



You will need to produce an Equality Impact Assessment (EqIA) if:

- You are developing a new policy, strategy, or service
- You are making changes that will affect front-line services
- You are reducing budgets, which may affect front-line services
- You are changing the way services are funded and this may impact the quality of the service and who can access it
- You are making a decision that could have a different impact on different groups of people
- You are making staff redundant or changing their roles

Guidance notes on how to complete an EqIA and sign off process are available on the Hub under Equality and Diversity. You must read the [guidance notes](#) and ensure you have followed all stages of the EqIA approval process (outlined in appendix 1). Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics. Equalities and borough profile data, as well as other sources of statistical information can be found on the Harrow hub, within the section entitled: [Equality Impact Assessment](#) - sources of statistical information.

Equality Impact Assessment (EqIA)

Type of Decision:	<input type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input checked="" type="radio"/> Other (state)	
Title of Proposal	Youth Justice Plan 2018-19	Date EqIA created: June 2018
Name and job title of completing/lead Officer	Mark Scanlon, Head of Service Early Support and Youth Offending Service	
Directorate/ Service responsible	People's Directorate. Children and Young People	
Organisational approval		
EqIA approved by Directorate Equality Task Group (DETG) Chair	Name	Signature <input type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval

1. Summary of proposal, impact on groups with protected characteristics and mitigating actions (to be completed after you have completed sections 2 - 5)

a) What is your proposal?

The key proposal is to refresh Harrow's annual Youth Justice Plan.

All Youth Offending Partnerships are required by law to produce a Youth Justice Plan (YJ Plan) as part of the conditions of a grant from the Youth Justice Board. Harrow's YJ plan is closely aligned with the council's Violence, Vulnerability and Exploitation Strategy and the Council's Strategic annual assessment of crime, disorder, anti-social behaviour, substance misuse and reoffending within the borough which is known as the Strategic Assessment. The Strategic Assessment previously came to Overview and Scrutiny along with the draft Community Safety Strategy. However, following feedback from scrutiny that this does not allow scrutiny sufficient opportunity for its comments and reflections on the strategic assessment to inform the refresh of the Community Safety Strategy, this year the strategic assessment came to Overview and Scrutiny separately, in March 2018. The Strategic Assessment is then used to inform the partnership's Community Safety Strategy. The last Community Safety Strategy was published in 2017 and is refreshed on an annual basis.

This Community Safety and Violence, Vulnerability and Exploitation (VVE) Strategy sets out the Council's vision for tackling community safety in Harrow and takes into account the findings from our Strategic Assessment 2018, and includes our vision for tackling Domestic and Sexual Violence.

The Youth Justice Plan builds on the Strategic Assessment and the VVE strategy in setting out the performance and strategic objectives for addressing youth offending within Harrow.

The following strategic objectives have been prioritised:

1. Reducing offending (first time entrants to the system, the use of custody, the rate of reoffending)
2. Youth violence, weapon based crime, vulnerability and exploitation
3. Drug and alcohol misuse (including vulnerability to engaging in production, supply and distribution)
4. Promoting the welfare and wellbeing of young people vulnerable to or committing offending / anti-social behaviour (offering positive activities to youth and containing problematic behaviours).
5. Addressing the disproportionately high representation of black males within the criminal justice system

The Strategy also has a strong focus on the high harm crime which reinforces the commitment to tackle violence, vulnerability and exploitation in the borough. This also firmly echoes the current Mayor's priorities, and includes a renewed focus on tackling Youth Violence. The following areas are seen as priorities in Harrow:

b) Summarise the impact of your proposal on groups with protected characteristics

Addressing the issues and priorities identified in the strategy, will have a positive impact on the community as a whole and therefore all protected groups. Of particular note, at a national and local level there is a disproportionate representation of young black men within the criminal justice system. This area will continue to be a focus of outcome scrutiny.

Harrow Council has been successful in securing funding from the Mayor's London Crime Prevention Fund aimed at tackling violence, vulnerability and exploitation in young people and children. Four innovative programmes will focus on secondary aged children with a view to engaging with vulnerable young people who are at risk of criminal activity. This includes:

- Recruitment of a gangs worker who will work with young people connected to the known gangs in the area and those who are engaged in high levels of anti-social, violent and criminal behaviour.
- Art and drama programme aimed at Years 9 and 10 for children at risk of entering the criminal justice system.
- Working with WISH to deliver targeted outreach and support services to young people within identified schools specifically aimed at promoting awareness of sexual assault, CSE, and digital exploitation.
- Delivering preventative interventions via Compass to support young people at risk of becoming involved in the supply of illicit substances via 1-1 and group sessions.

Harrow also fund Hestia to provide a Domestic and Sexual Violence service to men and women of all backgrounds, cultures and faiths. The service includes a requirement for Hestia to record the diversity data of service users including sexual orientation to establish a profile of the Lesbian Gay Bisexual and Transgender (LGBT) community, enabling Harrow to further develop the service to ensure it is accessible to everyone. This will also have a positive impact on all protected characteristics.

c) Summarise any potential negative impact(s) identified and mitigating actions

The EqIA has not highlighted any negative impact on any protected characteristics.

2. Assessing impact					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to borough profile data , equalities data , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on each group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>20.6% of Harrow’s residents are under 16. 64.5% of Harrow’s population are of working age (16 to 64) and 14.9% of Harrow’s residents are 65 or older.² The average (median) age is 37 years, lower than most other places³. As with most areas in the country, the borough has an aging population. It is expected that the number of residents aged 65 plus will increase by nearly 42% and those aged 85 plus could increase by over 62% by 2029.</p> <p>Of the crime types where the age of the victim and the suspect might be relevant, crimes relating to the following crime types will be young, aged from 0-25:</p> <ul style="list-style-type: none"> • Youth Violence – There was increase in the total number of youth offences in 2017 compared to 2016. This went up from 276 to 306 and drug offences went up from 47 to 50. • Between 2016 and 2017, the number of serious youth violence victims has risen by 40. There was a total of 140 offences during 2017, and 100 in 2016. This translates to a 0.2 rate increase. • Between 2016 and 2017, the number of gang flagged offences has reduced by 9. There was a total of 10 offences during 2017, and 19 in 2016. This translates to a 0.4 rate reduction. 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<ul style="list-style-type: none"> • Knife Crime – Assessments of young people by the YOT indicate that young people are carrying knives due to feeling unsafe and the majority of knives have been kitchen knives rather than “trophy” knives. Between 2016 and 2017, the number of Knife crime offences has risen by 43. There was a total of 223 offences during 2017, and 180 in 2016. This translates to a 0.17 rate increase • Child Sexual Exploitation (CSE)– Between 2016 and 2017, the number of CSE registrations has reduced by 18. This translates to a 0.7 rate reduction. • Young people involved in the supply of illegal substances – There has been a significant increase in referrals to the Harrow Young People’s Substance Misuse Service from universal and alternative education between 15/16 Q3 and 16/17 Q3 with referrals from YOT remaining consistent. In 16/17 Q3 there were more referrals from education than from YOT which reflects the changing national picture <p>There is a particular focus on high harm crime in the Community Safety Strategy which is aimed largely at young people. This reinforces our commitment to tackle violence, vulnerability and exploitation in the borough and firmly echoes the current Mayor’s priorities, and includes a renewed focus on Anti-Social Behaviour and Youth Violence</p>				
Disability	<p>15.4% of Harrow’s working age population classified themselves as disabled, a total of 24,600 people. 7,690 individuals, 3.1% of the total population, receive Disability Living Allowance.</p> <p>We recognise that adults in need of care/support are often at risk of domestic violence and abuse. A recent deep dive by the Safeguarding Adults Team showed that 33% (171 cases) of all safeguarding adults enquiries taken forward in 2016/17 had an element of domestic violence and abuse, and older people were the most “at risk group” (45%) followed by mental health users (42%). The Harrow Safeguarding Adults Board (HSAB) has agreed that training and</p>	☒	☐	☐	☐

	awareness raising should be targeted to agencies where no/low referrals have been generated, this will also include a greater focus on the multi-agency training programme for safeguarding adults in relation to this domestic violence and abuse.				
Gender reassignment	No data on crime affecting this protected characteristic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	No data on crime affecting this protected characteristic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	No data on crime affecting this protected characteristic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>Race/ Ethnicity</p>	<p>69.1% of residents in Harrow classify themselves as belonging to a minority ethnic group. The White British group forms the remaining 30.9% of the population, (down from 50% in 2001). The 'Asian/Asian British: Indian' group form 26.4% of the population. 11.3% are 'Other Asian', reflecting Harrow's sizeable Sri Lankan community. 8.2% of residents are 'White Other', up from 4.5% in 2001. In percentage terms, in 2011, Harrow had the second largest Indian, the largest 'Other Asian' and the 7th largest Irish population of any local authority in England and Wales. Harrow also had the highest proportion of Romanian (4,784) and Kenyan born residents, the latter reflecting migrants from Kenya who are of Asian descent</p> <p>There was an increase in youth offending in 2017 compared to 2016 and the proportion of racially aggravated offences also increased by 1.2%.</p> <p>Racially aggravated youth offences have risen by 50% between 2016 and 2017. The highest rise was racially aggravated criminal damage. There were no racially aggravated (youth crime), wounding offences in 2017.</p> <p>In 2016/17 there were 298 Racist & Religious Hate crimes in Harrow - increasing to 345 in 2017/18. This is a priority in the strategy and will be addressed.</p> <p>According to a developing 'Problem Profile' it would appear that there is a danger of young females, particularly of Black British/Black African ethnicity, becoming involved in gang-related activity. Among those deemed at risk of involvement (eg through sibling relationship to gang nominals) who are under the age of 13, there is a significant gender difference compared to the older gang-related cases: almost 50% of this sub-group are females, while 44% are of Black or Black British ethnicity. Addressing this issue can be seen as part of the Mayor of London's objective of diverting young females from the criminal justice system.</p> <p>The priorities identified within the strategy, actions/projects implemented will have a positive impact on all protected characteristics including race/ethnicity.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>7</p>
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<p>Religion or belief</p>	<p>Harrow had the third highest level of religious diversity of the 348 local authorities in England or Wales. The borough had the highest proportion of Hindus, Jains and members of the Unification Church, the second highest figures for Zoroastrianism and was 6th for Judaism. 37% of the population are Christian, the 5th lowest figure in the country. Muslims accounted for 12.5% of the populatio</p> <p>Between 2016 and 2017, hate crime offences in Harrow have increased by 175. There was a total of 2,094 offences during 2017, and 1,919 in 2016. This translates to a 0.7 rate increase. The rate of Faith Hate in Harrow has almost doubled over the past year. Harrow has the highest rate increase nearest neighbours group. This is a priority in the strategy and will be addressed.</p> <p>The priorities identified within the strategy, actions/projects implemented will have a positive impact on all protected characteristics including religion or belief.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Gender</p>	<p>49.8% of the population in Harrow are male and 50.2% are female. 92% of cases referred to MARAC, Community IDVA and MASH IDVA were women.</p> <p>There is currently no provision for refuge accommodation for male victims of DV in Harrow; however this is a pan-London issue and is identified as a service provision gap. Most recent MOPAC figures (March 2017) show that men represented 24% of all victims of Domestic Abuse and Violence. Closer working with police partners and neighbouring Boroughs would appear to be beneficial in this area, with a view to widen the provision of support. From the data available it would also seem necessary to consider the provision of hostel space and support for male victims – in line with Equality and Diversity strategies – as these are, at present, wholly lacking.</p> <p>The priorities identified within the strategy, actions/projects implemented will have a positive impact on all protected characteristics including gender (sex)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Sexual Orientation	<p>It is estimated that 6% of the UK population are lesbian, gay and bisexual (LGB), which would equate to approximately 14,430 of our residents</p> <p>As of 31st December 2016, there have been 142 Civil Partnerships in Harrow, 19 of which have been converted to marriage. There have been 32 same sex marriages in Harrow since inception on 29th March 2014</p> <p>Although data on sexual orientation is collected on most of the crime types, there is still not sufficient data to identify trends and make robust conclusions.</p> <p>2% of cases referred to MARAC, Community IDVA and MASH IDVA were LGBTQ.</p> <p>There has been a light increase in LGBT Hate Crime in Harrow (Transgender Hate Crime up from 6 in 2016 to 9 in 2017)</p> <p>This is an identified priority in the strategy. The priorities identified within the strategy, actions/projects implemented will have a positive impact on all protected characteristics including sexual orientation.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?

Yes No

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below. Young black men could see a positive impact in that they are currently over represented within the youth justice system.

2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?

Yes No

If you clicked the Yes box, Include details in the space below

3. Actions to mitigate/remove negative impact

Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.

State what the negative impact(s) are for each group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer
All Protected Characteristics	Improve data of victims and service users for all the Protected Characteristics	<ul style="list-style-type: none"> Ensure the Youth Offending Team and other services providing services within the strategy, collate and analyse data against the protected characteristics 	March 2019	Policy Team

4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

Include details in the space below

The priorities identified within the strategy and any actions, activities or projects delivered will be open and accessible to target audiences from all protected characteristics. Where evidence has highlighted the need to target a certain community (protected characteristics), emphasis will be driven to reach these groups (e.g. domestic violence service for women and same sex partners, various school based activities targeting children and young people and hate crime provision promoted to people from faith and black and minority ethnic buckhounds) . The Strategy includes recognition of the importance of Community Cohesion in setting a climate in which crime is regarded as unacceptable. Community Cohesion is enhanced by more comprehensive reporting of crimes and especially Hate Crime and its prompt and robust investigation. Reducing crime increases community confidence and cohesion, enabling people from different backgrounds more easily to trust each other.

5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

Outcome 1

No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Outcome 2

Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4

Outcome 3

This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.

Include details here