

Appendix 1 - RBKC Equality Impact Assessment (EqIA)

EqIAs evidence that you have considered the impact or potential impact on groups in our community who share protected characteristics. These are characteristics that are protected against discrimination by the Equality Act 2010. We are required by law under the Public Sector Equality duty (PSED) which is contained in Section 149 of the Equality Act and requires public authorities to have due regard to several equality considerations when exercising their functions.

When do I need to complete an EqIA? You need to complete an EqIA when:

- Planning or developing new services including business services, policies, strategies, practices and plans
- Reviewing, amending or substantially changing existing services, policies, strategies, practices and plans
- Considering a change management process or organisational review, particularly those that could involve relocating staff or rationalisation of posts
- Reviewing or introducing forms, leaflets, guidance, codes of practice such as changes to how residents access services
- When considering and developing a tender document for procurement of services

Who should complete an EqIA?

The person completing the EqIA should have detailed knowledge of the proposal or project. They should be able to identify the impact on those with protected characteristics be they residents, workforce, visitors or others. They should also have knowledge or access to any consultations and where relevant, have knowledge of the area of the Borough that is impacted. The ownership and responsibility for an EqIA lies at Head of Service level and above, however, managers and staff play a key role in the assessment process as they will be involved in implementing the necessary actions identified and integrating equalities into planning. As a rule, any work that needs a decision e.g. Lead Member decision or Leadership Team should be signed off by the Executive Director. Anything that is not going through a formal decision-making process can be signed off by Head of service.

At what point do I need to complete an EqIA?

You need to complete an EqIA at the very beginning when considering your proposal and therefore before a decision is taken.

Please note an EqIA is a live document which means it must be regularly reviewed and updated considering new evidence or information.

It is important to consider equalities issues at every stage of the process. You may not have all the data you need at the beginning, or you may not have finalised what your project will look like. However, an EqIA is there to help guide your thinking on how your work might affect different groups in our community and support your planning and consultation work.

Where can I get support to complete an EqIA?

There are resources available on the SharePoint site, including example EqIAs. You can also get support from the EqIA Champion in your Team/Directorate, see the SharePoint site for details. You can email any queries to the EqIA inbox eqia@rbkc.gov.uk. Finally further support is available for strategic and crosscutting EqIAs from Mandeep Kaur Bains (mandeep.kaurbains@rbkc.gov.uk) in the Corporate Strategy Team. If your EqIA focuses on workforce changes or development, then contact Charlaine Nkum (Charlaine.nkum@rbkc.gov.uk) or Lee Sykes (lee.sykes@rbkc.gov.uk) in HR.

SECTION 1: Programme details

Name of the policy, project, service, or strategy being assessed, and a brief overview of its aims and objectives	<p>Serious Violence Duty Strategy</p> <p>The Council Plan states that it will <i>work with the Police and communities to improve safety in the borough and to support the police to minimise and prevent crime</i> under the Safer priority. The Serious Violence Strategy forms part of this work and also delivers the Council's statutory responsibilities within context of the Crime and Disorder Act 1998 and the new duty. The Strategy provides a clear statement of the Council and the other duty holders to make the borough a safer place and to protect residents and communities from violence.</p> <p>The Serious Violence Duty¹ was introduced under the Police, Crime, Sentencing and Courts Act 2022. The Council is a statutory duty holder and has until 31 January 2024 to demonstrate compliance with the requirement of the Duty to the Home Office. The requirements for duty holder authorities are to:</p> <ul style="list-style-type: none">• undertake an evidence-based analysis of the causes of serious violence in their area (and have effective data sharing to enable this)• produce a strategic needs assessment based on the analysis.• produce and implement a strategy with solutions to prevent and reduce serious violence in their area, which will need to be reviewed every year. <p>These requirements of the Serious Violence Duty have been completed and the Serious Violence Strategy is the outcome of the in-depth analysis contained within the serious violence needs assessment. The recommendations have been approved by the Safer K and C Board, alongside extensive consultation with other stakeholder boards² in the borough.</p> <p>There are three outcomes that the Serious Violence Strategy will achieve to reduce the impact and prevent serious violence in RBKC. These align with the existing outcomes in the Violence Against Women and Girls (VAWG) Strategy 2021/26 and the Youth Violence and Exploitation Strategy 2022/25. These are:</p> <ul style="list-style-type: none">• Those who commit violence are held to account and harmful behaviour is prevented.• Victims are supported to feel safe, and their voices inform direct action.
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¹ <https://www.gov.uk/government/publications/serious-violence-duty>

² The Health and Wellbeing Board, The Adults and Children's Safeguarding Boards, The VAWG Strategic Board, The Combatting Drugs Partnership Board, Youth Crime Partnership Board and Youth Violence Reduction Board.

	<ul style="list-style-type: none"> Communities most adversely affected are prioritised and engaged. <p>It should be noted that this Strategy has been developed on the basis of continuing the development of current work which is already being delivered across many agencies. For Youth Violence and Exploitation and domestic abuse and sexual violence themes are reflective of extensive work with stakeholders to develop the additional separate strategies in 2021/22.</p>
Name of person completing this EqIA	Lorna Platt
Name of Director	Moira Ugoji
Team	Community Safety Team
Directorate	Environment and Communities
Contact Email	Lorna.platt@rbkc.gov.uk
Where is this EqIA stored. (This is to ensure colleagues can pick this up in your absence.)	This EqIA will be stored in Community Safety SharePoint.
Is this EqIA accompanying a report that is going through a formal decision process? If so which meeting, is it going to for decision?	<p>This will be discussed at the Leadership Team Meeting and a decision will be taken on the 14th December. (KD1007457) Serious Violence Strategy 2024.</p> <p>The Leadership Team is recommended to approve the publication of the RBKC Serious Violence Strategy 2024, so that the Council complies with the Serious Violence Duty legal requirements and timescales to be published 31 January 2024.</p>

SECTION 2: EqIA Screening – Do you need to complete a full EqIA?

Please complete the checklist below, including impact to help determine if a full EqIA is necessary.

Please see table in Section 3 for a breakdown of the protected characteristics

Question	Answer (Yes, No, Unclear)	Impact (Positive, Negative or Neutral)
Does your programme have the potential to disproportionately affect men, women or those who identify as non-binary?	No	
Does your programme have the potential to disproportionately affect people of a particular race or ethnicity? This includes refugees, asylum seekers, migrants and gypsies and travellers.	No	
Does your programme have the potential to disproportionately affect people with a disability? Consider physical and learning disabilities and mental health conditions.	No	
Does your programme have the potential to disproportionately affect people of certain sexual orientations?	No	
Does your programme have the potential to disproportionately affect people of different age groups? Consider children and elderly populations.	No	
Does your programme have the potential to disproportionately affect those undergoing or intending to undergo the process of gender reassignment?	No	
Does your programme have the potential to disproportionately affect those due to pregnancy or maternity? The Equality Act protects women or birthing people from discrimination from when you become pregnant until your right to maternity leave ends and you return to work. If you do not have the right to maternity leave this is 2 weeks after the child is born.	No	
Does your programme have the potential to disproportionately affect people of different faiths and beliefs?	No	
Does your programme have the potential to disproportionately affect people on low incomes or living in poverty?	No	
Does your programme have the potential to disproportionately affect people living in the most deprived areas of RBKC? Think about North Kensington, in particular Golborne, Notting Dale, Dalgarno and those living on the Worlds End Estate. There is further detail in Section 3 below in the socioeconomic and geographical box.	No	

If you have assessed the impact to any of the above questions to be Negative, Neutral or Unclear, then you will need to complete Sections 3, 4 and 5. If you have assessed the impact as Positive, explain the rational for this in the box below and then go to Section 5.

Please use this box to outline how residents are positively impacted. Include the following information:

- Data on services users or people potential impacted Consultation information with service users and how this has evidenced a positive impact data on what people have said and difference makes.
- Explain if your proposal takes steps to meet the needs of people from protected groups, where these are different from the needs of other people; and encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low and or disproportionately multiple disadvantages.

Data sources used:

The data used to inform the Strategic Needs Assessment has been formulated from the guidance provided by the Violence Reduction Unit, as well as local knowledge of Council systems and records. This incorporates open-source data in regard to population demographics as well as data that has been shared specific for this project. Violence data sets obtained that are not open source include:

- Police Violence Crime Data.
- Family and Children’s Data for domestic abuse and exploitation.
- Youth Offending Data
- Adults Safeguarding Data for violent harm.
- Domestic Abuse Multi-Agency Risk Assessment Conference (MARAC) Data
- Hospital Emergency Department Assault Data
- Community Safety Youth Violence Services Data
- Housing Management Data – domestic abuse and cases that meet definition for violent harm/ exploitation definition.

Consultation

The Serious Violence Needs Assessment contains a chapter with the analysis of the local Community Voice and what is important to residents in the approach to reducing serious violence. The Safer K and C Partnership, as well as the Council, has undertaken extensive engagement with residents to understand their needs, views on local services, and how agencies respond to them. Much of this existing consultation work has provided helpful insight to inform the responses to the serious violence duty. In addition, some targeted engagement has been undertaken on the specific themes of youth violence, exploitation, domestic abuse and sexual violence.

Positive Impact

There have been many achievements with projects successfully delivered and services implemented – for example, help has been provided to 3,000 survivors of violence against women and girls, and over 200 young people affected by serious youth violence have been supported. This Strategy builds on areas of best practice, enhancing the work that is recognised to be achieving outcomes as well as developing responses where there is additional need.

The Services commissioned and delivered via the funding programme support the delivery of key areas for Serious Youth Violence and Exploitation and VAWG priorities and have a positive benefit for residents of Kensington and Chelsea across all protected characteristics who are impacted by crime and disorder. For example, where the service offer includes provision to support adults, children and young people who may be affected by violent related crime, gender-based violence

and anti-social behaviour. In addition, the services provided support residents impacted by multiple disadvantages, experience barriers to accessing support and look to address risk, need and vulnerability.

Additionally, there are a number of services that are delivered via co-commissioning or pan London arrangements to address specialisms which are not directly commissioned by the Council. This includes services to support male victims of domestic abuse and female offenders.

Snapshot of data taken from current services provided through the Serious Youth Violence and Exploitation (SYV and Exploitation and Violence Against Women and Girls strategies (VAWG))

In 2022/23 community safety commissioned services supported residents across a range of needs in alignment with community safety priorities:

Youth Violence and Exploitation: 62 young people were supported with specialist case work by commissioned services across a range of needs including, safeguarding, needs/risk assessment, access into and sustainment of education, training, employment and positive activities, housing, mental health/well-being, substance misuse, attitudes, thinking and behaviour and mentoring. All service users that engaged in support reported increased feelings of emotional, psychological safety and mental wellbeing following the support of the service.

Violence Against Women and Girls (VAWG): 535 new/repeat referrals were received by commissioned front line victim services where 83% engaged in support. Support was provided across a range of needs including risk and safety planning, emotional support, civil and criminal justice routes, mental health and wellbeing, housing/accommodation. 92% of service users reported increased safety and feelings of safety and 96% reported a reduction in abuse following the support and advice of the services.

SECTION 3: Assessing the Impact

Please use this section to assess the impact of the programme on those with protected characteristics. Please answer the following questions in your assessment for each characteristic.

1. **How many people currently use the service? Or who and how many people will be affected by the policy or strategy?** We have provided data from the latest census on the population of RBKC for each protected characteristic. Additional Census data can also be accessed from the RBKC Census Dashboard. Please add data about your service users/populations in the relevant boxes.
2. **What consultation have you completed to gather feedback from service users? Or what other relevant data have you gathered to support your work?** Include the findings in each relevant group.
For more information on consultation please refer to the [12 principles of good governance and consultation in the Constitution](#). You can also speak with the Consultations Team for further advice.
3. **How will you ensure that the policy, project, service, or strategy will be accessible to all groups? and how will you address or breakdown any barriers to achieving this.**
Explain if your proposal takes steps to meet the needs of people from protected groups, where these are different from the needs of other people; and encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low?
4. **How is this group impacted and determine whether the proposed activity will have a positive, neutral or negative impact.**
5. **If the impact is negative, what mitigations will you put in place to reduce the impact?**
6. **If the impact is positive, what actions have you taken to achieve a positive impact?**

Protected characteristic	Analysis	Impact (Positive, Negative or Neutral)
Age	<p>2021 census: The average age of residents in Kensington and Chelsea is 40.45 years, making it the fourth oldest population in London.</p> <p>1. Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	
Disability	<p>2021 census: 12.8% of residents in the borough said they had a long-term condition or disability that limited their life in some way.</p> <p>LGA Data from the academic year 21/22 highlights:</p> <ul style="list-style-type: none"> • 2,379 young people have Special Educational Needs in RBKC. 	

	<ul style="list-style-type: none"> • 746 have a statement of Special Educational Need or an Education and Health Plan. • 62 children in the Borough have a disability in schools. <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	
<p>Gender reassignment</p>	<p>The 2021 census captured this information those aged 16 and above. Approximately 90% of our residents stated that their sex is the same as it was at birth. Nearly 9% of residents did not answer the question. The remaining identified themselves as:</p> <ul style="list-style-type: none"> • 0.2% said that their sex is different to that registered at birth • 0.1% identify as Trans woman • 0.1% as Trans man • Less than 0.1% identify as non-binary • 0.1% identify as other <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	
<p>Marriage and Civil Partnership</p>	<p>2021 Census data shows 49.24% of residents are single. Nearly 35% of residents are married to someone of the opposite sex and 0.5% are married to someone of the same sex. The remaining 0.15% of our residents are in a civil partnership with someone of the opposite sex and 0.39% are in a civil partnership with someone of the same sex.</p> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	

Pregnancy and maternity	<p>The 2019 JSNA showed there were 1,612 births in the borough. It also showed an estimated 335 cases perinatal mental illness.</p> <p>1.Data on service users/those affected: 2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>																			
Race	<p>2021 Census: The broad ethnic breakdown of the borough’s population is White at 70.6%; Asian, Asian British at 11.8%; Black, Black British at 7.9%; Mixed or multiple ethnicities at 6.6%; and Other at 9.9%.</p> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group: N/A</p> <p>3. Accessibility and Inclusion: N/A</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>																			
Religion/belief	<p>A breakdown of religious groups in RBKC from the 2021 census are:</p> <table border="1" data-bbox="355 1485 1267 1637"> <tr> <td>Buddhist</td> <td>1.1%</td> <td>Jewish</td> <td>1.9%</td> <td>Other</td> <td>0.7%</td> </tr> <tr> <td>Christian</td> <td>48.4%</td> <td>Muslim</td> <td>11.8%</td> <td>No religion</td> <td>24.8%</td> </tr> <tr> <td>Hindu</td> <td>1.1%</td> <td>Sikh</td> <td>0.2%</td> <td>did not answer</td> <td>10%</td> </tr> </table> <p>1.Data on service users/those affected: 2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	Buddhist	1.1%	Jewish	1.9%	Other	0.7%	Christian	48.4%	Muslim	11.8%	No religion	24.8%	Hindu	1.1%	Sikh	0.2%	did not answer	10%	
Buddhist	1.1%	Jewish	1.9%	Other	0.7%															
Christian	48.4%	Muslim	11.8%	No religion	24.8%															
Hindu	1.1%	Sikh	0.2%	did not answer	10%															

Sex	<p>2021 Census: Female 53.2% and Male 46.8%.</p> <p>1.Data on service users/those affected: 2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	
Sexual Orientation	<p>2021 census information on sexual orientation is only captured for people aged 16 and above. Approximately 85% identify as Heterosexual, nearly 3% identify as Gay or Lesbian, 1.3% as Bisexual and 0.3% as other, the remaining 10.4% did not answer this question.</p> <p>1.Data on service users/those affected: 2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	
<p>In addition to the nine protected characteristics, where relevant we ask that you also think about the socio-economic and geographical considerations of our residents. Some data has been included below for your reference.</p>		
Socio-economic and Geographical	<p>A recent report on data from the Index of Multiple Deprivation for 2019 showed that a high concentration of the most deprived Lower Super Output Areas being found in the Golborne, Notting Dale and Dalgarno wards.</p> <p>North Kensington also has higher numbers of people on low incomes, who are unemployed or who have no qualifications than the rest of the borough and has a higher proportion of social housing. There are also pockets of low income, higher unemployment, and lower skills levels in parts of the south and west of the borough, again in areas where there are greater proportions of social housing.</p> <p>According to recent ONS data RBKC continues to have the highest life expectancy in the country, however this varies between the north and the south, between people from</p>	

	<p>different ethnic minorities, and between homeowners, private renters, and those in social housing.</p> <p>ONS data also shows that life expectancy in the borough can vary significantly by different wards. There are larger gaps between the least and most deprived wards, these are as much as 14.8 years for males and 11.9 years for females. Females in Notting Dale live on average 15 years less than their neighbours in Holland Ward.</p> <p>The 2021 census data on general health of our residents shows that 58% of all residents, reported being in 'very good' health, 29.6 reported 'good' health, 10.1% reported 'fair health', 3.7% reported 'bad health' and 1.1% of residents reported 'very bad' health. However, these figures vary greatly across the Borough. Campden residents had the highest proportion reporting 'very good' health, 67.4% and Dalgarno in the north of the Borough had the lowest, 48.5%.</p> <p>Research has shown that some vulnerabilities have an influence on if a person is more likely to be at risk of harm or to be involved in criminality. This includes, but is not exclusive to, adverse childhood experiences, substance misuse, domestic and family abuse and poor or low attainment at school. Although understanding vulnerability is important it does not completely explain the issue. Anyone, no matter what their background or life experience, can be affected.</p> <p>However, individuals who are more diversly effected by criminality are correlated with those that are from socially and economically disadvantaged backgrounds. This may be because those with financial concerns are more vulnerable to criminality, as well as complexity in accessing services.</p>	
<p>Other Groups</p>	<p>Please consider groups that may be affected by your work, such as Grenfell Bereaved and Survivors, Carers and Members of the Armed Forces etc.</p>	

SECTION 4: Action Plan

Have you identified the need to reduce or remove any negative impacts, conduct work with those from protected groups to participate where their participation is disproportionately low, or fill any data gaps? If so, complete the Action Plan below to show the work that is planned.

Issue identified	Planned Action	Lead Officer and Timeframe

SECTION 5: Sign-off

Director/ Head of Service Name	Moira Ugoji
Contact Email	Moira.ugoji@rbkc.gov.uk
Date of sign off	14 th December 2023
<p>Review It is important to consider equalities issues at every stage of the process. Remember an EqIA is a live document which means it must be regularly reviewed and updated considering new evidence or information, for example, have you now completed your consultation or has there been news on funding. Please ask your Director or Head of Service to sign-off at every review stage. You can have as many reviews as are appropriate for your work.</p>	
Date of 1 st Review	
Name of Reviewer	
Director signature	
Date of 2 nd Review	
Name of Reviewer	
Director signature	
Date of 3 rd Review	
Name of Reviewer	
Director signature	