

Equalities and Human Rights Scheme 2008 – 2011
Southwark Violent Crime Strategy Equality and human rights impact
assessment

Stage 1: Scoping, carried out within a workshop:

1. Give a brief description of the function, policy or service being assessed

This document assesses the impact on equalities issues of Southwark's new five year Violent Crime Strategy.

Southwark records show a significantly higher number of violent crimes against a person (VAP) and robbery incidents compared to the London average. To meet this challenge, the Safer Southwark Partnership (SSP), which is Southwark's statutory Community Safety Partnership and includes the Police, the Council, Fire Service and Probation Service, amongst other agencies, has developed this strategy. It sets out the underlying causes and impacts of violent behaviour and makes recommendations on how to tackle it by making best use of our resources.

The Southwark Violent Crime Strategy covers five key priority areas:

- Low level Violence
- Robbery
- Serious group and weapon violence
- Violence against women and girls including relationship violence
- Addressing violent offenders

For each priority area the strategy covers the following sections:

Section A - Context: sets out the definition and trajectory.

Section B - People: describes the victim and offenders and identifies specific shifts and changes in age ranges, sex, ethnic or cultural groups.

Section C - Places: looks at key locations, how those locations have changed over the last five years. It also looks at how the SSP priorities may change, by the hour, day, week, month or season.

Section D - Communities and communication: describes how the priority areas impacts on our communities, what residents are telling us and the most effective communications to address this.

Section E - Current interventions: sets out current interventions used by the SSP.

Section F - Recommendations: sets out recommendations for the next 5 years. The recommendations are on a borough basis but also include cross border, regional and national recommendations where applicable.

2. Is it a new or an existing strategy?

This is a new strategy, and is the first time that the Safer Southwark Partnership has developed a Violent Crime Strategy.

3. Has this service or policy been equality impact assessed before?

No, as it is a new strategy.

4. What do you think are the main issues for your strategy in relation to equality, diversity and community cohesion?

Southwark has seen a 9 per cent reduction in recorded incidents of violence against the person of the last 5 years. However violent crime makes up nearly 21 per cent of recorded crime in Southwark - assault with injury accounts for nearly a third of recorded violence against the person. Low-level violence accounts for 80 per cent . The majority of these offences involves minor injuries and are described as: harassment - behaviour that is deemed to be disturbing, or causing or distress to the victim including threatening behaviour, common assault and assault with injury.

The top three reasons given by Southwark residents for feeling unsafe are muggings, knife crime and gangs (MORI 2006)

The Safer Southwark Partnership has identified the causes of violent crime and worked with those affected to address violent behaviour and attitudes towards violence.

In depth analysis of crime data was undertaken to inform the development of this strategy, which has assisted in the identification of victim and perpetrator profiles related to age, ethnicity and gender.

Barriers, differential impact and community cohesion:

Age

Serious violence and in particular knife crime and serious youth violence has been at the top of the agenda in London for several years. Despite the fact that homicide in London has been falling since 2003/4, youth homicide has increased from 15 in 2003 to 26 by 2007. In 2008, 28 young people under the age of 19 lost their lives, just under 20 per cent of the total number of homicides. The vast majority of these homicides resulted from knife crime.

In Southwark we have seen a steady fall in violent crime over the last five years, with an overall reduction of 9 per cent since 2005/06. This means that there have 1,116 fewer incidents of violent crime in Southwark over the last 5 years This compares to a per cent reduction across London for the same time period.

Gender and ethnicity

London has seen a renewed effort to address violence against women. Whilst domestic violence has long been recognised as a clear priority, there has been

recent rise in the recorded statistics in rape, sexual exploitation and sexual offences in London. This strategy looks in detail at this issue.

Young black men are disproportionately represented as both victims and offenders in certain types of violent crime. This strategy looks at this issue in detail and aims to put measures in place to tackle the differential impact the violent crime has on this group. However to focus only on young people would not address the fact that violent crime, as a whole, impacts on all communities not just young people.

Hate Crime: Disability/Faith/Ethnicity/Sexual Orientation

Assessing the level of violent crime with a hate motivation (racial, faith, homophobic or disability) can present a challenge due to victims not willing to report the crimes to the police.

However obtaining information in terms of disability, faith and sexual orientation of victims and perpetrators of violent crime will still present a challenge as it is not recorded by the police in a systematic way.

In terms of barriers to accessing the services this strategy will provide there is a risk that by relying exclusively on police recorded data, certain groups who tend not to report crime, for example because of language barriers or because of mistrust in the police in their native countries, could be disadvantaged when it comes to assessing their needs. In order to address this we have ensured we also use data from other sources such as A&E and ambulance service.

When setting the priorities for tackling serious violent crime we have taken into consideration a number of local factors:

- Southwark has a high level of violent crime, the majority of which is low level offences.
- Young people are disproportionately represented as both victims and offenders in certain types of violent crime. However to focus on young people would not address the fact that violent crime, as a whole, impacts on all communities not just young people. Indeed certain types of violence between adults, such as domestic violence, can be as detrimental to young people in terms of their long term attitudes to violent behaviour.
- Serious violent offences involving weapons is a significant concern despite the overall falls nationally over the past 15 years.
- Southwark has a high number of offenders in custody and on average a higher number of offenders committing violent offences.
- Southwark has one of the highest numbers of recorded Domestic Violence Offences
- Supporting victims will remain a key feature in each of the priority areas.

6. Does this policy or service affect anyone's human rights? Please refer to tick list.

This strategy does not affect anyone's human rights

Stage 2: Assessment

Note – all policies/ strategies and plans result in service use, which is reflected in the consistent use of ‘service’ from here.

7. What feedback did the equality and diversity panel (EDP) give you?

This report was circulated to the panel on the 8 November 2010. It was scheduled to be presented to the EDP meeting of the 16 November 2010. The meeting was cancelled due to no members attending. No comments were received from any member of the panel.

8. What does evidence (surveys, research, feedback, consultation, etc) and information you collect to monitor the service, tell you about the level of need for your the services your strategy will provide?

The SSP has carried out extensive analysis of existing crime data to inform this strategy. This included analysis of police crime recorded data and national health service data, from financial year 2009/10.

During September and October 2010 the SSP undertook a public consultation exercise on what the draft Violent Crime strategy should include. We aimed to receive feedback from a range of residents, stakeholders and affected groups that represent a geographical and demographic spread across the borough. A full report on the findings from this consultation can be found in appendix 1.

The consultation was promoted through:

- communication channels owned by the council including the council website and Southwark Life
- local press through a series of media releases

A violent crime questionnaire was circulated between the 1st September and the 15th October to a number resident forums including Community Council area meetings and Ward Panels.

A series of focus groups were held throughout September and October with key members of the partnership and community groups i.e. community gangs forum, LGBT community, young black men, Southwark Police, Youth Offending Service officers, etc. For a full list of the consultation schedule please see appendix 2.

Consultation/questionnaire results:

95 responses were received to the questionnaire. 85per cent of those that completed the questionnaire were Southwark residents. 28per cent had been affected by crime in the last 12months leaving 72per cent not being directly affected. However 86per cent expressed they were still concerned about crime.

68per cent that completed the questionnaire were female, with the majority of responses coming from 26-34 (26per cent) and 35-49 (29per cent) age ranges.

The community council area of Camberwell and Peckham made up 48 per cent of the questionnaire responses. Below there is a summary of the findings from our data analysis and our public consultation.

Low level violence

What the data tells us

In total 1.1% of all crime reported to the police was considered to be racially aggravated. When looking at violent crime, 4% of these offences were classified as racial offences.

Just over three quarters of racial crime was related to violence, with harassment (resulting in little or no injury) being the most common offence, with over two hundred offences. It must be borne in mind that the numbers of these crimes is low, and thus any percentage increases may be extremely high, distorting the true picture.

When considering contributory factors to racial crime, 21 per cent of racial crime (violence) was alcohol related. In the vast majority of these cases, this was where the suspect (and not the victim) had been drinking.

Wards experiencing the most racially aggravated violence were The Lane and Peckham (both SE15), Camberwell Green and Cathedrals.

Almost two thirds of homophobic crime, which had been reported to the police was concerned with violent offending, with four of the 88 offences related to same sex domestic violence.

Ten per cent of all homophobic incidents were considered to be alcohol related compared with 21 per cent of racial incidents.

In 2009/10, there were just over 260 crimes in which the victim had some form of mental health issue, of which approximately 30 per cent were related to those with learning difficulties is this representative or over represented.

Almost 50 per cent of offences against those victims with learning difficulties were violence against the person offences, with robbery accounting for 15 per cent

Victims

Victims of low level violence vary in age depending on their gender. Men are more likely to be victims in the 25-39 years age range, while females are more likely to be in the 15-19 years age category.

In terms of ethnicity, victims of low level violence, on the whole, follow the profile of the borough with White European and Afro Caribbean being the highest two groups.

Suspects

There were 6,587 suspects for low level violence offences between April 2009 and March 2010. 4.4 per cent of suspects were repeat offenders. Almost three quarters (74 per cent) of suspects were male and the highest age range (across both genders) is recorded as 10-24 years, with a peak age range of 15-24 years (31 per cent).

Afro Caribbean ethnicity is recorded as the highest category of suspects, particularly in the age range of 15-19 years.

What the consultation tells us

Violent hate crime had not been included in this section of the strategy, and should be. As a result consultation with a group of representatives from the LGBT community took place and further data analysis carried out.

Verbal abuse within certain communities such as LGBT and learning disability is high but there is a lack in reporting that needs to be addressed as verbal abuse can escalate into serious assault.

This section focuses on younger offenders aged 10-20, whereas low level violence is perpetrated more by offenders aged 20-30 years than any other age group. It was suggested that a campaign be created for the older offender age group, along with the ongoing interventions with young people.

Robbery

What the data tells us

There were less than 5 robberies in FY2009/10 that were flagged by the police as being homophobic. There were no robberies in the period that were deemed to be racially aggravated. Such low numbers imply that one of three things is true, either:

1. These groups are not targeted as victims for robbery
2. These groups may under report robbery
3. These groups report robbery, but police do not record/victims do not give their sexuality, or perceive that the offence was racially motivated.

Victims

Young males are three times more likely to be a victim of a robbery than female of any age – 40 per cent of personal robbery victims were male, aged 10-24 years.

Children are a particular risk group as victims - a third of robbery victims were aged between 10-19, with a further third aged between 20 and 29. The profile of robbery for the two groups is very different, mostly in terms of timings, motivation and property stolen. For children, the after school period, from 1500 to 1700 hours is the peak time, and they are most often robbed as they make their way home from school, be this at the school, on the street or at transport hubs. The motivation of the offenders, though there is no way to know such things for certainty is likely to mostly be for self gratification, with an added benefit of stealing property, usually mobile phones, Ipods, pedal cycles and travel documents. The older group is typically targeted at a later time, after they have finished work, or more often, as they make their way home from pubs and nightclubs. These victims are far more lucrative for the

offender, as they have a greater income, their property is more expensive (and thus can be resold at a higher value) and they are likely to carry larger sums of money and/or credit cards with them, which the younger victim group do not. Motivation is thus more concerned with the property stolen, than the 'attack' itself. There are full problem profiles written on robbery as part of the strategic assessment and rolling plan process, as well as the data scanning for the Violent Crime Strategy which support this.

Whilst victims of personal robbery come from all ethnic groups, 'White European, aged 10 to 29 years are the primary target, representing 33 per cent of victims.

In the vast majority of cases, the victim sustained no or very minor injuries. Less than one per cent of the victims were repeat victims. In a third of cases the victim was recorded as being vulnerable.

The police record a victims' vulnerability in one of four ways. It must be stated at this juncture that this is in many ways subjective (apart from the age category) and thus actual figures could differ. The categories are whether the victim was intimidated, whether they were under the age of 16 at the time of the offence, whether they had a mental impairment or a physical impairment.

In terms of robbery in Southwark, where there were vulnerable victims, the most common vulnerability was in terms of age (almost a quarter of victims were considered vulnerable for that reason). The second most common was whether the victim was intimidated (6.6 per cent). In terms of mental or physical disability, the numbers were much lower, both representing less than 2 per cent of victims.

Suspects

Almost all recorded suspects for personal robbery (95 per cent) were male – and almost two thirds of them were young men (60 per cent).

The majority (80 per cent) of suspects are recorded as being Afro-Caribbean.

What the consultation tells us

Robbery and muggings were one of the main concerns raised during the consultation. Greater police and warden presence ensuring greater visibility and quicker response time were suggested. Winter months and darker evenings were highlighted with earlier starts and later finishes suggested to address certain ongoing issues. Residents suggested work around schools could be increased and enhanced, such as staggered dispersal times to prevent incidences after school and safer travelling routes.

Other suggested improvements included estate lighting and CCTV at bus stops, tubes stations across the borough

Serious Violence including group and weapon violence

What the data tells us

Serious violent offences are relatively low in number. For example in 2009/10 serious violence accounted for less than 2 per cent of all crime in Southwark, and just 8.8% of all violent crime. That being said, it is the serious violent crimes which have a higher cost, and cause deepest unease in the community.

Five racial incidents (from 299) were related to gang offending (i.e where the victim believes that the suspects targeted them because of their race).

Young people face particular vulnerability to knife crime – 30 per cent of knife crime involved a victim aged 17 and under; 11 per cent involved victims aged 18-19 years. 39 per cent of gang related offending, involved a victim who was aged 17 and under. A further 9 per cent involved victims aged 18-19. There were 23 victims of gun crime, 21 of the victims were male and the age range of 15-24 being the most common.

The peak age range of alcohol related serious violence is 20 – 29, 47 per cent of all victims were within this age range. Most victims of alcohol related serious violence are of white European ethnicity, specifically those aged 20 – 29.

There were 14 homicides in 2008/9 in Southwark. Nine of the victims were male, six were female. 75 per cent of the accused offenders were male.

In two of the homicides the victim was under the age of 18. In both cases the weapon used was a knife and the motivational factor was personal conflict or disrespect.

A gun was used as the weapon in four of the homicides and all four were related to the illegal economy. In once case the victim was an innocent person in a drive by shooting. Two of the recorded homicides involved offenders in a group of three or more.

What the consultation tell us

Serious violence including weapons and young people in gangs were one of the main issues raised by residents during the consultation. Residents suggested a weapon campaign to educate and discourage young people to get involved in a 'gang culture'. They suggested to promote longer sentencing for individuals carrying weapons. They also suggested more youth initiatives and activities that encourages positive behaviour.

Young people consulted talked about:

- the possibility of using young people's interests to break down cross border issues e.g. games console competitions; monthly league tables on latest games such as 'C.O.D' (Call of duty) and Fifa football; and pool, table tennis and music battles). This would require being mindful of the different groups of youngsters we (avoid 'we' put together, as it will take time to break down turf barriers the possibility of converting a property or hall for young people to hang out in and have ownership of, and have group sessions where young people can talk about issues to help assist them with life challenges and involve parents or others willing to participate in teaching basic life skills such as cooking classes. The fact that gangs are recruiting young children from Year 3 now so education and intervention for this age is needed, particularly in

the areas of Aylesbury estate and Walworth where gangs are recruiting people. The need to look at girls and violence as they are being used more and more for carrying guns and violence is increasing the need for schools to run more school trips to take children out of the area to widen their horizons and show them that opportunities are out there.

- the need for Peer Mentoring and Mentoring in schools this should someone approachable and have young mentors (ex offenders) to work with / in the community to help with education.

Violence against Women and Girls

What data tell us

There has been an 11 per cent decrease in recorded domestic abuse offences between 2005/06 and 2009/10:

Just under half of the victims of domestic abuse were aged 20-34, with the amount of victims rapidly decreasing after this age.

From December 2009 to February 2010, of 88 clients of one IDVA (Independent Domestic Violence Advocate) just over 70 per cent had children and eight were involved with a social worker where the children were subject to a Child Protection Plan.

Domestic abuse is a crime largely perpetrated by men against women (and children)

The majority of domestic abuse offenders (80 per cent) were male. 52.9 per cent of domestic abuse offenders were aged between 20 and 34, with the peak age range being 25 - 29 (just under 20 per cent of the total). Where the perpetrator were female (and the relationship known), 46 per cent were an ex girlfriend of the victim (although it is not stated if the victim was also female, there are same sex categories, it is therefore inferred that these relationships are, in the main, heterosexual). Just under 1.6 per cent of female suspects were in a same sex relationship with their victim (8 cases). This figure is even less for gay men (0.9 per cent, equating to 18 cases).

For domestic abuse committed by family members, males are the prevalent offenders. Offenders are recorded as son (31 per cent of total 'family' offences), brother (25 per cent) or father (11per cent). There are few numbers of 'extended' family members recorded, but the most common is 'brother in law' (28.3 per cent).

12 per cent of the total sexual offences reported to the police in Southwark are committed by and against young people aged from 11 to 16. This is proportionate to the Southwark population figures

Women in general and young women in particular are at highest risk of being a victim of sexual offences: Almost all (94 per cent) recorded victims of sexual offences in 2009/10 were female, with almost half of them aged 10 -19 years. Afro Caribbean and White European were the two highest categories for victims of sexual offences.

Unsurprisingly, there was a low repeat victimisation rate, of 6 recorded repeat victims in 2009/10 (from 326).

A small proportion of victims were aged under 10 (3.9 per cent), which was almost entirely related to offences of sexual touching at schools, or familial sex. The remainder of the victims were spread across the other age ranges, with 12.2 per cent being aged 20-24 and 9.5 per cent aged 25 – 29.

Once more, it is important to state that the number of sexual offences in Southwark is low, and this has given rise to large percentages, which may distort any analysis. A full analysis was compiled for the Violent Crime Strategy, and is done so on an annual basis for the Strategic Assessment and the Rolling Plan.

99 per cent of suspects for sexual offences are male. 59 per cent of these suspects are described as Afro-Caribbean with the most prevalent age range being 15-19. In total, 17 per cent of suspects are Afro-Caribbean males, aged 15-19.

What the consultation tells us

It was pointed out that this section didn't talk about LGBT violence and violence against men in a domestic context.

Addressing Violent Offenders

What the data tells us

Violence against the person accounted for 21 per cent of offenders who commenced community orders or license supervision with the London Probation Service. Sexual offences made up 2 per cent.

Alcohol support was identified as a need in 22 per cent of London offenders in custody and 31 per cent of offenders in the community.

9 per cent of all receptions into custody in 2009 were female, with 76 per cent of those sentenced on reception serving less than 12 months. Prison data relevant to Southwark in 2008/9, indicates 50 per cent of offenders convicted of a serious violent offence had a previous conviction.

Prisoners who are 50 and older tend to be white, whereas younger prisoners who are in their late teens are more likely to be black or of mixed ethnicity. When we look at this information alongside the ethnic profile for suspects for violent crime in the age range of 15-19, we found that the ethnic profile for offenders in adult offending institutions is likely to change dramatically over the next 10 years.

In 2009/10, there were just under 1400 offenders under youth offending service (YOS) supervision. 38 per cent of this caseload had been arrested for violent offences; of which: 81 per cent are male, 57 per cent are Black or Black British, 75 per cent are aged between 14 to 16 (inclusive)

There were 1,441 adult offenders from Southwark who commenced supervision with London Probation Service in 2008/9

Women on the Probation caseload were more likely to be serving community sentences than men; 87 per cent in comparison to 78 per cent. The most frequent offence type for women was theft and handling (23.3 per cent) and Violence against the person (18.46 per cent).

What the consultation tells us

Consultation was carried out but it didn't highlight any equalities issues.

9. What does evidence (surveys, research, feedback consultation, etc) and information you collect to monitor the service, tell you about the level of use for your service by people from the 6 equality strands?

The 2008 Southwark residents' survey showed improvements in both day and night time feelings of safety, with 92 per cent (compared to 86 per cent in 2006) of residents feeling safe walking outside alone in the daytime and 50 per cent (compared to 46 per cent in 2006) feeling safe walking outside alone after dark. However, the top reasons given for feeling unsafe were muggings, knife crime and gangs.

We are also aware that violent crime disproportionately affects young people, both as victims and offenders. Equally importantly, we are aware of the significance that violence has for young people through their experience at home, in the street, through media or, through their own personal experience and which, inevitably, impacts on their attitudes towards violent behaviour.

As a result, the Safer Southwark Partnership has focused on identifying the causes of violent crime, working with our community and those affected by violence, to establish key programmes to address violent behaviour as well as attitudes towards violence.

Over the last 18 months we have delivered three pioneer projects to tackle group violent offending Pathways, SERVE and Gangs Mediation.

Pathways is a tactic to reduce levels of violence associated with gangs. It is based on a model from the US (the Boston model) adapted to address the profile of the London gang. It is a multi-agency programme of 'focused deterrence' by simultaneously supporting those who wish to exit their gang lifestyle while using robust enforcement techniques against those who continue to engage in serious violence. Out of the 59 clients targeted 24 were aged 13 to 15, 24 were aged 16 to 18 and 9 were aged 19 or over.

The ethnic composition of this client group was as follows: 42 black of which 20 were Black Caribbean, 15 were Black African and five Black other, eight were mixed

White/Black Caribbean, five White European and two Asian. 42 were males and the rest female.

SERVE is a scheme that provides safe accommodation for people at serious risk of violence associated with gang or weapon crime will begin this month in Southwark. It provides properties across London and the South East through an innovative agreement between the council and a number of registered social landlords. Out of the 10 cases accepted on SERVE so far two cases were aged under 13, two cases were aged 17 and the rest 18 or over.

Of the ten SERVE cases nine were families of black ethnicity (four African, two Caribbean and three Black other) and one of white European

Another intervention we deliver to help and support victims of high risk and potentially violent domestic abuse is MARAC, Southwark's multi agency risk assessment conference. The main aim of the MARAC is to increase the safety, health and wellbeing of victims". MARAC brings together local partner agencies to share information, put in place a risk management plan that provides professional support to all at risk, reduce repeat victimisation and improve agency accountability

Of 69 cases discussed so far in 10/11 42 were from BME, six cases the victim had a disability and five cases the victim was male but according to our records none of the cases the clients were LGBT.

Overall we have seen a steady fall in violent crime over the last five years, with an overall reduction of 9 per cent since 2005/06. This means that there have 1,116 fewer incidents of violent crime in Southwark over the last 5 years. This compares to a 14 per cent reduction across London for the same time period.

LGBT issues

During the consultation we received feedback from a focus group of nine members from the LGBT community who had been victims of violent hate crime. Victims stated that prevention in the matter of LGBT hate crime is difficult to address. This feeling stems from their belief that the majority of the population within the UK is inherently homophobic. Educating communities, educating frontline service providers and publicising existing specialist support services are believed to be vital in the area of prevention. A greater understanding of the LGBT community within Southwark is also believed to be an issue that needs addressing.

Victims re-iterated the fact that if they had known about specialist support services (such as Bede House) sooner then they would have felt better about accessing services. It was felt that statutory agencies and local authorities seemed not be sure themselves of what was actually available and this caused them to have a lack of confidence in frontline service provision. Educating offenders regarding the effects that homophobic crime has on its victims was also felt to be crucial.

Further cohesive support services linked to a broader spectrum of services was believed to be the answer for victims but it was felt that offenders who commit homophobic offences would be reluctant to engage with any intervention programmes.

Victims felt that effective enforcement was crucial when dealing with LGBT hate crime. Even though the majority of them wished to relocate away from the abuse and offenders, the victims felt strongly that enforcement should still take place if an offender has been identified. However most felt that they did not feel confident enough in the local authority to get directly involved in the process, and considered that a third party acting on their behalf would be of more benefit.

10. Referring to the 2 previous questions, what are the gaps between the level of need and the level of use and any positive or negative impact of your service for people from the 6 equality strands?

Young people

We know that young black males are overrepresented both as victims and perpetrators of violent crime, however the majority of respondents to our consultation questionnaire were females (65 per cent), with the majority of responses coming from 26-34 (27 per cent) and 35-49 (30 per cent) age ranges and 72 per cent of respondents had not been directly affected by crime in the last 12 months. In order to address this, specific focus groups with young people were also held.

Hate Crime

Consultation was carried out with victims of violent homophobic hate crime. It was suggested that the strategy didn't analyse in depth violent hate crime and how victims of violent attacks because of their race, religion or sexual orientation, experience violence. There was also no mention of disability violent hate crime and faith hate crime.

The strategy also needed to refer to violent crime data relating to more of the equality strands such as disability, LGBT, racially motivated, etc. The level of violence in these crimes needed to be analysed as well as the access of victims to victim support. We explain how this gap has been addressed in the next question.

Recording equalities information

A more systematic approach to collating data and analysing data on who is using the services that the partnership commissions to tackle violent crime is needed by all agencies in the SSP. Violent crime services delivered by and on behalf of the council and the SSP such as gangs mediation, youth mediators, IDVA's, promoting positive behaviours programmes and our violent campaign communications campaign have not been subject to an EqlA.

Within the strategy:

There was a feeling that the section 'violence against women and girls' could potentially overlook the fact that members from the LGBT community, including males, are also victims of violent domestic violence and sexual offences. This was not explored in the strategy. In this section there wasn't a profile breakdown of

victims of domestic abuse in terms of gender, ethnicity, sexual orientation and faith. Although we hold information on the profile of clients supported by MARAC we needed to look at the general profile of the victims to ensure this is representative. We explain how this gap has been addressed in the next question.

11. What practical changes could you make to:

- **ensure that everyone who needs to use the service is able to?**

Young black males are overrepresented as both victims and perpetrators of violent crime particularly group and weapon related violence. It is clear from the data presented above that our existing interventions are targeting this sector of the population.

We need to record more and better quality information on which people are benefiting from programmes of intervention and support to both victims and perpetrators of violent crime especially when it comes of disability and faith. The Community Safety division has a new commissioning team which will ensure that all services commissioned to voluntary sector and other organisations record and report on equalities data.

In relation to domestic abuse IDVAs are specialist case workers whose role involves the professional provision of advice, information and support. Southwark has IDVAs with specialist knowledge areas e.g. for mental health service users, for young victims between 12 and 25 years of age and for lesbian, gay, bi-sexual and transgender victims. Southwark also has an independent sexual violence advocate service for victims of rape and sexual assault.

Women-specific interventions are required because girls and young women take different routes when getting involved in, and getting out of, gangs. There is also the risk of violence against women and girls to consider as a factor for their involvement and there is a need for bespoke interventions to support girls and young women affected by violence. Some gang and group offending interventions need to be women only and/or women-specific to meet their needs.

- **improve the positive effects for all groups (but in particular those groups who are currently benefiting least)**

In order to address the gap identified in the previous section in relation to violent Hate Crime, the strategy now includes more in depth analysis of violent hate crime which has helped establish a more specific recommendation and allocation of resources as follows: *“to ensure that information on services available for hate crime is available to the public and front line services”*

In addition to this, the SSP Board requested some research and recommendations to be presented to them in July 2010. It was agreed at the board that the hate crime agenda be governed by the Communities and Communications sub group who will ensure that where possible recommendations are addressed. A key recommendation around information sharing and awareness has been added to the strategy.

In relation to the gap identified in section titled Violence against women and girls we have now acknowledge that violence in a domestic setting and sexual offences are also experienced by members of the LGBT community and males. Whilst the chapter focuses on women and girls who are disproportionately affected, we fully recognise in the strategy document that same sex abuse and abuse against men are important issues in their own right. Our review in domestic abuse services will include these areas.

- **eliminate any negative effects or differential impact**

We have a new commissioning team and service improvement function which aim is to ensure we allocate resources where they are most needed.

The commissioning principles ensure that we consider equalities and impacts as part of service design and configuration.

The recommendations of the Violent Crime Strategy will feed into the commissioning processes, including annual needs assessment, performance and outcomes management.

- **improve how you communicate your service to existing and potential users, and**

It is the intention of the Safer Southwark Partnership to continue consulting on a yearly basis with our communities on the agreed recommendations, our progress and how the wider community can play an active role to improve their confidence that violent crime is being tackled in Southwark.

Once approved, the violent crime strategy will be summarised and written in plain English so that all residents can access it and understand it.

Due to the current financial climate we will not print glossy copies of the document. Printed copies of the strategy will be available online or by post upon request. We will produce a press release and publicise the strategy through different public meetings such as community councils, community gangs forums and possibly a public meeting. Other suggestions by the panel are welcome.

promote community cohesion?

The SSP has worked closely with its communities to help identify the key emerging issues at a local level and develop responsive programmes to address these. The Southwark community gangs forum, formed by residents and members of voluntary organisations, has been at the vanguard of this approach, bringing together community and voluntary groups, young people and specialists, to not only highlight the issues, but to actively deliver interventions to tackle violent crime

We also recognise that Southwark council cannot do this alone. Southwark has been instrumental in establishing a cross border alliance with Lambeth, Croydon,

Lewisham and Greenwich to share intelligence, develop key programmes enhance and expand existing programmes which are effective and provides a network of knowledge for agencies and other local authorities.

The SSP has also worked with our community and voluntary agencies to deliver community and interagency educational awareness programmes focused on why people get involved in serious violence, how to identify the trends and where to go to get help. There is a clear opportunity to develop these programmes for other key parts of our communities.

The feedback from our consultation on serious violent crime, supports the findings and recommendations set out in the strategy. There is an overwhelming support for a more visible uniformed presence in areas, affected most by serious violence and a consistent multi agency enforcement approach. This has been fully reflected in the recommendations of the strategy.

Action planning:

All actions identified in stages one and two are to be reflected in your departmental plans.

Please see action plan below.

**Stage Three: Developing Your Action Plan & Making Changes
Equalities Impact Assessment Action Plan: Making Changes**

Issue	Action	Who	When	Measuring Impact
Ensuring views and needs of young males are fed into the strategy and how it's implemented	Annual focus groups consultation refresh with young people to take place as part of the SSP strategic assessment process	A Beland/ N Morris	On an annual basis	Consultation takes place, feedback is incorporated to annual strategy reviews
More analysis needed around hate crime	Strategy to include more in depth analysis and recommendations for hate crime	A Beland/ J Toy	Completed	Recommendations on Hate Crime are included as part of the strategy
We need to record more and better quality information on which people are benefiting from programmes of intervention and support to both victims and perpetrators of violent crime especially when it comes of disability and faith.	Commissioning team to ensure that all services commissioned to voluntary sector and other organisations record and report on equalities data.	A D'urso	April 2011	Equalities data monitoring becomes part of routine commissioning process and this data is available for next time the strategy is EqlA'd
More awareness needed on services available to hate crime victims	To ensure that information on services available for hate crime is available to the public and front line services	C Wright/ D Ashworth	Dec 2011	This could have the effect of increasing levels of reported Hate Crime but also increased level of confidence.
Acknowledging that violence in a domestic setting and sexual offences are also experienced by members of the LGBT community	Review in domestic abuse services will include these areas and recommendations.	A D'Urso	April 2011	Recommendation from domestic abuse service review include LGBT domestic abuse

Issue	Action	Who	When	Measuring Impact
Communicating the strategy	<p>The violent crime strategy to be summarised and written in plain English so that all residents can access it and understand it.</p> <p>To produce a press release and publicise the strategy through different public meetings such as community councils, community gangs forums and possibly a public meeting. Other suggestions by the panel are welcome.</p>	T Dickinson/ N Morris	February 2011	

Quarterly EqIA Progress Report

Having drawn up your Action Plan, it is important to monitor progress in implementing the different actions. Please complete the following progress report. This will help to ensure that you keep to the time-scales you have outlined and to seek advice from the Social Policy Unit where you are experiencing problems with implementation of particular actions. The following outlines what information should go into each of these boxes.

Completing your progress report

<p>Action - The changes that you are making to address the issues that you have identified (simply cut and paste from the action plan).</p>
<p>Progress - What has happened so far. This should be completed on a quarterly basis, identifying any progress and any problems you are encountering.</p>

Completed - Once you have fully implemented the action you simply need to add the completion date.

Outcomes - What's changed as a result of your EqIA

Evidence - How do you know if things have changed

Action	Progress	Completed	Outcomes	Evidence

The Social Policy Team's Compliance and Monitoring Officer will be ensuring that all progress reports are completed to time, so that they may in turn be reported to Chief officers Equalities sub-group and the Executive.

Appendix 1

Date	Type	Participants / location
02/09/10	Community Gangs Forum	Community Leaders Residents Youth Offending Service Community Safety Team MPS VSS
20/09/2010	Focus group: Low Level Violence	Community Wardens Anti Social Behaviour Unit Victim Support Southwark St Giles Trust Southwark Police Community Safety Team
22/09/2010	Focus group: Robbery	Southwark Police Youth Offending Service and Community Safety Team
01/10/2010	Focus group: LGBT	Bede House and violent hate crime survivors
05/10/2010	Focus group: Violence Against Women and Girls	Sexual Offences & Domestic Abuse Steering group meeting
06/10/2010	Focus group: Addressing Violent Offenders	Reducing Reoffending Board
07/10/2010	Focus group: Serious Violence	Community Gangs Forum
01/09/10	Whole strategy	Violent Crime Strategic Group
15/10/10	Serious Violence	Jennifer Blake and young black males
27/09/2010	ward panel	Chaucer
29/09/2010	ward panel	East Walworth
30/09/2010	ward panel	Peckham
30/09/2010	ward panel	Riverside
30/09/2010	ward panel	Surrey Docks
30/09/2010	Southwark Warden Service Young Advisors	Tooley Street
27/09/2010	community council	Bermondsey
05/10/2010	community council	Borough & Bankside
22/09/2010	community council	Camberwell
14/10/2010	community council	Dulwich
20/09/2010	community council	Peckham
05/10/2010	community council	Nunhead + Peckham Rye
07/10/2010	community council	Rotherhithe
06/10/2010	community council	Walworth