

Equalities Analysis in Lambeth

Proposal Title *

Lambeth Made Safer

Author

Kristian Aspinall

Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Merlin Joseph

Please indicate who will be involved in approving this assessment. This will need to be signed off by the designated Head of Service or Director

Q1a. What is changing?

We are changing how we work together to prevent serious youth violence through the development and implementation of the Lambeth Made Safer Strategy. Our vision is to make Lambeth the safest place in London to be a child, teenager or young adult. The goals we will work towards in order to realise this vision over the next 10 years are that:

- We will reduce the number of young people who are victims of violence.
- We will reduce the number of young people involved in the criminal justice.
- We will address the root causes of serious youth violence.

Our strategy is informed by the recognition of the role inequality, disadvantage and injustice plays in perpetuating youth violence. Inequity, racism and discrimination have resulted in worse life chances for Black African and Caribbean families. We also know that other forms of inequality have a bearing on young people's exposure to and involvement in serious youth violence. Financial and health disadvantages, inequality affecting young people with special education needs and disabilities, young people in care or leaving care or vulnerable girls and young women are all factors that required consideration and action when seeking to tackle serious youth violence. Our strategy is underpinned by the principle of equity, the concept of fairness and impartiality and a commitment to challenge inequality in all that we do. It will also contain the following equality related priority: "we will tackle racism and embed an anti-racist approach, building equity across all communities".

One key aspect of this work is the link to the the partnership's other long term harm reduction strategy - the Lambeth Violence Against Women and Girls strategy (VAWG). There is a known link between witnessing and being a victim of domestic abuse, and potentially committing violence in later life. This strategy acknowledges and aims to improve support for young people where VAWG is occurring in the household. Equally, the borough's VAWG strategy is currently being refreshed and both aim to compliment and support each other to deliver better outcomes.

By implementing the Lambeth Made Safer Strategy we aim to positively impact all groups, particularly the vulnerable including those with protected characteristics. A primary focus of our work will be ensuring that the voice of young people, particularly those with protected characteristics is heard and influences all that we do, so that our ambition of positively impacting on their lives through the delivery of this strategy is realised.

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

Read more



Q1b. Who will be involved in approving this decision?

Cabinet will be asked to sign-off the Lambeth Made Safer strategy on 30th November 2020

Who else will be involved in signing-off this decision?

Read more



Q2a. What do we know about the people who will be impacted by this change?

Our strategy is primarily concerned with impacting upon young people aged 10 - 25. We anticipate that young people from all protected characteristic groups will be positively impacted, with particular regard to the characteristics of age, race/ethnicity, disability, health and socio-economic factors. The following information outlines some of the key things we know about those who will be affected by the changes the strategy will bring about:

- Approx 63,210 children and young people under the age of 18 live in Lambeth (19% of the population).
- 35,485 (21%) of Lambeth residents are under 20 51 % are boys, and 49 % are girls.
- The under 20 population will grow by 3% to 36,651 by 2027.
- Lambeth is the 5th most densely populated borough nationally.
- 63% of children and young people are from Black and minority ethnic communities. (compared to 21% nationally).
- 27% of children in Lambeth are living in poverty.
- 1,652 children and young people are known to Children's Social Care and Youth Offending Services.
- There are approximately 1,800 children and young people with Education Health and Care plans (EHC) and at least 5,640 receiving support for special educational needs being educated in Lambeth schools. These numbers do not include all the pre-school children with additional needs, and those aged 18-25.
- 3,848 (9.8%) of 5-16 years olds have a mental health disorder.
- Lambeth had the highest numbers of victims of serious youth violence in London in 18/19.
- Victims of serious youth violence classified as African & Caribbean make up 55% of all victims. This has consistently been the case for the last three recording periods where African & Caribbean people have overwhelmingly made up the majority of victims. White Europeans make up the second majority of victims, making up 25% of all victims. The remaining 20% comprises Southern European (11%), Asian (6%), Arabian / North African (2%) and Oriental (1%). Please note these identifications are taken from Police Identity Codes which are determined by the police during an incident and based on visual identity by the police, rather than self identification.
- The majority of serious youth victims are aged between 20-25, making 57.3% of all victims and are predominantly male. There are 111 more male victims than female victims. Second largest cohort of victims of serious youth violence are aged between 15-19 and are overwhelmingly male making up 21% of all victims.
- 47% of all accused of serious youth violence were classified as of African & Caribbean ethnicity from 2017-19. This has been historically the case with African & Caribbean cohort making up the majority of victims and accused of serious youth violence in Lambeth. White Europeans form the second largest cohort of accused making 14%.
- Males form the majority of accused of serious youth violence and this can be split into two age categories. 28% of male accused are aged between 15-19, 31% are aged between 20-25.
- Although girls are a small minority of victims of serious youth violence, we continue to monitor the frequency and intensity of female victims through regular performance data and crime reporting. In other boroughs the number of girls as victims and perpetrators of serious youth violence is rising, and although we are not seeing this shift to date we are continually looking out for it.
- In addition, gang related activity can see girls being exploited and harmed through associated

crimes such as being used to hold weapons or drugs, or sexual coercion. These cases are significantly under-reported.

- White young people are under represented and Black young people are over represented when comparing the youth offending population with the 10-17 population.
- White young people make up 12% of the offending population and 33% of the 10-17 population.
- Black young people and those from ethnic minority groups make up 88% of the offending population and 67% of the 10-17 population.
- The most over-represented ethnic group are Black young people. They make up 64% of the offending population and 43% of the 10-17 population.
- The Serious Youth Violence Needs Assessment 2015 found that at least one third of teenagers known to youth justice services had had childhood experiences that predisposed them to violence: 38% had witnessed violence, 36% had suffered a significant bereavement, and 33% had experienced abuse.
- Children who offend or are at risk of offending have been identified as a subgroup experiencing disadvantage, often at multiple levels.
- Children and young people who offend are also more likely not to be in education, employment or training. There is also an association between young people who have difficulties with communication and youth offending; 60% of young offenders have communication difficulties.
- The health and wellbeing needs of children and young people tend to be particularly severe by the time that they are at the risk of receiving a community sentence and more so when they receive custodial sentences.
- Children with learning difficulties and neuro-disability are overrepresented in the youth justice system. Having these conditions can make it more difficult to cope with justice processes, such as police interviews, court proceedings or compliance with the requirements of a community sentence.
- As young people are admitted to custody their needs (including health needs) are assessed. Through this process, young people entering youth custody have been found to have disproportionate health needs (often undiagnosed or untreated) when compared to the general population, including mental health (33%), substance misuse (including alcohol) (45%), and learning difficulties or disabilities (32%).
- We recognise the need to understanding more about the needs and vulnerabilities of LGBTQI+ young people in relation to serious youth violence. We will work with relevant partners and agencies to improve the gathering and analysis of data and intelligence to inform our work as part of the implementation process of the strategy.
- We will look to continually strengthen our data and intelligence gathering processes through the development of evaluation and performance systems outlined in Q4 to ensure we fully understand the needs of those with protected characteristics and how our strategy impacts upon them.

Information sources: Strategic needs Assessments 2016 - 2020, Lambeth Children and Young People's Plan 2018-2022, SEND Strategy 217-2020, Youth Justice Partnership Board Performance Dashboard Report Oct 2020 and Public Health England Improving health outcomes for vulnerable children and young people report for Lambeth.

This information tells us that there are a range of often inter-related issues re: inequality and vulnerability that our strategy needs to understand and respond to including the needs of those with protected characteristics which can be summarised as follows:

- Issues in relation to racism and discrimination and the resultant impact on the life chances for Black African and Caribbean families.
- Issues in relation to early childhood and families, particularly early adverse life experiences;
- Issues in relation to 'socio-health' factors including the prevalence of poverty, deprivation, learning and other disabilities and poor mental health.

We anticipate that vulnerable young people in general, and those with protected characteristics associated with age, race/ethnicity, disability, health and socio-economic factors in particular will be positive impacted by our strategy.

This inter-sectionality is a key aspect of violence against young people in Lambeth. It is not just that the victims are predominantly young, black men of African and Caribbean heritage. They also are over represented in terms of health, educational and socio-economic disadvantages. Serious violence against young people is a complex issue with many facets, and our work to tackle it is informed by all of those inequalities and not just the primary identifiers. This health intersection is particularly important - we know that mental health victims are substantially over-represented in the criminal justice system, and that any attempt to reduce serious violence against young people without also looking at the health issues behind it will not be successful.

Consultation

We carried out a variety of engagement activity to inform our serious youth violence reduction programme, including live events such as the Hackathon and the Youth Jam in the Park. We conducted the Serious Youth Violence Survey, questioning more than 500 young people aged from 10-25 across the borough in one of the largest listening exercises the council has ever undertaken. We have also piloted a new resident involvement initiative in five wards across the borough. We held online meetings for Lambeth Made Community and launch websites through which residents can draw

our attention to issues in their neighbourhoods. During summer 2020, we conducted a survey of more than 100 young people to ask them about their experiences during the Covid-19 lockdown. We also met regularly with third sector groups and forums across the borough to gain their insight and input into the work.

We have used the information obtained from this activity, which includes direct references to issues of inequality and discrimination, to increase our understanding of what young people feel are the root causes of serious youth violence, how young people are perceived, how families have been impacted by youth violence and what they have told us needs addressing to enable them to thrive. We have translated this understanding into the priorities, goals, principles outcomes and commitments set out in the strategy that we will seek to address through its implementation. The views of young people and communities have informed the overall ambition to reduce disproportionality which is embodied in one of the core principles of the strategy as follows:

Equity

We recognise the impact inequality, disadvantage and injustice of all kinds plays in perpetuating youth violence. Decades of inequity, racism and discrimination have resulted in worse life chances for Black African and Caribbean families. We also know that other forms of inequality have a bearing on young people's exposure to and involvement in serious youth violence. Financial and health disadvantages, inequality affecting young people with special education needs and disabilities, young people in care or leaving care or vulnerable girls and young women are factors that required consideration and action when seeking to tackle serious youth violence. Our strategy is therefore

underpinned by the principle of equity – the concept of fairness and impartiality – and a commitment to challenge inequality in all that we do.

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

Read more



Q2b. How will they be impacted by the change?

The Lambeth Made Safer Strategy will positively impact on all our residents and communities with particular regard to young people and young adults. They will be positively impacted because we will be attending to the previously outlined vision, goals and priorities and also honour the following commitments set out in the strategy:

INTERVENE EARLY AND PREVENTLambeth will be the safest place in London for children, teenagers and young adults because communities and services work together to prevent youth violence by building on and developing the local awareness, capacity and resilience to do so.

DISRUPT AND DETERLambeth will be the safest place in London for children, teenagers and young adults because communities and services work together to deter young people and adults from perpetrating violence and disrupt individual and group activity associated with youth violence.

EDUCATE AND TRAINLambeth will be the safest place in London for young people because they will feel heard and empowered to make positive choices in their education, employment, training and relationships.

RESPOND AND SUPPORTLambeth will be the safest place in London for children, young people and young adults because services and communities will work together to support those who may be affected by youth violence.

ENGAGE AND INVOLVELambeth will be the safest place in London for children, teenagers and young adults because children, young people and communities are actively and fully engaged in identifying and implementing solutions to address youth violence.

SAFE SPACESLambeth will be the safest place in London for children, teenagers, and young adults because we work together to ensure our environment and our public spaces are safe and free of crime.

Our aim is to positively impact all young people with a particular focus on those who are disproportionately impacted, or at risk of being impacted by serious youth violence including those with protected characteristics. We will do this by delivering an implementation plan underpinned by our principle of equity and the knowledge that inequity, racism and discrimination have resulted in worse life chances for Black African and Caribbean families and the understanding that other forms of inequality have a bearing on young people's exposure to and involvement in serious youth violence. Financial and

health disadvantages, inequality affecting young people with special education needs and disabilities, young people in care or leaving care or vulnerable girls and young women are factors that will also be responded to through delivery of our strategy.

It will also be shaped by the expressed views and experiences of young people with particular regard to those with protected characteristics so that all activity is informed by their lived experiences and what they tell us needs to change.

We anticipate that this positive impact will include the securing of outcomes such as:

A reduction in the number of Black young people and young adults who are disproportionately impacted by serious youth violence.

A reduction in the number of young people involved in the criminal justice system year on year.

The number of young people impacted by serious youth violence will be reduced because they have developed the skills, knowledge ability and awareness to safely negotiate risks associated with the teenage years.

Fewer young people and young adults will be impacted by exploitation because because communities and agencies work effectively together to identify and prevent the targeting and grooming process.

Fewer young people be draw into or impacted by youth violence because they have the aspirations, confidence and education to progress and achieve.

A greater number of young people and young adults will benefit from sustained participation in education, employment or training.

The impact of youth violence on young people will be reduced because they live in environments that enable them to live and grow up safely.

The needs of individuals and groups with protected characteristics will be at the forefront of all planned activity to secure these outcomes.

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

Read more



Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

The principles of fairness, equality of opportunity and positive relationships are embedded in the Lambeth Made Safer Strategy as expressed through the following principle contained within the strategy document:

EquityWe recognise the impact inequality, disadvantage and injustice of all kinds plays in perpetuating youth violence. Decades of inequity, racism and discrimination have resulted in worse life chances for Black African and Caribbean families. We also know that other forms of inequality have a bearing on young people's exposure to and involvement in serious youth violence. Financial and health disadvantages, inequality affecting young people with special education needs and disabilities, young people in care or leaving care or vulnerable girls and young women are factors that required consideration and action when seeking to tackle serious youth violence. Our strategy is therefore underpinned by the principle of equity the concept of fairness and impartiality and a commitment to challenge inequality in all that we do.

We will measure the impact of our work and the positive outcomes secured via the production and application of an outcomes and performance framework allied to an evaluation plan. This framework and plan will include outcome measures and performance indicators to assess impact and evaluate our work so lessons may be learned and built upon. Our 'engage and involve' workstream will ensure the direct involvement of residents in the process of measuring the success of our work and the resultant impact it has on its target beneficiaries. This includes an assessment of the anticipated positive impact of individuals and groups with protected characteristics.

All strategy activity including the promotion of our principles, delivery of our implementation plan and the achievement of outcomes will be promoted via all available channels in addition to a promotional campaign designed and led by young people.

In addition, the Lambeth Made Community forums allow residents across the borough to be involved with all aspects of our strategy and work. We will use these forums to not only promote the positive

change the strategy will deliver, but also to ensure residents are part of that change and are leading action in their ward to improve community safety and resilience. By involving residents in the design, delivery and leadership of our work we ensure that it will make a positive difference on the ground and to the lives of people in Lambeth.

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

Read more



Q3b How do you plan to address and mitigate any negative impacts of the proposal?

There are two main risks of negative impact from our work:

1) Lack of delivery will significantly impact on all crime and disorder work across Lambeth. This strategy acknowledges and aims to address deep seated, long term inequalities in Lambeth including systemic racism. Acknowledging this issue and then failing to address it will cause significant community distrust and lack of faith in the council, police and other partner agencies. The impact of us raising expectations and then failing to meet them is significant, especially given the nature of the dis-proportionality and racism we aim to address.

2) There is a risk that we focus exclusively on one cohort and as a result miss changes in demographics and behavior which includes other disadvantaged groups. For example, if the number of girls as victims of serious youth violence significantly rises over the coming years, but we do not shift our model of delivery as we remain focused on young African and Caribbean men. We will mitigate this potential by ensuring rigorous performance and data analysis as outlined in Q4 so that we are always sighted on those most affected by violence against young people. In addition, community intelligence and information on the impact of violence through the Lambeth Made Community forums will ensure we are not just reliant on reported crime figures but can also hear from our residents directly on changes and trends in violence in the borough.

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

Read More



Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

Our strategy will be overseen by a strategic board with responsibility for ensuring the Lambeth Made Safer strategy is successfully implemented. It will ensure that all associated activity is reviewed and evaluated in accordance with the processes outlined in Q3a. Performance indicators will include (all with associated analysis re: disproportionality):

- First Time Entrant to the Juvenile Justice System levels
- Serious youth violence incident levels
- Re-offending rates
- Custody rates
- Participation in education, employment and training levels
- Exclusion rates, including not just permanent exclusions but also looking at off-rolling and other, more hidden forms of young people not being present at school

An evaluation plan is in the process of being produced in collaboration with public health and external academic input provided by a seconded research fellow from King's College, London. The evaluation plan will be implemented as part of our 'test and learn' approach to determining whether the programme has been successful (and why, how, and for whom). Evaluation results will be used to improve the programme as it is implemented and to help make decisions about ongoing programme

activity. Success in relation to the impact of the strategy in addressing issues of inequality will be a key component of the evaluation plan. Key to this will be the work done through Black Thrive and the development of the Shared Measurement system, particularly for children and young people, to ensure that our work is making the difference to the communities most affected by serious violence against young people. Black Thrive are a key partner of the strategy as a whole and the evaluation work specifically as part of our goal to ensure that we address inequality through the strategy,

The views of our communities, residents and young people are essential to measuring the success of this work. We are aiming to make significant improvements to inequality in the borough and seeing the impact of that change on the ground and the experiences of our communities is key. Our new ward based community resilience forums, Lambeth Made Community, are one way for residents to work with us, lead on change in their neighbourhoods and to evaluate the impact of our work.

The voices of young people, particularly Black young men from the African and African-Caribbean community will be key to ensuring we are making a difference. As well as working to specifically hear the voices of young people through Lambeth Made Community, we will also engage with existing young people's reference groups aligned to the Youth Offending Service, Lambeth Made for example and other youth engagement forums in the borough.

Additionally, we will engage with various third sector organisations such as the Police Independent Advisory Group (IAG), the Lambeth Safer Neighbourhood Board and other forums within Lambeth and they will continue to be part of our delivery and evaluation.

A rigorous performance management process will be applied whereby operational activity is systematically monitored and evaluated via the production of regular progress reports, the consideration of evidence of impact and the monitoring of performance data including information relating to the impact of the strategic from an equalities perspective in general and consideration of the needs of individuals and groups with protected characteristics.

The Board will be chaired by the Strategic Director of Children's Services.

Finally, to note that the data and information in this EIA will form part of our ongoing evaluation process. Part of the process of evaluation and impact monitoring will be the data we have gathered and used here. The data will be regularly monitored and evaluated to show the programs impact.

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

Read more



Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

Read more



Comments from Sponsor/Director/Head of Service

This Equalities Impact Assessment is integral to our Lambeth Made Safer Strategy. It informs our ambition and commitment to make Lambeth one of the safest boroughs in London by addressing the

root causes of serious youth violence as well as its impact. We recognise the bearing inequality, disadvantage and injustice of all kinds including the inequality and discrimination experienced by individuals and groups with protected characteristics plays in causing and perpetuating youth violence.

The outcomes of this assessment will inform our ongoing work to impact positively on the lives of all those affected by youth violence with particular regard to those disproportionately affected.

I endorse this assessment and offer my personal commitment to contribute to the collective leadership required to deliver the positive changes referenced within it.

Submit for approval

Pending

Executive Approval

Pending

Attachments

Close