

# Equalities Impact Assessment: Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

## Summary of proposal

Name of proposal	Violence Reduction Strategy
Reference number (if applicable)	
Service Area	Homes and Community Safety
Date assessment completed	06/01/21

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk).

# 1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

In May 2021, the UK Government published draft guidance on the new Serious Violence Duty, which indicates an obligation for Community Safety Partnerships to reduce serious violence through implementation of a violence reduction strategy. This proposal concerns the Violence Reduction Strategy set to be owned, implemented and monitored by the Safer Islington Partnership for the next 5 years. Although this Violence Reduction Strategy (2022-2027) is informed by and in line with this initial guidance indicating this statutory duty, it is predominately inspired by our aspiration in Islington to promote a fairer, safer borough. It is also set to replace the previous strategy which is now out of date. While we are seeking to agree the current draft version of the Strategy for publication in April 2022 at this stage, the aim is for this to remain a live document. Once launched, the Violence Reduction Strategy must be kept under review. This will ensure that any updates to the Strategy necessitated by changes to the relevant duty or statutory guidance and emerging best practice can be implemented in due course. This equality impact assessment documentation will be reviewed and revised accordingly.

The background context for this work is that while we have recorded a decline in crime and violent incidents in Islington between 2020 and 2021 (compared to 2019-2020), including reductions in knife crime, youth violence and robbery, this can be partly attributed to the COVID-19 lockdown. As restrictions ease and activities return, violence and crime is likely to rise again. In addition, although there have been positive reductions in level of violent incidents across Islington, there is still much more work to be done. Even one violent incident is an incident too many – one act of violence can raise community fears, undermine public confidence and cohesion, and cause devastating consequences for victims and their families.

Overall, our ambition is to reduce the long-term scale and impact of violence – making Islington a safer, fairer borough for all. We will adopt a whole-community approach: supporting all victims and families affected, providing positive opportunities to those at-risk of becoming involved in violence, and rehabilitating offenders. Integral to this vision is our commitment to addressing the disproportionate impact of violence on certain groups – namely, Black young men, women, and vulnerable adults. We know that ethnicity, gender, and age shape the lived reality of violence. Nationally, perpetrators of most forms of violence are predominately men aged 16 – 39, while young Black men are disproportionately represented as both victims and perpetrators in terms of youth violence. These differing experiences in-part influence communities' trust in public services and the police; Black and Mixed groups have significantly less confidence in the police compared to White ethnic groups. The experience of violence in Islington is also gendered; men are more likely to victim of robbery and non-

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domestic violence against the person (including serious violence), while women more likely to be victim of sexual offences, other theft and theft from person.

Through realising our ambition we aspire to:

- Save lives and significantly reduce serious injury
- Improve community resilience and cohesion
- Empower local people to take ownership over their neighbourhoods and communities
- Improve trust and confidence in public services and the police, particularly among Black and minoritised ethnic groups

This strategy sets out how we will take ownership of this ambition, the approach we will take and our priority focus areas as a partnership to effect long-lasting, challenging inequality and disproportionality, and benefit our whole community.

The strategy comes out of the largest community safety consultation from any London borough in 2021 which took place across summer 2021. It builds on the action, learning and engagement from the short-term 2021 Summer Violence Reduction Plan, which focused on saving lives – particularly the lives of young Black men who are more likely to be killed – maintaining community confidence in public safety, and minimising the inflaming of socio-racial tensions. It also brings together several other existing or in-development strategies, as listed below:

- Youth Safety Strategy
- Violence Against Women and Girls (VAWG) Strategy
- Hate Crime Strategy
- Exploitation and Extremism Plan
- Transparency, Accountability and Trust in Policing Action Plan

The plan is underpinned by a 4-part strategy:

- **Prevention** of serious violence before it occurs by providing violence-diverting information and opportunities alongside targeted interventions towards individuals most at-risk of committing violence.
- **Minimise** the impact of serious violence on the community by scaling-up the partnership and communications response to swiftly de-escalate and contain violence.
- **Support** those vulnerable to, at-risk of or affected by serious violence by providing them with adequate support and interventions.
- **Empower** communities to strengthen their own resilience and knowledge, make positive behavioural choices, and to work with others to prevent and reduce serious violence.

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- Context on how the service currently operates (if relevant) and the scope of suggested changes
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This strategy will be realised through a combination of existing services and commitments from a range of Council departments and partners alongside targeted communications and engagement. There are 6 strands of work listed below with corresponding objectives:

- Places and Spaces: Our aim is that no one should feel afraid in Islington, regardless of your personal identity, the time of day, or how busy it is: everyone should feel and be safe in our streets
- Women's Safety: Our aim is for women in Islington to live life free of fear – of domestic abuse, gender-based violence, sexual assault or harassment – both at home and in our public spaces.
- Youth Safety: Our ambition is to keep our children and young people away from youth crime and violence and giving them the best possible start in life.
- Adults: Our ambition is to prevent vulnerable adults from being exploited into violence and support adult offenders to move away from crime, whilst holding them to account for their actions.
- Organised Crime: Our aim is to better safeguard local residents from organised criminal violence by preventing at-risk individuals' involvement with organised gangs, disrupting criminal behaviour, and providing support and gang exit strategies for those who want to leave.
- Drugs as a driver for serious violence and crime: Our aim is to reduce the harm that we know drugs cause to individuals and communities by supporting those with drug-use issues to recover and break free from perpetuating violence.

Although this is a new strategy, its focus is to bring together existing strategies, commitments and actions from related safety strategies or work within the Council and partners to align around a common, consistent vision, including ensuring there is effective use of existing resources/funding around common strategic priorities. As such, there are no direct financial implications for the council as a result of this strategy. In terms of further funding, we note that we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example the Violence Reduction Unit, however the success of the recommendations is not dependent on additional funding; any additional funding would be to enhance activities only which is a further potential benefit.

## 2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

Our ambition is to reduce the long-term scale and impact of violence – making Islington a safer, fairer borough for all.

To do this we will adopt a whole-community partnership approach: supporting all victims and families affected, providing positive opportunities to those at-risk of becoming involved in violence, and rehabilitating offenders. As a result of this whole-community approach alongside priority areas for work such as our focus on 'Places and Spaces' borough-wide, this strategy will impact a wide range of groups both externally and internally who live, work, study or visit the borough. This covers residents, service users, local communities, staff and others, including organisations involved in the Safer Islington Partnership such as the police. Also integral to this vision is our commitment to addressing the disproportionate impact of violence on certain groups – namely, Black young men, women, and vulnerable adults.

Through adopting this approach, we aspire to achieve the follow key impacts overall:

- Save lives and significantly reduce serious injury
- Improve community resilience and cohesion
- Empower local people to take ownership over their neighbourhoods and communities
- Improve trust and confidence in public services and the police, particularly among Black and minoritised ethnic groups

## 3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

### 3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

The following data and corresponding findings have been used to assess impacts on people with protected characteristics and from disadvantaged groups:

- National statistics on the latest trends regarding incidents of serious violence from the [Home Office Serious Violence Duty guidance](#). Incidents of serious violence have increased in England and Wales since 2014, with certain types of violence increasing sharply in recent years – knife crime, for example, increased by 84% between June 2014 and June 2020.
- Research on the 'public health approach to violence' from the [World Health Organisation](#), [Local Government Association](#) and [NHS England](#).
- National statistics from the [Office for National Statistics' 2020 Crime Survey for England and Wales \(CSEW\)](#) on the long-term trends in violent crime rates and factors such as ethnicity, gender, age and disability which shape the lived reality of violence. Over the last two decades the Crime Survey for England and Wales (CSEW) has shown long-term reductions in estimates of violent crime. Perpetrators of most forms of violence are predominately men aged 16 – 39, while young Black men are disproportionately represented as both victims and perpetrators in terms of serious youth violence. People with disabilities (2.4%) were more likely to be victims of violent crime than people without disabilities (1.5%).
- National evidence given to the Joint Committee on Human rights on the '[Treatment of people with learning disabilities in the criminal justice system](#)': Evidence is given that adults with learning disabilities, for example, have a higher risk of being the victims of crime and abuse than the general population – yet they are also much less likely to report the crime or abuse they have experienced or seek help.
- Data from the Mayor's Office for Policing and Crime '[Public voice dashboard](#)' on public perception and victim satisfaction with the Metropolitan Police Service. This includes a section on observed inequalities based on protected characteristics of respondents for both satisfaction and public perceptions. Black and Mixed groups have less confidence in the police, that the police can be 'relied on' and 'treat everyone fairly' for example, compared to White ethnic groups.
- Current and past data on crime and violence in Islington which is shared from the Metropolitan Police Service. This data includes a number of findings, including:
  - Knife Crime – although knife offences declined by 23% over 2020-21, Islington remains the 10th highest borough for knife crime offences. Incidents with injury declined by 18% overall, but only by 5% for young people aged 1-24 – meaning we have more work to do to specifically protect our young people from knife harm.

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
  - A breakdown of service user demographics where possible
  - Brief interpretation of findings
- Youth Violence – overall youth violence incidents declined by 35%, a reduction higher than the London average (31%). However there remain significant ongoing tensions among groups of young people in the borough.
  - Robbery – whilst recording reductions, Islington still ranked highly across London for personal robbery (6 out of 32 boroughs). This was partially driven by pedal cycle and moped enabled crime, which is often connected to organised crime.
  - Domestic Abuse – Islington recorded a 2.5% increase in detections of domestic abuse offences, the highest rate
  - The experience of violence in Islington is gendered; men are more likely to be victim of robbery and non-domestic violence against the person (including serious violence), while women more likely to be victim of sexual offences, other theft and theft from person.
  - In Islington, young people are also disproportionately involved in perpetrating some forms of violence – in Camden and Islington, 78% of people known to be involved in organised crime are between 18 and 28 years old. Young people are particularly vulnerable to be exploited as part of drug trafficking activities – 63% of individuals linked to 'county lines' trafficking in Islington are 18-25 years old
- Reports from the Metropolitan Police Service published publicly each quarter regarding the [Gangs Violence Matrix](#), an intelligence tool used to identify and risk-assess gang members across London who are involved in gang violence: in December 2021, there were 1942 individuals on the Gangs Violence Matrix. 1939 are recorded as male and 3 are recorded as female. The majority are recorded under 30 years of age.
  - Data from [Islington's State of Equalities](#) report 2020 including statistics around the impact of Hate Crime, for example:
    - There were 16 incidents of transgender hate crime reported in Islington between October 2018 and October 2019, an increase of 7% from the previous 12 months
    - A study published by Stonewall in 2018 found that 41% of trans people and 31% of non-binary people who responded to the survey had experienced a hate crime or incident because of their gender identity in the previous 12 months
    - In Islington, homophobic hate crime increased by 9% from October 2018 to October 2019 compared to the previous 12 months;
    - Faith hate crime has decreased by 46% in 2018/19 compared to the previous year, in line with the decrease in London overall from 2017/18 and of all of the London boroughs, Islington has the 18th highest number of faith hate crimes recorded as taking place within its boundary within the year 2018/19



Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
  - A breakdown of service user demographics where possible
  - Brief interpretation of findings
- Qualitative data from extensive engagement activities across summer 2021 have shaped this strategy, its priority themes and our understanding of violence in Islington. Feedback from this consultation is outlined further in section 5 of this assessment concerning engagement plans. This consultation and development process has included:
    - Islington Council development of an initial Summer Violence Reduction Plan with Islington police
    - Partnership roundtable event – consultation on the Summer Plan with organisations across Islington involved in violence-reduction work
    - Our Safer Spaces physical postcard campaign, targeting 100,000 households in the borough, encouraging residents to tell us where and why they feel unsafe locally
    - Our Safer Spaces engagement platform, open to all who live, work, study or socialise in Islington, attracting approximately 1600 responses so far. The platform allows our communities to tell us where and why you are feeling unsafe and what we could do to make Islington a safer space for all. This includes identifying why someone might feel unsafe in a location in relation to specific characteristics, for example as a person identifying as a woman, as LGBTQ+, as non-binary, as a member of the transgender communities, or associated with race or ethnicity or visible religious affiliation.
    - Our 'Islington Together: Let's talk about a safer future' engagement week was the largest safety consultation in London in the year so far, engaging over 700 people across our diverse communities.
  - The Violence Reduction Strategy brings together and builds upon several existing strategies. The research and findings underlined within these strategies, particularly the [Youth Safety Strategy 2020-2025](#) and [Violence Against Women and Girls Strategy 2021-2026](#), have also been considered to assess potential impact.

Within our ambition to reduce the long-term scale and impact of violence, making Islington a safer, fairer borough for all, our commitment to addressing the disproportionate impact of violence on certain groups is integral. We have used this evidence to identify these groups and understand the picture of violence in Islington, according to both national and local quantitative and qualitative data.



3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
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Age	Positive	<p>Young people are particularly important to target in the violence reduction space, as young people (aged 16-24) in the UK are more likely to be victims of violence than any other age group.</p> <p>Young people will be disproportionately impacted by comms and engagement work as a priority cohort in this work within the Youth Safety focus area. Here, Islington has developed a comprehensive, 5 year Youth Safety Strategy (Islington Youth Safety Strategy, 2020 – 2025) that underlines our commitments to: protect young people from violence, abuse and exploitation; safeguard young people and support families, parents and carers; address inequality and disproportionality</p>	<p>A corresponding Action Plan will be developed including engagement plans, both for the whole community and to target specific cohorts (e.g. young people, older adults) who are disproportionately impacted or where we are looking to increase active engagement. This will ensure a wide range of voices continue to be heard, including where there have been restrictions in engagement activities so far, as this strategy is implemented. Engagement plans, alongside monitoring of our Action Plan, will allow us to monitor short-term progress and provide further evidence to identify actions with an effective or positive outcome to be continued in this work or repeated in the future. An annual review will consider long-term</p>
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		<p>within the youth and criminal justice system; and reduce re-offending for young people who have become more persistent in their offending behaviours.</p> <p>This is positive as we will encourage young people to disengage from violence and divert them to positive activities instead. They will benefit from our broader Safer Spaces work to make public spaces safer for communities as well as targeted youth support services. We will also engage with young people to understand and provide support with a focus on early intervention and prevention.</p> <p>On the other hand, there is also the potential for low negative impact on young women and girls who may also be involved in gangs or committing crimes but may not be the most visible</p>	<p>progress and be produced with an accompanying community safety report shared publicly in order to further review effectiveness and understand how potential benefits have been realised. The annual review will include consideration of equalities impacts and review of the EQIA tool to identify whether any further action can be taken to enhance potential benefits.</p> <p>In addition, we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example, the Violence Reduction Unit; the success of the recommendations is not dependent on additional funding, any additional funding would be to enhance activities only to enhance potential benefits.</p>
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		<p>due to the assumption that boys and men are more involved in gangs, crime and violence and the focus on this overrepresented cohort. Through our Youth Safety Strategy work, incorporated within the Violence Reduction Strategy, we have identified as a high risk group of children and young people</p> <p>Otherwise, We know that how safe local people feel can be influenced by many factors – including age, as well as how dark it is and how many people are outside. Older people within our communities will benefit broadly from the actions through this strategy to reduce serious violence, save lives, improve community resilience and cohesion and improve trust</p>	<p>We will implement a clear communications plan to communicate what actions we're taking to reduce violence and why, including a 'you said, we did' approach to ensure the vision and the benefits of this work are communicated effectively. Within our ambition to make Islington a safer, fairer place for all, we acknowledge the paramount importance of both reducing the scale and impact of serious violence so our communities are safe, and addressing fear of violence so are communities feel safe. We understand that the perception of safety within our borough is not always necessarily linked to evidential factors and that perceptions and feelings of safety are key. Our clear communications approach will enhance the potential benefit of</p>
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		<p>and confidence in public services, for example through our Safer Spaces work which aims to continually improve how we identify locations where violence occurs, or where people feel unsafe, to ensure everyone should feel and be safe in our streets. However, we recognise in reflecting on our engagement activities so far, that there is a potential gap/restriction around engagement voicing the lived experience of older adults and intergenerational challenges. This may have been impacted by the type and timing of engagement activities over summer last year, for instance, as while in-person events and physical postcard campaigns took place, some events were held online for this cohort that</p>	<p>our actions by proactively, positively addressing this question of perception as part of our action.</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
		<p>can be impacted by digital exclusion.</p> <p>As we continue engagement surrounding this work we will look to address this potential gap to enhance broader positive impacts for this cohort specifically.</p>	



<p>Disability (include carers)</p>	<p>Positive</p>	<p>Some adults – including those with learning disabilities, drug addiction, and poor mental health – are much more vulnerable to being affected by or becoming involved in violence than others. Vulnerable adults are often targeted by perpetrators of violence specifically because of their perceived vulnerability.</p> <p>Adults with learning disabilities, for example, have a higher risk of being the victims of crime and abuse than the general population – yet they are also much less likely to report the crime or abuse they have suffered or seek help. This cohort will benefit from the strategy as a priority of work under our 'Adults' strand. The CCG's Adults Safeguarding Board, working closely with</p>	<p>A corresponding Action Plan will be developed including engagement plans, both for the whole community and to target specific cohorts (e.g. people with a disability including learning and physical disabilities, carers) who are disproportionately impacted. This will ensure a wide range of voices continue to be heard, including where there have been restrictions in engagement activities so far, as this strategy is implemented. Engagement plans, alongside monitoring of our Action Plan, will allow us to monitor short-term progress and provide further evidence to identify actions with an effective or positive outcome to be continued in this work or repeated in the future. An annual review will consider long-term progress and be produced with</p>
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		<p>Islington police, the council, and health partners, have identified three priority areas of work in order to reduce violence affecting vulnerable adults who may be at higher risk of crime such as this group – cuckooing, online exploitation and radicalization and modern day slavery. These will be developed and monitored as part of the Adults Safeguarding Board’s 2021-22 action plan.</p>	<p>an accompanying community safety report shared publicly in order to further review effectiveness and understand how potential benefits have been realised. The annual review will include consideration of equalities impacts and review of the EQIA tool to identify whether any further action can be taken to enhance potential benefits.</p> <p>In addition, we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example, the Violence Reduction Unit; the success of the recommendations is not dependent on additional funding, any additional funding would be to enhance activities only to enhance potential benefits.</p> <p>We will implement a clear communications plan to</p>
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			<p>communicate what actions we're taking to reduce violence and why, including a 'you said, we did' approach to ensure the vision and the benefits of this work are communicated effectively. Within our ambition to make Islington a safer, fairer place for all, we acknowledge the paramount importance of both reducing the scale and impact of serious violence so our communities are safe, and addressing fear of violence so are communities feel safe. We understand that the perception of safety within our borough is not always necessarily linked to evidential factors and that perceptions and feelings of safety are key. Our clear communications approach will enhance the potential benefit of our actions by proactively, positively addressing this</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
			question of perception as part of our action.

Race or ethnicity	Positive and Negative	<p>Black young men are disproportionately victims and suspects within cases of serious youth violence and homicide. Following on from our Summer Violence Reduction Plan and incorporating our Youth Safety Strategy actions, this strategy will therefore include targeting support to Black communities e.g. for Black parents on having difficult conversations with young people around knife crime, devising action plans to strengthen our engagement with Black and minoritised ethnic groups. This may boost trust and confidence in the council as well as the police.</p> <p>Indeed, improving trust and confidence in public services and the police, particularly among Black and minoritised ethnic groups is a key goal</p>	<p>Engaging, building trust with and collaborating with communities in Islington is vital to the success of this strategy. Essential to our approach is engaging with residents who seldom engage with or lack trust in public services. This includes targeted engagement with Black and minorities ethnic groups to build confidence in and access to statutory partners' services. This approach will be built upon in our development of a Trust, Accountability, and Engagement action plan based on the Mayor of London's Action Plan for Transparency, Accountability and Trust in Policing. This will encompass a range of engagement, training and comms offers under the interconnected themes of transparency, engagement, trust</p>
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		<p>within our ambition to reduce the long-term scale and impact of violence – making Islington a safer, fairer borough for all. Essential to our approach is engaging with residents who seldom engage with or lack trust in public services. This includes targeted engagement with Black and minoritised ethnic groups – including our Somali communities for example – to build confidence in and access to statutory partners’ services. This approach will be built upon in our development of a Trust, Accountability, and Engagement action plan based on the Mayor of London’s Action Plan for Transparency, Accountability and Trust in Policing.</p> <p>Due to this disproportionate representation as victims of</p>	<p>and respect, empowerment, and accountability. Some of our other engagement plans could include working with the Arsenal/Adidas No More Red initiative to encourage young people who can work to reduce violence and increase confidence in their communities to seek mentoring and support from the scheme, developing trusted sources within community spaces – including barbershops, takeaways, religious sites, youth centres, and sports clubs – to deliver positive violence-reduction messages, and youth safety parenting workshops and other positive engagement targeted towards Black and minoritised ethnic groups. For instance, we have delivered knife crime prevention sessions in our schools based on the Love and Lost film made in 2021, which</p>
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		<p>serious violence, Black people may positively benefit from a number of support offers to victims of Serious Violence throughout each priority focus area (compared to other ethnic groups).</p> <p>Black and Minoritised women and girls will be positively impacted by this strategy which incorporates a number of initiatives developed to improve women's confidence and safety in public spaces around Islington, such as Safe Havens and the 'Ask for Angela' initiative, as well as actions from our Violence Against Women and Girls (VAWG) Strategy under the Women's safety priority area. This incorporated strategy outlines that women from certain backgrounds are more likely to</p>	<p>set out the consequences of knife crime and it's impact on victims' families Engagement will consider both targeted cohorts and the whole community around them who may be impacted by this strategy.</p> <p>In addition, the Community Safety team carries out ongoing dip sampling on various areas of this work, including through the Islington community stop and search monitoring group. This ensures we are understanding that where police take action it is proportionate and provides the best possible service to our communities. We will consider further expanding dip sampling to cover additional issues or concerns where they arise as part of the continuous review of this work to understand and</p>
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		<p>be adversely impacted if they experience VAWG and outlines the partnership's determination to challenge inequality throughout the delivery of VAWG services, to prevent discrimination and to address the impacts of intersectionality. The partnership is committed to ensuring that key agencies working with survivors should be fully trained in Black and Minoritised women's intersectional experiences/needs and actively encouraged to adopt a more inclusive approach.</p> <p>On the other hand, there is also the potential for low negative impact here in relation to Black men. We have adopted a 'public health; model of violence reduction within our approach. In adopting this approach, we</p>	<p>mitigation potential negative impact.</p> <p>A corresponding Action Plan will be developed, delivered and monitored by the Safer Islington Partnership which will allow us to monitor short-term progress and provide further evidence to identify actions with an effective or positive outcome to be continued in this work or repeated in the future. An annual review will consider long-term progress and be produced with an accompanying community safety report shared publicly in order to further review effectiveness and understand how potential benefits have been realised. The annual review will include consideration of equalities impacts and review of the EQIA tool to identify whether any further action can be taken</p>
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		<p>seek to avoid over criminalising those groups most at risk of or already offending, particularly as this can undermine trust and confidence in the police.</p> <p>However, we recognise that that use of the law and law enforcement are critical aspects of a cohesive approach to tackling. In the short-term, this means that more people may come into contact with the criminal justice system because of increased police interventions while prevention and support services operate in tandem.</p> <p>As Black men are disproportionately impacted as victims/suspects of serious youth violence (SYV), such increased targeted or police interventions, may mean more Black young men could come into contact with the criminal</p>	<p>to enhance potential benefits and mitigate negative impacts.</p> <p>In addition, we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example, the Violence Reduction Unit; the success of the recommendations is not dependent on additional funding, any additional funding would be to enhance activities only to enhance potential benefits.</p> <p>We will implement a clear communications plan to communicate what actions we're taking to reduce violence and why, including a 'you said, we did' approach to ensure the vision and the benefits of this work are communicated effectively. Within our ambition to make Islington a safer, fairer place for all, we acknowledge the</p>
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		<p>justice system. This could inflame racial tensions and mistrust in the police as there is already low confidence in the police among Black communities. This associated negative risk was also previously noted as a part of our 2021 Summer Violence Reduction Strategy, however we have not had evidence of this potential impact. We will continue to monitor this risk and proactive action to mitigate this is embedded within the strategy as one of our overarching goals is to improve trust and confidence in public services and the police, particularly among Black and minoritised ethnic groups.</p>	<p>paramount importance of both reducing the scale and impact of serious violence so our communities are safe, and addressing fear of violence so are communities feel safe. We understand that the perception of safety within our borough is not always necessarily linked to evidential factors and that perceptions and feelings of safety are key. Our clear communications approach will enhance the potential benefit of our actions by proactively, positively addressing this question of perception as part of our action.</p>
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<p>Religion or belief (include no faith)</p>	<p>Positive</p>	<p>We know that how safe people feel in Islington can be influenced by many factors – including visible religious affiliation, as well as how dark it is and how many people are outside. There will be a positive impact from our work to ensure that no one should feel afraid in Islington, regardless of your personal identity, the time of day, or how busy it is: everyone should feel and be safe in our streets. For example, in our ‘Safer Spaces’ initiative our priority is to continually improve how we identify locations where violence occurs, or where people feel unsafe. Our aim is to reduce the level of criminality, violence and threat, working with communities to ensure those spaces become safe and welcoming for all. This</p>	<p>A corresponding Action Plan will be developed including engagement plans, both for the whole community and to target specific cohorts (e.g. faith groups, Muslim communities) who are disproportionately impacted. This will ensure a wide range of voices continue to be heard, including where there have been restrictions in engagement activities so far, as this strategy is implemented. Engagement plans, alongside monitoring of our Action Plan, will allow us to monitor short-term progress and provide further evidence to identify actions with an effective or positive outcome to be continued in this work or repeated in the future. An annual review will consider long-term progress and be produced with an</p>
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		<p>includes engagement through our Safer spaces platform which allows people in the borough to tell us where and why they feel unsafe locally, including whether someone might feel unsafe because of visible religious affiliation or religious tensions in an area.</p> <p>We will use this data from to explore further engagement opportunities with specific communities, or in specific locations, building on our engagement from Summer 2021 which included community conversations with faith groups.</p> <p>Our focus area around 'Places and Spaces' also includes actions incorporated from our Hate Crime Strategy. Although Islington is a proudly diverse borough with a history of tolerance and openness, hate</p>	<p>accompanying community safety report shared publicly in order to further review effectiveness and understand how potential benefits have been realised. The annual review will include consideration of equalities impacts and review of the EQIA tool to identify whether any further action can be taken to enhance potential benefits.</p> <p>In addition, we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example, the Violence Reduction Unit; the success of the recommendations is not dependent on additional funding, any additional funding would be to enhance activities only to enhance potential benefits.</p> <p>We will implement a clear communications plan to</p>
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		<p>crime is a serious issue for some members of our community and has a history of being underreported. Given this history, we will take a nuanced approach to the data on hate crime in Islington, recognising both the work still to be done to deliver the best outcomes for our residents, and that improved identification and reporting is in itself one of our priorities. In our support of the independent Islington Hate Crime Forum, we are committed to continuing to work with community organisations, specialist support groups and individual members of our community who work with and represent protected groups to better understand and address lived experiences regarding risk, reporting, support and outcomes of those who</p>	<p>communicate what actions we're taking to reduce violence and why, including a 'you said, we did' approach to ensure the vision and the benefits of this work are communicated effectively. Within our ambition to make Islington a safer, fairer place for all, we acknowledge the paramount importance of both reducing the scale and impact of serious violence so our communities are safe, and addressing fear of violence so are communities feel safe. We understand that the perception of safety within our borough is not always necessarily linked to evidential factors and that perceptions and feelings of safety are key. Our clear communications approach will enhance the potential benefit of our actions by proactively, positively addressing this</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
		become, or fear becoming, victims of hate crime in Islington; this includes work around faith hate crime positively impacting this group.	question of perception as part of our action.



<p>Gender and gender reassignment (male, female, or non-binary)</p>	<p>Positive and Negative</p>	<p>We know that how safe local people feel can be influenced by many factors – including gender expression, as well as how dark it is and how many people are outside. People who identify as women, non-binary and/or within the transgender community will positively impact from our work to ensure that no one should feel afraid in Islington, regardless of your personal identity, the time of day, or how busy it is: everyone should feel and be safe in our streets. For example, in our ‘Safer Spaces’ initiative our priority is to continually improve how we identify locations where violence occurs, or where people feel unsafe. Our aim is to reduce the level of criminality, violence and threat, working with communities to</p>	<p>A corresponding Action Plan will be developed including engagement plans, both for the whole community and to target specific cohorts (e.g. the transgender community in Islington, women’s groups) who are disproportionately impacted. This will ensure a wide range of voices continue to be heard, including where there have been restrictions in engagement activities so far, as this strategy is implemented. Engagement plans, alongside monitoring of our Action Plan, will allow us to monitor short-term progress and provide further evidence to identify actions with an effective or positive outcome to be continued in this work or repeated in the future. An annual review will consider long-term progress and be produced with</p>
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		<p>ensure those spaces become safe and welcoming for all. This includes engagement through our Safer spaces platform which allows people in the borough to tell us where and why they feel unsafe locally, including whether someone might feel unsafe because they are a person who identifies as a woman, as non-binary and as trans.</p> <p>We will use this data from to explore further engagement opportunities with specific communities, or in specific locations.</p> <p>Our focus area around 'Places and Spaces' also includes actions incorporated from our Hate Crime Strategy. Although Islington is a proudly diverse borough with a history of tolerance and openness, hate</p>	<p>an accompanying community safety report shared publicly in order to further review effectiveness and understand how potential benefits have been realised. The annual review will include consideration of equalities impacts and review of the EQIA tool to identify whether any further action can be taken to enhance potential benefits and mitigate negative impact.</p> <p>In addition, we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example, the Violence Reduction Unit; the success of the recommendations is not dependent on additional funding, any additional funding would be to enhance activities only to enhance potential benefits.</p>
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		<p>crime is a serious issue for some members of our community and has a history of being underreported. Given this history, we will take a nuanced approach to the data on hate crime in Islington, recognising both the work still to be done to deliver the best outcomes for our residents, and that improved identification and reporting is in itself one of our priorities. In our support of the independent Islington Hate Crime Forum, we are committed to continuing to work with community organisations, specialist support groups and individual members of our community who work with and represent protected groups to better understand and address lived experiences regarding risk, reporting, support and outcomes of those who</p>	<p>We will implement a clear communications plan to communicate what actions we're taking to reduce violence and why, including a 'you said, we did' approach to ensure the vision and the benefits of this work are communicated effectively. Within our ambition to make Islington a safer, fairer place for all, we acknowledge the paramount importance of both reducing the scale and impact of serious violence so our communities are safe, and addressing fear of violence so are communities feel safe. We understand that the perception of safety within our borough is not always necessarily linked to evidential factors and that perceptions and feelings of safety are key. Our clear communications approach will enhance the potential benefit of</p>
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		<p>become, or fear becoming, victims of hate crime in Islington; this includes work around hate crime towards people who identify as part of the transgender community, positively impacting this group. This is significant in the face of research, such as a study published by Stonewall in 2018 which found that 41% of trans people and 31% of non-binary people who responded to the survey had experienced a hate crime or incident because of their gender identity in the last 12 months and reported increases in Islington in 2020.</p> <p>In addition, we know the experience of violence in Islington is gendered; men are more likely to be victim of robbery and non-domestic violence against the person</p>	<p>our actions by proactively, positively addressing this question of perception as part of our action.</p> <p>Otherwise, our overarching commitment within our Violence Against Women and Girls strategy, incorporated into the Violence Reduction Strategy, is to keep as many of our women and girls and their families as safe as possible, to make perpetrators accountable for their actions and to have a first class system in place to achieve this. This will involve clear communication and engagement around our actions and aims prioritising providing those experiencing violence with the support they need to be and feel safe. Communication and engagement will be key to mitigate any potential negative</p>
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		<p>(including serious violence), while women more likely to be victim of sexual offences, other theft and theft from person.</p> <p>An increase of and focus on positive community engagement around Serious Youth Violence and Serious Violence will positively impact men who are significantly overrepresented as victims/suspects of serious violence.</p> <p>Women are significantly more likely to experience gender-based violence in the home and sexual assault or harassment in public spaces. Younger women aged 16 – 24 are particularly more likely to be victims of sexual assault than any other age group. Due to this disproportionate impact, this work will also positively impact</p>	<p>impact on the perception of safety here as we work to address underreporting and detection rates and improve our response around issues such as Violence Against Women and Girls. This work also includes supporting practitioners to address the gap in services engaging with men who use violence and, where appropriate, supporting them to change their harmful behaviour. This is part of a focus on supporting victims and moving away from the 'failure to protect' narrative. Enacting and communicating the narrative around this approach to hold perpetrators to account and support those experiencing violence will support us to further mitigate potential negative impacts around the perception of safety.</p>
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		<p>women as a priority cohort within our Women's Safety focus area. This work prioritises providing those experiencing violence with the support they need to be and feel safe. This includes doing more to hold people who use violence and abuse to account, supporting practitioners to address the gap in services engaging with men who use violence and, where appropriate, supporting them to change their harmful behaviour. It incorporates actions a number of initiatives developed to improve women's confidence and safety in public spaces around Islington, such as Safe Havens and the 'Ask for Angela' initiative, as well as actions from our Violence Against Women and Girls (VAWG) Strategy.</p>	<p>Within this work we also acknowledge the potential negative impact on young women and girls who may also be involved in gangs or committing crimes but may not be the most visible due to the assumption that boys and men are more involved in gangs/crime/violence. At present, not enough of the young women at risk of gang violence (and its consequences) are being identified or worked with – not least because, traditionally, the lion's share of funding for gang intervention is channeled into work with young men. Our Youth Safety work includes Young Women and Girls as a high-risk group to proactively address this concern and ensure that we have specific services in place to respond to the needs of young women and</p>
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		<p>On the other hand, as aforementioned, more (Black young) men may come into contact with the criminal justice system in the short-term if we upscale or increase focus on targeted interventions, including police interventions. This potential risk will be minimised and mitigated by our approach and actions as outlined above in this assessment.</p> <p>There also may be potential negative impact around the perception of safety and violence in Islington in the short-term as we work to address underreporting and detection rates and improve our response around issues such as Violence Against Women and Girls.</p> <p>In addition, women and girls affected by serious violence</p>	<p>girls, support them and solely focus on them.</p>
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		<p>could be neglected if there is targeted focus on men. For instance, young women and girls may also be involved in gangs or committing crimes but may not be the most visible due to the assumption that boys and men are more involved in gangs/crime/violence, and the overrepresentation of this cohort in current statistics. Young women and girls have been noted as a high-risk group of children and young people as part of the Islington Youth Safety Strategy 2020-2030, to recognise this challenge and ensure focus is maintained on this group to mitigate this potential negative impact.</p>	
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Maternity or pregnancy	Positive	<p>Women and people who are pregnant will benefit broadly from the actions through this strategy to reduce serious violence, save lives, improve community resilience and cohesion and improve trust and confidence in public services, for example through our Safer Spaces work which aims to continually improve how we identify locations where violence occurs, or where people feel unsafe, to ensure everyone should feel and be safe in our streets, and our actions around domestic abuse and incorporated within the Violence Against Women and Girls strategy. However, we have identified a potential gap in terms of specific targeted engagement for considerations</p>	<p>A corresponding Action Plan will be developed including engagement plans, both for the whole community and to target specific cohorts. This will ensure a wide range of voices continue to be heard, including where there have been restrictions in engagement activities so far, as this strategy is implemented. Engagement plans, alongside monitoring of our Action Plan, will allow us to monitor short-term progress and provide further evidence to identify actions with an effective or positive outcome to be continued in this work or repeated in the future. An annual review will consider long-term progress and be produced with an accompanying community safety report shared publicly in order to further review effectiveness and</p>
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		<p>around maternity and pregnancy.</p> <p>As we continue engagement surrounding this work we will look to address this potential gap to enhance broader positive impacts for this cohort specifically.</p>	<p>understand how potential benefits have been realised. The annual review will include consideration of equalities impacts and review of the EQIA tool to identify whether any further action can be taken to enhance potential benefits and mitigate negative impact.</p> <p>In addition, we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example, the Violence Reduction Unit; the success of the recommendations is not dependent on additional funding, any additional funding would be to enhance activities only to enhance potential benefits.</p> <p>We will implement a clear communications plan to communicate what actions we're taking to reduce violence and</p>
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			<p>why, including a 'you said, we did' approach to ensure the vision and the benefits of this work are communicated effectively. Within our ambition to make Islington a safer, fairer place for all, we acknowledge the paramount importance of both reducing the scale and impact of serious violence so our communities are safe, and addressing fear of violence so are communities feel safe. We understand that the perception of safety within our borough is not always necessarily linked to evidential factors and that perceptions and feelings of safety are key. Our clear communications approach will enhance the potential benefit of our actions by proactively, positively addressing this</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
			question of perception as part of our action.

Sex and sexual orientation	Positive	<p>We know that how safe local people feel can be influenced by many factors – including expression of sexuality, as well as how dark it is and how many people are outside. People from across the LGBTQ+ umbrella will positively impact from our work to ensure that no one should feel afraid in Islington, regardless of your personal identity, the time of day, or how busy it is: everyone should feel and be safe in our streets. For example, in our ‘Safer Spaces’ initiative our priority is to continually improve how we identify locations where violence occurs, or where people feel unsafe. Our aim is to reduce the level of criminality, violence and threat, working with communities to ensure those spaces become</p>	<p>A corresponding Action Plan will be developed including engagement plans, both for the whole community and to target specific cohorts (e.g. residents who identify as LGBTQ+) who are disproportionately impacted. This will ensure a wide range of voices continue to be heard, including where there have been restrictions in engagement activities so far, as this strategy is implemented. Engagement plans, alongside monitoring of our Action Plan, will allow us to monitor short-term progress and provide further evidence to identify actions with an effective or positive outcome to be continued in this work or repeated in the future. An annual review will consider long-term progress and be produced with an accompanying community</p>
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		<p>safe and welcoming for all. This includes engagement through our Safer spaces platform which allows people in the borough to tell us where and why they feel unsafe locally, including whether someone might feel unsafe because they are a person who identifies as LGBTQ+.</p> <p>We will use this data from to explore further engagement opportunities with specific communities, or in specific locations, building on our engagement from Summer 2021 which included community conversations with residents who identify as LGBTQ+.</p> <p>Our focus area around 'Places and Spaces' also includes actions incorporated from our Hate Crime Strategy. Although Islington is a proudly diverse</p>	<p>safety report shared publicly in order to further review effectiveness and understand how potential benefits have been realised. The annual review will include consideration of equalities impacts and review of the EQIA tool to identify whether any further action can be taken to enhance potential benefits and mitigate negative impact.</p> <p>In addition, we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example, the Violence Reduction Unit; the success of the recommendations is not dependent on additional funding, any additional funding would be to enhance activities only to enhance potential benefits.</p> <p>We will implement a clear communications plan to</p>
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		<p>borough with a history of tolerance and openness, hate crime is a serious issue for some members of our community and has a history of being underreported. Given this history, we will take a nuanced approach to the data on hate crime in Islington, recognising both the work still to be done to deliver the best outcomes for our residents, and that improved identification and reporting is in itself one of our priorities. In our support of the independent Islington Hate Crime Forum, we are committed to continuing to work with community organisations, specialist support groups and individual members of our community who work with and represent protected groups to better understand and address lived experiences regarding risk,</p>	<p>communicate what actions we're taking to reduce violence and why, including a 'you said, we did' approach to ensure the vision and the benefits of this work are communicated effectively. Within our ambition to make Islington a safer, fairer place for all, we acknowledge the paramount importance of both reducing the scale and impact of serious violence so our communities are safe, and addressing fear of violence so are communities feel safe. We understand that the perception of safety within our borough is not always necessarily linked to evidential factors and that perceptions and feelings of safety are key. Our clear communications approach will enhance the potential benefit of our actions by proactively, positively addressing this</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
		reporting, support and outcomes of those who become, or fear becoming, victims of hate crime in Islington; this includes work around homophobic hate crime, which reported a rise in 2020, positively impacting people from across the LGBTQ+ umbrella.	question of perception as part of our action.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Marriage or civil partnership	Neutral		

<p>Other (e.g. people living in poverty, looked after children, people who are homeless or refugees)</p>	<p>Positive</p>	<p>Victims and perpetrators of serious youth violence and drug/gang-related violence and homicide are disproportionately likely to come from deprived backgrounds and suffered associated risk factors around adverse childhood experiences / trauma. People affected will benefit from the public health approach we adopt for this strategy to tackle both the root causes and manifestations of violence, and lead with a trauma-informed approach to understanding lived experience and how we can tackle this challenge.</p>	<p>A corresponding Action Plan will be developed including engagement plans, both for the whole community and to target specific cohorts (e.g. residents with complex needs for example substance misuse) who are disproportionately impacted. This will ensure a wide range of voices continue to be heard, including where there have been restrictions in engagement activities so far, as this strategy is implemented. Engagement plans, alongside monitoring of our Action Plan, will allow us to monitor short-term progress and provide further evidence to identify actions with an effective or positive outcome to be continued in this work or repeated in the future. An annual review will consider long-term progress and be produced with</p>
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			<p>an accompanying community safety report shared publicly in order to further review effectiveness and understand how potential benefits have been realised. The annual review will include consideration of equalities impacts and review of the EQIA tool to identify whether any further action can be taken to enhance potential benefits and mitigate negative impact.</p> <p>In addition, we will be keeping in touch regarding any additional funding opportunities that come up from governmental or other bodies, for example, the Violence Reduction Unit; the success of the recommendations is not dependent on additional funding, any additional funding would be to enhance activities only to enhance potential benefits.</p>
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			<p>We will implement a clear communications plan to communicate what actions we're taking to reduce violence and why, including a 'you said, we did' approach to ensure the vision and the benefits of this work are communicated effectively. Within our ambition to make Islington a safer, fairer place for all, we acknowledge the paramount importance of both reducing the scale and impact of serious violence so our communities are safe, and addressing fear of violence so are communities feel safe. We understand that the perception of safety within our borough is not always necessarily linked to evidential factors and that perceptions and feelings of safety are key. Our clear communications approach will enhance the potential benefit of</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
			our actions by proactively, positively addressing this question of perception as part of our action.

## 4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

This assessment outlines the positive impacts on people with protected characteristics and/or from disadvantaged groups who may be more likely to be victims and/or perpetrators of violence as well as the potential for actual or perceived negative impact on certain groups.

In developing our strategy we have been guided by the World Health Organisation's (WHO) 'public health' model of violence reduction in particular. We have adapted a public health approach which focuses on tackling both the root causes and manifestations of violence and can be summarised by the following points:

- Focussing on a defined population
- With and for communities
- Not constrained by organisational or professional boundaries
- Focussed on generating long term as well as short term solutions
- Based on data and intelligence to identify the burden on the population, including any inequalities
- Rooted in evidence of effectiveness to tackle the problem

In adopting this approach, we seek to avoid over-criminalising those groups most at risk of or already offending, particularly as this can undermine trust and confidence in the police. We will also ensure we are using data to continuously identify inequalities within our population as well as how effective our actions are in tackling this challenge. Alongside being rooted in evidence, this will go hand in hand with a trauma-informed approach which is key as victims and perpetrators of serious youth violence and drug/gang-related violence and homicide are also disproportionately likely to have associated risk factors around adverse childhood experiences and trauma.

However, we recognise that use of the law and law enforcement are also critical aspects of a cohesive approach to tackling violence in the scope of this strategy; our public health approach is complementary to, not in conflict with, enforcement and criminal justice activities. The connection to the use of law or legal measures as part of violence prevention is set out in research on the 'public health approach' from organisations such as [NHS England](#). Here for example, it is highlighted that legal measures can be useful to protect

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

victims from harm (e.g. injunctions, disruption notices), that 'Laws that make violent behaviour an offence send a message to society that violence is not acceptable' (pg. 44) and enforcement of such legislation is a 'critical element' to ensuring it is effective (pg.44). Examples are given around targeted enforcement of alcohol laws to prevent violence in a nightlife area (pg. 42) and violence prevention legislation around child protection (pg.44).

In Islington, our scope for this strategy includes particular violent crimes alongside exploitative and criminal activities where there is an inherent threat or reality of serious violence. This includes: Homicide, violence against the person (with injury) including knife and gun crime, Organised Crime (including County Lines drug trafficking), Serious Youth Violence, Violence Against Women and Girls (including domestic abuse) Hate Crime, Modern Slavery and Human Trafficking, cuckooing, and sexual offences (including rape and sexual assault). Within this scope, many of the serious violence incidents and homicides we are seeing are related to criminality (such as drug and gang tensions). Making targeted arrests of known e.g. gang-affiliated young people with weapons, for example, can save lives in the short-term by disrupting leadership chains and removing weapons from circulation.

In the short-term, this may mean that more people, such as young Black men who are disproportionately impacted as victims/suspects of serious youth violence, may come into contact with the criminal justice system because of increased police interventions while prevention and support services operate in tandem. This has an associated risk that it could inflame community tensions, including racial tensions and mistrust in the police as there is already low confidence in the police among Black communities. Yet, we believe this potential for negative impact is low (this associated negative risk was also previously noted as a part of our 2021 Summer Violence Reduction Strategy, however we have not had evidence of this potential impact being realised from this work). We also believe it will be minimised by leading with a public health model and mitigated through the suite of other offers we have developed that positively target communities outlined in the above assessment, including Black men and young people, as part of our goal to improve trust and confidence in public services and the police.

For example, we are developing a strategy specifically to improve Black communities' trust and confidence in the police based on the Mayor of London's Action Plan for Transparency, Accountability and Trust in Policing: [Action Plan - Transparency, Accountability and Trust in Policing | GLA \(london.gov.uk\)](#). This will encompass a range of engagement, training and comms offers under the interconnected themes of transparency, engagement, trust and respect, empowerment, and accountability. We will clearly communicate our approach as one ultimately seeking to prevent serious injury and violence across all communities,



Please provide:

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including those more likely to be impacted such as young people, young Black men, women and vulnerable adults. We have set out a clear governance structure for the monitoring and review of this strategy owned by the Safer Islington Partnership and an action plan will follow, outlining key activities and performance indicators to review the effectiveness of this framework. This includes actions short-term progress and updates monitored at SIP's quarterly meeting and long-term progress reviewed annually with an accompanying community safety report shared publicly under SIP. The intention is for the strategy to remain a live document responsive to impacts and any changes in needs within our community, emerging additional guidance or best practice.

We have also set out how we will continue to engage our communities on the whole and through targeted activities as we move to implementation. Within the Violence Reduction Strategy, there is a focus on putting the community at the heart of our approach- engaging, building trust with and collaborating with communities in Islington is vital to the success and sustainability of this strategy. Essential to our approach is engaging with residents who seldom engage with or lack trust in public services. Some of our other engagement plans could include working with the Arsenal/Adidas No More Red initiative to encourage young people who can work to reduce violence and increase confidence in their communities to seek mentoring and support from the scheme, developing trusted sources within community spaces – including barbershops, takeaways, religious sites, youth centres, and sports clubs – to deliver positive violence-reduction messages, and youth safety parenting workshops targeted towards Black and minoritised ethnic groups. Engagement will consider both targeted cohorts and the whole community around them who may be impacted by this strategy. We will adopt a 'you said, we did' communications approach to allow us to continue the conversation with our communities, partners and residents across the borough, improve transparency and accountability in our delivery and ensure our ultimate aim within this work to reduce the long-term scale and impact of violence, including those disproportionately impacted, is communicated clearly.

Our plans surrounding communication and engagement will also be key where there is the potential for negative impact regarding the perception of safety and violence in Islington in the short-term, as we work to address underreporting and detection rates and improve our response around issues such as Violence Against Women and Girls. Our overarching commitment within our Violence Against Women and Girls strategy, incorporated into the Violence Reduction Strategy, is to keep as many of our women and girls and their families as safe as possible, to make perpetrators accountable for their actions and to have a first class system in place to achieve this. This will involve clear communication and engagement around our actions and aims prioritising providing those experiencing violence with the

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

support they need to be and feel safe. This also includes supporting practitioners to address the gap in services engaging with men who use violence and, where appropriate, supporting them to change their harmful behaviour. Action and communication concerning the focus on holding perpetrators to account and on supporting victims and moving away from the 'failure to protect' narrative, embedded within the Violence against Women and Girls Strategy, will support us to minimise and mitigate the potential risk of negative impact around perceptions of safety in the short-term.

## 5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

### Overview

Across summer 2021, in the context of evidence around a spike in violence post-lockdown, rising rates of serious injury and homicide and the disproportionate impact on communities such as young Black Men, we decided to carry out a partnership engagement exercise alongside work within a Summer Violence Reduction Plan. Our week of engagement activities received over 700 responses and was the largest consultation on violence reduction in London in the year, including in-person and virtual engagement, specific targeted 1-to-1 sessions and open invitation events. This partnership effort sat alongside engagement actions to listen and learn as part of our Safer Spaces campaign. This included a physical postcard campaign targeting households in the borough to encourage residents to tell us where and why they feel unsafe locally, and a corresponding online engagement



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- Who has been or will be consulted or engaged with
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platform open to all who live, work, study or socialise in Islington to tell us about their experiences. Over this time we have also held community consultation events after serious incidents within the borough, ensuring that we are listening to the needs of impacted families and communities to inform this work.

Our strategy has therefore been informed and shaped – at every step of the process – by extensive engagement with communities and partners across the borough, including residents, service-users, voluntary and community sector organisations, and our statutory partners. A further summary of the consultation and development process is listed below:

- Islington Council development of an initial Summer Violence Reduction Plan with Islington police
- Partnership roundtable event – consultation on the Summer Plan with organisations across Islington involved in violence-reduction work
- Our Safer Spaces physical postcard campaign, targeting 100,000 households in the borough, encouraging residents to tell us where and why they feel unsafe locally
- Our Safer Spaces engagement platform, open to all who live, work, study or socialise in Islington, attracting approximately 1600 responses so far
- Our 'Islington Together: Let's talk about a safer future' engagement week 27 September – 3 October was the largest safety consultation in London in the year so far, engaging over 700 people.

Community spaces across the borough hosted a range of events and activities for people to share their experiences and feedback. Our approach focused on gaining insight from people with first-hand experience or interest in this work, putting local people at the heart of the approach as experts of their own neighbourhoods providing valuable understanding into the trigger points for tensions and violence. This involved reaching out to statutory and community partners and services to discuss key questions with the service users and community groups with which they had established relationships. In this way, we have had quality participation of people who have been affected by violence from across our diverse communities, giving voice to their experiences, desire and willingness to be a part of the solution to these challenges.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

### **Who did we engage with?**

- Schools
- Residents who identify as LGBTQ+
- Young people
- Residents with complex needs (e.g. substance misuse)
- Parents affected by violence
- Businesses
- Parent Champions
- Ward Panels
- Youth Councillors
- Tenants & Residents Associations and Tenancy Management Organisations
- Islington residents
- Voluntary groups
- Somali communities
- Councillors
- Residents with Special Educational Needs and Disabilities
- Staff who work directly with young people (including London Borough of Islington colleagues)
- Police
- Women
- Faith groups
- Muslim communities

### **What did we do?**

- 1 Launch event at Islington Assembly Hall
- 1 virtual Community Conversation
- 3 Library visits
- 16 Community Centre visits
- 10 virtual partnership meetings
- We asked voluntary and community groups to host discussions with their service users. This included: Arsenal in the Community, One True Voice, Caxton House, Better Lives, Centre 404, Forum+, Voluntary Action Islington, Parent Champions,

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- Key findings or feedback (if completed)

Copenhagen Youth Project, SoapBox Youth Hub and the Violence Reduction Unit Parent Champions.

### **What were the key findings/feedback?**

Five key themes emerged, highlighting what communities want us to prioritise and address within this work:

- Invest in early intervention and prevention by deploying a joint-up approach between schools, families and social services.
- Work with communities to tackle violence and equip them with the skills and confidence to report antisocial behaviour and crime.
- Prioritise working with young people and parents, to understand and tackle the root causes of violence.
- Make spaces safer for communities, namely women and young people.
- Build relations between the police and communities.

### **How has insight gained from engagement or consultation has been/will be fed into the strategy?**

Feedback from the engagement week was collated and analysed to pull out key themes in terms of what communities want us to prioritise overall, and on the following 5 questions:

- How should the police, council and partners tackle violence in Islington?
- Who do the police and council need to work with to tackle violence in Islington?
- How can we keep you informed about the work we are doing to tackle violence in Islington?
- How would you like to be involved in tackling violence in Islington?
- What can we do as a community to tackle antisocial behaviour?

In drafting the strategy, we have paid careful attention to incorporating feedback into our priorities, approach and actions. Engaging, building trust with and collaborating with communities in Islington is vital to the success of this strategy; community involvement and engagement will remain at the heart of our approach as we seek to tackle this complex challenge. The strategy includes a commitment to adopting a 'you said, we did' communications approach which will allow us to continue the conversation with our communities, partners and residents across the borough and improve transparency and

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

accountability in our delivery. Alongside this, the strategy includes a commitment to long-term progress being reviewed by SIP annually, with an accompanying community safety report shared publicly to further promote transparency and accountability in this work. We will continue to involve and engage our community to address the work outlined through a range of other existing whole community forums and activities, such as the Safer Neighbourhood Board, Safer Neighbourhood Panels, Ward Partnerships, SIP's Annual Assessment and emergency community meetings.

Also essential to the approach is engaging with residents who seldom engage with or lack trust in public services. This includes targeted engagement with Black and minorities ethnic groups – including our local Somali communities for example – to build confidence in and access to statutory partners' services. This approach will be built upon in our development of a Trust, Accountability, and Engagement action plan based on the Mayor of London's Action Plan for Transparency, Accountability and Trust in Policing, which this strategy also incorporates.

Some of our engagement plans in the future could include:

- Developing 'community conversations' – an open forum for questions and discussion with residents and partnership organisations
- Establishing an annual memorial event of loss
- Developing trusted sources within community spaces – including barbershops, takeaways, religious sites, youth centres, and sports clubs – to deliver positive violence-reduction messages
- Proactive involvement with Ward Partnerships – to give local residents, community groups and businesses the opportunity to voice concerns, shape services and receive information relating to violence reduction in their particular ward
- Using data from our Safer Spaces engagement platform to explore engagement opportunities with specific communities, or in specific locations
- Adopting a 'you said, we did' communications approach to improve transparency and accountability in our delivery
- Establishing a Violence Reduction Ambassador scheme
- Working with the Arsenal/Adidas No More Red initiative to encourage young people who can work to reduce violence and increase confidence in their communities to seek mentoring and support from the scheme

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
  - Who has been or will be consulted or engaged with
  - Methods used or that will be used to engage or consult
  - Key findings or feedback (if completed)
- Youth safety parenting workshops targeted towards Black and minoritised ethnic communities

## 6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
The Community Safety team carries out dip sampling on various areas of this work, for example in partnership with the Islington community Stop and Search monitoring group. This ensures we are understanding the impact of our actions and that where partners such as police take action, it is proportionate and provides the best possible service to our communities.	Community Safety Team	Ongoing
An Action Plan will be developed from Spring 2022 following oversight of the strategy to set out key activities for each strand of work and corresponding performance indicators to monitor and review impacts. Actions will be delivered by the Safer Islington Partnership's (SIP) working sub-groups, with short-term progress and updates monitored at SIP's quarterly meeting.	Johnathon Gallagher	October 2022 – Ongoing review

Action	Responsible team or officer	Deadline
Annual review of long-term progress and effectiveness of actions in relation to the strategy with an accompanying community safety report shared publicly. The annual review will include consideration of equalities impacts and review of the EQIA tool.	Johnathon Gallagher	April 2023 – Ongoing annual review

Please send the completed EQIA to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Sydney Alexander	<i>SM Alexander</i>	06.01.2022
Fairness and Equality Team	Lisa Koduthore	Lisa Koduthore	17.01.2022
Director or Head of Service	Jo Murphy	Jo Murphy	31.01.2022