime is considered under Outcome 3, but there is considerable overlap with Outcome 2 in terms of hate crime perpetrated against women and with Outcome 1 where hate crime takes the form of violent crime.



Outcome One:

Violence – Reduce High Harm Crimes

Why this is a priority:

Violence is on the increase in Haringey. It is concentrated in areas of the borough with multiple socio-economic challenges, including higher levels of deprivation and it affects all communities. MOPAC have also highlighted this as an issue across London.

What we know about Haringey:

- Haringey is currently **8th** highest in London for Violence with injury.
- **80%** of offences related to knife crimes are classified in the most serious categories of GBH or murder, Haringey is slightly above the London Average of **77%**.
- **8 out of 10** serious youth violence offences are committed by males.
- **65%** of SYV offenders (according to Police categorisations) are African-Caribbean.
- Total knife crime has reduced by **8%** in the past year (29 fewer offences)
- Haringey has experienced an increase of **+45%** in hate crime in the past 12 months. Haringey has seen a particularly notable increase in homophobic hate crime. Hate crime has significant implications for affected communities and individuals, who are known to suffer more serious harm than a victim of a similar, non-targeted offence.

What we plan to do:

Reduce high harm crimes, including:

- Serious youth violence
- Gang-related offending
- Weapon-enabled crime
- Robbery
- Non-Domestic violence with injury
- Violence against women and girls
- Hate crime

Actions the Community Safety Partnership will take forward are set out in the appended Action Plan.

Delivery Mechanisms

- The Young People at Risk Action Plan 2019-23
- Hate Crime Delivery Group, to drive multi-agency work and deliver improvements in the prevention and handling of instances of hate crime
- The Integrated Gangs Unit, to provide and co-ordinate the tactical approach to enforcement and early intervention, delivered in partnership with a focus on 8-25 year-olds
- MOPAC Co-Commissioned Pan-London Services, such as the Advance Minerva (Female wraparound Services), and the Response and Rescue Service (CSE and County Lines interventions)
- London Crime Prevention Funding 2019-2021, to effectively target resources across to address issues impacting the borough
- The North Area Violence Reduction Delivery Group,

	<p>working with colleagues in LB Enfield.</p> <ul style="list-style-type: none">• The MOPAC Violence Reduction Unit, to enhance local provision and expertise. <p>The outcomes will include:</p> <ul style="list-style-type: none">• Reduced number of Non-Domestic Violence with Injury offences• Reduced number of robbery offences• Fewer knife injury victims• Reduced number of offences related to the nighttime economy• Reduced number of weapon-enabled offences• Reduced number of victims of serious youth violence
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Outcome Two:

All forms of domestic abuse and wider forms of violence against women and girls

Why this is a priority:

The Haringey Borough Plan sets out our commitment to ensuring that levels of violence against women and girls are significantly reduced and to fostering caring and cohesive communities.

What we know about Haringey

- The incidence and rate of domestic abuse with injury is higher in Haringey than the London average. In 2017/18 Haringey had the second highest rate of all London boroughs (46.9 per 10,000 residents), and the fourth largest number of incidents (1,018).
- Over two-thirds of all reported domestic violence occurs in the East of the borough.
- Haringey is consistently among the top ten highest volume of repeat domestic abuse victims in London
- We have 38 recorded cases of FGM and so-called 'honour-based' violence but we believe this is under-reported.
- There was a **20% increase in** sexual offences across Haringey in the year to March 2019 compared to the previous year.

What we plan to do:

- Work with the Health and Wellbeing Board to deliver the Violence Against Women and Girls Strategy to reduce Domestic Abuse, Sexual Violence, and Child Sexual exploitation.
- Improve on our limited data on "hidden" strands of domestic abuse, including Female Genital Mutilation (FGM), and Honour Based Violence.

Actions the Community Partnership will take forward are set out in the appended Action Plan

Delivery Mechanisms

- VAWG Action Plan
- Young People at Risk Action Plan

The outcomes will include:

- Reduced domestic abuse: violence with injury
- Reduced number of sexual offences
- Reduced number of repeat female victims
- Increased number of professionals trained to recognize and respond to VAWG
- Increased number of women accessing support services

Outcome Three:

Exploitation (including CSE, Child Criminal Exploitation, County Lines, Trafficking, Extremism, and Modern Slavery)

Why this is a priority:

- Qualitative information on gangs, CSE, County Lines, and modern slavery suggests that exploitation is a widespread cross-border issue that affects a significant number of vulnerable children, families, and adults in Haringey.
- Each Local Authority has a statutory duty to prevent people from being drawn into extremism. Our implementation of the Prevent strategy recognises the need to provide people with safeguarding and support before any crime is committed.

What we know about Haringey:

- Haringey accounts for 4% of the London total sexual offences with a child victim (slightly higher than the London average of 3%).
- CSE offences have low sanction detection rates in Haringey, approximately 10% compared to 17% for London.
- A number of children missing from Haringey are suspected of being involved in county lines criminality during missing episodes.
- Haringey has experienced an increase of +45% in hate crime in the past 12 months. Haringey has seen a particularly notable increase in homophobic hate crime. Hate crime has significant

What we plan to do:

- Engage with young people and parents to better understand and address issues and concerns and work with them to design and deliver services that will make a difference.
- Provide youth services that help young people feel safe and confident, build healthy relationships, and raise their aspirations for their futures.
- Actively secure external funds to support initiatives that help young people to flourish
- Pursue innovative work to improve young people's first contact with police officers, including stop and search
- Carry out statutory safeguarding duties for adults through the Multi-Agency Safeguarding Adults Board, and children through the Multi-Agency Safeguarding Hub
- Undertake preventative and proactive work to support those subjected to modern slavery/human trafficking/forced labour/criminal exploitation/domestic servitude and continue to raise public awareness
- Make sure all agencies are operating to the same risk rating levels.
- Work across the partnership to ensure the criminal justice system works swiftly to secure convictions against perpetrators of exploitation.
- Develop a stronger multi-agency response to hate crime, focusing on prevention and victim support

<p>implications for affected communities and individuals, who are known to suffer more serious harm than a victim of a similar, non-targeted offence.</p>	<ul style="list-style-type: none"> • Tackle extremism through our discharge of the Prevent duty in order to ensure no community feels threatened. • Work with all communities across the borough to ensure that everyone has the language to describe, and has an understanding about, what healthy relationships are and ensure that there is no tolerance of exploitation in Haringey. <p>Actions the Community Partnership will take forward are set out in the appended Action Plan.</p> <p>Delivery Mechanisms</p> <ul style="list-style-type: none"> • Haringey Exploitation Panel, which takes a contextual safeguarding approach to vulnerable young people • Channel Panel, which deals with individuals at risk of radicalization • Rescue and Response Service • Team around the School, focused on solutions and intervention at the earliest point • Hate Crime Delivery Group • Integrated Gangs Unit <p>The outcomes will include:</p> <ul style="list-style-type: none"> • Greater awareness of extremism, radicalization, and referral pathways within statutory partners and community groups • Improved reporting of Hate Crime offences in comparison with London averages • Increased percentage of Prevent referrals who engage with the offer • Increased percentage of residents agreeing their local area is a place where people from different backgrounds get on well together
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	<ul style="list-style-type: none">• More sophisticated data and intelligence on exploitation and associated issues.• Increase in CSE sanction detection rates• Increase in Child Criminal Exploitation sanction detection rates
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Outcome four:

Public Confidence.

Why this is a priority:

A lack of confidence in authorities in the community can jeopardise safety and community cohesion. Reluctance to report incidents to police or to act as a witness can perpetuate cycles of violence in the community. At a national level, when the public's trust in government and its elected officials goes down, violence goes up. Community confidence levels remain low, particularly in the North and East of the borough.

What we know about Haringey:

- Data for September 2018 from MOPAC's Public Voice Dashboard indicates a low level of trust in the police among the wider community. The indicator shows that 49% of Haringey residents believe that the police do a good job in the local area, compared to the London-wide average of 64%. This is the lowest level in London.
- Haringey Council's 2018 Residents Survey found that 15% of residents say they feel unsafe when outside in their local area after dark. Residents of North Tottenham (49%) and West Green & Bruce Grove (24%) are most likely to say they feel unsafe after dark.
- The Godwin Lawson Foundation report on Youth at Risk found that many young people view reporting

What we plan to do:

- Continue to empower faith leaders and religious communities to address key neighbourhood issues.
- Use the Community Safety Partnership to actively work with partners in statutory, community, voluntary and business sectors to promote community resilience and confidence.
- Support and challenge all partners to hold each other to account where confidence is low and to establish stronger relationships with our local communities, especially young people in how we work together in reducing crime and improve confidence.
- Work across the partnership to ensure the criminal justice system works swiftly to secure convictions against perpetrators of crime.
- Work with neighbouring boroughs and partners to secure funding for confidence building measures across borough boundaries.
- Work with local communities to co-design solutions to local issues.

Delivery Mechanisms

- Community Safety Partnership
- Partnership Problem-Solving Group
- Young People at Risk Action Plan

The outcomes will include:

- Increased percentage of residents who agree the police do

<p>an incident to the police as representing a risk to their own safety and their standing among their peers.</p>	<p>a good job in their local area</p> <ul style="list-style-type: none">• Increased percentage of residents feeling very safe or fairly safe when outside in the local area during the daytime/after dark
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Outcome Five:

Victims

Why this is a priority:

- Haringey currently has the 6th highest volume of repeat victims (across all crime types) of all London boroughs

What we know about Haringey:

- Women and girls living in Haringey are disproportionately likely to be repeat victims of VAWG, compared to the female population of London. 26.6% of domestic abuse victims in Haringey experienced more than one incident in the past 12 months (London 25.1%)
- ASB calls to Haringey Anti-Social Behaviour Action Team (ASBAT) and Police combined total approx. 10,000 per year

What we plan to do:

- Ensure the victims of crime are fully supported
- Work to address the vulnerabilities that may otherwise lead individuals to become repeat victims
- Develop appropriate restorative justice approaches to hold perpetrators to account and meet the needs of victims (not for VAWG offences).
- Facilitate and upskill build the capacity of organisations supporting victims and survivors.

Delivery Mechanisms

- VAWG Action Plan
- Young People at Risk Action Plan
- Victim Support Service
- IDVA Service

The outcomes will include:

- Fewer victims of all crime types
- Fewer repeat victims across all crime types
- Lower proportion of all victims who are repeat victims
- Fewer ASB calls to Haringey Anti-Social Behaviour Action Team

Outcome six:

Reoffending

Why this is a priority:

Prolific offenders continue to commit a high proportion of the total volume of crime in the borough. Reducing reoffending is critical in order to reduce crime levels overall.

What we know about Haringey:

- The highest numbers of offenders live in Northumberland Park (10%), Tottenham Green (8%), Bruce Grove (8%), Tottenham Hale (8%) and Noel Park (7%) wards.
- Common offences committed by most prolific offenders include **burglary, theft from motor vehicle** and **theft**.
- Known prolific offenders have in excess of **70** previous convictions and continue to actively offend.
- The top 1% prolific offenders are responsible for **4%** of all crime in Haringey.
- The top 10% prolific offenders are responsible for **20%** of all crime in Haringey.
- **26%** of Haringey offenders cited alcohol as a direct link to their criminality, compared to 33% for London.
- **32%** of Haringey offenders cited drugs as a direct link to their criminality, compared to 37% for London.

What we plan to do:

- Use the full range of tools available to prevent offending and re-offending.
- Stop reoffending by providing support that is proven to work.
- Review the effectiveness of our current Integrated Offender Management (IOM) model.
- Develop intelligence and joint working opportunities with other local authorities
- Tackle crime hotspots through effective partnership tasking
- Design out crime in the public realm
- Work with local business and residents to reduce their vulnerability to crime
- Address the underlying needs of repeat offenders through positive and proactive multi-disciplinary interventions
- Prevent young people becoming involved in crime and reduce the likelihood of inter-generational criminality.

Delivery Mechanisms

- Young People at Risk Action Plan
- Integrated Offender Management Service
- Integrated Gangs Unit
- Partnership Problem Solving Group
- Advance Minerva
- From the Inside Out
- Drug Intervention Programme

The outcomes will include:

- Reduced volume of acquisitive reoffending
- Reduced volume of violent

	<p>reoffending</p> <ul style="list-style-type: none">• Improved targeting of enhanced interventions to reduce criminogenic needs.• Increased number of successful DIP interventions• Reduced number of first time entrants to the youth justice system• Reduced number of females entering the criminal justice system• Reduced number of young black men entering the criminal justice system
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7. Implementation and Monitoring

The delivery plan will be monitored annually and all relevant indicators will be overseen quarterly by the Commissioning and Client Management Team, reporting to the CSP

8. Equalities Impact Assessment (EQiA)

A full equality impact assessment has been carried out. The Community Safety Strategy will have a positive impact on protected groups. The assessment is at the annex.

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EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a 'relevant protected characteristic' and those without one;
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Community Safety Strategy
Service area	Council-wide
Officer completing assessment	Ian Kershaw/Hugh Smith
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	July 2019
Director/Assistant Director	Eubert Malcolm, Assistant Director for Stronger Communities

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*

- *The decision-making route being taken*

This assessment is of the Borough's new Community Safety Strategy 2019-2023. Community Safety Partnerships are required under the Crime and Disorder Act to put in place an annual strategic assessment and strategy.

The Strategy sets out how the Community Safety Partnership (CSP), comprised of the Council, Police, Fire, Probation and Health authorities plus other local stakeholders, will work together collectively to prevent and reduce crime, anti-social behaviour, substance misuse and re-offending in collaboration with statutory partners and key stakeholders.

Outcome areas that the strategy addresses are violence against women and girls, serious violence (where young black men are disproportionately represented), Exploitation including Child Sexual exploitation, County Lines and Prevent (Tackling Radicalisation and Extremism); victims; offenders; and public confidence. The strategy recognises that fear of crime and confidence in policing vary by protected group and also geographically across the borough. There is a strong correlation between deprivation and confidence, with confidence in Policing being lower in areas of highest deprivation.

All Haringey residents, but particularly residents who are more likely to be affected by crime or antisocial behaviour, will be affected by the strategy.

The strategy is being presented to Cabinet in February 2019.

The strategy is underpinned by a number of other plans and strategies that will have their own EQIAs. Specifically it references the following:

- [Health and Wellbeing Strategy 2015-18 - Summary Version](#)
- [Health and Wellbeing Strategy 2015-18 \(PDF, 8MB\)](#)
- [Borough Plan 2019-2023](#)
- [MOPAC Knife Crime Strategy June 2017](#)
- [Early Prevention Strategy](#)
- [VAWG Strategy 2016-2026](#)
- [Youth at Risk Strategy](#)
- [Economic Development and Growth Strategy](#)
- [A 20 year plan for Tottenham](#)

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community	N/A

	Safety Partnership Strategic Assessment.	
Gender Reassignment	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Age	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Disability	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Race & Ethnicity	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Sexual Orientation	Police crime reports, third party reporting, resident consultation, 2011 census, ONS Integrated Household Survey	N/A
Religion or Belief (or No Belief)	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Pregnancy & Maternity	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment, NHS.	N/A
Marriage and Civil Partnership	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

The Strategy aims to improve outcomes for all groups by reducing crime and anti-social behaviour and the fear of crime. The strategy recognises that different groups have different experiences of crime and the fear of crime.

Sex

There is a relatively equal gender split in Haringey, just over half of the population is female (50.5%), in line with England and London.

Women comprise 47% of victims of all crime in Haringey and 17% of suspects, indicating underrepresentation relative to the borough population. However:

- Women comprise the vast majority of victims of sexual offences, of which there were 642 in Haringey in the year to February 2018, with offences spread through the entire borough but clustering towards the East
- Women comprise the majority of victims of domestic violence, of whom there were 1,017 in the year to February 2018
- Women comprise the totality of victims of female genital mutilation (FGM).

More than 8 out of 10 (83%) of suspects are male, with only 17% being described as female.

Girls with gang links is an emerging, but hidden issue with hidden harms. Current knowledge of the issue is limited, with most intelligence being generated following arrests of young girls. Girls are known to be used to run County Lines, as young people believe they are less likely to be stopped by police. The most common age of these girls ranges between 13 to 18. Approximately a dozen young girls are known to the Haringey Missing/CSE Girls & Gangs Panel, but this is believed to be a small proportion of the true number.

Fear of crime is higher among women than among men. The Haringey Residents Survey found that 19% of women felt unsafe when outside in their local area after dark, compared to 11% of men.

Gender Reassignment

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to gender reassignment. The council does not have local data regarding victimisation based on this protected characteristic or the level of fear of crime among individuals who identify as a different gender to the one they were assigned at birth. However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

Age

Haringey has a relatively young population with a quarter of the population under the age of 20, and 91% of the population aged under 65 (89% London and 83% England).

The largest age group of victims were between 25 and 34 years, forming 28% of all victims (13% female, 15% male). 35 to 44 year olds were the second largest group, followed by 16 to 24 year olds. Younger residents appear to be overrepresented among victims of crime.

Young people are known to be disproportionately impacted by certain forms of crime.

- During 2017-18, 137 reports were recorded by the Metropolitan Police in Haringey with a Child Sexual Exploitation (CSE) flag. The peak age of victims was 14 to 15 years, with a number of victims also aged 16.
- There were 347 victims of serious youth violence in Haringey in the year to September 2018. This consists of a combination of robbery and violence, with victims aged 10 to 19. The age profile of SYV suspects, according to reports to police, show that the highest proportion of offenders are aged between 15 and 18, with particular peaks at ages 16 and 18.
- In 2017/18 there were 83 knife injury victims in Haringey aged under 25.

- Young people are known to be vulnerable to recruitment into and exploitation within County Lines operations

The largest group of suspects in Haringey in 2017/18 were described as being aged between 16 and 24 years old, forming almost 1 in 3 of all suspects. The next largest suspect group was described as being aged between 25 and 34 years old (28%), followed by 35 to 44 year olds (17%).

Fear of crime is disproportionately high among older people. The Haringey Residents Survey found that 55% of residents aged 75+ felt safe outside in their local area after dark, compared to an overall borough average of 69%.

Disability

There is no universal definition of disability. Here we use the Census data on long term health problem or disability and self-reported health as a proxies. This shows that 14% of residents have a long term health problem that limits their day to day activity, lower than England but in line with London.

Some individuals are specifically targeted as victims of crime on the basis of prejudice relating to disability. In the year to December 2017 Haringey recorded 14 instances of disability hate crime. Moreover, individuals with long-term conditions and disabilities are known to be more vulnerable to exploitation within County lines operations.

Fear of crime is higher among residents with long-term illnesses and disabilities. Perceptions of safety after dark for these Haringey residents stand at 49% compared to the Haringey average of 69%.

Race and Ethnicity

Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities, compared to 20% in England and 55% in London.

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to race. In the year to December 2017, Haringey recorded 675 instances of racist and religious hate crime.

Crime in Haringey is more prevalent in local areas with higher BAME populations. Notably, relatively high levels of offences have been recorded in Noel Park, Northumberland Park, Tottenham Hale, Tottenham Green, and Bruce Grove wards, in which BAME residents form a larger proportion of the population relative to the Haringey and London averages.

According to police categorisations, the most common ethnicity of victims is White North European (IC1), forming 46% of all victims. This is followed by Black (IC3) victims (27%) and White South European (IC2) (16%). This indicates that Black residents are over-represented among victims, relative to the proportion of Black Haringey residents (19%).

According to police categorisations, the most common ethnicity of suspects was Black (IC3), forming 48% of all suspect descriptions. This is followed by White North European (IC1), forming 32% of all suspects and White South European (IC2) forming 13%. This indicates that Black residents are over-represented among suspects, relative to the proportion of Black Haringey residents (19%).

During 2017-18, 137 reports were recorded by the Metropolitan Police in Haringey with a Child Sexual Exploitation (CSE) flag. The largest victim group was listed according to Police classifications as 'Afro-Caribbean' (42%), followed by 'White European' (32%). This indicates that young people from BAME communities are over-represented among victims of CSE.

Some groups are disproportionately represented in the criminal justice system. Young black African and Afro-Caribbean men are particularly likely to be over-represented in our criminal

justice system.

Fear of crime is highest among residents from White Other, Asian, and Black communities, with perceptions of safety after dark ranging from 62 to 64% compared to a Haringey average of 69%.

Overall satisfaction within the BAME community with the service provided by the police stands at 71%. This compares to 73% for the white community in Haringey

Sexual Orientation

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents.

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to sexual orientation. In the year to December 2017, Haringey recorded 94 instances of homophobic hate crime

Religion or Belief

Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4) and less than England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%).

Some groups are specifically targeted as victims of crime on the basis of prejudice relating to religion. In the year to December 2017, Haringey recorded 675 instances of racist and religious hate crime. 37 instances were recorded as anti-Semitic hate crime and 52 were recorded as islamophobic hate crime

Fear of crime is higher among religious minority groups than the Haringey average. 53% of Muslim residents, and 64% of Jewish and Hindu residents feel safe outside in their local area after dark, compared to a borough average of 69%.

Pregnancy and Maternity

The council does not have local data regarding victimisation based on this protected characteristic or the level of fear of crime among individuals who are pregnant or care for small children. NHS guidance notes that pregnancy can be a trigger for domestic abuse, and existing abuse may get worse during pregnancy or after giving birth.

However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

Marriage and Civil Partnership

Haringey has a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London.

The council does not have local data regarding levels of victimisation or fear of crime among individuals who are married or in a civil partnership. However, we will try to ensure that discrimination, harassment and victimisation based upon this group is tackled.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqlA guidance

At an overarching level the community safety strategy is informed by quarterly telephone surveys carried out by the Metropolitan Police Service that measure the confidence and satisfaction of residents; by recorded Police crime statistics; and by Council surveys that measure residents' fear of crime and satisfaction with their neighbourhood. This data can be broken down by age, ethnicity, gender, religion, sexuality and disability.

Additionally the strategy is supported by various plans and strategies as listed above. We have and will continue to undertake bespoke consultation to inform this work. For example we commissioned the Godwin Lawson Foundation to carry out consultation with young people at risk of becoming either victims or perpetrators of serious violent crime, interviewing young people from the youth offending service, looked after, through our gang exit projects, our youth projects and our Youth Council.

The strategy has been further informed by an extensive range of partnership events and community forums supporting its development and the development of the Council's Borough Plan.

Our annual surveys and [statutory strategic assessment](#) will continue. We have established engagement mechanisms and user groups beyond the statutory Community Safety Partnership to inform the development of our work.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Our consultation has specifically informed the selection of our outcome areas for the strategy. By focussing on the following outcomes we will address both the crime and the fear of crime but also the underlying risk factors that contribute to the disproportionate prevalence of some of the protected groups as both victims and/or perpetrators of crime:

- Reducing high harm violent crime;
- Reducing all forms of domestic abuse and violence against women and girls;
- Tackling exploitation including child sexual exploitation, County Lines and Prevent;
- Reducing fear of crime and increasing public confidence;
- Reducing the number of repeat victims; and
- Reducing the number of repeat offences

For example the consultation we commissioned to inform our work on serious violent crime, which is culminating in our Young People at Risk Strategy, highlighted the differential experience of young black men not only as victims and perpetrators but also in exhibiting risk factors that correlate with the likelihood of becoming victims and/or perpetrators. Consequently our Young People at Risk Strategy will look to address the high prevalence of young black boys who experience risk factors such as permanent exclusion from school.

We understand from our consultation violence against women and girls can take place regardless of gender, class, income levels, ethnicity, faith, ability, sexuality or age although some

people are at greater risk of some of the forms of violence including disabled women, young women, LGBT women and men and older women. Our strategy recognises and addresses this disproportionality.

We understand from our consultation that different communities and groups have differing experience of and fear of crime and ASB. We know that young men are the most likely to become a victim of crime but that fear of crime is higher among women and older people. We know that confidence in policing is lower among black African and Afro-Caribbean communities and in areas of greater deprivation. Our strategy will have greater focus in these areas.

In seeking to reduce repeat victims and repeat offending we will address the disproportionate way in which some groups are over-represented in these categories.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Our data analysis indicates that women and girls are over-represented among victims of certain forms of crime, including sexual offences, CSE, FGM, and domestic abuse. One of the priority outcomes of the Community Safety Strategy is to reduce violence against women and girls in all forms. The delivery of the strategy can therefore be anticipated to have a positive outcome in relation to this protected characteristic.

Positive	x	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The Community Safety Strategy sets out to tackle all forms of hate crime. While we do not have local data regarding transphobic hate crime, a focus on hate crime can be reasonably expected to positively impact residents who identify as a gender different to the one they were assigned at birth.

Positive	x	Negative		Neutral impact		Unknown Impact	
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3. Age *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Our data analysis indicates that young people are disproportionately represented among victims and suspects of certain forms of crime, most notably violent crime. Tackling violent crime is a primary outcome of the Community Safety Strategy, and it can therefore be expected to have a positive impact on children and young people in this respect.

The Community Safety Strategy also sets out to tackle exploitation in Haringey. Young people are known to be particularly vulnerable to exploitation, for instance through CSE and County Lines operations. Addressing these issues will have a positive impact on children and young people.

The Community Safety Strategy aims to reduce fear of crime. Our data analysis indicates that this disproportionately felt by older people, and so the strategy can be expected to have a positive impact in this respect.

Positive	x	Negative		Neutral impact		Unknown Impact	
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4. Disability *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The Community Safety Strategy aims to tackle all forms of hate crime, which individuals with disabilities are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy aims to increase perceptions of safety, which are lower on average among disabled individuals than the borough average according to survey data. It will have a positive impact in this regard.

Positive	X	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Our data analysis indicates that BAME individuals, and individuals from Black communities in particular, are over-represented among both victims and suspects of crime in Haringey as well as the residents of communities most affected by crime and anti-social behaviour. Young black people are also known to be particularly over-represented among victims of violent crime and exploitation. The Community Safety Strategy aims to reduce crime, tackle exploitation, and prevent victimisation, and so it can be expected that it will have a positive impact with regard to this protected characteristic.

The Community Safety Strategy aims to increase confidence in policing and increase perceptions of safety, both of which are lower among BAME communities according to survey data.

The Community Safety Strategy aims to tackle all forms of hate crime, which BAME individuals and groups are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The Community Safety Strategy aims to tackle all forms of hate crime, which LGBT individuals and groups are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy also aims to tackle all forms of violence against women and girls. LGBT groups are disproportionately represented among victims of this form of crime and so the strategy can be expected to have a positive impact.

Positive	X	Negative		Neutral impact		Unknown Impact	
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7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The Community Safety Strategy aims to tackle all forms of hate crime, which individuals and groups from religious minorities and faiths including Judaism and Islam are known to be victims of at a higher rate than the borough average. It will have a positive impact in this respect.

The Community Safety Strategy aims to increase perceptions of safety, which are lower among minority religious communities according to survey data. It will have a positive impact in this regard.

Positive	x	Negative		Neutral impact		Unknown Impact	
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8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

The Community Safety Strategy aims to tackle violence against women and girls. Pregnancy and maternity increase women's risk of being victims of violence, and so it will have a positive impact in this regard.

Positive	x	Negative		Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership

People who are in a civil partnership will be treated the same as people who are married.

Positive		Negative		Neutral impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

The cross cutting nature of the Community Safety Strategy means it will be positively supporting many groups that cross two or more equality strands. Where this occurs it will be addressed within distinct strategies or the supporting action plan. For example our work on serious violence has directly led to the formulation of our Young People at Risk Strategy. A key area of focus of that strategy is the various risk factors that increase the likelihood of becoming either a victim

and/or perpetrator of serious violence. We are aware that young black men are disproportionately represented in this cohort.

Particular groups who have been identified as being more vulnerable to becoming victims of crime include:

- Young black men (violent crime)
- Young women (CSE, FGM, sexual offences, and other forms of exploitation)
- BAME individuals from minority religious communities (hate crime)

Particular groups who have been identified as having a disproportionately high fear of crime include:

- Older women
- BAME women
- Women with disabilities
- BAME individuals from minority religious communities
- Women from minority religious communities
- Older people from minority religious communities
- Older people with disabilities
- BAME individuals with disabilities

The priority outcomes in the Community Safety Strategy to reduce crime, reduce violence against women and girls, tackle exploitation, and reduce fear of crime will help address these disproportionalities.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- **Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?**

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act**
 - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups**
 - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low**
- **Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?**

For all the reasons set out above we anticipate that the community Safety Strategy will have a positive impact on protected groups. We will monitor this through our annual strategic assessment and user consultation including annual measures of confidence and satisfaction and fear of crime.

We do not anticipate that there will be any direct or indirect discrimination for any group, the Strategy will help advance equality of opportunity by helping to ensure that all residents are able to live in Haringey without fear or experience of crime, and it will help foster good relations between groups by increasing perceptions of safety among all groups and thereby facilitating greater community cohesion.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Not applicable	Not applicable	Not applicable	Not applicable

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

Not applicable

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

We will monitor the success of our strategy and its positive equalities impact through our annual strategic assessment and user consultation including annual measures of confidence and satisfaction and fear of crime.

7. Authorisation

EqlA approved by (Assistant Director/ Director)	Date
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8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

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Please contact the Policy & Strategy Team for any feedback on the EqlA process.