

Appendix D – Equality Impact Assessment



Equality Analysis (EIA) Form

A) Description

Name of service, function, policy (or other) being assessed

Domestic Abuse Support Service for Herefordshire

Directorate or organisation responsible (and service, if it is a policy)

Adults Wellbeing

Date of assessment

9 August 2018

Names and job titles of people carrying out the assessment

Danielle Mussell – Senior Commissioning Officer

Accountable person

Danielle Mussell – Senior Commissioning Officer

What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The main purpose of the service is to provide information, support and signposting to victims of domestic abuse to help minimise the impact and risk, including access to refuge accommodation.

The service will provide a point of contact through a helpline which offers initial advice, safety planning and triage.

It will also provide:

- Access to refuge/housing support
- Support, information and advice within the refuge
- Outreach support
- One to one support in complex cases
- Group work to explore domestic abuse, build resilience, offer tools for moving on and provide peer support
- Information and advice
- Education for professionals in schools to identify domestic abuse
- Educations and support for children who have witnesses domestic abuse
- Intelligence sharing where safeguarding applies and/or consent is obtained
- Strategic influence

Location or any other relevant information

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The service is based in Hereford but offers outreach.
Victims requiring refuge can access accommodation throughout the UK – coordinated by the domestic abuse service via the helpline.

List any key policies or procedures to be reviewed as part of this assessment.

Who is intended to benefit from the service, function or policy?

Any person who has experienced domestic abuse, including children.

Who are the stakeholders? What is their interest?

Victims of domestic abuse – require accessible services to meet their individual outcomes and minimise the risk of further abuse

Children who have experienced domestic abuse – require education to understand domestic abuse, to feel safe and prevent the risk of perpetuation or mental illness as they progress into adulthood.

Partner organisations, including the emergency services, housing, social care, Department for Work and Pensions, Probation and health services – require the domestic abuse support service to understand their roles and responsibilities in respect of domestic abuse victims and their children in order to provide appropriate information, advice and signposting.

B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, ie.

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

When the tender opportunity goes live and invites providers to bid to provide the service, copy of the contract is included. The contract states that the provider must comply with the Equality Act 2010 in promoting equality of treatment, including that they shall –

- Not discriminate in the provision of their services on the grounds of any protected or non-medical characteristic (except as permitted by law)
- Make reasonable adjustments for those with additional communication needs
- To promote equality or opportunity, foster good relations and eliminate discrimination, harassment and victimisation
- Provide reasonable information to the commissioner to monitor the service and ensure the commissioners obligations under the Equality Act are fulfilled
- To notify the commissioner of any complaints brought under Equalities Acts or any other legislation relation to non-discrimination in employment and to comply with any investigation.

Information is monitored from the provider to ensure that their service is individualised, accessible and positively promoted to those with protected characteristics, to ensure that any complaints are thoroughly investigated and any learning is implemented.

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Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:

The current domestic abuse support service provider offers a limited service provision to male victims of domestic violence and abuse (DVA) under the council's contract. Data relating to DVA indicates it is locally and nationally disproportionately skewed towards female victims with limited demand from males for the service. It is unclear whether there are fewer male victims, whether males are less likely to report DVA, or whether both are true.

Currently in Herefordshire under the council's contract, men experiencing DVA can contact the local helpline for information, advice and signposting to local and national sources of support, including specific domestic abuse helplines and services for male victims. There are no local refuge places for male victims of DVA but the helpline will assist them to access refuges with spaces for men and other sources of support outside of Herefordshire. There are additional services for male victims of DVA in Herefordshire outside of the council contract, including 1-to-1 advice from specialist Independent Domestic Violence Advisors in high risk cases.

There is a limited budget for the provision of the domestic abuse support service and it will be the responsibility of the successful bidder to demonstrate that they will offer the current provision as a minimum to ensure there is an offer to male victims of DVA in Herefordshire. Monitoring data will also capture demand from male victims in order to inform future commissioning.

C) Information

What information (monitoring or consultation data) have you got and what is it telling you?

Monitoring Data:

The current provider records the number of service users accessing the various elements of their service, including the following data:

- Ethnicity
- Age
- Gender
- Disability
- Sexuality

Capturing monitoring data can be challenging given that victims of DVA sometimes make contact with the service in crisis.

The data from March 2017-18 shows that:

- The highest number of service users are aged between 31-35.
- Most service users define themselves as 'white:British' (631 service users), with the next highest user group being 'white:any other white background' (22 service users). 181 services users were recorded as 'unknown' ethnicity. It is difficult to calculate whether this is representative of the Black and Minority Ethnici (BAME) community in Herefordshire due to the number of service users recorded as unknown. However, the provider is required to positively engage with all communities and provide an individualised service without prejudice and with due regard to ethnicity and culture.
- 668 service users stated they did not have a disability, 237 service users stated they had a disability, of which 141 people stated that had mental health illness.
- 331 service users defined their sexuality as 'heterosexual', with 557 recorded as 'unknown'. 1 person defined their sexuality as 'lesbian' and one as 'bisexual'. This is

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indicative of a necessity to more widely positively promote the domestic abuse support services amongst the LGBT community.

D) Assessment/Analysis

Describe your key findings (eg. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.

Strand/community	Impact
Sex (gender)	There will be no negative impact as a result of the recommissioned service as the current offer will be maintained as a minimum.
Disability	There will be no negative impact as a result of the recommissioned service
Gender reassignment	The impact will be neutral or potentially positive as the provider will be expected to demonstrate how they understand meet the diversity of all service users
Marriage and civil partnership and sexual orientation	The impact will be neutral or potentially positive as the provider will be expected to demonstrate how they understand meet the diversity of all service users
Pregnancy and maternity	There will be no negative impact as a result of the recommissioned service
Race	The impact will be neutral or potentially positive as the provider will be expected to demonstrate how they understand meet the diversity of all service users
Religion or belief	The impact will be neutral or potentially positive as the provider will be expected to demonstrate how they understand meet the diversity of all service users
Age	The impact will be neutral or potentially positive as the provider will be expected to demonstrate how they understand meet the diversity of all service users

E) Consultation

Did you carry out any consultation?

Yes No

Who was consulted?

Service users
Partner organisations including the police, probation, fire and rescue, housing, social care, health services.
Elected members.

Describe other research, studies or information used to assist with the assessment and your key findings.

Research of national data and strategy:

- Ending Violence Against Women and Girls Strategy
- NICE Guidance on Partnership Working for Domestic Abuse
- Crime Survey for England and Wales.

Research of local data:

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- ‘Understanding Herefordshire’
- Domestic Violence Needs Assessment 2013 (and local response evaluation report 2017).
- Reporting data for Herefordshire from West Mercia Police.

Do you use diversity monitoring categories? Yes No

(if No you should use this as an action as we are required by law to monitor diversity categories)

If yes, which categories?

- X Age
X Disability
 Gender Reassignment
X Marriage & Civil Partnership
 Pregnancy & Maternity
X Race
 Religion & Belief
X Sex
X Sexual Orientation

The recommissioned service will be required to monitor all categories

What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?

Information is anonymised by the service provider and stored securely on provider and council systems. It is used to inform commissioning and bids to other funding streams. Monitoring data for domestic abuse support services is included in varying council reports and data analysis which is in the public domain via the Herefordshire Council website and ‘Understanding Herefordshire’.

F) Conclusions

	Action/objective/target OR justification	Resources required	Timescale	I/R/S/J
a)	Ensure all diversity categories are monitored under the new contract	Commissioner (written into the service specification)	From March 2019	S
b)	Ensure the provider offering the commissioned service actively promotes the domestic abuse support service across all communities	Commissioner (written into the service specification)	From March 2019	S
c)				
d)				

(I) Taking immediate effect.

(R) Recommended to Council/Directors through a Committee or other Report*.

(S) Added to the Service Plan.

(J) To be brought to the attention of the Equality Manager.

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*Summarise your findings in the report. Make the full assessment available for further information.

NB: Make sure your final document is suitable for publishing in the public domain.