

EQUALITY IMPACT ASSESSMENT

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

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

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

Stage 1 – Screening

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

Stage 2 – Full Equality Impact Assessment

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

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

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

1. Responsibility for the Equality Impact Assessment

Name of proposal	Community Safety Strategy
Service area	Council-wide
Officer completing assessment	Ian Kershaw/Hugh Smith
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	June 2019
Director/Assistant Director	Stephen McDonnell, Director for Environment and Neighbourhoods

2. Summary of the proposal

Please outline in no more than 3 paragraphs

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

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

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

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

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

The strategy is being presented to Cabinet in February 2019.

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

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

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

Identify the main sources of evidence, both quantitative and qualitative, that supports your

analysis. Please include any gaps and how you will address these

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

Protected group	Service users	Staff
Sex	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Gender Reassignment	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Age	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Disability	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Race & Ethnicity	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Sexual Orientation	Police crime reports, third party reporting, resident consultation, 2011 census, ONS Integrated Household Survey	N/A
Religion or Belief (or No Belief)	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A
Pregnancy &	Police crime reports, third party	N/A

Maternity	reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment, NHS.	
Marriage and Civil Partnership	Police crime reports, third party reporting, resident consultation, 2011 census, Haringey Community Safety Partnership Strategic Assessment.	N/A

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

Explain how you will overcome this within the proposal.

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

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

Sex

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

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

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

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

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

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

to 11% of men.

Gender Reassignment

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

Age

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

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

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

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

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

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

Disability

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

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

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

Race and Ethnicity

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

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

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

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

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

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

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

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

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

Sexual Orientation

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

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

Religion or Belief

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

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

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

Pregnancy and Maternity

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

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

Marriage and Civil Partnership

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

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

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

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

Further information on consultation is contained within accompanying EqIA guidance

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

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

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

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

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

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

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

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

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

We understand from our consultation violence against women and girls can take place regardless of gender, class, income levels, ethnicity, faith, ability, sexuality or age although some people are at greater risk of some of the forms of violence including disabled women, young women, LGBT women and men and older women. Our strategy recognises and addresses this disproportionality.

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

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

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

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

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

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

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

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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2. Gender reassignment *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

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

one they were assigned at birth.

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

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

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

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

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

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

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

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

Our data analysis indicates that BAME individuals, and individuals from Black communities in particular, are over-represented among both victims and suspects of crime in Haringey as well as the residents of communities most affected by crime and anti-social behaviour. Young black people are also known to be particularly over-represented among victims of

violent crime and exploitation. The Community Safety Strategy aims to reduce crime, tackle exploitation, and prevent victimisation, and so it can be expected that it will have a positive impact with regard to this protected characteristic.

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

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

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

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

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

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

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

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

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

overall impact of this proposal on this protected characteristic)

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

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

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

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

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

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

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

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

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

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

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

- **Could the proposal result in any direct/indirect discrimination for any group**

that shares the relevant protected characteristics?

- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?

This includes:

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

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

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

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

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

Outcome	Y/N
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. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

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

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Not applicable	Not applicable	Not applicable	Not applicable
<p>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</p>			
Not applicable			
<p>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</p>			
<p>We will monitor the success of our strategy and its positive equalities impact through our annual strategic assessment and user consultation including annual measures of confidence and satisfaction and fear of crime.</p>			

7. Authorisation	
EqlA approved by (Assistant Director/ Director)	Date

8. Publication
<p><i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i></p>

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