

## 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:	Community Safety Strategy 2024-2027
Service Area:	Safer, Stronger Communities
Officer Completing Assessment:	Joe Benmore-Strategic Lead IOM
Equalities Advisor:	Diptasri Basu
Cabinet meeting date (if applicable):	12 <sup>th</sup> March 2024
Director/Assistant Director	Barry Francis/Eubert Malcolm

### 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 Community Safety 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. Alongside this the Community Safety Partnerships is required under the Crime and Disorder Act to put in place an annual strategic assessment and strategy.*

*The six priorities outlined in the Community Safety 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 concerns from the earliest stages. (12-week comprehensive consultation was delivered in summer 2023)*

*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, and as part of the development of the strategy, the Community Safety team undertook a 12-week period of formal consultation and engagement with residents, community groups, businesses, and stakeholders.*

### **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.**

*As part of the Haringey Deal, the Community Safety Team conducted two periods of consultation, the first was a period 'pre-engagement' for two weeks, which resulted in the co-production of the 6 key priorities of the Community Safety Strategy with the public. The second, more robust 12-week consultation was to ascertain the public's views on the delivery of each of the co-produced priorities and was conducted in the summer 2023.*

*In reference to consultation methodology, feedback was gathered from a range of different mediums and outlets which were both convenient and an accessible means for individuals to voice their opinion. 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 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 BAU partnership meetings and regular forums.*

*Presentations to community groups served as another avenue through which valuable feedback was obtained, allowing for deeper insight into the specific needs and perspectives of different seldom engaged communities. In addition to public engagement, Haringey council staff were also invited to participate in survey's briefings and workshops.*

*A core focus of our outreach efforts throughout this period was to ensure representation from a wide spectrum of demographics, with a particular emphasis on amplifying the voices of seldom-engaged 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

**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 Community Safety Strategy. The Community Safety team then undertook a 12-week consultation and engagement process which began on Tuesday 30<sup>th</sup> May and concluded on Tuesday August 22, 2023.*

*The consultation elicited a total of 1,045 responses over the 12-week period obtained via a multifaceted approach which encouraged inclusivity. This included, capturing views via an online survey, and conducting face to face workshops and briefings.*

*In addition to the formal consultation and as part of the Haringey Deal co-production process, the team undertook a period of 'pre-engagement' for two weeks in December 2022. The pre-engagement consisted of discussions, listening sessions and focus groups which resulted in the coproduction of the six community safety priorities:*

- 1. Reducing violence and high harms*
- 2. Reducing Violence Against Women and Girls (VAWG)*
- 3. Reducing Exploitation*
- 4. Increasing trust and confidence.*
- 5. Reducing reoffending*
- 6. Reducing victims of crime and ASB*

*Following the pre-engagement period, as mentioned above, during the summer of 2023, we carried out a 12-week public consultation that had a substantial impact on shaping the goals and objectives presented in the strategy.*

*From the comprehensive analysis of responses gathered during the spring/summer 2023 consultation and public engagement exercise, recurring trends and prevalent narratives have been identified and organised into six overarching themes:*

- 1. **Reporting, Including Barriers to Reporting:** Examining respondents' perspectives on reporting incidents and the challenges they face, shedding light on obstacles in bringing incidents to authorities' attention.*
- 2. **Trust and Confidence in Police and Council Services:** Exploring sentiments of trust and confidence in police and council services, evaluating perceptions of their effectiveness in addressing safety and community well-being.*
- 3. **Communication and Engagement with Residents:** Investigating the effectiveness of communication strategies employed by authorities to engage with residents and facilitate productive dialogues.*
- 4. **Raising Awareness of Crime Types and Definitions:** Evaluating respondents' awareness of different crime types and their understanding of crime definitions, assessing the need for enhanced awareness campaigns and clarifications.*
- 5. **Lived Experiences:** Highlighting personal accounts and experiences of respondents, providing a platform for individuals to express their stories, emotions, and experiences impacting their lives.*
- 6. **Other, Including Ideas on Co-Production and Miscellaneous Comments:** Gathering miscellaneous comments, ideas, and suggestions for collaborative efforts, innovative solutions, and additional insights shared by respondents.*

*A full detailed analysis can be found in the Hate Crime and Community Safety Strategy Evaluation report: [https://lbharingey-my.sharepoint.com/:w:/g/personal/heather\\_hutchings\\_haringey\\_gov\\_uk/Ee7tdgyExn1Ar7kA99TMmlIBUUVgtnDBZs9AuLhR3VwEBA?e=wicuee](https://lbharingey-my.sharepoint.com/:w:/g/personal/heather_hutchings_haringey_gov_uk/Ee7tdgyExn1Ar7kA99TMmlIBUUVgtnDBZs9AuLhR3VwEBA?e=wicuee)*

7. In addition to the above, when asked about their views on community safety, respondents told us:

- **Trust and Confidence:** There is a lack of trust and confidence in both the police and council services, with ratings averaging between 4 and 5 out of 10. This suggests a need for heightened transparency and honesty in these institutions.
- **Visible Policing:** Respondents across the board favour increased visibility of both Police and Council officers on the streets working in local communities to deter and prevent ASB and Crime and enhance feelings of safety and the “connectivity of residents”. Our residents also want to see more Council members spending time with community-police officers shadowing shifts once a month to understand better the nature of the issues and working with the impacted communities to find solutions.
- **Holding the Police to Account:** Following the Casey Review and “New Met for London” our respondents want us to hold the police to account, and for the police to be more accountable to residents. Feedback on similar issues identified in Casey Review from themed workshops e.g. institutional racism, women's safety/institutional misogyny. More ethnic representation in the police on the ground and at higher level.
- **Violence Against Women & Girls:** There is a lack of confidence in the police; No confidence in the system; respondents are unaware of support for victims, we heard from respondents who told us they did not report through fear of repercussions, fear of shame and not being believed. Respondents believe that sexual harassment especially low-level type cat calling, unwanted attention are not taken seriously and tend to be normalised and ignored.
- **Communication:** Respondents want improved follow-up of complaints; they want us to listen and feedback; Listen to and act on public opinion, they want less use of online forms and more person-to person discussion; Residents also want us to improve the standard of communication from councillors
- **Community Engagement:** Respondents said they want to see more stands and stalls to engage with the public on the street and in urban centres, more visible police on the streets; they want to see council staff engaging with communities and working in partnership with Young People residents and businesses.

#### 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 Profile<sup>1</sup>

- 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%)

*The Community Safety 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

Strategic Needs Assessment 22-23

Serious Violence Duty Needs Assessment 23-24

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?

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

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

There are 27,700 people over 65 living in Haringey in 2022. This population is expected to see the most significant growth of any age group over the next ten years, growing by 40% to 40,000 residents in 2031.

- Haringey's population is older overall, compared to 2011:
- 8% decrease in children aged under 15.
- 4% increase in adults aged 15 to 64 and
- 24% increase in those aged 65 and over

59,800 children and young people aged between 0-19 years are a resident in Haringey, compared to 63,374 in the Census 2011. This is a decrease of 5.7%. 27,700 people aged 65 years and over are a resident in Haringey. This compares to approximately 22,369 in Census 2011. This is an increase of around 24%.

Overall, Haringey is ageing faster than London. The borough still has a lower proportion of people aged 65+ than London overall.

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 a increase from 2018. Generally, older residents (65+) are more likely to feel either unsafe, or very unsafe.

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. Notably, 59.3% of respondents to the online questionnaire were aged 50 and above.

### Potential Impacts

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

*It is widely recognised and acknowledged that crime, violence and ASB affect different age groups differently and disproportionately for example.*

#### 1. Youth and Property Crime:

- *Burglary and Theft: Younger individuals, especially adolescents, are more likely to engage in property crimes such as burglary and theft.*
- *Vandalism and Graffiti: Young people are more likely to commit acts of vandalism, graffiti, and property damage.*



2. *Violent Crimes and Adolescents:*
  - *Assault and Robbery: The age-crime curve shows that criminal behaviour peaks during teenage years. Young adults under the age of 25 are more likely to be involved in assaults and robberies<sup>2</sup>.*
  - *Gang-Related Violence: Adolescents, particularly in urban areas, may be drawn into gang-related violence.*
3. *Substance Abuse and Young Adults:*
  - *Drug Offences: Young adults are disproportionately impacted by drug offenses, including possession and distribution.*
  - *Alcohol-Related Crimes: Underage drinking, drink driving, and alcohol-related violence are more common among young adults.*
4. *Elderly and Fraud:*
  - *Financial Crimes: Older individuals are often targeted in fraud cases, including scams, identity theft, and financial exploitation.*
  - *Cybercrime: Elderly people may fall victim to online scams due to lack of familiarity with technology.*
5. *Middle-Aged and White-Collar Crimes:*
  - *Fraud related crime: Middle-aged individuals, especially those in positions of authority, may commit white-collar<sup>3</sup> crimes such as insider trading.*
  - *Corporate Fraud: Professionals in their prime years may engage in corporate fraud or tax evasion.*
6. *Late Adulthood and Domestic Violence:*
  - *Elder Abuse: In late adulthood, individuals may experience elder abuse, including physical, emotional, or financial mistreatment.*
  - *Intimate Partner Violence: Domestic violence can affect people of all ages, but older adults may face unique challenges.*

*Whilst the Strategy does not specifically target any specific age group it is evident that in relation to crime and ASB that there will inevitably be differential outcomes for different age demographics. Whilst crime detection and resolution are matters for the Metropolitan Police Service the identified priorities contained within the strategy will aim to reduce, deter, and prevent all forms of violence anti-social behaviour and other crimes which can disproportionately impact upon certain age demographics whether that be as victim or perpetrator.*

## **4b. Disability**

### **Data**

#### **Borough Profile**

- Disabled under Equality Act – 13.7%<sup>4</sup>

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<sup>2</sup> [The Age-Crime Curve | Pinkerton](#)

<sup>3</sup> [White-Collar Crime - Overview, Types, Classifications \(corporatefinanceinstitute.com\)](#)

<sup>4</sup> Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

- 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 depression<sup>5</sup>
- 1.7% of residents diagnosed with a severe mental illness<sup>6</sup>
- 0.4% of people in Haringey have a learning disability<sup>7</sup>

## Target Population Profile 13.7%

*The strategy and associated activity will pro-actively aim to engage with and target Haringey's residents who are disabled under the Equality Act and engagement will be monitored as part of ongoing review of the EQIA data.*

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

Strategic Needs Assessment 22-23

Serious Violence Duty Needs Assessment 23-24

Borough Ward Profiles

Residents survey 2021

Census 2021

Feedback from Community Safer 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?

More than 19,500 people in Haringey have a physical disability; this equates to approximately 10% of the population aged 16-64. Almost 5,000 people have sight loss which impacts upon daily living and around 15,700 adults have a moderate or severe hearing impairment.

In 2021 (ONS), 7.9% of Haringey residents were identified as being disabled. This figure decreased from 10.6% in 2011. These are age-standardised proportions.

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<sup>5</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](#)

<sup>6</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](#)

<sup>7</sup> PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

There are 1,090 people living with a learning disability in Haringey. The prevalence of learning disabilities is similar to the London average and significantly lower than the England average.

There were 8 recorded Disability hate crimes for the period April 22-31<sup>st</sup> March 23 this is a 55% decrease on the same 12-month period in 21/22. When it comes to reporting crime and ASB, Individuals with disabilities, are among the least likely to report. This underscores the importance of improving trust and confidence in the police and other systems by addressing barriers to reporting and providing additional support to this group.

13.7% (27) of all respondents to the Community Safety online questionnaire noted that they had a disability under the Equality Act 2010.

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, criminality and ASB, the strategy seeks to ensure that individuals with protected characteristics whether they be victims or perpetrators of criminality or ASB are afforded appropriate support from mental health and criminal justice services. The overarching goal is to ensure equitable outcomes for all individuals where the interconnected nature of mental health is linked to the dynamics of such incidents.

*Although anyone can be a victim of crime, some crimes affect certain groups more than others. For example, tackling domestic abuse is one of the priority issues for community safety partners. In the same year, disabled women were more than twice as likely to have experienced domestic abuse (17.3%) than non-disabled women (7.0%).*

*While Haringey figures are unknown, Haringey Council has a Violence against Women and Girls Strategy 2016-2026 that sets out their 10-year ambitions for addressing and preventing violence against women and girls in Haringey.*

*The strategy covers four key priorities: developing a coordinated community response, prevention, support for victim/survivors, and holding perpetrators accountable.*

*According to MPS crime data, disabled residents are less inclined to report crime compared to other protected groups. Conversely, they are more susceptible to being impacted by crime and ASB than individuals without a protected characteristic. The strategy aims to proactively address this by targeting disabled residents through collaborative efforts with VCS partners like Disability Action Haringey. The goal is to enhance awareness of reporting mechanisms and supportive channels. Recognising*

that individuals with disabilities are among the least likely to report crime and ASB, there is a need for targeted resource allocation and efforts to encourage reporting and provide support.

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 Community Safety 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.

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 this community.

### Potential Impacts

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

*Disabled people face disproportionate impacts from crime, affecting their safety, well-being, and overall quality of life.*

#### 1. Victimization Rates:

- In the year ending March 2019, the Crime Survey for England and Wales found that:
  - Almost 1 in 4 (23.1%) disabled adults aged 16 years and over experienced crime (including fraud and computer misuse), compared with 1 in 5 (20.7%) non-disabled adults.
  - Around 1 in 7 (14.1%) disabled adults aged 16 to 59 years experienced domestic abuse, compared with 1 in 20 (5.4%) non-disabled adults<sup>81</sup>.
- Disabled children aged 10 to 15 are almost twice as likely to be victims of crime than other children<sup>92</sup>.

#### 2. Types of Crimes:

- *Violent Crimes:* Disabled individuals are at increased risk of suffering violent crimes with injury.
- *Theft:* They are twice as likely to suffer violence without injury, 1.6 times more likely to be victims of personal theft, and 1.4 times more likely to be victims of household theft compared to adults without disabilities<sup>10</sup>.

#### 3. Challenges and Vulnerabilities:

- *Physical Barriers:* Disabled people may face challenges in escaping dangerous situations due to mobility issues.

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<sup>8</sup> [Disability and crime, UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

<sup>9</sup> [Rights and Perceptions: National Disability Strategy explained - The Disability Unit \(blog.gov.uk\)](https://blog.gov.uk)

<sup>10</sup> [Disability and crime, UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- *Communication Barriers: Those with communication impairments may struggle to report crimes or seek help.*
- *Dependency: Some disabled individuals rely on caregivers, which can make them vulnerable to abuse.*
- *Stigma and Discrimination: Negative attitudes toward disability may contribute to victimisation.*

#### 4. Access to Justice:

*Disabled victims may encounter barriers in accessing justice, including lack of accessible information, communication support, and understanding of their rights.*

- *Disabled people are also disproportionately targeted in hate crimes based on their disability<sup>11</sup>*

*The Community Safety 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 forums such as Disability Action Haringey, Public Voice, and local community networks.*

*The identified priorities contained within the strategy will aim to reduce, deter and prevent all forms of violence and will also seek to reduce anti-social behaviour and other criminality which can disproportionately impact upon certain disability groups whether that be as victim or perpetrator.*

## 4c. Gender Reassignment

### Data

#### Borough Profile<sup>12</sup>

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

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<sup>11</sup> [Context and characteristics of crimes against disabled people | The Crown Prosecution Service \(cps.gov.uk\)](#)

<sup>12</sup> Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

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

**State of the Borough 2023**  
**Strategic Needs Assessment 22-23**  
**Serious Violence Duty Needs Assessment 23-24**  
**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**

*Crime can impact disproportionately on individuals with protected characteristics such as Transgender and approximately 0.5% of the population will be targeted.*

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**  
**Strategic Needs Assessment 22-23**  
**Serious Violence Duty Needs Assessment 23-24**  
**Borough Ward Profiles**  
**Residents survey 2021**  
**Census 2021**  
**Feedback from Community Safety and Hate Crime consultation**

It is difficult to estimate the trans population in Haringey as estimates vary widely. The latest national estimates range from 65,000 to 300,00

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

According to ONS 2021 1.24% of people aged 16 years and over in Haringey have a gender identity different from their sex registered at birth.

*While recorded crimes remain low, we've noticed through informal reports that the transgender community is often targeted as victims of crime based on prejudice related to gender reassignment. Particularly via online mediums and social media. Unfortunately, such incidents are frequently underreported, possibly due to a lack of trust and confidence in the perception around police's understanding and handling of cases with respect and sensitivity.*

*The identified priorities contained within the strategy will aim to reduce, deter and prevent all forms of violence and will also seek to reduce anti-social behaviour and other criminality which can disproportionately impact upon certain transgender groups whether that be as victim or perpetrator.*

### **Potential Impacts**

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

*Violence against transgender people is a grave concern, with significant impacts on their safety, well-being, and human rights.*

#### **1. Hate Crimes and Record Highs:**

- *In England and Wales, hate crimes against transgender people reached a record high in the year ending March 2023, with 4,732 recorded incidents—an 11% increase from the previous year.*
- *Comments by politicians and media coverage may have contributed to this rise<sup>13</sup>.*

#### **2. Forms of Violence:**

- *Emotional, Physical, and Verbal Violence: Transgender individuals face emotional, physical, and verbal violence targeted directly at them.*
- *Bullying and Harassment: Trans and non-binary gender adolescents often experience bashing in the form of bullying and harassment.*
- *Risk Factors: Compared to cisgender peers, trans and non-binary youth are at higher risk for victimization, which can lead to substance abuse<sup>14</sup>.*

#### **3. Institutional Discrimination:**

- *Transphobia and Homophobia: Institutional discrimination due to transphobia or homophobia is common.*
- *Hate Crimes: Hate crimes against trans people are frequent, and sometimes inaction by law enforcement leads to tragic outcomes<sup>13</sup>*

#### **4. Differentiation from Gay Bashing:**

- *Unlike gay bashing, anti-trans violence targets the victim's gender identity or expression, not sexual orientation.*
- *Advocates argue that trans bashing should be distinct from violence based on sexual orientation.*

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<sup>13</sup> [Hate crimes against transgender people hit record high in England and Wales | Hate crime | The Guardian](#)

<sup>14</sup> [Violence against transgender people - Wikipedia](#)

- Campaigns against both gay bashing and trans bashing share common causes<sup>13</sup>.
5. Underreporting and Hidden Violence:
- Many incidents go unreported due to fear of revictimization or lack of documentation by law enforcement.
  - Transgender- and disability-based hate crimes are less likely to result in charges compared to other bias-based crimes<sup>13</sup>.

*Whilst the strategy itself will not have a negative impact on people who have had gender reassignment, they may continue to face discrimination and whilst the detection, prevention, and resolution of criminality (especially hate crime) is a matter for the police service, the Community Safety Strategy is designed to support the needs of victims of crime and prejudice.*

#### **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 <sup>15</sup>**

- 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**

33.7% of people aged 16 years and over in Haringey are married or in a registered civil partnership.

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**

#### **Strategic Needs Assessment 22-23**

#### **Serious Violence Duty Needs Assessment 23-24**

#### **Borough Ward Profiles**

#### **Residents survey 2021**

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<sup>15</sup> Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)



## Census 2021

### Feedback from Community Safety and Hate Crime consultation.

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 Community Safety 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 by the strategy.*

### Potential Impacts

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

*It is envisaged that there will be a neutral impact on the target population.*

## 4e. Pregnancy and Maternity

### Note<sup>16</sup>:

- 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 <sup>17</sup>

Live Births in Haringey 2021: 3,376

### Target Population Profile

According to ONS 2021 Teenage pregnancy rates in Haringey have seen a marked decline and are not statistically different to London, although are still a greater value (12,4 per 1,000 versus 10.9) (2021)

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

There are no data sources known in Haringey in relation to pregnancy.

Detail the findings of the data.

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<sup>16</sup> Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

<sup>17</sup> Births by Borough (ONS)

- 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. However, we recognise that incidences of VAWG may intersect with individuals who may be pregnant or protected through maternity status at the time.*

### Potential Impacts

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

*There will be an overall neutral impact on the target population. However, the strategy, in tackling VAWG and providing support to victims, is anticipated to have a positive impact on those individuals who may be protected through the Equality Act on grounds of pregnancy and/or maternity.*

## 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.<sup>18</sup>

### Data

#### Borough Profile <sup>19</sup>

##### 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%

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<sup>18</sup> [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/our-work/anti-discrimination-law/race-discrimination)

<sup>19</sup> Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/census2021)

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

*The Community Safety Stratgey is designed to give equal weight to all race demographics.*

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*

*Strategic Needs Assessment 22-23*

*Serious Violence Duty Needs Assessment 23-24*

*Borough Ward Profiles*

*Residents survey 2021*

*Census 2021*

*Feedback from Community Safet 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?

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, Whiteheart Lane and Seven Sisters, in contrast, a lower prevalence of ethnic minority groups is seen in Muswell Hill, Crouch End, Highgate and Alexandra Park.

Attainment varies substantially both geographically and by Gender and Ethnicity. Attainment is particularly low among black boys and in the Eastern half of the Borough. There are substantial attainment gaps between different demographic groups. Black boys have the lowest attainment of all ethnic and gender groups – 58.9% attained 9-4 in English and Maths, compared to Asian Males who have the highest attainment with 79.5% achieving 9-4 in English and Maths.

Boys have lower attainment scores in almost every Ethnic Group (Asian the exception), and most wards (15 out of 22), though this implies the gap between Genders has closed over time (previously was every ethnicity and ward)

*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. Race is by far the largest strand of recorded hate crimes recorded in 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 issue.*

*Race hate crimes reported to the people are not broken down 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.*

*As outlined in the data, there is a higher proportion of ethnic minority groups located in the east of the borough specifically Northumberland Park, Bruce Castle, Tottenham Hale, Whitehart Lane and Seven Sisters, in contrast, a lower prevalence of ethnic minority groups is seen in Muswell Hill, Crouch End, Highgate and Alexandra Park. This 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.*

*Anecdotally, when conducting the consultation, residents feedback indicated that hesitation in reporting crime to the police was connected to lack of trust and fear of repercussions. This was most prevalent in the east of the borough, with members from the BAME community. In addition, from MOPAC Public Perceptions data,*

when asked if the 'police do a good job in the area' 44% of respondents said yes, this is a decrease in 5% from the previous year.

## Potential Impacts

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

*The impact of race on crime is a complex issue, and it cannot be easily categorised as purely positive, negative, or neutral. The impact of race on crime is multifaceted, influenced by various factors, and it requires nuanced consideration and ongoing research to address disparities effectively<sup>20</sup>.*

*Young black males face disproportionate impacts from violence, particularly in urban areas.:*

1. *Knife Crime in London:*
  - *London has witnessed a surge in violent crime, with 11 fatal stabbings already this year and 76 in the previous year.*
  - *The majority of victims are teenagers, and they are more likely to be targeted after school hours.*
  - *Black Britons, though constituting only 13% of the capital's population, account for almost half of murder victims and suspects.*
  - *This racial disproportionality reflects broader societal failures in nurturing and protecting black boys<sup>21</sup>.*
2. *Systemic Disadvantages:*
  - *Black boys face systemic disadvantages rooted in class and deprivation.*
  - *These issues contribute to the complex causes of violent crime.*
  - *Experts emphasize that addressing this disproportionality requires understanding the realities of growing up in inner-city, deprived communities<sup>19</sup>.*
3. *Education and Policing:*
  - *School Systems: BAME young people, including black boys, are more likely to be hypersurveilled, overrepresented in special education, and referred to and arrested by police within school systems<sup>22</sup>.*
  - *Police Violence: For young black men, lethal force by law enforcement ranks as the seventh leading cause of death. They are at disproportionate risk compared to white men<sup>23</sup>.*

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<sup>20</sup> [Crime and policing - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

<sup>21</sup> [The Real Reasons Why Black Boys Are Falling To Violent Crime In London | HuffPost UK News \(huffingtonpost.co.uk\)](https://www.huffpost.com)

<sup>22</sup> [How school systems make criminals of Black youth | Stanford News](https://www.stanford.edu)

<sup>23</sup> [PolitiFact | Police violence is a leading cause of death for young Black men, but it doesn't top the list](https://www.politifact.com)

- *Unfair Treatment: Concerns persist about unfair treatment of minorities in crime and policing<sup>24</sup>.*

## 4g. Religion or belief

### Data

#### Borough Profile <sup>25</sup>

- 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%
- Sikh: 0.3%

### Target Population Profile

The Community Safety strategy is designed to give equal weight to all race demographics.

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

*State of the Borough 2023*

*Strategic Needs Assessment 22-23*

*Serious Violence Duty Needs Assessment 23-24*

*Borough Ward Profiles*

*Residents survey 2021*

*Census 2021*

*Feedback from Community Safety and Hate Crime consultation.*

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)

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<sup>24</sup> [Crime and policing - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

<sup>25</sup> Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

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 Anti-anti Semitic 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

Local impact from Israel/Gaza 2023:

There were 34 Anti-Semitic 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%)

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 disproportionate focus on for example a particular community at any specific give time especially following a regional, national or global event or 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 priority 4 Increasing trust and confidence.

### Potential Impacts

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

*Crime's impact on people from non-Christian religious backgrounds varies, but there are notable patterns.*

#### 1. Religiously Motivated Hate Crimes:

- *According to the Crime Survey for England and Wales (CSEW), adults with an Asian ethnic group were more likely to be victims of religiously motivated hate crimes than adults of White ethnic group.*

- Hate crimes often target specific religious communities, with Muslims being the most affected<sup>24</sup>.
- 2. *Inter-relationships and Complexity:*
  - While showing simple victimization rates by religious affiliation is valuable, there are strong inter-relationships between religion and other characteristics such as ethnicity, age, and geographic location.
  - These factors influence crime experiences and perceptions<sup>26</sup>.
- 3. *Religious Affiliation and Crime:*
  - Jewish Religion: Membership in the Jewish religion is associated with lower crime rates compared to Christian religious membership as a whole.
  - Among Christians, Protestants tend to have lower crime rates than Catholics<sup>27</sup>.
- 4. *Recorded Hate Crimes:*
  - Police have recorded a surge in hate crimes directed at people in England and Wales due to their religious beliefs.
  - Most religious hate crime (52% of all offenses) is aimed at Muslims<sup>28</sup>.
- 5. *Challenges and Solutions:*
  - Prejudice and Stereotypes: Race, gender, and religion play into social stereotypes that can lead to direct association with certain crimes.
  - Addressing these biases requires awareness, education, and legal protections<sup>29</sup>.

*Whilst the strategy itself will not have a negative impact, individuals based on religious or political beliefs, it is widely acknowledged that people from non-Christian religious backgrounds continue to face discrimination and whilst the detection, prevention and resolution of criminality is a matter for the police service, the Community Safety Strategy is designed to address the needs of those facing both overt and subtle forms of discrimination, aiming to tackle any existing inequalities and therefore positively impacting them*

## 4h. Sex

### Data

#### Borough profile <sup>30</sup>

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<sup>26</sup> [Religion and crime in England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

<sup>27</sup> [Religiosity and Criminality: Evidence and Explanations of Complex Relationships on JSTOR](#)

<sup>28</sup> [Religious hate crimes: Rise in offences recorded by police - BBC News](#)

<sup>29</sup> [Religion and Incarceration in the U.S. — Dialogue Institute](#)

<sup>30</sup> Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)



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

## Target Population Profile

In Haringey there is a relatively equal gender split of males 51.8% to females 48.2%.

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*

*Strategic Needs Assessment 22-23*

*Serious Violence Duty Needs Assessment 23-24*

*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?

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.

Local data concerning sex and hate crime is not available, so unclear to understand who is impacted more.

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. It is important to note however, that Women and girls will receive explicit support through the violence against women and girls 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).

*There are variations in the experiences of men and women within the criminal justice system and it is important to recognise that this can either be positive, negative, or neutral dependent upon the circumstances. Further monitoring will be undertaken to understand the complexities and potential areas for improvement.*

*It is important to note that gender and sex are different under the law and gender is not a protected characteristic under the Equalities Act. The following data relates to the impact of crime on males and females which can play a significant role in how crime impacts individuals.*

#### 1. Victimization Rates:

- *In the year 2019/20, there was **no significant difference** between men and women in the likelihood of experiencing crime.*
- *However, men were more likely than women to experience violent crime.*
- *The risk of being a victim of crime was **greater** for people from ethnic minority backgrounds<sup>31</sup>.*

#### 2. Crime Types and Gender:

- *Men: Historically, men have been more involved in criminal behaviour across societies and eras.*
  - *They commit more crimes overall, across various categories.*
  - *Violent crimes are more common among men.*
- *Women: While women commit fewer crimes, they are not immune to criminal behaviour.*
  - *Their involvement tends to be less frequent and often related to property offences or fraud.*
  - *Gender-specific crimes, such as prostitution, also impact women disproportionately<sup>32</sup>.*

#### 3. Criminal Justice System:

- *Arrests: Men constitute a **majority** of those arrested.*
- *Prosecutions: A higher percentage of men are prosecuted.*

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<sup>31</sup> [Statistics on Women and the Criminal Justice System \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

<sup>32</sup> [Gender and Crime | Encyclopedia.com](https://www.encyclopedia.com)

- *Prison Population: Approximately 95% of people in prison are male, with women making up only 5% of the total prison population<sup>4</sup>.*
- 4. *Social Factors and Gender Roles:*
  - *Socialization: Gender norms and roles influence criminal behaviour.*
  - *Opportunities: Men and women may have different opportunities for criminal involvement.*
  - *Stigma: Societal expectations and stigma can affect reporting and perceptions of crime.*

## 4i. Sexual Orientation

### Data

#### Borough profile <sup>33</sup>

- 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

Haringey has the sixth largest gay and lesbian population of all London boroughs (5.63%) and is above the London mean (3.1%).

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

### Strategic Needs Assessment 22-23

### Serious Violence Duty Needs Assessment 23-24

### Borough Ward Profiles

### Residents survey 2021

### Census 2021

### Feedback from Community Safer and Hate Crime consultation.

Detail the findings of the data.

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

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<sup>33</sup> Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgenderidentity)

Based on 2020 mid-year estimates, Haringey's gay, lesbian and bisexual community consists of over 8,900 gay and lesbian residents aged 16+, and over 4,400 bisexual residents aged 16+. LGBT residents are more likely to experience hate crime or homelessness.

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

25% of youth homeless in Haringey are LGBT.

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.

### Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).
- *Hate Crimes and Violence:*
  - *A 2017 report by Stonewall revealed that one in five LGBTQ+ people experienced a hate crime or incident due to their sexual orientation or gender identity in the last 12 months<sup>34</sup>.*
  - *Anti-LGBTQ+ violence or abuse remains a serious issue, affecting mental well-being and overall safety.*
- *Statistics and Trends:*
  - *Long-Standing Trend: LGBTQ+ individuals are four times more likely to experience violence than their straight counterparts.*
- *Challenges and Solutions:*
  - *Visibility and Acceptance: While progress has been made, challenges persist due to discrimination, stigma, and prejudice.*
  - *Legal Protections: Advocacy for stronger legal protections against hate crimes is crucial.*
  - *Community Support: Building understanding, fostering empathy, and creating safe spaces are essential for LGBTQ+ individuals.*
- *Positive Outcomes:*
  - *Recent cases demonstrate progress:*
    - *In a West Midlands case, a defendant who committed a homophobic crime faced justice with an increased sentence.*
    - *In a London South case, a defendant's transphobic assault led to imprisonment due to the nature of the offence<sup>35</sup>.*

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<sup>34</sup> [Significant Rise In Anti-LGBTQ+ Hate Crime Since 2015 | EachOther](#)

<sup>35</sup> [Tackling hate crime against the LGBT+ community | The Crown Prosecution Service \(cps.gov.uk\)](#)

*Whilst the detection, prevention and resolution of crime is a matter for the police the impact of the strategy will be positive on this group and is designed to target support to those individuals and or increase trust in policing among communities experiencing both visible and hidden abuse to address any inequality.*

## 4j. Socioeconomic Status

### Data

#### Borough profile

#### Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023<sup>36</sup>
- 19.6% of residents were claiming Universal Credit as of March 2023<sup>37</sup>
- 29.3% of jobs in Haringey are paid below the London Living Wage<sup>38</sup>

#### Educational Attainment

- Haringey ranks 25<sup>th</sup> out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)<sup>39</sup>
- 3.7% of Haringey's working age population had no qualifications as of 2021<sup>40</sup>
- 5.0% were qualified to level one only<sup>41</sup>

#### Area Deprivation

Haringey is the 4<sup>th</sup> 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.<sup>42</sup>

#### Target Population Profile

In 2021/22, 33% of people in the borough lived in households with an income of less than 60% the UK median after housing costs have been subtracted.

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

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<sup>36</sup> ONS – [ONS Claimant Count](#)

<sup>37</sup> DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

<sup>38</sup> 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](#)

<sup>39</sup> DfE – [GCSE attainment and progress 8 scores](#)

<sup>40</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

<sup>41</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

<sup>42</sup> IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

Strategic Needs Assessment 22-23  
Serious Violence Duty Needs Assessment 23-24  
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?

According to ONS data 32.3% of people aged 16 years and over in Haringey are economically inactive.

35% of children in the borough lived in households with an income of less than 60% the UK median after housing costs have been subtracted in 2021/22. This was around the same as the average London Borough.

In Haringey, 19.2% of residents were estimated to be earning below the Living Wage in 2022. This was around the same as the average London Borough.

3.6% of adults in the borough had no recognised qualifications in 2021. This was better than the average London Borough.

Haringey owed 0.45 per 1,000 households a main homelessness duty in 2022 Q4, around the same as the average London Borough.

In and 2023 there were 15.9% of working-age residents of Haringey on out-of work benefits. worse than the average London Borough.

There were 3.91 repossessions by county court bailiffs per 1,000 in Haringey in 2022 Q2 - 2023 Q1, worse than the average London Borough.

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 as well as anti-social behaviour with the highest volume of ASB taking place in the east of the borough. 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 beneficial to concentrate resources on residents in this area rather than the West, which has a higher proportion of non-ethnic minority groups.

It's worth noting that there is a strong correlation between poverty and hate crime. Studies have shown that states with more income inequality are more likely to have higher rates of hate incidents per capita. Results of the consultation inferred that people who live in more deprived East of the borough experienced hate crime more often than those in the more affluent West. However, it's important to note that poverty does not cause crime, nor does it imply that poor people commit more crimes.

## Potential Impacts

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

*Socioeconomic factors significantly impact crime rates, with poverty, unemployment, inequality, and other related factors playing a central role. Understanding this relationship is crucial for developing effective crime prevention strategies that address the root causes of criminal behaviour<sup>43</sup>.*

### 1. Poverty and Crime:

- *Poverty is a significant predictor of criminal involvement.*
- *Economic desperation can lead individuals to engage in illegal activities to meet basic needs.*
- *Lack of opportunities and limited access to education and employment contribute to criminal behaviour.*

### 2. Unemployment:

- *High unemployment rates correlate with increased crime rates.*
- *Joblessness can lead to frustration, hopelessness, and a sense of exclusion, pushing some individuals toward criminal acts.*

### 3. Inequality:

- *Income inequality within a society affects crime rates.*
- *Relative deprivation—feeling worse off compared to others—can lead to resentment and criminal behaviour.*
- *Visible disparities between rich and poor neighbourhoods often result in higher crime rates in economically disadvantaged areas.*

### 4. Education:

- *Low educational attainment is associated with criminal involvement.*
- *Education provides skills, opportunities, and social integration that reduce the likelihood of criminal behaviour.*

### 5. Access to Resources:

- *Unequal access to resources such as healthcare, housing, and social services impacts crime rates.*

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<sup>43</sup> **Socioeconomic factors significantly impact crime rates**, with poverty, unemployment, inequality, and other related factors playing a central role. [Understanding this relationship is crucial for developing effective crime prevention strategies that address the root causes of criminal behavior<sup>1</sup>.](#)

- *Marginalized communities face barriers to accessing support systems, leading to vulnerability.*
- 6. *Neighbourhood Environment:*
  - *Disadvantaged neighbourhoods with deteriorating infrastructure, limited recreational spaces, and high crime rates foster criminal activity.*
  - *Social disorganisation theory suggests that neighbourhood conditions influence crime<sup>44</sup>.*
- 7. *Health and Substance Abuse:*
  - *Health disparities affect crime rates. Mental health issues, substance abuse, and addiction contribute to criminal behaviour.*
  - *Drug-related crimes often occur in economically deprived areas.*
- 8. *Social Cohesion and Trust:*
  - *Strong social bonds within a community reduce crime.*
  - *Economic instability erodes trust and cohesion, leading to increased criminal activity.*
- 9. *Policy Implications:*
  - *Effective crime prevention strategies should address socioeconomic factors.*
  - *Investment in education, job creation, and poverty reduction can mitigate crime.*
  - *Community-based programs that empower marginalized groups are essential.*

*Whilst the detection, prevention and resolution of crime is a matter for the police it is expected that the strategy will yield positive outcomes for all groups characterised by a socio-economic issue. The inclusive nature of the strategy aims to benefit a diverse range of individuals, through targeting community safety interventions to key areas of need and working with those communities to foster a more supportive, safer, and equitable environment.*

## **5. Key Impacts Summary**

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

It is expected that the Community Safety Strategy will yield positive outcomes for all groups characterised by a protected characteristic. The inclusive nature of the strategy aims to benefit a diverse range of individuals, fostering a safer more supportive and equitable environment.

### **5b. Intersectionality**

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.

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<sup>44</sup> [Social Disorganization Theory - Sociology - Oxford Bibliographies](#)



- 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 crime and anti-social behaviour 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 queer or trans and is also Black or Muslim may face heightened discrimination and prejudice, thereby increasing their susceptibility to experiencing a crime.*

*A young black male, living in a single parent household in the east of the borough in overcrowded housing conditions with historical familial unemployment and lack of educational attainment is more likely to become involved in crime and or become a perpetrator or victim of violence.*

### **5c. Data Gaps**

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this.

Limited data is currently available on Transgender groups within the borough. Recognising that Transgender identity is one of the five protected characteristics under hate crime law.

It is also recognised that many crimes are under reported for example low level sexual harassment, common assault, domestic abuse as well as many other crimes. Similarly, for hate crime, each incidence of it may be reported under multiple categories based on the characteristics of the victim and therefore specific data is relatively difficult to obtain for each category of hate crime. This might lead to skewed or gaps in data.

The Community Safety Strategy and associated action plans seeks to actively prioritise engaging and encouraging reporting and working with all communities to ensure their ongoing input and involvement to address some of the barriers to reporting they may face. Through targeted support, encouraging reporting and trust in policing, it is anticipated that the strategy would help to practically address the disproportionate impact on particular communities, despite the existing data gaps.

## **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 aims to eliminate occurrence of direct or indirect discrimination against any group possessing the relevant protected characteristic.*

*Moreover, the strategy aims to enhance equality of opportunity among groups with and without the relevant protected characteristic, especially concerning the reporting of crime and thereby improve relations between those groups. 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 evidence-based and robust and with no anticipated 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 Y/N

*Not Applicable.*

**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 Community Safety Strategy will be contained within the associated action plan. The action plan will be subject to annual review at the Community Safety Partnership Board and as the work evolves over the lifetime of the Strategy and if we are made aware of any potential negative impacts, these will be addressed via the appropriate governance structures.*

Lead officer: **Joe Benmore**

Timescale: **Annual**

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:

**Not Applicable**

## **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 governed by the Haringey Community Safety Partnership Board. Data required includes demographic information on victims and perpetrators, incident types, and community-specific impact. This information will be gathered via Mayors Office for Policing and Crime (MOPAC), MOPAC Violence Reduction Unit (VRU), Home Office, MPS intelligence and crime reports, partnership working and feedback from the community when delivering engagement sessions. The data will be analysed regularly, and will be published at various political, corporate governance boards including quarterly reviews via the Community Safety Partnership Board to promptly address emerging trends or concerns.*

Date of EQIA monitoring review:

March 2025

## 8. Authorisation

EQIA approved by (Assistant Director/ Director)

**Eubert Malcolm**

Date

**20/02/2024**

## 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.