

Equality Analysis (EA)

Financial Year
2015/16

Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose

(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)

See Appendix
A

Current decision
rating



Ending Groups, Gangs and Serious Youth Violence Strategy

This equalities impact assessment is on the new Ending Groups, Gangs and Serious Youth Violence (EGGSYV) Strategy.

The (EGGSYV) Strategy is the borough's first strategy for tackling groups, gangs and serious youth violence (GGSYV). It places the local authority in a strategic, co-ordination and leadership role through a strong partnership focus with the aim of reducing the harm caused by GGSYV. The strategy calls for early identification and prevention; using the Family Wellbeing Model), and is underpinned by a safeguarding approach. It sets out a number of associated abuse in the context of gangs operating:

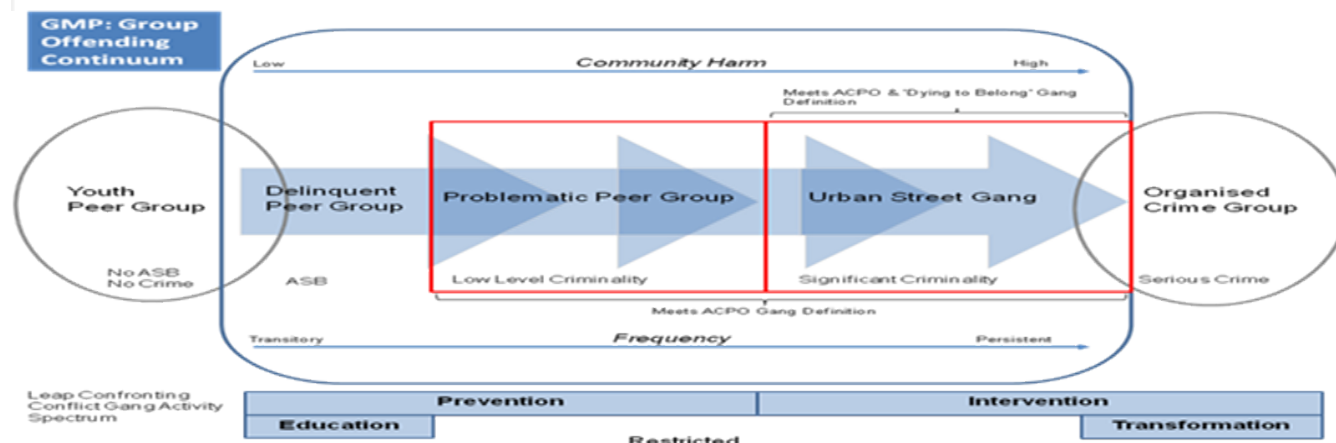
- Gender based violence, including sexual exploitation of women,
- Child sexual exploitation – of boys and girls; this is also recognised as a form of violence against women and girls;
- Alcohol and Substance misuse;
- Challenges associated with the radicalisation and extremism of some young people;

We also recognise that hate crime can happen in the context of group offending and as such will look to extend our monitoring arrangements to include the monitoring of hate crime in the context of group offending, this will enable us to respond to any emerging issues.

The associated abuse in addition to the definition of gangs as applied by the Home Office using the Group Offending Continuum () gives us a working definition which allows the recognition of the complexities of the risks and impacts of gangs operating. For some people the definition of 'gangs' in every day discourse is usually reference to the more visible 'peer group' description on the continuum but is also used interchangeably to describe those at the more serious end of GGSYV. It is not helpful to use a single description of gang as it gives credence to a status that would otherwise not be afforded and can in itself perpetuate the situation, it does not, in a helpful way justify who is and who isn't in a 'gang'.

We know from the work we do with young people at risk or involved in gangs and serious youth crime that the GGSYV continuum of involvement can be very broad, very fluid and behaviour can change over time. As such our approach to tackling the issue needs to vary in the range of interventions and be fluid enough to change with pace and time and to be able to work with those at the different ends of the continuum -from young children affected by GGYSV in the home to those involved in more serious crime. It also enables us recognise that victims can be perpetrators of offence and the perpetrator can also be a victim. The continuum serves a useful purpose in recognising that there are different levels of involvement in GGSYV and we can shape our response accordingly.

Diagram A – Group Offending Continuum



Historically, GGSYV has not been a significant issue but over the years has grown as an issue of concern for the community and for politicians, particularly with the increased use of knives in violent assaults.

The strategy has been widely consulted on with partner agencies and seeks to put in place, strong strategic leadership and an operational lead with the overall aim to improve co-ordination and partnership focus. It has been developed in consultation with the following Boards in addition to practitioners and teams and individual specialists:

- Community Safety Partnership Board
- Local Safeguarding Children's Board
- Children and Families Partnership Board
- Tower Hamlets Housing Anti-social Behaviour Forum
- Health and Wellbeing Board
- Learning Disabilities Partnership Board
- Family Wellbeing Model Steering Group

The EGGSYV Strategy is a three year strategy with an ambitious one year action plan set to be delivered in 2015/16 and refreshed for 2016/17. The delivery of the strategy will be supported by an EGGSYV Co-ordinator and a Strategic Action Group.

Aim and Principles

The aim of the Tower Hamlets Partnership is to reduce the harm caused by groups, gangs and serious youth violence and its associated forms of abuse. This requires a strong partnership approach as the issues cannot be tackled by one agency alone.

This strategy will place a strong strategic, co-ordination and leadership role on the local authority which will work closely with the delivery plans for all safeguarding strategies with a focus on safeguarding children, young people and families by driving effective data and intelligence sharing and effective identification and support interventions – through a strong partnership commitment.

Our intention is that that the GGSYV strategy should ensure that the support needs of young people and families affected by GGSYV or at risk of being afflicted by the GGSYV and its associated abuse are clearly identified and supported and that data is used proactively to address the issues affecting individuals and communities in the context of gangs operating.

Objectives

1. To strengthen the partnership focus and delivery of the work to tackle GGSYV;
2. To create a shared understanding of the nature and impact of abuse associated with GGSYV and improve identification and monitoring of those at risk of harm from GGSYV by ensuring a consistent approach across agencies;
3. To create a shared understanding of how professionals working with vulnerable children and families affected by GGSYV;
4. To work collaboratively with information and data sharing to proactively disrupt or address the impact of GGSYV and its forms of associated abuse and offer better protection to those at risk taking whole family approach;
5. To establish information sharing arrangements to create a clear picture of the prevalence of GGSYV and its associated abuse in Tower Hamlets and use this to inform JSNA and influence commissioning intentions;

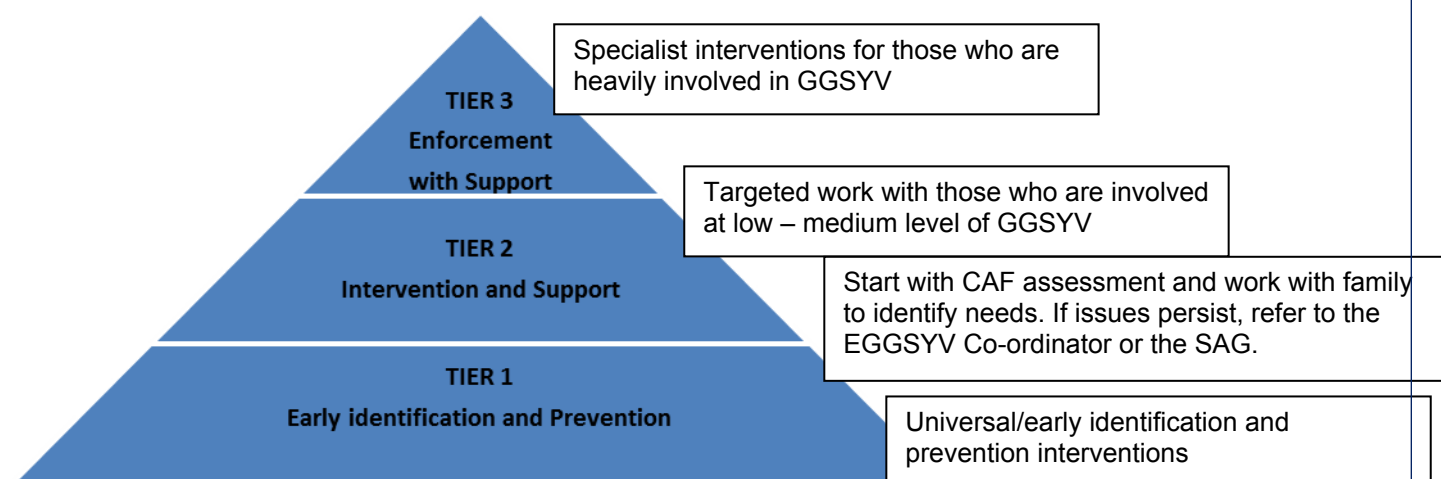
Our approach will focus on intelligence and data sharing, early identification and prevention, intervention and support and enforcement delivered through a strong leadership and Partnership approach.

The EGGSYV Strategy approach and delivery is set out across four key areas:

1. Intelligence and data sharing
2. Early identification and prevention
3. Interventions and support
4. Enforcement and support

Using the Family Wellbeing Model

The overall aim of Tower Hamlets' Family Wellbeing Model is to safeguard and promote the welfare of children, young people and families (Section 10 of the Children Act 2004), it is a partnership model which illustrates how we will respond to children and young people across three levels of need – universal, targeted and specialist – and the model describes services as falling into these three levels of support. The Family Wellbeing Model will ensure the risk factors and access to GGSYV related interventions are clearly identified. There are a number of referral routes and therefore measures for outcomes – these need to be given further consideration as to which is best fit for the purposes of tackling GGSYV, this will be directed through the review of our existing Family Wellbeing Model.



Other areas of work which will bring about positive impact on those involved or at risk of

involvement in GGSYV include the below:

- Improving data and intelligence sharing;
- Delivering specific interventions in schools and for parents to support young people and families;
- Establishing a common set of risk factors for GGSYV and its associated abuse to improve understanding and community and practitioners response to GGSYV;
- Applying a consistent approach across agencies to improve identification, support planning and monitoring of those at risk of harm;
- Mapping interventions to ensure clear referral pathways;
- Agreeing a single form to use across agencies for making referrals which allows outcomes to be measured;
- Using the legal powers across the agencies to take a creative approach to enforcing GGSYV

The impact of all these areas is to improve our approach across agencies to address GGSYV. Better professional understanding of risks and interventions, consistency across agencies, clearer pathways for accessing services will have a positive impact on all users. Once we have arrangements in place for collecting and reviewing data on GGSYV, we will be better placed to analyse the impact and to influence commissioning intentions of local services.

Ending GGSYV Co-ordinator

As part of our commitment to addressing GGSYV, we will recruit an Ending GGSYV Co-ordinator managed by Service Head for Children's Social Care whose primary role will be to:

- Implement the GGSYV Strategy as directed by the Strategic Action Group
- Ensure the contributions of all partners to tackling GGSYV is co-ordinated and works effectively;
- Ensure the collaborative use of data;
- Be the single point of contact for GGSYV;
- Work across existing forums such as MASE and develop new initiatives;
- Work closely with other safeguarding leads such as MASE ;
- Act as the Pan-London cross boarder local authority link

Additionally, the GGSYV Co-ordinator will have functional links to Service Managers for Troubled Families and Youth Offending Team.

Strategic Action Group

To ensure strong leadership on the issue of GGSYV, we will identify a senior local authority lead responsible for reducing the harm caused by GGSY and its associated abuse and set up a Strategic Action Group the key purpose of which will be to:

- Bring together and use data and intelligence collaboratively for the purposes of profiling GGSYV, including identifying hot-spots, victims and offenders, activity, group offending and drivers of GGSYV and use this to proactively address GGSYV for the purposes of commissioning and service design;
- Use sources of data and intelligence collaboratively to identify groups, individuals and families in need of support and intervention and ensure co-ordinated delivery and management of complex cases;
- Be the base for strong links to the Police, Community Safety, Health, Youth Offending, Registered Social Landlords, ESCW Social Care staff, CAMHS Staff, Clinical Commissioning Group and Public Health;
- Drive the delivery of the GGSYV Strategy Action plan ;

Arrangements for delivery of the strategy

The implementation of the EGGSYV strategy will be placed with the local authority lead responsible for reducing the harm caused by GGSYV and driven by the Strategic Action Group. The work of this strategy is well aligned with Troubled Families and the Strategic Action Group will operate as a sub-group of the Troubled Families Board reporting quarterly on operational matters. The implementation of the action plan and the work of the Strategic Action Group will be reported to the Community Safety Partnership Board as part of the governance arrangements.. The action plan itself will be reviewed every quarter by the Strategic Action Group.

Conclusion - To be completed at the end of the Equality Analysis process

(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)

Based on the findings of this Equalities Impact Assessment, the EGGSYV Strategy has been assessed to have a positive impact on community groups. The Strategy will strengthen our approach to co-ordination and delivery, the changes it seeks to put in place will help to improve the identification, monitoring and support for those vulnerable to GGSYV or already involved.

Name: Nasima Patel
(signed off by)

Date signed off: July 2015
(approved)

Service area:
Children’s Social Care

Team name:Head of Children’s Social Care
Service manager: Nasima Patel

Name and role of the officer completing the EA:
Jebin Syeda, Strategy Policy and Performance Officer

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

Indicators of prevalence along the Group Offending Continuum¹

<p>Youth Peer Group Almost one quarter (24.3%) of all LBTH residents are under 20 years of age</p> <p>Levels of child poverty are significant across the borough</p> <p>34.8% of all households in the borough, have fewer rooms than required</p>	<p>Delinquent Peer Group ASB crime rate is ranked as high December 2014 – 929 crimes - 3.66 rate* November 2014 1274 crimes - 5.01</p> <p>*a rate of that crime per 1,000 head of population</p>	<p>Problematic Peer Group Youth Service A&E data: largely 16-19 year olds with knife wounds/facial injuries, predominantly male</p>	<p>Urban Street Gang There are currently two gangs which are most active, with increased activity from other gangs periodically</p> <p>Almost 50% of violence against the person with substantive outcomes offences are committed by Asian or Asian British (2013/14) – this group make up 65.5% of the population of 10-17 year olds (2011 Census) A Thematic Review is underway to better understand causal factors and to develop local responses to serious offences.</p> <p>Drugs offence and violence against the person are the top two reasons for substantive outcomes, nature of violence is intensifying and is a major concern for frontline workers.</p> <p>Violence against youths has increased by 16.5% (339 in 2013 and 395 in 2014)</p> <p>Pre/out of court referrals for females involving violence against the person shows increase in referrals: 2011/12-13, 2012/13-15, 2013/14-14, 2014/15-19</p>	<p>Organised Street Gang At January 2015 there were 158 individuals on the Police Gangs Matrix, only 1 is Female, 38 of these are 17 years or under.</p>
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- We have one of the highest rates of reported domestic violence incidents across the 32 London boroughs;
- 97% are reported as crimes against women;
- In the period 2011-2012, the Police received 6625 reports of domestic violence;
- High risk referrals to the Tower Hamlets Multi-Agency Risk Assessment Conference (MARAC) have increased year on year, such that 2011-12 will see around three times as many high risk cases being referred as in 2008-09;
- Domestic abuse and incidents of violence (against women) currently accounts for a high proportion of referrals to LBTH Children's Social Care and is a key child protection issue for the borough.

Child Sexual Exploitation

An independent review of child sexual exploitation is being undertaken in Quarter one of 2015/16 and this will provide further information on this area. Tower Hamlets has had a Multi-agency intelligence sharing group which has existed for about 10 years, this has tracked and brought to attention about 70 girls and/or young women that have been of concern in any one year as victims of CSE, and there are also a small number of boys and young men who are known to us.

Of the cases that are known to us, family problems and substance misuse appears to be a key feature of these cases. Recent local data set shows 5 of the 7 cases where a Child Sexual Exploitation strategy was discussed were also discussed as gone missing or absent. Of these 5, four were also Looked After Children. We want to ensure we are capturing Looked After Children and children going missing status within our data sets to ensure better information on these vulnerable groups to improve identification and co-ordination of service delivery in meeting their needs. The Strategy seeks to ensure Looked After Children and children going missing are identified in the context of GGSYV through the monitoring arrangements to allow for better and proactive interventions to reduce the risk of harm associated with GGSYV for this particularly vulnerable group.

We have very little information locally about the prevalence of boys as victims of CSE but there is local and national recognition of this vulnerable group. We are hearing more from boys who describe being victims of gang affiliated CSE, both as a victim of rape and forced sexual activity and as a 'victim' who is made to take part in gang initiation activity which can involve perpetrating sexual assault on others because deviating from gang expectations has dire repercussions for them. The common practice framework the strategy seeks to put in place will ensure that gender specific needs are identified to enable better identification and support planning.

We are in the early stages of developing a data base through the CSE Steering Group which will enable us to collect and report on CSE case and look at a range of issues including GGSYV and this will include reporting by the equalities categories as per the Equality Act 2010.

Radicalisation and extremism

The Counter Terrorism Local Profile (CTLP) places Tower Hamlets as a high risk area alongside its neighbouring boroughs. Locally, we have seen a small number of arrests under the Terrorism Act and extremism is becoming an increasing concern. Whilst involvement in radicalisation and extremism is different from the accepted definition of gangs, we recognise that offenders may seek alternative lifestyles as an escape from criminality. In this context, involvement in GGSYV and radicalisation has crossovers in the work we do across safeguarding and crime prevention. This strategy recognises this as both a safeguarding and crime prevention issue and as such will look to ensure all staff are well trained and recognise the risks and know the referral routes if they are concerned about radicalisation.

Whilst we collect diversity data, we need to improve our arrangements for storing and using it. We are currently looking at systems to support the storing and analysis of diversity data in relation to cases which are raised as concerns at the Social Inclusion Panel. We are unable to share the data on these cases as it is contained in restricted documents.

Substance misuse

Tower Hamlets Substance Misuse Strategy 2011-2014 highlights the significant issue of substance misuse locally:²

- Although the average rate of alcohol consumption across tower Hamlets is relatively low, due to a large proportion of the population who do not drink, 43% of people who do drink have harmful or hazardous drinking patterns;
- Despite the large proportion of the population who do not drink, we have higher than the London average alcohol-related admissions to hospital (1,841 per 100,000 alcohol related hospital admissions in 2009/10 compared to a rate of 1,684 in London and 1,743 in England);
- Nationally, it is estimated that nearly half of all violent crime and antisocial behaviour is alcohol related;
- Between April 2009 and March 2010 drug related offences (dealing and possession) in Tower Hamlets accounted for 12.2% of all “notifiable” offences dealt with by the police. This is the second highest rate in London;
- Where mandatory drug tests in police custody suites have been undertaken, 30% of those tested have had a positive result for opiates or cocaine (mostly crack cocaine). There are well documented associations between dependent class A drug use and acquisitive crime;
- The most recent estimate suggests that there are around 3,795 people with problematic drug use in Tower Hamlets; Of this number, 1,775 (47%) are estimated to have not yet engaged with treatment;
- Alcohol misuse, in the form of ‘binge drinking’, remains prevalent among young people with no sign of abating;
- 128 young people with substance misuse related issues were treated in 2009/10, 38.2% of whom were receiving treatment for alcohol misuse. The average age of a young person in treatment was fifteen and 73% of those in treatment were male;
- There is a considerable body of international literature showing that treatment for alcohol problems is both effective and cost-effective.

Our local Alcohol and Substance Misuse: Children and Young People Joint Strategic Needs Assessment 2010/2011³ highlights that the number of young people in treatment has also fallen since 2007. It concluded that the evidence continues to show, overall, that drug and alcohol use among young people is falling and that the increased availability of services in recent years ensures young people who need help are getting it. However, the numbers currently in treatment are 114 cases in quarter one of 2014/15 and 143 the following quarter, a significant increase in comparison to the less than 100 figures quoted in the 2010/11 JSNA.

There is a correlation between those involved in serious youth violence and the use of substance misuse services; the Youth Offending Team is one of the main referral routes in for service users.

We continue to look at ways of increasing the number of referrals into substance misuse services. In 2015/16 work will be undertaken requiring all young people’s substance misuse providers to have clear referral and support pathways for those involved in GGSYV with substance misuse problems and report on numbers presenting in treatment and outcomes.

² <http://www.towerhamlets.gov.uk/pdf/Draft%20Substance%20Misuse%20Strategy%20Summary.pdf>

³ http://www.towerhamlets.gov.uk/lgsi/701-750/732_jsna/children_and_young_people.aspx

Hate crime

Below is data on reported incidences of hate crime from July 2013 to July 2015 with a breakdown of the number of incidences and the number of incidences where the perpetrator(s) were in a group at the time of the offence.

Types of hate crime	Number of incidences	Number of incidences where the perpetrator(s) were in a group at the time of the offence
Anti-Semitic	29	2
Disability	19	0
Faith	146	2
Gender	15	0
Homophobic	138	7
Islamophobic	99	0
Race	913	19
Traveller	0	0

This demonstrates that hate crime can happen in the context of group, for the purposes of managing emerging issues we will strengthen our monitoring arrangements and improve how we share information on hate crime incidences.

Section 3 – Assessing the Impacts on the 9 Groups

This is our first Ending Groups, Gangs and Serious Youth Violence (GGSYV) Strategy, as such we have not introduced specific monitoring of GGSYV to date, therefore there are gaps in the information we hold. In considering the associated abuse of GGSYV as set out in the strategy there is some data available, this Equalities Impact Assessment is informed by that data as set out above. The strategy recommends an agency wide common practice framework which aims to improve consistency in practice, approach and monitoring. Although services will be monitoring as per the requirements of the Equality Act 2010, the recommendations from the strategy also reinforce this to improve agencies involvement in monitoring and reviewing data as per the requirements in relation to GGSYV.

The recommendations of this strategy to apply a consistent approach across agencies through a common practice framework of our approach to risk identification support planning and monitoring and taking a family approach will improve the support for vulnerable young people from all communities. It may be difficult for some individuals to engage in the family context and we will always be sensitive to this within the common practice framework. Additionally, once the review of the Family Wellbeing Model is completed, there will be work undertaken to support professionals understanding of the risk factors and interventions available for those who are at risk or involved in GGSYV.

The recruitment of an EGGSYV Co-ordinator will ensure additional resources to embed our approach to supporting those at risk or already involved in GGSYV. The Co-ordinator will act as a key point of contact where GGSYV is a concern and will work with the family and the community to address local issues; this will be a valuable resource to drive our work on the GGSYV agenda.

The Strategic Action Group will drive intelligence and data sharing for the purposes of identification and early intervention and prevention. We are currently applying the concept of a multi-agency group coming together to share intelligence and data on a group of local young people that have recently come to the attention of the local authority to consider what can be

done operationally and strategically to address the needs of the individuals and the group collectively. This work has engaged the parents of the young people involved and support needs for parents have emerged. The work also involved community leaders to engage the family. As this work progresses, we will have built a strong foundation for the SAG to operate from and to ensure the needs of the different community is considered in finding a local solution.

The Strategy recommends developing data and intelligence sharing from the local authority with links into key services and agencies. Given the number of agencies involved and the lack of a single system for all agencies involved to use for the purposes of data and intelligence sharing, getting meaningful intelligence and information sharing in place will be a key challenge. As challenging as it is, we cannot under estimate the value data and intelligence sharing will add to the work we do to identify and support vulnerable groups to reduce harm. We anticipate that the use of Single View of a Child, an IT system which will go in some way to improve the holding and sharing of information. The discussions to enable Single View of a Child to report on a GGYSV dashboard is underway and further developments will be about the possibilities of using the system across the partnership. Our use of the Common Assessment Framework (CAF) which is used by partners will be key to sharing data and intelligence.

There are existing legislative powers that allow the partnership to share data where there may be safeguarding or public protection concerns and we can get better at sharing this information routinely. This strategy seeks to put in place an information sharing protocol which will begin to put some structure and framework on the issue of data and intelligence sharing across agencies.

The holding and sharing of data across the partnership in relation to safeguarding and public protection is recognised as a national challenge, this Strategy will begin to address the issue locally.

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	<p>Please add a narrative to justify your claims around impacts and,</p> <ul style="list-style-type: none"> Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership <p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>The use of substance misuse services shows the majority of users as young males of 17 years of age from the British Asian community (69% at quarter 2 of 2014/15) this correlates with the high level of involvement of this group in serious youth violence. There is work being undertaken to identify groups who are not presenting and this has led to targeted work to increase British white and female representation. For substance misuse services we have already started monitoring young people's involvement in GGSYV. The information on this will come together over quarter two and three of 2015/16 as the users build trusting relationships with practitioners and can disclose this information.</p> <p>From the data we currently hold on serious youth violence, there is a significant number of a young people from the Asian British community where serious youth violence is an issue. Whilst the numbers do not indicate an over-representation comparative to the borough, they are high and they do indicate serious levels of violence. We have initiated a Thematic Review which will consider the causal factors including a look at the family circumstances and the backgrounds of the young people involved to make recommendations for local solutions and will inform the work we do with these vulnerable groups.</p> <p>When we undertake work with the family, we already have an established approach where the delivery will address the need for translation and interpretation services. We do not underestimate the importance of the role the community plays in addressing GGSYV. When the Strategic Action Group works with groups of young people, it will engage parents and community leaders to ensure the specific needs of the individual, the group, the family and the community are met. The operation of the Strategic Action Group will enable better support planning for individuals identified looking at their specific needs as part of a whole family approach and better risk management and support planning of groups of young people so that needs can be better met for individuals and groups.</p>

		<p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime because of a persons race. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.</p>
Disability	positive	<p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>We will use the common practice framework to ensure the monitoring arrangements will identify whether someone has a learning disability where there are concerns about GGSYV, this will lead to better identification of this at risk group and lead to better support planning.</p> <p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime because of a persons disability. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.</p>
Gender	Positive	<p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>It is recognised nationally and locally that GGSYV can impact on both males and females, although the data shows that gender based violence (primarily in the form of domestic violence) and sexual exploitation, can predominantly impact females. Young men are significantly impact by violence and substance misuse.</p> <p>From the data we currently hold on serious youth violence, there is a significant number of young males from the Asian British community, where serious youth violence is an issue. Similarly, those receiving interventions through presentation at the Accident and Emergency Unit at the Royal London Hospital are predominantly young males. Whilst the numbers do not indicate an over-representation comparative to the borough, they are high and they do indicate serious levels of violence. We have initiated a Thematic Review which will consider the causal factors including a look at the family circumstances and the</p>

backgrounds of the young people involved to make recommendations for local solutions.

Gender based violence is reported (primarily as domestic violence) as a disproportionate crime against women (97% locally) This is historically and nationally the trend. This raises the question whether male victims are able to access the support for domestic violence. Locally, the victim support Independent Domestic Violence Advocate service, the council's domestic violence line and the one-stop shop are all open to male survivors of domestic violence. Advertising for these services makes clear they are open to anyone experiencing domestic violence, not just women. The Children's Society is able to support young men who are experiencing sexual exploitation. All our youth settings and schools are being given information on services available to young people, including young men to allow these settings to access the training, support and interventions needed to both prevent gender-based violence and support those who are victims/survivors.

The use of substance misuse services shows the majority of users are young males, this correlates with those involved in serious youth violence. There is work being undertaken to identify groups who are not presenting and this has led to targeted work to increase British white and female representation. We have already started monitoring of young people's involvement in GGSYV where they are using substance misuse services. The information on this will come together over quarter 2 and 3 of 2015/16 as the users build trusting relationships with practitioners and can disclose this information. This will help us to evidence

Data on Pre/out of court referrals for females involving violence against the person shows increase in referrals, whilst the numbers are small comparative to the borough population, the increase in referrals indicates an increasing trend and we need to improve early identification, monitoring and consistency of agencies approach to supporting females in serious youth violence. The common practice framework will ensure we identify gender specific needs which have been highlighted as a gap in the strategy.

A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.

As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime against a person due to their gender. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.

Gender Reassignment	Positive	<p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime against a person due to their gender reassignment status. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.</p>
Sexual Orientation	Positive	<p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime against a person because of their sexual orientation. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.</p>
Religion or Belief	Positive	<p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime against a person because of their religion or belief. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.</p>
Age	Positive	<p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p>

		<p>The use of substance misuse services shows the majority of users as young males of 17 years of age this correlates with the high level of involvement of this group in serious youth violence. There is work being undertaken to identify groups who are not presenting and this has led to targeted work. Part of this is to target female representation which is low until after 19/20 years of age, indicating that we need to identify females earlier on. For substance misuse services we have already started monitoring young people's involvement in GGSYV. The information on this will come together over quarter two and three of 2015/16 as the users build trusting relationships with practitioners and can disclose this information.</p> <p>From the data we currently hold on serious youth violence, there is a significant number of a young people aged from 16 years of age where serious youth violence is an issue. Whilst the numbers do not indicate an over-representation comparative to the borough, they are high and they do indicate serious levels of violence. We have initiated a Thematic Review which will consider the causal factors including a look at the family circumstances and the backgrounds of the young people involved to make recommendations for local solutions.</p> <p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime against a person because of their age. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.</p>
<p>Marriage and Civil Partnerships.</p>	<p>Positive</p>	<p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group. Taking a whole family approach will enable us to better understand the context and influences under which incidences occur.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime against a person due to their marriage or civil partnership status. This will enable us to better support those</p>

		involved and to keep abreast of any emerging issues of hate crime in the context of group offending.
Pregnancy and Maternity	Positive	<p>The arrangements this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime against a person due to their pregnancy and maternity status. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.</p>
Other Socio-economic Carers	Positive	<p>The approach this Strategy puts forward will have a positive impact on all groups across this strand.</p> <p>A consistent approach across agencies, agreed risk factors, a single referral route/form, awareness raising and the role of the Strategic Action Group to review data and intelligence will improve the information and impact we have on this group.</p> <p>Research set out in the strategy suggests that the borough has all the defining features of being a borough where GGSYV is likely to be an issue including poverty, deprivation and social exclusion. The Strategy sets out an early intervention and prevention approach to reducing the harm caused by GGSYV. As such we will work with the community, parents and schools to ensure the risks of involvement in GGSYV is understood and referral pathways are clear for the community, for parents, schools or practitioners where there is concern with GGSYV.</p> <p>As part of the work on developing data and intelligence sharing, we will include the monitoring of reported incidences of hate crime in the context of group offending, including hate crime against a person because they are a traveller. This will enable us to better support those involved and to keep abreast of any emerging issues of hate crime in the context of group offending.</p>

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

No. However, the data we currently hold on serious youth violence shows there is a significant number of a young people from the Asian British community involved in serious youth violence. Whilst the numbers do not indicate an over-representation comparative to the borough, they are high and they do indicate serious levels of violence. We have initiated a Thematic Review which will consider the causal factors including a look at the family circumstances and the backgrounds of the young people involved to make recommendations for local solutions and will inform the work we do with these vulnerable groups. The recommendation of this Strategy would therefore be to consider and implement the recommendations of the outcomes of the thematic review of older children who have seriously harmed or have come to harm.

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

The Strategy has an ambitious Action plan attached, the Action plan will be reviewed a year into the implementation. It will be reported to the Community Safety Partnership Board annually and reviewed quarterly by the Strategic Action Group.

How will the monitoring systems further assess the impact on the equality target groups?

The strategy puts forward recommendations to put in place a common practice framework to improve the monitoring of GGSYV, including reporting by the equalities strands.

Does the policy/function comply with equalities legislation? Yes

If there are gaps in information or areas for further improvement, please list them below:

Yes. As this is a new EGGSYV Strategy, we do not have existing arrangements for monitoring GGSYV in relation to equalities impact. This will be developed by a common practice framework which will reinforce the need to produce monitoring information as per the requirements of the Equalities Act 2010 in relation to GGSYV.

How will the results of this Equality Analysis feed into the performance planning process?

The need to have equalities monitoring arrangements in relation to GGSYV is a recommendation of the strategy and is reflected in the action plan as part of the work on developing a common practice framework. The action plan will be driven by and reviewed quarterly by the SAG and annually reported to the Community Safety Partnership Board.

Section 6 - Action plan




*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
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Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Implement the recommendations of the Thematic review of older children who harm or have come to harm	LSCB to consider the draft report and recommendations	June 2015	Nasima Patel	
	LSCB to implement the final recommendations of the thematic review	August 2015	Nasima Patel	

Appendix A

(Sample) Equality Assessment Criteria

Decision	Action	Risk
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.	Suspend – Further Work Required	Red 
As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this policy.	Further (specialist) advice should be taken	Red Amber 
As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action planning</i> section of this document.	Proceed pending agreement of mitigating action	Amber 
As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.	Proceed with implementation	Green: 