

<b>Safer, Stronger Select Committee</b>			
Report Title	Public health approach to violence reduction – update		
Key Decision	No		Item No. 7
Ward	All		
Contributors	Executive Director for Community Services. Director Public Protection and Safety		
Class		Date: October 19	

**1. Purpose of the Report**

1.1 This report provides an update on the boroughs Public Health approach to Violence reduction.

The Public Health Approach to Violence Reduction was agreed at Mayor and Cabinet earlier this year which sets out a number of key strands to be delivered building on the work that has been undertaken across the partnership in the Borough. A Violence Reduction Board has been established and has met on one occasion to date. Terms of reference and a work programme were discussed as well as details across the key strands of work:

**2. Recommendations:**

- It is requested to note the report

**3. Update on work to date :**

**1- Community Dialogue**

<u>Approach</u>	<u>Outcomes</u>	<u>Current update :</u>
<p>We recognise that tackling the issues around serious violence cannot be achieved through a single intervention or led by a single agency. We are committed to having a shared approach, involving local communities and public agencies across the borough in the solution. By building on the knowledge, expertise and assets within the community, we will be able to codesign and co-produce solutions together. Having greater citizen participation will embed a wide scale culture change, where the responsibility and motivation to tackle the issue is widely recognised and shared.</p> <p>Traditional community engagement techniques usually facilitate a question and answer, “you said, we did” approach. In Lewisham we want to begin ongoing conversations, where a wide range of perspectives are heard and people are encouraged to deliberate and find solutions. This will require many ongoing dialogues with a range of people and groups and should build upon existing structures, passionate community networks and groups already operating across Lewisham. The dialogue will inform the development of a Community Strategy that will outline a collective, borough-wide approach to tackling violence.</p>	<p>This activity supports improved trust, confidence-building and increased participation between public sector services and communities.</p> <p>Community Dialogues enable the collation of key information and feedback (including possible solutions) for further analysis; support increased understanding and partnership working to reduce violence across the borough.</p> <p>The Community Dialogue training will deliver 30 Community Champions who can continue to share the process across the borough, which enables communities to experience a sense of ownership in resolving their own issues.</p> <p>Community Champions can proactively contribute and meaningfully engage in work alongside Lewisham Council officers in the development of a 3/5/10 year Community-led, Violence Reduction Strategy.</p>	<p>MutualGain tendered for the work. They are a Limited Company with a Social Purpose: <i>aim is to empower organisations and communities to reconnect in the social space that lies between the state and the individual. Ultimately, we aim to promote greater participation and active citizenship within our democracy and increase social capital, for the mutual benefit of all.</i></p> <p>They have a team of experienced Senior Associates who come from a range of senior leadership roles within policing, health, local government and the third sector, as well as developing a growing pool of Junior Associates who help connect with young people across the UK</p> <p>There have now been 22 community facilitators trained in the appreciative inquiry model (wth 40 different individuals being involved in other ways) which will lead to a Lewisham conversation about violence reduction on the 26<sup>th</sup> Oct. Following this, each facilitator will conduct their own conversations with groups they are linked in with. All of the information and messages will be brought together to support a community strategy for this work.</p>

		A conversation was held with the young mayor's advisors and potential candidates for young mayor
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**2 - Review of Services and Reflection on Learning from Early Help Review, YOS, VRT**

<u>Approach</u>	<u>Outcomes</u>	<u>Current update :</u>
<p>Sharing and learning from reviews will enhance our collective understanding and response. As part of this review process there will be a focus on how can we put violence reduction at the heart of council decision making. Building on the work of 'Reimagining services for children and families' which took place across the borough in 2018, it is important to embed violence reduction into all areas of the Council's actions and that it is a shared priority across the organisation and its partners.</p> <p>There is a review of VAWG provision to understand how effectively the service is meeting the needs of victims. This includes engaging with service users and learning from other boroughs across London. There will be a review into Early Help services. Early Help services work with children, young people and families to provide support where needed. Given the large body of evidence over the link between childhood and complex trauma and violence, Early Help services are a vital part of any violence reduction approach.</p>	<p>Improved understanding of the recommendations and learning from all reviews will strengthen service and practice outcomes.</p> <p>Sharing good practice across all areas of work will support the implementation of a continuous improvement model in the borough.</p>	<p>This work will report in December 19</p>

Learning from scrutiny reviews including CAMHS, exclusions and stop and search will be considered in this work.		
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### 3- Homicide and Serious Violence Cases Review and Learning

<u>Approach</u>	<u>Outcomes</u>	<u>Current update :</u>
<p>An independent author will be appointed to review all Homicides and attempted homicides of Lewisham residents between January 1st 2018 – December 31st 2019. This does not include homicides of Lewisham residents that occurred outside of the borough unless of a Looked After Child (LAC), nor non-Lewisham residents if the homicide occurred in the borough.</p> <p>The cases will be split between children and adults, and analysis of all, including Domestic Homicide Reviews (DHR), Serious Case Reviews (SCR), Safeguarding Adults Reviews (SAR) and Child Death Overview Panel (CDOP) reviews will take place.</p> <p>An independent reviewer will draw on lessons learnt from existing statutory reviews where they exist or meet with agencies to review information and approaches and draw together learning for improving responses. Additionally, the review will not attribute blame and the reviewer will need to be wary of hindsight bias throughout.</p>	<p>This thematic review of cases supports whole, systemic, organisational change to:</p> <ul style="list-style-type: none"> <li>• provide areas for partnership reflection on policies, processes and practice in regard to service delivery,</li> <li>• identify common themes and lessons learnt specific to Lewisham and all its partners,</li> <li>• share learning throughout the partnership</li> </ul>	<p>Terms of reference for this work has been agreed between the SLP, LSAB and LSCB. An independent author has been appointed and will begin in Oct 19. It is anticipated this work will take up to 6 months to complete</p>

#### **4- A Strategic Needs Assessment and Performance Framework**

<b><u>Approach</u></b>	<b><u>Outcomes</u></b>	<b><u>Current update</u></b>
<p>Creating a performance framework to assess the Council's and partnerships work is vital in measuring the success of interventions. Embedding a process that evaluates the work in reducing violence will help assess what works and what doesn't. It will include both quantitative and qualitative assessments. Annually the Partnership undertakes a Strategic Needs Assessment and this will be completed in April 19 and April 20. This builds on the work of the Safer Lewisham Partnership and provides wide scale focus and agreement to prioritise violence reduction. There will additionally be a JSNA (Joint Strategic Needs Assessment) undertaken in respect of violence the scope is being considered currently for agreement drawing together what we already know through detailed analysis and evidence based practice.</p>	<p>A detailed JSNA type assessment and critical analysis of its findings will support the improvement of health, mental health, wellbeing and access to services of Lewisham residents.</p> <p>Taking a Public Health Approach to reducing violence in all its forms in borough aligns with Lewisham's aim to support safer, connected communities.</p>	<p>The March 2019 strategic needs assessment was completed and informed the 2019-2020 Safer Lewisham plan. Additional assessments and analysis has been undertaken across violence, county lines and VAWG. A scope for the JSNA type assessment has been completed and identification of who will undertake this work is currently in train.</p>

#### **5- Evidence Working Group**

<b><u>Approach</u></b>	<b><u>Outcomes</u></b>	<b><u>Current update</u></b>
<p>At the heart of any preventative approach to violence and crime must be detailed</p>	<p>Building upon the 'What We Know' data compendium, the working group will collate</p>	<p>This has met once and will be focusing on evidence in this area and receiving</p>

<p>understanding and interrogation of all local data. It is only with an understanding of what is happening in an area, will we be able to design effective interventions. Working to support evidence-based practice in the approach can help to show impact.</p>	<p>and review all relevant data (e.g. JSNA, deep dive assessments and other analysis) to support the implementation of practice</p> <p>The group will identify and review existing evidence (e.g. peer reviews, grey literature, public consultations, expert opinion) to strategically support the work of the Violence Reduction Board (VRB).</p> <p>The group will identify the scope and nature of additional analytical work required to support the aims of the VRB, provide continuous evaluation of Lewisham's violence reduction strategy and enable appropriate step-down to consistent, service support in the community.</p>	<p>information from the Goldsmith uni and south bank uni.</p>
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<b>6- Supporting Workforce Resilience and Creating Trauma-informed, Restorative-aware Organisations</b>		
<b><u>Approach</u></b>	<b><u>Outcomes</u></b>	<b><u>Current update</u></b>
<p>Our most valuable resource are our staff. Creating an agreed philosophy, language and approach supported by workforce development is essential for this approach to be sustainable. Bringing about wide scale awareness of the significant impacts cumulative ACEs can have on children and families and generations to come will help to identify action early on, prevent ACEs through promoting early attachment, building reliance and community capacity, as</p>	<p>The on-going development of a knowledgeable, trauma-informed/restorative practice (TI/RP) workforce supports Lewisham's ambition to deliver a sustainable approach to reducing violence.</p> <p>Collective TI/RP training across the partnership will support communities to gain an increased sense of resilience, empathy for self and others and a shift towards secure, organised attachments.</p>	<p>This work continues in the YOS and is being evaluated by Goldsmiths uni and south bank uni. The work is now uploaded to the National Violence commission repository of documents.</p> <p>The model being :</p> <p><b>1. Restorative approaches:</b></p> <p>Restorative approaches are about offering both those who have been harmed or have perpetrated harm a safe place to have their say around what has happened.</p>

<p>well as providing the right support to families. Developing a common framework of routine enquiry for ACEs across all services will improve information, advice, access and interventions.</p> <p>Developing the approach in areas such as:</p> <ul style="list-style-type: none"> <li>- Schools</li> <li>- Community Champions</li> <li>- Community and voluntary sector</li> <li>- All statutory services of the SLP</li> </ul>	<p>Consistent use of the TI/RP approach and model by agencies will support an increased use of strengths-based language across the partnership, as well as working towards our aim to 'dial down' the prevalence of violence in Lewisham.</p>	<p>Implementation of restorative approaches will enable the workforce to stop problems and conflicts from escalating by repairing relationships and healing harm that has been caused through utilising positive and trauma-informed language.</p> <p><b>2. Working in trauma-informed ways:</b></p> <p>Working in trauma-informed ways will support in the understanding of how a young person's behaviour can be a response to fear and childhood adversity. Workshops on understanding trauma will enable the workforce to best understand how to communicate and work productively with young people who have been affected by trauma.</p> <p><b>3. Unconscious bias:</b></p> <p>This will support individuals to recognise innate biases and recognise how they might be affecting how we communicate and make decisions. Recognising and challenging our unconscious biases is essential to tackle discrimination.</p>
		<p>The <b>community champions workshops</b> continue to be offered. This has been undertaken in Bellingham and in Deptford to date. Through Midi Music a @hard talk@ series was produced with 3 sessions discussing violence, mental health and wellbeing</p>
		<p>The <b>immersive school safety model</b> is now being tested in 5 schools across the borough.</p>

		Lewisham Councils Public Protection and Safety Team support schools and other institutions to develop contextual safeguarding approaches to make spaces as safe as possible for young people.
		A systems leadership seminar is taking place in November sharing the approach and how to develop this within services and organisations.

<b><u>7-Youth Advisory Panel</u></b>		
<b><u>Approach</u></b>	<b><u>Outcomes</u></b>	<b><u>Current update</u></b>
The voice of the child is important in understanding the issues from their perspectives and building on their experiences and insights in co designing solutions. Hearing life journeys and insights of those who have accessed services help to critically evaluate their effectiveness. Co-producing the solutions is an essential element of a sustained and long term approach. A selection of groups already operate in the borough where young people are helping to shape change – a representative group will come together to set the remit of this group.	<ul style="list-style-type: none"> <li>• Partnership work with peer-led, Youth Champions will support our knowledge and evidence base regarding the resilience and ability to cope with adversity of Lewisham young people.</li> <li>• Improving our Youth-led service delivery offer supports a greater sense of fairness and equality.</li> <li>• A strong youth voice in our community engagement supports our ability to directly reach young people to reduced heightened fears, stress and anxiety regarding violence in the borough.</li> </ul>	This work is being led by 2 young adults (previous young mayor) developing their school alumni scheme. Through this scheme they are looking to attract young people and young adults who went to Lewisham schools in their youths to be part of the advisory board. They will link to existing young people forums and create a space for young people’s voices to shape our understanding and delivery.

<b>Communications strategy</b>		
<b>Approach</b>	<b>Outcomes</b>	<b>Current update</b>
To ensure the work is sufficiently discussed so people are aware of the issues/ how they can be involved / and what is happening	To increase awareness of the agenda To reduce fear To support individuals to be involved in the solutions To shift the dial of the normalisation of violence	Poster awareness raising about coming together to help stop violence
		Lewisham life articles quarterly
		The community conversation advertising and input onto the website
		Faith community conference

<b>All other work for violence reduction (not exhaustive list)</b>		
The whole systems approach includes all previous and current activity that impacts on this agenda		
The work individually and collectively impacts on violence reduction		
		<b>Current update</b>
1	Website set up – continually being updated : <a href="https://lewisham.gov.uk/inmyarea/publicsafety/our-public-health-approach-to-reducing-violence">https://lewisham.gov.uk/inmyarea/publicsafety/our-public-health-approach-to-reducing-violence</a>	
2	Universal school safety programme (USSP) continues to deliver safety and resilience workshops in all secondary schools year 7. Additional funding has been secured by Youth First who deliver this via the Young Londoners Fund (GLA)	
3	Safe havens – continued roll out and further developments around safe spaces for all across the borough. Early developments with churches and opening up spaces for children after school.	
4	Responsible retailers and test purchasing for knives this work continues with businesses across the borough – New Home Office funding was secured to undertake a wider programme of test purchasing too. Continued working relationships with the Lewisham businesses against crime.	
5	Children’s centre offer including 5 to thrive model continues – increased work through officers to develop a consistent approach.	
6	Street doctors workshops continue with groups such as the YOS/ Youth first etc	
7	Nonviolence resistance programme (NVRP) delivered to support models of conflict Resolution continues to be supported and delivered across the borough in Cahms/ children’s services and children’s centre. This work in a youth justice context contributed to by Lewisham YOS officers has been published in Non-Violent Resistance	

	A New Approach to Violent and Self-destructive Children - <a href="https://www.cambridge.org/core/books/nonviolent-resistance/FA573706168AA66C6E6E7295FE629F69">https://www.cambridge.org/core/books/nonviolent-resistance/FA573706168AA66C6E6E7295FE629F69</a>
8	Family support work building on the functional family model in the YOS. Reset of Core asset contract and focus.
9	Targeted education in schools through police/ Violence reduction team and YOS – where cases identified for additional support
10	Teenage health and wellbeing service continues and is being reviewed
11	Youth led support in hospitals – this has been in place at Kings for many years developed by Lewisham and Southwark LA. Lewisham A and E will now also have this model from Jan 2020 which will focus on under 25s with serious violence (knife/ GBH etc) and self-harm. This is being funded by MOPAC.
12	Violence reduction team direct engagement with those involved in county lines / gangs / serious violence to support safety planning/ and exit
13	YOS – continues its model and work with those in the criminal justice system with increasing numbers being supported through out of court disposals. The outcomes continue to improve and the work is attracting significant attention from government in the UK and internationally.
14	Concern hub – this has been developed following the review of the Missing, Exploited and Trafficked processes previously in place. This considers cases of concern up to the age of 25 including CSE, CE, Missing, county lines , and violence . Working in a multi-agency way to reduce concern is the focus. This work is attracting regional interest.
15	Regional rescue and response – this programme is being led by Lewisham and Brent for London. The project works to rescue and support young people up to the age of 25 involved in county lines. The first annual strategic needs assessment was completed to give a London picture and individual borough picture.
16	Athena service continues to support the VAWG response. This has been recently reviewed and tendering for a new service is to begin shortly. There are a number of areas that have come from the review which need additional partnership focus and resourcing.
17	Prevent, protect, repair – children affected by domestic violence – new funding from the home office. This project will support/underpin VAWG work already taking place on Lewisham by offering further awareness raising in schools, a therapeutic programme for children of all ages, which also supports mothers, training staff and volunteers on the Community Groups Programme and extending this programme to 0-4 year olds, developing the Caring Dads programme and producing a short film which allows the audience to walk in the shoes of the victim.
18	Women’s Solace Aid, delivering a domestic abuse perpetrator programme across 3 boroughs to support a whole systems approach
19	Operation Persius – focused on addresses over a 2 month period to arrest those who are grooming and leading the lines for drug dealing.

#### **4. Additional Questions from committee members**

##### **Who/what are the key enablers for change?**

Our public health approach to reducing violence takes a 'whole systems' approach. Thereby recognises that reducing violence in our communities cannot be achieved through a single policy/intervention, but requires multiple agencies working together, with empowered communities, to achieve the change we need. Alongside the police, crime reduction, youth offending, early help, we also need to work closely with faith leaders, schools, the voluntary community sector and a network of community champions, who are embedded and hold credibility within their communities.

We believe one key enabler of change will be the adoption of a shared workforce philosophy and consistent messaging across the borough. This is; ACE-aware, trauma-informed and restorative practice. This is an approach that has been highly successful within Lewisham YOS. We are working to embed this consistently across the borough.

##### **A coordinated approach, it feels piecemeal, are there plans to employ coordinator that has an overarching role in the delivery of this approach**

There is currently no resources to do this. We have a number of officers who have allocated time to support this work.

##### **What role does scrutiny play in the work**

There is a violence reduction board, chaired by Cllr Reid that provides the overview and governance for the VR programme, and the chair of safer stronger and children's select committees are members. The VR Strategy is tabled into the forward business throughout the year. This will help to embed the message that VR work is included in general, corporate council business.

##### **I would be interested in the life stories of those affected by violent crime: what, if any common themes emerge, how can we address emerging themes, who is best equipped to do this? E.g. family make up, first, second generation migrants, traumas, schooling, exclusions, access to leisure/fun, protected characteristics, including socio economic inequalities. Could we have a few case studies, to show how our interventions have affected/impacted on the families/individuals**

There is a multitude of national and regional evidence linking key public health risk indicators with violence. For example, studies link experiences of 4 or more adverse childhood experiences with increased likelihood of being victims of violence, perpetrators of violence and involvement in the criminal justice system. A recent (July 2019) GLA report (attached) on serious youth violence found correlations with certain factors and increased likelihood of being victims of serious youth violence. These included;

- Children living in out-of-work benefit claimant households
- Multiple deprivation, including; income, employment, health and disability deprivations
- Emotional and mental health disorders in children

However, we have newly established a Violence Reduction evidence working group, led by the director of Public Health. This group will be essential to ensuring our work is informed by our local data and intelligence. The group will oversee the development of a Lewisham Joint Strategic Needs Assessment on

violence. The JSNA will enable us to design effective interventions and will ensure our approach is based on a strong local evidence base.

Our Community Conversation on violence is key to understanding the experiences of our communities, how they have been effected by violence and what change they want to see. The conversation is also about empowering the community to think how they can be part of the solutions themselves. We are taking a strengths based approach, and training community members to be able to facilitate those conversations themselves. This will result in Lewisham's first community-led strategy for violence reduction.

The annual Lewisham Schools Safety conference gave input and wider messages from our Lewisham young people..

**Are all agencies, committed to this model and approach, if not, which ones are not and how can we get them on board?**

I would say most agencies have the passion for reducing violence and are increasingly concerned about SYV in particular. I think the issue is more that they don't know at this stage what it means for them and the way that they work.

We do need to garner ownership, action and influence in order to ensure all services in borough are signed up to working towards the one common goal of making 'Lewisham a Trauma-Informed borough'. We have endorsement of this approach from the SLP– so how we now ensure messages are endorsed by services both internal and external to the council is the next step.

Shared-ownership and stakeholder engagement to embed the approach is essential for systems change.

**Whilst schools, community leaders etc. have a role, how are we ensuring that these partners have the knowledge and skill to deliver on this approach?**

Lewisham has been on a journey since 2017 about our model and approach.

The journey has included a range of engagements such as:

- Contextual Safeguarding assessment and conference – all partners
- YOS restructure to a 'Trauma-Informed' service
- SYV team restructured into a TI model delivery framework (inc. Concern Hub)
- Lewisham borough-wide disproportionality self-assessment – all partners
- Unconscious bias training programme –rolled out to all key stakeholders
- TI training programme delivered to Lewisham Police
- County lines round table event – all partners
- Restorative Justice projects undertaken with CSC
- 2-years into the journey, we now have successfully gaining endorsement of the approach with second phase of the work including:
  - Systems Leadership training in Trauma informed model – all key stakeholders invited
  - Work continuing around disproportionality and unconscious bias
  - Immersive Schools Model being piloted in a number of schools
  - Community conversations taking place; Community Champions being trained and Safe Hubs in action/development

All the work coincides to form part of a long-term plan and approach, as per the initial template set out in the VR Strategy, which includes plans for review and revision

We are looking to hold a multi-faith conference on reducing violence. The conference aims to bring leaders together to discuss how violence has affected their communities and what, as leaders, they can do to support violence reduction. This conference will be taking place in October/November.

We are rolling out the 'Community Champions' model across the borough. This is about supporting key leads within the communities who are passionate about supporting their local community to put an end to violence. We support them with an introduction to our workforce philosophy (ACE aware, trauma informed, unconscious bias and restorative) and offer a directory of local support organisations. We held a workshop for the Voluntary Community Sector in Bellingham in March and are supporting a leader in Deptford to hold a workshop series for her community in August.

In schools, we are piloting 'the immersive school safety' model. This is a contextual safeguarding approach which encourages schools to think about the interrelated places and relationships where young people can encounter harm (social media, local parks, the journey to schools etc.). By undertaking safety mapping and school assessments, the school are better equipped to identify the risks posed to their young people and improve the safety of their school and surrounding area by tailoring their interventions and policies.

#### **Do the partners delivering the interventions meet to share what's working well?**

Our violence reduction working groups are the 'do-ers' behind the work programme and we have ensured wide representation to reflect our whole-systems approach. They will be meeting quarterly.

We hold quarterly voluntary community sector networking events for groups who secured Young Londoners Funding to support young people affected by crime and violence. The network supports them to share ideas and information about their interventions.

**Young people's panels etc. what do these look like, who would be delivering, are we ensuring that those voices that are seldom heard are a key part of the design and delivery. E.g. refugees and asylum seekers. Are those managing the panels equipped to ensure all voices are heard**

We are looking to establish a young person's advisory panel to the violence reduction board. This is described above.

**Key to this work is the development of parenting skills e.g. young parents, parents from migrant communities, low/poor socio economic background, parents with protected characteristics. Is this part of the prevention early intervention?**

A lot of this comes under the early help approach in the borough as we currently have various parenting offers and programmes delivered through both the targeted and universal Early Help provision

There has been an Early Help review with findings/recommendations this should help shape this going forward.

**What strategic support is available for families affected by violence?**

The Lewisham Youth Family Therapeutic Hub offer (LYFT), available via the YOS has been created from a number of years of adopting the Functional Family Therapy model. This model could be used across the partnership, since the learning and development has already occurred here. There is the NVP programme which has been developed and training provided to a number of agencies who are now using this in their approaches.

Findings/recommendations from VAWG review are central to plans for future tender considerations and decision-making. There are a number of community based programmes which are available for Domestic Violence and families.

## **5. Financial Implications**

Resources for this work is through the councils current funding within relevant divisions Additional funding has been allocated by MOPAC towards this work which has been agreed by the Safer Lewisham partnership aligning to the work to date

## **6. Legal Implications**

The Council is under a number of statutory obligations to reduce crime and anti-social behaviour. The Crime and Disorder Act 1998 requires the Council to formulate and implement a strategy for the reduction of crime and disorder; the Anti-Social Behaviour 2003 requires the Council as a local housing authority to have policies and procedures for dealing with anti-social behaviour and the Race Relations (Amendment) Act 2000 places the Council under a duty to have, when carrying out its functions, due regard to the need to eliminate unlawful discrimination and promote good relations between persons of different racial groups.

The Local Government Act 1999 places a duty on the local authorities to secure continuous improvement in the way its functions are exercised having regard to the combination of economy, efficiency and effectiveness.

Section 2 of the Local Government Act 2000 empowers the local authority to do anything which it considers likely to achieve the promotion or improvement of the economic, social or environmental well-being of all or any persons within the local authority's area.

These statutory duties amongst others feed into the Council's Safer Lewisham Strategy.

## **7. Equalities Implications**

Developing safe and secure communities is central to the work of the Council as a whole and in particular to the Community Services directorate. Reducing and preventing crime, reducing fear of crime and supporting vulnerable communities is critical to the well-being of all our citizens.

The Equality Act 2010 (the Act) introduced a new public sector equality duty (the equality duty or the duty). It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In summary, the Council must, in the exercise of its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

The duty continues to be a “have regard duty”, and the weight to be attached to it is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. It is not an absolute requirement to eliminate unlawful discrimination, advance equality of opportunity or foster good relations.

The Equality and Human Rights Commission has recently issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled “Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice”. The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at: <http://www.equalityhumanrights.com/legal-and-policy/equality-act/equality-act-codes-of-practice-and-technical-guidance/>

The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:

1. The essential guide to the public sector equality duty
2. Meeting the equality duty in policy and decision-making
3. Engagement and the equality duty
4. Equality objectives and the equality duty
5. Equality information and the equality duty

The essential guide provides an overview of the equality duty requirements including the general equality duty, the specific duties and who they apply to. It covers what public authorities should do to meet the duty including steps that are legally required, as well as recommended actions. The other four documents provide more detailed guidance on key areas and advice on good practice. Further information and resources are available at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/The> European procurement regulations do not apply to these services, as they fall within Part B of the Services Regulations. An award notice was published in OJEU on the award of the original framework.

## 8. **Crime and Disorder Implications**

Section 17 places a duty on partners to do all they can to reasonably prevent crime and disorder in their area. The level of crime and its impact is influenced by the decisions and activities taken

in the day-to-day of local bodies and organisations. The responsible authorities are required to provide a range of services in their community from policing, fire protection, planning, consumer and environmental protection, transport and highways. They each have a key statutory role in providing these services and, in carrying out their core activities, can significantly contribute to reducing crime and improving the quality of life in their area.

9. **Environmental Implications**

Key decisions made which may have environmental implications. Environmental services are consulted about all agreed activity before proceeding.

*For further information on this report please contact Geeta Subramaniam-Mooney Head of Public Protection and Safety, , Directorate for Community Services on 020 8 314 9569*