

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Hate Crime Strategy 2024-2027
Service Area:	Safer, Stronger Communities
Officer Completing Assessment:	Heather Hutchings
Equalities Advisor:	
Cabinet meeting date (if applicable):	12 th March
Director/Assistant Director	Eubert Malcolm/Barry Francis

2. Executive summary

Please complete this section *after* completing the rest of the form and summarise:

- The policy proposal, its aims and objectives, the decision in consideration. Please focus on the change that will result from this decision.
- Results of the analysis: potential positive and negative equality impacts
- Mitigations that will be taken to minimise negative equality impacts (if relevant)
- Next steps (this may include: if/when the EQIA will be refreshed, planned consultation, future stages of the project).

The collaborative development of a Hate Crime Strategy for Haringey reflects the Council's commitment to tackling any form of hate and discrimination. Furthermore, the theme of addressing hate crime holds a prominent position in Haringey's Corporate Delivery Plan for 2023/4.

The primary goal of the strategy is to never tolerate but challenge, report, and appropriately address all instances of hate crime via five key objectives.

Unlike the previous incorporation of hate crime into the Community Safety Strategy, this marks a new dedicated strategy for Haringey. Given the national rise in hate crime and the often-concealed nature of such offences and victims, a standalone strategy was deemed the most effective way to coordinate this scheme of work. This involves fulfilling a set of objectives through a structured partnership strategy with a corresponding annual action plan.

The five objectives outlined in the Hate Crime Strategy were formulated following a period of pre-consultation spanning two weeks (December 2022) engaging with residents, businesses, and communities. This proactive pre-engagement ensured a thorough understanding of residents' views and needs from the earliest stages. *(12-week comprehensive consultation was delivered in summer 2023)*

The following five objectives were developed with the community:

Hate Crime Strategy Objectives:

1. Raise awareness of hate crime and incidents in Haringey
2. Consult with residents and community groups to build our understanding of hate crime.
3. Increase reporting of hate incidents
4. Improve support for victims and witnesses of hate crime to enhance confidence and trust in the process.
5. Adopt a multi-agency approach working with community safety partners.

This Hate Crime Strategy aims to reduce hate crimes and promote inclusivity, fostering a safer environment for all communities. Given the formal legal definition of hate crime we expect this to impact on the following protected characteristics:

- Disability
- Gender reassignment
- Religion and faith
- Race
- Sexual orientation

We anticipate all actions associated with the strategy will have a positive or neutral impact on communities. In the event of negative impacts or over representation of a specific group, mitigation measures will be promptly implemented. This may involve targeted awareness campaigns, additional support for affected communities, or adjustments to the strategy based on the analysis findings. Regular reviews will ensure that these measures are effective. The Equality Impact Analysis (EQIA) will be refreshed annually to account for changes in the community, emerging issues, and the effectiveness of implemented measures. Due to the nature of the strategy and a focus on community engagement, ongoing consultation with relevant groups and communities will be a priority. Regular feedback/listening sessions will be conducted to gather insights, ensuring that the strategy remains responsive to evolving needs.

3. Consultation and engagement

3a. 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? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

We conducted two periods of consultation, the first was a period ‘pre-engagement’ for two weeks, which aimed to develop the 5 key objectives of the hate crime strategy with the public. A 12-week consultation was then used to ascertain the public’s views on the delivery of each of the objectives and was conducted in the summer 2022.

In addition to the pre-engagement period that took place in December 2022, we also obtained feedback from residents, businesses, and stakeholders during the Wood Green Voices engagement that took place in November 2022 as well as some of the feedback received following the Week of Action events that took place in Wood Green, Bruce Grove in October, and December 2022.

Following Cabinet approval in February 2023, the Community Safety team undertook a 12-week period of formal consultation and engagement with residents, community groups, businesses and stakeholders.

In reference to consultation methodology, feedback was gathered from a range of outlets. An online survey was offered alongside in-person engagements with people from protected groups. These in-person engagements included standalone workshops, where participants had the opportunity to engage in detailed discussions and thematic workshops tailored to their interests, protected characteristic and concerns. In addition to the stand-alone workshops, we reached out to a diverse range of colleagues, partners and community groups to attend their partnership meetings and regular forums.

Presentations to community groups served as yet another avenue through which valuable feedback was obtained, allowing for deeper insights into the specific needs

and perspectives of different communities. In addition to public engagement, Haringey council staff were also invited to participate in the survey.

A core focus of our outreach efforts throughout this initiative was to ensure representation from a wide spectrum of demographics, with a particular emphasis on amplifying the voices of seldom-heard groups. During the 12-week engagement we held 47 public engagements with groups including young people, women, older people, physical disability, learning disability, multi faith forum, businesses, Members, LGBTQ+, corporate. All engagements are listed below:

Name	numbers	Date	type
NRC womens network	10	22.5.23	workshop
priory park -abide careers group	20	1.6.23	workshop
Lawry House	10	4.6.23	workshop
WOA SAINSBURYS	40	12.6.23	Community stall
WOA NP RAIL	20	13.6.23	Community stall
WOA Tottenham HR	20	14.6.23	Community stall
WOA Tottenham HR	20	15.6.23	Community stall
WOA Tottenham High road	20	16.6.23	Community stall
Commerce road	15	15.6.23	workshop
LUOS	10	15.6.23	meeting
Library network meeting	30	20.6.23	meeting
SNT 200 LEAFLETS GIVEN		3.7.23	police
Connected communities meeting	30	21.6.23	meeting
Coombes croft lib	15	22.6.23	Library drop in
St Anns	15	22.6.23	Library drop in
HCDG	30	27.6.23	meeting
Marcus Garvey	60	29.6.23	Library drop in
Commerce road- surveying easy read	10	29.6.23	meeting
Wood Green Library	50	4.7.23	Library drop in
community tensions group	15	5.7.23	meeting
Leadership network	35	6.7.23	workshop
Stroud Green library	15	6.7.23	Library drop in
All Cllrs briefing	15	6.7.23	workshop
RISE in Green Youth workshop	20	7.7.23	workshop
Harmony Hall workshop	15	12.7.23	workshop
Multi Faith Forum	5	13.7.23	workshop
Bruce grove YP workshop	20	14.7.23	workshop
Older peoples ref group	15	17.7.23	meeting
A new Met for London event - hate crime table	15	18.7.23	meeting
Physical disabilities	15	19.7.23	meeting
Borough wide NHW	40	19.7.23	workshop
Antwerp Arms - Nick	1	25.7.23	Community stall
SCALD	15	25.7.23	meeting
WOA TPL	20	24.7.23	Community stall
WOA	20	25.7.24	Community stall
WOA	20	26.7.25	Community stall
WOA	20	27.7.26	Community stall
Antwerp arms community session	20	1.8.23	Community stall
HC Awareness training	20	4.8.23	training
Cllr briefing	1	4.8.23	workshop
west green road traders	5	9.8.23	workshop
well being walk	10	10.8.23	Community stall
Wood Green Library	15	10.8.23	Library drop in
Dunns bakery	1	10.8.23	meeting
Alex Park lib	10	15.8.23	Library drop in
Muswell Hill SNB	1	16.8.23	meeting
hornsey library	20	17.7.23	Library drop in

Our approach will address both crime and the fear of crime, as well as the underlying risk factors contributing to the disproportionate prevalence of certain protected groups as victims and/or perpetrators. Acknowledging the varied experiences of hate crime within different communities, our engagement efforts were particularly targeted

towards protected groups where reports of hate crime is higher, and where confidence in reporting is lower, and communities and in areas of greater deprivation.

3b. 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.

In February 2023, Cabinet approved a request for formal consultation to take place to engage with and obtain feedback on the Hate Crime strategy. The Community Safety team then undertook a 12-week consultation and engagement process which began on Tuesday 30th May and concluded on Tuesday August 22, 2023.

Lived Experiences of Hate crime in Haringey: consultation response.

The consultation garnered a total of 1,045 responses over the 12-week period. Out of the 1,045 responses received, 216 were collected through an online survey, which provided a convenient and accessible means for residents, businesses and visitors to voice their opinions.

The remaining 829 responses were the result of in-person engagements conducted through a diverse array of methods. These in-person engagements included standalone workshops, where participants had the opportunity to engage in detailed discussions and workshops tailored to their interests, protected characteristic and concerns.

Incidence and nature of hate crime:

Regarding personal experiences with hate crimes, 29% (63) of respondents to our survey have been affected by hate crime. Notably, when respondents were asked to specify the type of hate crime, the highest type of hate crime experienced was racism 47% (30) followed by homophobia 19% (12) and disability 13% (8). In addition to the above, there were 15 hate crimes were specified that are not classified as hate crime in law. These included, Misogyny, xenophobia, sexism, ageism, hatred against women and other prejudice against a person's identity. Due to the intersectional nature of experiencing hate crime, respondents were prompted to choose more than one type of hate crime experienced.

When asked what type of crime experienced, just under half of respondents who have been affected by hate crime answered, 'verbal abuse/assault' 44% (28) this was followed by harassment or threats 17% (11) and physical assault 14% (9). Some of the more nuanced experiences included false accusations, silent treatment, social exclusion, and intimidation while in public.

When asked where the hate crime occurred, over half of respondents who were affected by hate crime answered, 'in the street' 44% (28) followed by 'around the

home' 16% (10). In the workplace, online, on public transport, retail hubs and parks were also mentioned. During public engagements, when asked about where hate crime occurs, 'on street', 'in passing' was a popular answer. Women also relayed concerns around walking around and through some of the borough mains parks on an evening and we heard from members of the LGBTQ+ community noting that transport hubs can sometimes be an area where verbal or physical hate crime happens.

From the data collected from the respondents who were affected by hate crime, it's clear that a significant portion, 22%, identified as BAME (Black, Asian, and Minority Ethnic) individuals who have faced racism or xenophobia. Additionally, 17% of respondents identified as LGBTQ+ and reported experiencing homophobia, racism, disability, and sexism. 1.6% of respondents who were affected by hate crime identified as Transgender and experienced harassment or threats online.

16% (10) of those who reported to be affected by hate crime also identified as having a disability. The types of hate crime reported included disability, racism, transphobia, and homophobia. Most crimes happened in the street (3) and the type of crime was either harassment (2), verbal abuse (2) or physical assault (1). From the total number of respondents with a disability, (6) feel unsafe of being targeted by hate crime in their day-to-day life.

It is clear that there is a perception in Haringey that the level of hate crime offending is high. When asked, 35% (75) respondents to our survey felt as though there is more hate crime now than 10 years ago whilst 8% (18) respondents suggested there was less. 14% (30) people said it was about the same and 22% (47) didn't know. The reasons why people believe hate crime has risen included references to media influence, political events such as Brexit, lack of interest from the authorities about protected groups, real-life experiences involving hate, online hate crime, decrease in tolerance levels for different races and characteristics and gang culture influencing hate crimes. We know from police data that reported incidents are low when compared to other crimes, however this does not account for underreporting and is likely to not reflect every-day experiences. When asked if respondents felt at risk of being targeted by hate crime in day-to-day life, 14% (31) respondents said they do feel at risk of being targeted by hate crime. 46% (99) respondents said they didn't, and 12% (26) people were unsure.

N.B. When examining hate crime records spanning a decade, it's challenging to ascertain whether hate crime rates are rising. This difficulty stems from substantial changes in the Home Office's counting rules regarding hate crime reporting, resulting in a national increase in recorded hate crimes over the past ten years.

This data highlights the complex and interconnected nature of hate crimes, revealing the various forms of discrimination faced by individuals across different intersections of identity. It underscores the importance of understanding and addressing these issues in a comprehensive manner.

Reporting hate crime:

When asking about the reporting of hate crimes, of the 200 total responses received for this question 15% (29) indicated that they had reported a hate crime.

The majority of respondents who did report a hate crime, reported to the police, however other avenues included faith settings, school, TFL and local community organisations.

83% (166) respondents stated that they did not report hate crime. Among the 83% (166) who did not report, 55% (92) individuals stated, 'I haven't been a victim of hate crime or witness to hate crime'.

From the 63 respondents who had been affected by hate crime, 59% (37) respondents chose not to report. The main types of crimes **not** reported were around racism 51% (19), homophobia 16% (6) and disability 11% (4). When asked why, primarily due to reasons such as a lack of trust in police, insufficient evidence, a failure to recognise it as a hate crime, and concerns that their report might not be taken seriously. In addition, a number of responses cited concerns about the "time and energy" that was needed to report a crime, often to no outcome. Cultural differences, and physical access challenges can further complicate matters for victims.

Location and time were identified as a potential barrier for reporting a hate crime.

From engaging with communities, we found that rather than report a hate crime to the police an individual would deal with it themselves or reported it to others such as work colleagues or community leaders. A recurring trend from speaking to people was that attacks felt like normal behaviour, not being widely recognised at the time as crimes.

Therefore, addressing underreporting is a critical aspect of our ongoing efforts to tackle this issue comprehensively.

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

Please consider how the proposed change will affect people with protected characteristics.

4a. Age

Data

Borough Profile¹

¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

Target Population Profile

- 0-17 (XX%)
- 18-34 (XX%)
- 35-49 (XX%)
- 50-64 (XX%)
- 65+ (XX%)

Target Population Profile

The strategy does not target anyone of a certain age group.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

State of the Borough 2023

Borough Ward Profiles

Residents survey 2021

Census 2021

Feedback from Community Safety and Hate Crime consultation.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

The data concerning age and hate crime is limited. The MPS dashboard does not offer the level of detail that would breakdown crimes into victim demographics.

Results from the Community Safety and Crime survey:

82 respondents to the online questionnaire were aged 50 and above. From these 82, 25 had been a victim of hate crime, which is 39% of all respondents to the questionnaire. The highest type of hate crime identified from those who had experienced, was racism (11), disability (3), antisemitism (2) misogyny or sexism (3), the majority of people experienced verbal abuse (10) physical assault (4) harassment (4). When asked where it happened, on the street (14) was the most popular choice followed by public transport (5) and retail (2). 42% (12) of older

residents do feel unsafe of being targeted by hate crime in their day-to-day life. Reasons for feeling like this included – groups of men loitering around the shops, felt wary of being identified as Jewish, disabled people are viewed as a burden in society, free to attack with no arrest and Brexit encouraged yob culture.

In addition to the survey responses from residents, an essential finding from the Community Safety and Hate Crime consultation suggests that older residents may experience heightened fear of crime and hate crime, particularly feeling unsafe in their local area at night. Discussions with older people's groups indicated a perception that authorities may neglect the vulnerability of older individuals, leaving them with a sense of insufficient support.

While we did not distribute the survey among young people's groups due to age appropriateness, we did interact with young individuals through RISE in Green and Bruce Grove Youth Club. During our conversations, these young people demonstrated an understanding of how hate can manifest in society. They primarily associated hate crimes with bullying in school. Importantly, they expressed that such behaviour was wrong and indicated that they would take action by speaking to friends or a teacher if they witnessed it happening to themselves or others.

Feedback from the resident's survey 2021 noted that the majority of people agreed with the statement 'there are good relations between older and younger people in my local area' this is an increase from 2018. Generally, older residents (65+) are more likely to feel either fairly unsafe, or very unsafe.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Age is not covered in hate crime legislation, however due to intersecting characteristics, older residents may exhibit a higher level of engagement in activities related to the implementation of the Hate Crime Strategy, particularly concerning Objective 4, which focuses on providing support to victims of hate crime. While existing evidence does not indicate that older individuals are more prone to becoming victims of hate crime, the impact of this proposal on older residents might be more pronounced due to specific needs and vulnerability associated with their protected characteristic. Anticipating a positive influence on this protected group, we envision that the strategy will contribute to addressing the unique challenges faced by older residents including their perception of crime or safety in their area, with the aim of fostering a safer and more inclusive environment for them.

Young people stand to gain from the objectives outlined in the strategy, particularly in the context of education within schools. We plan to distribute resources across all key stages to enhance awareness and foster a deeper understanding of hate crimes.

This includes guidance on how to respond if one becomes a victim or witness to such incidents

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

Target Population Profile

13.7% - the Hate Crime strategy and associated activity will pro-actively aim to engage with and target Haringey's residents who are disabled under the Equality Act.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

State of the Borough 2023

Borough Ward Profiles

Residents survey 2021

Census 2021

MPS crime data

Feedback from Community Safety and Hate Crime consultation.

For the period from April 22 to March 23, there were 8 recorded disability hate crimes. This represents a 55% decrease compared to the same 12-month period in 21/22. Individuals with disabilities are among the least likely to report hate crimes according to MPS data.

Over a three-year span from April 2020 to March 2023, there were 42 disability hate crimes recorded. This places it as the second lowest category, following transgender hate crime (31), and is significantly lower than the highest reported hate crime category, which is racist and religious hate crimes (2,308).

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/disabilityandlongtermhealth/bulletins/disabilityinenglandandwales/2021)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-improvement/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-improvement/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

⁵ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

13.7% (27) of all respondents to the Community Safety and Hate Crime online questionnaire noted that they had a disability under the Equality Act 2010. 37% (10) also reported to have experienced a hate crime. Types of hate crime included disability, racism, transphobia and homophobia. The majority of crimes happened in the street (3) and the type of crime was either harassment (2), verbal abuse (2) or physical assault (1). From the total number of respondents with a disability, (6) feel unsafe of being targeted by hate crime in their day-to-day life. Only one reason was mentioned: their perception that disabled people constitute an economic burden on society, coupled with prevailing social attitudes

During the consultation, it was acknowledged that materials, literature, and resources must be produced in an accessible format for residents with a learning disability or neurodiverse conditions. The original format of the Hate Crime strategy may pose challenges for residents with learning disabilities, and to address this, proactive engagement with groups and advocates will be prioritised to convey the strategy's aims in an accessible format.

Haringey demonstrates a higher incidence of severe mental illness at 1.37%, surpassing the London average of 1.1%. Given the acknowledged correlation between mental health and perpetrating hate crimes, the strategy will seek to work in partnership with mental health services in the support for victims of hate crime.

National research:

A survey conducted by Disability Horizons and the charity Leonard Cheshire revealed that more than 50% of disabled people have experienced direct verbal abuse in public, with 14% encountering online hate crime⁶.

National statistics:

In 2022-23, the CPS prosecuted 311 disabilities hate crime offenses, which is about 10% lower than the previous year (345 prosecutions). Successful convictions also decreased from 273 to 245 during the same period.⁷

The proportion of prosecutions relative to the total number of disability hate crimes recorded by the police was just 2.26% (excluding figures for Devon and Cornwall police). To put this in perspective, in 2016-17, there were approximately 5,400 disability hate crime offenses recorded by the police, resulting in 1,009 prosecutions. The contrast with the current figures is stark.

Notably, the percentage of offenses that led to a charge or summons was significantly lower for disability hate crimes compared to non-hate crime offenses.

⁶ [Disability Hate Crime Survey Responses 2021 | Disability Horizons](#)

⁷ [CPS data summary Quarter 1 2022-2023 | The Crown Prosecution Service](#)

Considering that this group is disproportionately likely to be digitally excluded, a needs assessment will be conducted to determine the most effective way to engage with them.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The strategy has been designed to ensure people with a disability are included in all activities contained within the strategy and will be proactively engaged with via Haringey VCS organisations and community advocacy forums such as Disability Action Haringey, Public Voice, and small community networks such as Mums in Mainstream. The intention is that they will be positively impacted by all of the proposals in the strategy. The goal is to enhance awareness of reporting mechanisms and supportive channels. Recognising that individuals with disabilities are among the least likely to report hate crimes, there is a need for targeted resource allocation and efforts to encourage reporting and provide support.

Positive impact:

- By focusing on the needs of those who identify as disabled the strategy raises awareness about the communities' experiences.
- Educational campaigns can dispel myths, reduce stereotypes, and foster understanding among the wider community.
- When society actively supports individuals, it helps break down discriminatory attitudes.
- Knowing that they are protected and understood can positively impact their well-being.
- Increased reporting leads to better data, more effective investigations, and appropriate legal action against offenders.
- The strategy encourages public services, workplaces, and institutions to be more inclusive.

4c. Gender Reassignment

Data

Borough Profile⁸

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

⁸ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

**State of the Borough 2023
Borough Ward Profiles
Residents survey 2021
Census 2021
Feedback from Community Safety and Hate Crime consultation**

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic

Target Population Profile

Transgender identity is one of the 5 legal strands of hate crime and will run in line with borough population.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Haringey data:

There were 10 recorded transgender hate crimes for the period April 22-31st March 23 this is a 0% decrease on the same 12-month period in 21/22.

1.6% of all respondents to the Community Safety and Hate Crime survey identified as Transgender. Experience of online hate crime by harassment or threats was identified from the respondents.

National data:

In the year ending March 2023, transgender hate crimes in England and Wales increased by 11%, reaching their highest rate since the figures were first recorded in 2012. Specifically, the recorded crimes related to transgender identity rose from 4,262 in 2022 to 4,732 in 2023⁹

Potential Impacts

⁹ [Hate crime, England and Wales, 2022 to 2023 second edition - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115242/hate-crime-england-and-wales-2022-to-2023-second-edition.pdf)

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

While recorded hate crimes remain low, we've noticed through informal reports that the community is often targeted as victims of crime and hate crimes based on prejudice related to gender reassignment. Particularly via online and social media. Unfortunately, such incidents are frequently underreported, possibly due to a lack of trust and confidence down to real or perceived experiences of police lack of understanding and handling of cases with respect and sensitivity. Our strategy aims to seek out community groups to raise awareness and provide support to members of this community, much like the support offered to the other four protected characteristics. The Met police have introduced two new LGBTQ+ Community Engagement Officer roles to the Enfield and Haringey BCU. The LA have built a strong relationship with the two officers and frequently carry out engagement work to build trust in the community. We aim for this work to strengthen and continue to inform our actions going forward.

People who have undergone gender reassignment, may face discrimination and the strategy is designed to support the needs of those experiencing hate crimes and prejudice.

Positive Impact:

By focusing on the needs of those who have had gender reassignment, the strategy raises awareness about transgender experiences.

- Educational campaigns can dispel myths, reduce stereotypes, and foster understanding among the wider community.
- When society actively supports transgender individuals, it helps break down discriminatory attitudes.
- Knowing that they are protected and understood can positively impact their well-being.
- Increased reporting leads to better data, more effective investigations, and appropriate legal action against offenders.

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

Data

Borough Profile ¹⁰

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

33.7% of people aged 16 years and over in Haringey are married or in a registered 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 percentage of adults in Haringey who had never married or registered a civil partnership increased by **1.7 percentage points¹¹ (Ons 2021)**

52% of respondents of the Community Safety and Hate crime consultation stated that they were either married or in a civil partnership. 14% of these stated that they had experienced hate crime. The highest reported hate crime was racism, followed by antisemitism and the most popular location identified was in the street. When engaging with individuals who are in a same sex relationship, we heard experiences of violence, verbal abuse and harassment directed at these couples while they were together in public.

¹⁰ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

¹¹ [How life has changed in Haringey: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk)

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Broadly, the Strategy makes no distinction between those who are married and those who are in a civil partnership so there is no likelihood of either married couples or couples in a civil partnership being disproportionately affected.

However, couples in a same-sex marriage may face heightened vulnerability, which could include the following factors:

Same-sex couples may become targets due to their sexual orientation or gender identity.

Hate crimes can take the form of verbal abuse, physical violence, or discrimination against LGBTQ+ individuals.

Public displays of affection (such as holding hands) can render same-sex couples more susceptible to hate incidents. As we have heard from engaging with members of the LGBTQ community.

The Hate Crime strategy aims to provide support for couples where same sex civil marriage intersects.

4e. Pregnancy and Maternity

*Note*¹²:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Data

Borough Profile ¹³

Live Births in Haringey 2021: 3,376

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

¹² Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

¹³ Births by Borough (ONS)

There are no data sources known in Haringey that connect pregnancy or maternity and hate crime. The definition of hate crime doesn't include any protections by virtue of maternity or pregnant status.

We did not collect equality data relating to pregnancy and maternity data in the community Safety and Hate Crime consultation.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

The Strategy makes no distinction between those who are pregnant or on maternity and those who are not so there is no likelihood of either group being disproportionately affected.

The strategy will offer support to women with intersecting characteristics who may become victims of a hate crime due to these characteristics. It will not however, raise awareness on rights linked to pregnancy and maternity because those are not covered in the legal definition of a hate crime. However, the Hate Crime Strategy aligns with Violence Against Women and Girls (VAWG) priorities on tackling misogyny which will have actions to support pregnant women who might be facing hidden or overt abuse/vulnerability.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

For the reasons above, neutral impact. The Hate Crime Strategy, in considering the effects of misogyny and including actions of support for women would indirectly positively impact women who may be covered under the pregnancy and maternity protections through the Equality Act 2010.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.¹⁴

Data

¹⁴ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/our-work/anti-discrimination-law/race-discrimination)

Borough Profile ¹⁵

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

Black: 17.6%

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

Mixed: 7.0%

- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

White: 57.0% in total

- English/Welsh/Scottish/Norther Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Target Population Profile

Same as borough population.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

¹⁵ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Haringey has a young, ethnically diverse population. The total resident population in Haringey is 264,300 and BME or Other White ethnic groups account for 67% of the resident population.

Haringey's population is expected to increase by 6.3% in the next 10 years, to 280,100, with the largest percentage growth in older age groups (65+), Other ethnic groups and Other White ethnic groups.

29.7% of Haringey residents do not speak English as their main language. This is the 6th highest rate in London and is above the statistical neighbour and London averages. 180+ languages are spoken.

Higher proportion of ethnic minority groups are in the east of the borough specifically Northumberland Park, Bruce Castle, Tottenham Hale, White Hart Lane, and Seven Sisters, in contrast, a lower prevalence of ethnic minority groups are seen in Muswell Hill, Crouch End, Highgate and Alexandra Park.

This trend mirrors geographical locations of victims of hate crime. According to MPS data the majority of hate crime occurs in the East, and therefore a higher concentration of resources may be applied to residents in the East rather than the west, of whom have a higher proportion of non-ethnic minority groups

Haringey statistics:

In the year 2022/23 there were 634 racist hate crimes reported to the police, this is a 24% decrease on the same 12-month period in 2021/22. While there has been a decrease in racial hate crimes locally and nationally, race is by far the largest strand of recorded hate crimes recorded in Haringey and the UK. We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual incidence.

Race-based hate crimes reported to the police are not categorised into ethnicity, so it is difficult to establish on fact, which ethnic groups are overrepresented as being a victim of hate crime. However, racism infers prejudice or inequality towards BAME groups. The strategy is designed to support the needs of those experiencing both visible and hidden abuse to address any inequality.

Hate Crime in Haringey (2021/22):¹⁶

The total number of hate crimes increased by 2%.

Demographic Insights:

¹⁶ [Appendix 3 - evidence base.pdf \(haringey.gov.uk\)](#)

Black African and Black Caribbean individuals constituted 36% of all victims, compared to 25% of the 10–19-year-old population.

White North European young people accounted for 34% of victims.

White Southern European young people represented 21% of victims.

Asian young people comprised 8% of victims.

Results from the consultation:

Regarding personal experiences with hate crimes, 29% (63) of respondents to our survey have been affected by hate crime. Notably, when respondents were asked to specify the type of hate crime, the highest type of hate crime experienced was racism 47% (30)

From the data collected from 63 respondents, it's clear that a significant portion, 22%, identified as BAME (Black, Asian, and Minority Ethnic) individuals who have faced racism or xenophobia.

As identified, racial hatred is the most frequently reported type of hate crime in Haringey, with 84% of hate crime reports to the police being race-related between April 2022 and March 2023.

Despite this, there remains a significant underreporting of such incidents. From engaging with our communities during the consultation, we recognise that there are significant barriers that may deter individuals from reporting incidents of racism. These barriers include a lack of trust in police and council, concerns about systemic discrimination within the criminal justice system, real life incidents where individuals have not had a positive experience and fears of reprisal or disbelief when reporting hate crimes, particular connected to cultural incompetence or ignorance.

Similar to the effect of geo-political events, the murder of George Floyd and the Black Lives Matter movement had a profound impact not only on individuals and communities but also on local councils and governments worldwide. In the wake of George Floyd's tragic death and the global protests it sparked, local councils faced increased pressure to address systemic racism within their communities.

Haringey council has responded by implementing a programme of anti-racism focused work to reevaluate policies and practices concerning racial equality and community cohesion.

National data:

In the year ending March 2023, 145,214 hate crimes were recorded by the police in England and Wales (excluding Devon and Cornwall). This represents a 5% decrease compared to the previous year, marking the first annual fall since the Home Office began collecting comparable data in the year ending March 2013.

Among the different strands of hate crime, racially motivated offenses accounted for over two-thirds of such incidents (70%), totalling 101,906 offenses. However, racially motivated hate crime decreased by 6% over the last year, primarily due to a decrease in racially or religiously aggravated public fear, alarm, or distress offenses.¹⁷

According to MOPAC Public Perceptions data, when respondents were asked whether the police do a good job in their area, 44% answered affirmatively. This represents a 5% decrease compared to the previous year. It's important to note that this data is not broken down by ethnicity; instead, it reflects a general trend¹⁸

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Individuals from minority ethnic backgrounds are at a higher risk of encountering racial hate and discrimination. The strategy is specifically crafted to address the needs of those facing both overt and subtle forms of abuse, aiming to address hate crime and support those experiencing it. Racial hate crime, being the most frequently reported form of hate crime, often intersects with other characteristics. As resources are largely driven by data, and due to the intersectional nature of hate crime, our time and resources will be focused on addressing racial hate crime. The strategy will aim to actively combat discrimination with the aim of fostering trust between BAME communities and institutions. The Strategy will align with the Community Safety Strategy priority in increasing trust and confidence.

4g. Religion or belief

Data

Borough Profile ¹⁹

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%

¹⁷ [Hate crime, England and Wales, 2022 to 2023 second edition - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/101906/hate-crime-england-and-wales-2022-to-2023-second-edition.pdf)

¹⁸ [Public Perceptions of the Police - London Datastore](#)

¹⁹ Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/religiousbeliefsandfaith/beliefsandfaith)

- Sikh: 0.3%

Target Population Profile

What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Haringey statistics:

Haringey is one of the most religiously diverse places in the UK. The most common religion is Christianity, accounting for 39.3% of residents. The next most common religions are Islam (12.6%) and Judaism (3.6%). Haringey has a lower percentage of residents who are Hindu (1.3%) Buddhist (0.9%) and Sikh (0.3%)

The proportion of Haringey residents saying they are Christian (39.3%) is in line with statistical neighbour boroughs (39.2%), and is slightly below London (40.6%), while Haringey residents are more likely to identify as having no religion (31.6% compared to 27.6% among statistical neighbours and 27% in London)

There were 72 faith hate crimes recorded by the police in 22/23, this is a 6.5% decrease for the same period 21/22

There were 35 antisemitic hate crimes recorded by the police in 22/23, this is a 16.7% decrease for the same period 21/22

There were 29 Islamophobic hate crimes recorded by the police in 22/23, this is a 26.1% increase for the same period 21/22

N.b.If a victim believes that the crime was motivated by one or more of the five legal strands, then more than one flag may be applied to a single crime which would lead to double counting if all individual flags were accumulated. For example, *if a victim believes an incident was motivated by hostility to both their religion and race, two hate crime flags may be applied by a police officer when recording the crime.*

Results from consultation:

23% of total respondents to the Community Safety and Hate Crime survey identified as having a religion. From this, 38% marked that they had experienced a hate crime, the most prevalent type of hate crime identified was racism, antisemitism and Islamophobia. Verbal abuse in the street was identified as the most prevalent type of crime and location where the crime occurred.

Local impact from recent Israel/Gaza 2023:

There were 34 antisemitic hate crimes recorded by the police in the period October - 2023- November 2023 this is a 118.8% increase for the same period in 2022.

There were 16 Islamophobic hate crimes recorded by the police in the period October -2023- November 2023 this is an 88.9% increase for the same period in 2022.

Residents survey 2021:

According to the 2021 residents survey respondents who are Muslim are more likely to feel unsafe when outside after dark in their local area (20%)

National data:

In the year ending March 2023, there were 8,241 religious hate crimes recorded by the police in England and Wales (excluding Devon and Cornwall). This represents a 4% fall in religious hate crimes across England and Wales compared to the previous year. It's important to note that this revision by Nottinghamshire Police adjusted the total number of religious hate crimes downward from the previously reported figure of 9,387 offenses.²⁰

In the year ending March 2023, there were 3,400 hate crimes committed against Muslims in England and Wales. This figure represents a decrease compared to the previous reporting year. In the same period, there were 4,103 antisemitic hate incidents, reaching a record high. The rise in religious hate crimes is concerning, and efforts to combat such incidents remain crucial to ensuring the safety and well-being of all communities²¹

In the year ending March 2023, antisemitic hate incidents in the UK reached a record high. According to figures from the Community Security Trust (CST), there were 4,103 anti-Jewish hate incidents reported during that period. This number represents a significant increase from the 1,662 incidents recorded in 2022 and is nearly double the previous record of 2,255 incidents reported in 2021¹².

Additionally, incidents related to antisemitism in, and around British schools have more than tripled since 2022. Many Jewish schools have increased security measures, but verbal abuse on the street remains part of daily life for some pupils. The rise in religious hate crimes is deeply concerning, and efforts to combat such incidents are crucial to ensuring the safety and well-being of all communities²².

Potential Impacts

²⁰ [Hate crime, England and Wales, 2022 to 2023 second edition - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/114444/hate-crime-england-and-wales-2022-to-2023-second-edition.pdf)

²¹ [Hate crime, England and Wales, 2022 to 2023 second edition - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/114444/hate-crime-england-and-wales-2022-to-2023-second-edition.pdf)

²² [UK antisemitic hate incidents hit new high in 2023, says charity - BBC News](https://www.bbc.com/news/uk-64144444)

Individuals from a faith group often encounter religious hate and discrimination. whilst the detection, prevention and resolution of criminality is a matter for the police service, the Hate crime Strategy is designed to address the needs of those facing both overt and subtle forms of discrimination, aiming to tackle any existing inequalities. Our robust connections with the faith community, facilitated through the Haringey Multi-Faith Forum, are continuously strengthened by involving new groups and actively seeking out those groups that are underrepresented i.e. Buddhist groups. Utilising this forum, we plan to consult and actively listen to the community, seeking insights into the strategy's impact and gathering suggestions for enhancements and ways to work according to the needs of each faith group. The engagements associated with the strategy will also consider the day-to-day operations and needs of each group, i.e. not holding meetings on religious days and festivals. Ensuring that each faith group can participate on a neutral date/setting.

Faith communities are also more likely to face discrimination when it comes to accessing services and are less likely to report hate crime due to distrust in authority and systems.

The dynamics of hate crime are subject to fluctuations influenced by geo-political events. Since October 2023, there has been a notable increase in anti-Semitic hate crime and Islamophobic directly linked to the Israel/Gaza conflict. This surge will significantly impact our reports and given that resource allocation is somewhat data-driven, it might result in a focus on the Jewish and Muslim community at any specific give time when conflict occurs. We have a strong relationship with the Haringey Multi Faith Forum and coordinate a partnership response to supporting communities in these unsettling times. The Strategy will enable this work to continue under objective 4 – listening and engaging with faith groups to understand the problem.

During these unusual times, we commit to maintaining a minimum resource allocation to all other protected characteristics in the action plan which is monitored and governed by the Hate Crime Delivery group. Moreover, in cases where strands intersect, these issues will be duly addressed. We remain committed to adapting our strategy in response to any evolving situation.

We envisage the Strategy to have a positive impact by:

- By focusing on the needs of those who identify as practising a religion the strategy raises awareness about the communities' experiences.
- Educational campaigns can dispel myths, reduce stereotypes, and foster understanding among the wider community.

- When society actively supports individuals, it helps break down discriminatory attitudes.
- Knowing that they are protected and understood can positively impact their well-being.
- Increased reporting leads to better data, more effective investigations, and appropriate legal action against offenders.
- The strategy encourages public services, workplaces, and institutions to be more inclusive.

4h. Sex

Data

Borough profile ²³

- Females: (51.8%)
- Males: (48.2%)

Target Population Profile

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

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 10% of men.

Misogyny is not a hate crime in law and therefore data concerning sex and hate crime is not available.

²³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/genderidentityageandsexenglandandwales/2021)

Although misogyny is not defined as a hate crime in law, the council understands the importance of combating gender-based prejudice and harassment. We are committed to providing support for victims of misogyny and gender-based violence.

The feedback from our consultation demonstrated that some respondents acknowledged a racist element in the misogyny and abuse they faced. This feedback is crucial in highlighting the complex and intersectional nature of these issues. This intersectionality demonstrates that experiences of violence against women and girls (VAWG) are not isolated but often influenced by multiple factors. In some cases, individuals experience misogyny intertwined with racism, such as Islamophobia and xenophobia. Women also relayed concerns around walking around and through some of the borough mains parks on an evening. It is important to note however, that women and girls will receive explicit support through the violence against women and girl's outcome area contained within the Community Safety Strategy. These outcome areas are not mutually exclusive and may intersect.

Acknowledging the diverse experiences various groups encounter concerning crime and its apprehension, the strategy recognises that older individuals and women exhibit disproportionately heightened fear of crime. Conversely, young men are statistically more likely to be victims of criminal activities.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The strategy is inclusive of both men and women and will align with the VAWG scheme of work to support and protect women who experience misogyny and sexism.

4i. Sexual Orientation

Data

Borough profile ²⁴

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Target Population Profile

²⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Haringey data:

There were 109 homophobic hate crimes in Haringey for the year 22/23. This is a 7.6% decrease on the same 12-month period in 21/22.

In 2018 According to the Office for National Statistics (ONS), Haringey has the eighth highest LGBT+ community in London.²⁵

Results from consultation:

From the data collected via the Community Safety and Hate Crime consultation survey from 63 respondents, 17% of respondents identified as LGBTQ+ and reported experiencing homophobia, racism, disability, and sexism.

Members of the LGBTQ+ community have shared their experiences regarding hate crimes at transport hubs. These incidents can often involve a feeling of unease and more serious crimes such as verbal abuse or physical violence. We also heard that many LGBTQ+ individuals are reluctant to report such incidents to the police due to systemic discrimination and a lack of trust.

Anecdotally, we've learned that LGBTQ+ people often feel uncertain about where to seek support. However, they express a willingness to turn to friends or teachers if they find themselves in need

National data:

In the year ending March 2023, there were 24,102 hate crimes recorded by the police in England and Wales related to homophobic incidents. This represents a 6% decrease compared to the previous year, marking the first annual fall since the Home Office began collecting comparable data in the year ending March 2013. Prior to this year, increases in police-recorded hate crime were attributed to improvements in crime recording and better identification of what constitutes a hate crime.²⁶

A 2021 Galop survey found that, nationally, 4 in 5 LGBT people have experienced hate crime related to their gender identity or sexual orientation in their lifetime (79%)

²⁵ [Briefing for: \(haringey.gov.uk\)](https://www.haringey.gov.uk)

²⁶ [Hate crime, England and Wales, 2022 to 2023 second edition - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Detail the findings of the data.

- b) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- c) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

People from the LGBTQ+ community are more likely to face homophobic hate and discrimination and the strategy is designed to support the needs of those experiencing both visible and hidden abuse. Similarly, to gender reassignment, we have built strong working relationships with the Metropolitan Police LGBTQ+ officers and aim to build relationships by actively seeking out and engaging with known and new groups via 121 meetings, community events and MET police Innovation engagement days.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023²⁷
- 19.6% of residents were claiming Universal Credit as of March 2023²⁸
- 29.3% of jobs in Haringey are paid below the London Living Wage²⁹

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)³⁰
- 3.7% of Haringey's working age population had no qualifications as of 2021³¹
- 5.0% were qualified to level one only³²

²⁷ ONS – [ONS Claimant Count](#)

²⁸ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

²⁹ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

³⁰ DfE – [GCSE attainment and progress 8 scores](#)

³¹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

³² LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.³³

Target Population Profile

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

State of the borough as detailed above.

According to MPS data, there is a higher proportion of people living in poverty in the east of the borough, specifically Northumberland Park, Bruce Castle, Tottenham Hale, Whiteheart Lane, and Seven Sisters. This geographical area also mirrors the locations of victims of hate crime. In contrast, a higher level of affluence is seen in Muswell Hill, Crouch End, Highgate, and Alexandra Park. Since the majority of hate crime occurs in the East, it may be effective to concentrate resources on residents in this area rather than the West, which has a lower incidence of hate crime and of non-ethnic minority groups.

Studies across countries have consistently found that hate crime offenders are predominantly young men and often come from low socioeconomic backgrounds³⁴

During our engagement with communities in both the East and West of the borough, we discovered that residents in the more deprived East experience hate crimes more frequently compared to those in the more affluent West. However, it is crucial to emphasise that poverty itself does not directly cause hate crime, nor does it imply that individuals living in poverty are more likely to commit hate offenses

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Potential Impacts

³³ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019)

³⁴ [Hate crime supporters are found across age, gender, and income groups and are susceptible to violent political appeals | PNAS](#)

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

We expect the strategy to yield positive outcomes for all groups characterised by a protected characteristic who are impacted by socioeconomic status. The inclusive nature of the strategy aims to benefit a diverse range of individuals, fostering a more supportive and equitable environment.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

We anticipate the strategy to have a positive impact on all groups who exhibit a protected characteristic.

5b. Intersectionality

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.
- Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?

Considering intersectionality is crucial in discussions about hate crimes because it enables a deeper understanding of how various forms of discrimination can intersect and exacerbate each other, resulting in more complex and severe experiences of victimisation. For instance, an individual who identifies as LGBTQ+ and is also Black may face heightened discrimination and prejudice, thereby increasing their susceptibility to experiencing a hate crime.

Research indicates that employing an intersectional analysis of hate crimes offers a more comprehensive understanding compared to the traditional single-strand approach. This approach reveals that the current method of categorising hate crimes based on single strands of identity obscures the diverse and interconnected elements at play. Therefore, adopting an intersectional approach in both recording of hate crime and operational work associated with the strategy is essential to effectively address the needs of individuals positioned at the intersection of various protected groups.

5c. Data Gaps

Transgender Community Engagement:

- Currently, there is limited data available on transgender groups within the borough.
- Recognising that transgender identity is one of the five protected characteristics under hate crime law, our action plan will prioritise engaging with this community. We are committed to seeking their input and involvement to ensure a comprehensive approach in addressing the unique challenges they may face.

LGBTQ+:

- We acknowledge that Haringey has a substantial LGBTQ+ population.
- However, there are significant gaps in understanding where these groups are present and the availability of support networks within the borough.

Disability:

- We recognise that disability hate crime is significantly underreported in our borough. While we have active advocacy and support groups, our understanding of the reporting process remains limited. Who is more likely to report these incidents, and where do they turn? Conversations with our communities reveal that lived experiences of reporting disability hate crime have been discouraging. We aim to improve accessibility to resources for individuals with disabilities.

Addressing Hate Crime Gaps:

- We also recognise that there are gaps related to general hate crime, victims' experiences, and supporting victims across the board for all five strands.
- We aim to improve our understanding of these gaps and the various avenues through which victims choose to report incidents.

6. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- 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?
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

The strategy ensures that there will be no occurrence of direct or indirect discrimination against any group possessing the relevant protected characteristic. All initiatives outlined in the action plan are designed for the progression and benefit of each protected characteristic. Even in cases where characteristics are not explicitly covered by hate crime laws but intersect with those that are, comprehensive attention and support will be provided.

Moreover, the strategy aims to enhance equality of opportunity among groups with and without the relevant protected characteristic, especially concerning the reporting of hate crimes. By addressing the unique challenges faced by different groups, the strategy seeks to create a more equitable environment in reporting procedures.

Additionally, the strategy strives to cultivate positive relationships between groups with the relevant protected characteristic and those without it. This approach is intended to foster understanding, cooperation, and harmony among diverse groups, contributing to an inclusive and cohesive community.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

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

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. 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

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action:

All actions associated with the Hate Crime strategy are contained within the action plan. Work is evolving and if we are made aware of any potential negative impacts, we will address this via the appropriate channels via the governance structure.

Lead officer: **Heather Hutchings.**

Timescale: **Annually**

Please outline any areas you have identified where negative impacts will happen because 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 the:

[N/A]

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

The monitoring of the equalities impact and the strategy will be overseen by the Haringey Hate Crime Delivery Group which will be governed by the CSP. Data required includes demographic information on victims and perpetrators, incident types, and community-specific impact. This information will be gathered via MPS crime reports, partnership working and feedback from the community when delivering engagement sessions and training. The data will be analysed regularly, with quarterly reviews via the HCDG to promptly address emerging trends or concerns.

The hate crime strategy will undergo a comprehensive annual review. An early revision may be triggered by a significant increase in hate crime incidents, disparities in impact among protected characteristics, or any substantial changes in community

dynamics or needs. Continuous engagement with relevant groups and communities is crucial. Regular forums, surveys, and outreach initiatives will be maintained to gather feedback, insights, and concerns. This ensures an ongoing dialogue and the ability to adapt the strategy in response to the evolving needs of these communities.

Date of EQIA monitoring review:

March 2025.

8. Authorisation



EQIA approved by (Assistant Director/ Director)

Eubert Malcolm

Date

21/02/24

9. Publication

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

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