

**London Borough of Hackney
Equality Impact Assessment Form**

Title of this Equality Impact Assessment:

Serious Violence Duty Strategy 2024 to 2027 (SVDS)

Purpose of this Equality Impact Assessment:

To ensure that the Serious Violence Duty Strategy 2024 to 2027 complies with the Human Rights Act 1998, Equality Act 2010 as well as internal Hackney policy and procedure.

Officer Responsible: (to be completed by the report author)

Name: Maurice Mason	Ext: 07723615998
Directorate: Climate Homes and Economy	Department/Division: Community Safety, Enforcement and Business Regulations.

Service Head : Gerry McCarthy

Date: 2/1/2024

Comment : This Equality Impact Assessment supports the implementation of the Serious Violence Duty Strategy 2024 to 2027.

1

PLEASE ANSWER THE FOLLOWING QUESTIONS:

STEP 1: DEFINING THE ISSUE

1. Summarise why you are having to make a new decision

To ensure that the Serious Violence Duty Strategy 2024 to 2027 (SVDS) supports all of our diverse communities who call on our services following a report of serious violence.

It is important to remember that under the Equality Act 2010 protected characteristics are defined as:-

- race
- religion or belief
- Sex and sexual orientation
- transgender identity
- disability
- age
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity

The Community Safety Partnership's response to serious violence is intrinsically linked to trust and confidence in Policing. We already know that young black men are four times more likely than their white counterparts to be stopped and searched. Whilst youth related knife crime is reducing in Hackney, we have a collective responsibility to ensure that the interventions that we provide are unbiased and enhance community confidence.

It must be stressed that the majority of serious violence crimes occur in residential premises as a consequence of domestic abuse, which is predominantly committed against women by male perpetrators. Therefore, the service we provide through our Domestic Abuse Intervention Team needs to be bespoke to the needs of the survivors.

In terms of the night time economy, hate crime perpetrators and victims are, in the main, under 25 years old. Again our strategy is focused on the sharing of partnership data to inform operational resource deployments that are predicated on prevention, diversion and enforcement.

The SVDS will cross cut with the work of the police-led Trust and Confidence in Policing action plan together with the work of the Young Futures initiative and the Living in Hackney process. It is our intention that community groups are able to shape the delivery of the SVDS whilst being in a position to provide feedback to community safety partners to ensure that the SVDS is implemented with the support of the communities we serve.

2. Who are the main people that will be affected?

Hackney has an outstanding track record of working in partnership to reduce serious violence. It has also implemented an effective governance structure to improve trust and confidence in Policing. The SVDS is therefore a consolidation of existing working practices in Hackney.

The SVDS is borough-wide and will therefore directly affect victims, survivors and perpetrators of serious violence together with professional stakeholders and community groups working in this sphere.

The SVDS does is not intended to act in a bias way and will defer to the Community Safety Statutory Officer Group, Young Black Men's initiative, Young Future Commission and other community groups to ensure that the SVDS is delivered in a way that is balanced, fair and complies with our commitments to fairness for all.

STEP 2: ANALYZING THE ISSUES

3. What information and consultation have you used to inform your decision making?

In preparing the the Serious Violence Duty Strategy 2024 to 2027 the Council has undertaken the following consultation:-

- An analysis of the Hackney Residents Survey 2022.
- Violence against Women and Girls survey 2022.
- Safer Young Hackney consultation through the Young Future Commission, Youth Parliament and Young Black Men's Meeting.
- Late Night Level Board and Hackney PubWatch Schemes.
- Hackney Safer Neighbourhood Board (SNB). The Serious Violence Duty Strategy was an agenda item at the SNB meeting attended by a variety of

- community representatives including, Ward Panel Chairs, Shomrim, Community LGBTQI Plus, Police, Neighbourhood Watch, Victim Support.
- Hackney CVS- LGBTQI plus forum. This was taken to the LGBTQI forum and the HCVS representative and feedback provided to inform the strategy.
 - A Community event attended by key community stakeholders and Councillors. Representation was from a cross section of our diverse communities in Hackney. This event was held within Hackney Town Hall and attended by representatives from all of our diverse communities. This event was primarily focused on scrutinising the Serious Violence Duty with improvement in mind.
 - The Hackney Shomrim were consulted via the President of Shomrim taking the document to the Shomrim Forum and providing them with the opportunity to feed back any areas suitable for amendment.
 - The Hackney Advisory Round Table was consulted with by our Prevent Programme Officer and feedback provided.
 - Hackney Policy and Strategy Group. The SVDS 2024 to 2027, was an agenda item at the Policy and Strategy Group and all members were given the opportunity to provide amendments to the document.
 - Hackney Community Safety Statutory Officers Group. The Serious Violence Duty was agreed at the meeting on 11th October, 2023.
 - Muslim Communities via our North London Mosque network were consulted at the SNB and during the Hate Crime Community event.
 - Hackney Women's Safety in Hackney Consultation Report – 2022.

Equality Impacts

4. Identifying the impacts

4 (a) What positive impact could there be overall, on different equality groups, and on cohesion and good relation

Serious Violence has a devastating effect on victims, survivors and communities. The SVDS will have the following positive effects:-

- Reductions in Serious Violence victims.
- Enhanced and coordinated service delivery for survivors and victims of serious violence.
- Close monitoring of disproportionately in Policing.
- Enhanced community involvement in shaping the SVDS and the partnership response.
- Diversion and prevent interventions that work to prevent serious violence rather than to respond to incidents in a reactive way.
- Continued use of out of court disposals for young people.
- Enhanced levels of trust and confidence in policing.
- Limited impact on staff as the work is already in existence.

4 (b) What negative impact could there be overall, on different equality groups, and on cohesion and good relations?

Where you identify potential negative impacts, you must explain how these are justified and/or what actions will be taken to eliminate or mitigate them. These actions should be included in the action plan.

Whilst the SVDS provided enhanced partnership collaboration to prevent serious violence a key strand of the SVDS is enforcement. In Hackney Police enforcement interventions can

produce disproportionality in stop and search and the police use of force particularly between black and global majority and white residents.

To minimise disproportionality the SVDS governance structure will be open to scrutiny for Living in Hackney, Community Safety Statutory Officers Group, Hackney Young Futures and other established community groups with the aims of identifying discrimination at an early stage and providing remedial action to eradicate its impact.

STEP5: REACHING YOUR DECISION

5. Describe the recommended decision

It is recommended that the SVDS 2024/2027 is approved together with this Equality Impact Assessment.

STEP 6 DELIVERY – MAXIMISING BENEFITS AND MANAGING RISKS

6. Equality and Cohesion Action Planning

No	Objective	Actions	Outcomes highlighting how these will be monitored	Timescales / Milestones
1	To minimise disproportionality in the Police use of their Powers	1) Disproportionality data will be monitored at a variety of Trust and Confidence in Policing Boards through to the Community Safety Statutory Officers Group and Living in Hackney Scrutiny process.	An improvement in Trust and Confidence in Policing figures 2024/25 in comparison with 2023/24.	During 2024/25.

2				
3				
4				
5				