

APPENDIX 1

EQUALITIES IMPACT ASSESSMENT

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Authority to tender contract for Diversion from Offending and Early Intervention Programme
DEPARTMENT:	Children & Young People and Community Development
TEAM:	Community Safety and Prevent
LEAD OFFICER:	Adama Fregiste/Helena Frean
DATE:	06/10/2025

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

Proposal to procure a specialist Diversion from Offending and Early Intervention Programme. This report requests approval to invite tenders in respect of specialist services to support service users of all risk levels.

The current delivery contract is due to come to end following the final contract extension period. There continues to be a significant focus nationally on Serious Youth Violence, Brent has retained this as a key strategic priority within their Safer Brent Community Safety Strategy 2024 - 2026. National policy and legislation will be incorporated to ensure we meet compliance including reference to the introduction of the Police and Crime Plan for London 2025 - 2029.

The Local authority would seek to invite tenders to apply to deliver services in a borough which wishes to ensure that families have access to key support when most in need.

Wider public, partner consultations and data analytics, have also created an enhanced understanding of local need to support service specification and design. To ensure future delivery will continue to support service users.

The current contract following the final variation will continue until March 2026, following a comprehensive open market tendering process we will appoint a new provider (a period of mobilisation will be incorporated to ensure safe transition).

2. Who may be affected by this policy or proposal?

- Individuals open to the Violence and Vulnerabilities Programme, in the community and pre-release from prison (with confirmed return to borough)
- Individuals who are vulnerable to engage in gangs, serious youth violence and other forms of criminality
- Young people aged between 10-18 years old and persons aged 18 years and older involved in gangs, serious violence and other forms of criminality
- Prolific, high risk and entrenched offenders
- Gang nominals and persons involved in gangs who have consented to receive support from the Intervention Programme
- Individuals who are vulnerable to exploitation and serious violence

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

No, the project is additional intervention provided by a MOPAC LCPF grant and is not the council's duty.

We undertake regular monitoring and collation of data relating to equality as part of the contract including gender, disability, sexuality, ethnicity, and age (with particular interest in young victims and service users). The services are monitored on their ability to deliver effective services to specialist minoritised service users, and to link in with other local specialist partners to facilitate this. Equality considerations will be taken at all stages of procurement and services specification and design.

The current provider offers support to all genders and does not exclude access; we will ensure that this key element to accessing support is retained in the next procurement of services.

We will be seeking a provider who is able to address, remove or minimize disadvantages connected to a characteristic of a protected group; take steps to meet the needs of protected groups; and to encourage participation of protected groups in public life as well as to take reasonable steps to remove any barriers for disabled victim / survivors. Further consideration will be made to ensure an intersectional approach is provided.

Protected characteristics are known to be a key element in understanding any trends or gaps in provision to address a need for a vulnerable group. Therefore, collating key data / including protected characteristics is required.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative

Age		X	
Sex	X		
Race	X		
Disability	X		
Sexual orientation	X		
Gender reassignment	X		
Religion or belief	X		
Pregnancy or maternity		X	
Marriage		X	

5. Please complete **each row** of the checklist with an “X”.

Screening Checklist

	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council’s public sector equality duty?	x	
Does the policy or proposal relate to an area with known inequalities?		x
Would the policy or proposal change or remove services used by vulnerable groups of people?		x
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	x	

If you have answered YES to ANY of the above, then proceed to section B.

If you have answered NO to ALL of the above, then proceed straight to section D.

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis.
If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Serious violence, gangs, gang related offending and exploitation continues to remain a concern for Brent, with links between Child Sexual Exploitation and County Lines. With over 20 gangs operating in Brent, gang offending and gang related violence remains a significant priority. The Exploitation Violence and Vulnerability Panel (EVVP) meet every two weeks and has seen an increase in referrals for youth intervention and support. With an older entrenched cohort involved in gangs and serious violence, there is more demand for intervention post 18, due to the limitation of statutory support services.

Previous evidence has shown that a well-run Violence and Vulnerability Programme that targets and supports those that require intervention can have a positive impact on the rehabilitation of such cohort and the communities they affect. This particular cohort causes harm to communities and individuals, costing London taxpayers the equivalent of £2.2 billion a year in criminal justice costs alone and require targeted and specific support to assist them with breaking the cycle of reoffending. Evidence shows that those that require intervention typically lead chaotic lives and have complex support needs. They are more likely to have been exposed to crime and violence themselves, often from a young age; have education and employment problems; and have learning difficulties or lack basic literacy and numeracy skills. Addressing each of these underlying issues is necessary to divert these individuals out of a life of crime and into a positive role within society.

London overall has seen an increase of crime, reaching 951,803 crime offences by 2024/25³. The number of knife or sharp instrument offences recorded by the police in London rose to approximately 16,344 in 2024/25, compared with 15,016⁴ in the previous year. While there are certainly multiple reasons for this trend, both police funding and officer numbers are important factors. In Brent from April 2021 – March 2022 we saw 372 knife crime offences⁵, with 134 offenders⁶ charged on the Integrated Offender Management (IOM) cohort during this same period. Since then, this programme has contributed to the reduction of the IOM cohort to 95⁷ charged between April 2024 and March 2025.

Serious violence, gangs, gang related offending and exploitation continues to remain a concern for Brent. With over 20⁸ gangs operating in Brent, gang offending and gang related violence remains a significant priority.

Central to the Community Safety Team's strategy to reducing serious youth violence is the Exploitation Violence and Vulnerability Panel (EVVP) which meets every two weeks. Although there has been a decrease in referrals from 163 in 2023 to 140 in 2024⁹. This remains a considerable rate of referral which needs to be addressed. This includes a 14% increase in referrals for youth intervention and support since 2023¹⁰. As well as an older entrenched cohort involved in gangs and serious violence, which has led to additional demand for intervention post 18, due to the limitation of statutory support services.

Locally we have also seen that the number of gang affected young people is increasing and represented by a young cohort including some new emerging gangs/groups which are now affiliating with some of our long-standing gangs. Indeed, Brent is experiencing rising violence and exploitation, particularly among young people at risk of gang involvement, criminality and abuse. In 2024, Notifiable Offences increased by 7.5%¹¹ compared to 2023, with 18 – 24 years old most frequently victimised in Violence with injury offences¹². Targeted intervention is essential to prevent cycles of victimisation, offending and pressure on public services.

The fundamental goal of the programme is to reduce serious violence, both through early interventions and post release in the community, leading to positive outcomes linked to the individual service users' needs

The Provider and its staff are expected to work in co-operation and liaison with all key partner agencies to ensure a complete family approach is devised and delivered to safeguard and reduce risk.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE

Details of impacts identified	Trends of younger ages of vulnerable people coming to notice. Existing and ongoing trend of entrenched gang nominals and prolific offenders in the adults’ cohort (18+).
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DISABILITY

Details of impacts identified	The service provider is required to ensure services are provided at venues and in such a way as to be accessible to all. Recent trends of some individuals on the cohort presenting with mental health or behavioural diagnoses. Services are required to ensure that agencies supporting disabled people are aware of the services on offer.
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RACE

Details of impacts identified	Brent remains as one of the most diverse boroughs in London and as such, services, which deliver in the area, must ensure that they are able to meet the needs of the community.
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SEX

Details of impacts identified	Predominantly male cohort. By having men overrepresented, the aim is to reduce (re)offending to make the borough a safer place for all.
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SEXUAL ORIENTATION

Details of impacts identified	<p>Services are offered to all genders, however where they may choose not to engage, the provider will seek to provide details of other gender or specialist service.</p> <p>Close monitoring of the successful provider will ensure that we can meet the needs of people of all orientations, this flexibility will ensure that the identified service user is receiving the support needed without having to be labelled.</p>
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PREGANCY AND MATERNITY

Details of impacts identified	No clear impact identified at this stage.
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RELIGION OR BELIEF

Details of impacts identified	Religion or beliefs can affect the dynamics of peer groups or known gangs and as such will be monitored through delivery.
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GENDER REASSIGNMENT

Details of impacts identified	Services are offered to all service users, however they may choose not to engage, the provider will seek to provide details of other gender or specialist service e.g. Galop
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MARRIAGE & CIVIL PARTNERSHIP

Details of impacts identified	No clear impact identified at this stage.
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3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Participants in the wider community safety strategy consultation were representative of the community, partners and victim survivors.

5. Please detail any areas identified as requiring further data or detailed analysis.

Limited details of LGBTQ+ service users and if they know where to go or who to speak with. The current provider is seeking further information from Galop.

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

Any remaining negative impacts will be addressed through contract monitoring review.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

Overall, the new service specifications should have a positive impact on protected groups because its implementation will strengthen and formalise the ways in which equality will be built into service delivery. This will be achieved in the following ways;

- Clear performance and monitoring framework
- Independent scrutiny and selected audit review
- Accountability of practice delivery to the VVP Forum
- Service user feedback and or case study will be required as part of contract monitoring.
- Commissioner and provider will give ongoing due regard to all protected characteristics.

Outcomes and Performance Indicators Table:

Outcome	Performance Indicators	Outputs
70% of those referrals that engaged will significantly be less affected by serious violence and exploitation	Questionnaires taken at the start of intervention and point of intervention completion. Increased outcomes in ETE	Increase in personal safety Reduction in risk factor behaviour Improved quality of life for those who engaged
Outcome	Performance Indicators	Outputs
70% of those referrals that engaged will take positive action to address primary pathway/need	Questionnaires taken at the start of intervention and point of intervention completion. Increased outcomes	Increased self esteem Increased engagement with partners Progression to ETE
Outcome	Performance Indicators	Outputs
70% improved understanding and awareness of the impact of gangs and serious violence	Questionnaires taken at the start of intervention and point of intervention completion. Intervention engagement rate	Improved quality of life for those who engaged. Increased opportunities for employment. Increased reporting in well-being. Reduction in risky behaviour. Increase in service user motivation for change.
Outcome	Performance Indicators	Outputs
70% of prison-based participants met at gate	Number of those engaged in work with a mentor who have been met at gate	Improved engagement with the Services Improved outcomes post release Progression to ETE
Outcome	Performance Indicators	Outputs
70% attending 1st probation / housing / health appointment post-release	Number of those engaged attending 1 st probation / housing / health appt post release	Improved engagement with the Services Improved outcomes post release Progression to ETE
Outcome	Performance Indicators	Outputs
70% continuing engagement 3+ months after release	Check in exercise at 3 months post release Number of those engaged and continuing engagement 3 months after release	Improved engagement with the Services Improved outcomes post release

Contract Management SMART Performance Outcomes

SMART Performance Outcome	Measure	Baseline	Target
Reduce reoffending rates for knife and drug offences for managed nominal	Reduce: <ul style="list-style-type: none"> Number of homicides (domestic and non-domestic) (PRC) Knife crime with injury for under 25s non-DA (NHS) Lethal barrel discharges (PRC) 	15%	25%
Reduce reoffending rate of targeted Offender Management Cohort which cause disproportionate rate of harm and risk	Reduce: <ul style="list-style-type: none"> Number of offenses Offenders charged during IOM cohort Offending rates of high harm and prolific offenses in the borough 	10%	25%
Increased early identification and engagement of vulnerable young people and adults not known to services (YOS and Probation)	<ul style="list-style-type: none"> YOS Systems Probation Systems 	10%	15%
Improved approach to leading an active healthy lifestyle	<ul style="list-style-type: none"> Regular reviews of initial assessment Measurement of mental and emotional wellbeing 	10%	15%
Increased collaborative and joint working with partner agencies to address identified harm types	<ul style="list-style-type: none"> joint case management meetings attended 	70%	80%

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

As stated above

SECTION D – RESULT

Please select one of the following options. Mark with an "X".

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A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Further understanding of the needs of underrepresented service users	Greater insight to service demand and local un met need.	Violence and Vulnerability Coordinator	12 months
Embed the wider understanding of cultural competency, working with neurodivergent clients and working inclusively with those from protected characteristics	An improved understanding of the intersectional approaches required and devising alternative routes to increase reporting	Violence and Vulnerability Coordinator	12 months
Review annually ToR for all VVP strategic partnership boards	To ensure the key partners are present and the focus of the group is clear.	Violence and Vulnerability Coordinator	12 months
Ensure data collection and analysis, including implementation of any actions and updates of action plans pay due regard to equality impact	Data driven actions are embedded in the core focus of equality and access.	Community Safety Manager / Violence and Vulnerability Coordinator	12 months

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Helena Frean – Violence and Vulnerability Coordinator
REVIEWING OFFICER: <i>* the manager with oversight of the project</i>	Adama Fregiste – Community Safety Manager
HEAD OF SERVICE / Operational Director:	Simon Egbor - Head of Community Safety and Prevention