

# Equality Analysis (EIA) Form

## A) Description

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

Domestic Abuse Strategy for Herefordshire 2019-2022

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

Adults and Communities

**Date of assessment**

31<sup>st</sup> January 2019

**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 strategy recognises that there is no single place where a person or child experiencing domestic abuse might choose to make a disclosure, and no single organisation which can provide a full response. The aim of the revised Domestic Abuse Strategy 2019-2022 is therefore to provide a clear vision and priorities to local partner organisations on how to tackle domestic abuse.

**Location or any other relevant information**

Once the draft Domestic Abuse Strategy is approved it will be displayed on the Council's website.

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

None

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

All residents of Herefordshire

**Who are the stakeholders? What is their interest?**

- Adults and children who have experienced or are experiencing domestic abuse

Partner organisations who have signed up to delivering the strategy:

- Herefordshire Council
- West Mercia Police
- Wye Valley NHS Trust
- 2gether Foundation NHS Trust
- NHS Herefordshire Clinical Commissioning Group
- Taurus Healthcare
- West Mercia Women's Aid

- West Mercia Rape and Sexual Abuse Centre
- National Probation Service
- West Mercia Community Rehabilitation Company
- West Mercia Youth Offending Service

## 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?

Not applicable

**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:**

Not applicable

## C) Information

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

Both national and local data research and analysis suggests that domestic abuse remains a hidden issue, with many instances of domestic abuse going unreported. It is a pervasive challenge which can affect any person regardless of any protected or other characteristic.

Research also suggests that older people, men, those from the LGBT and ethnic minority communities are less likely to report domestic abuse and therefore form part of a 'hard to reach' group. Additionally, there are increased risks to those with additional vulnerabilities, such as people with learning or physical disabilities, people with mental health illness such as dementia or any other health condition, meaning they are at increased likelihood of isolation and reliance upon their partner or family member for their care.

Local research suggests that there were approximately 5,900 victims of domestic abuse in Herefordshire for the year ending March 2017. The true figure is likely to be much higher.

The service currently commissioned by Herefordshire Council to deliver a domestic abuse support service in Herefordshire is provided by West Mercia Women's Aid. Data suggests that the service's 24 hour Helpline is well used, having received 1640 calls between April and September 2018. However, the service receives few calls from men and more work needs to be completed on ensuring details of those with other protected characteristics is captured accurately. Capturing such information can be challenging given the sensitive nature of the calls to the service.

## D) Assessment/Analysis

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

Strand/community	Impact
Age Disability Gender re-assignment Marriage & civil partnership Race Religion and belief Sex (males in particular) Sexual orientation	Positive. The strategy recognises that domestic abuse in all of these strands/communities is under-reported and places a responsibility up on all partner organisations to consider how to prevent, identify and be responsive to domestic abuse for these hard to reach groups.
Pregnancy and maternity	Neutral. It is already recognised across organisations, such as the police and maternity services, that pregnant women and those with very young children are at increased risk of domestic abuse. Access to maternity and health visiting services creates a unique opportunity for women to disclose abuse. The strategy endorses this recognition and supports continuing work to identify all pregnant women at risk of or experiencing domestic abuse.

## E) Consultation

**Did you carry out any consultation?**

**Yes**  **No**

**Who was consulted?**

Service users accessing the domestic abuse support service  
Families attending groups at children's centres in Ross, Ledbury and Leominster  
Professionals from across health, social care, police, housing, probation, youth offending and the domestic abuse support service.  
Elected members via two workshops and the Adults and Wellbeing Scrutiny Committee  
Professionals attending the Multi-Agency Risk Assessment Conference  
Professionals from the Community Safety Partnership

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

- DRAFT Domestic Violence and Abuse: Evaluation of the local response in Herefordshire, 2017, Herefordshire Council
- Domestic abuse: findings from the Crime Survey for England and Wales: year ending March 2018. Office for National Statistics
- Domestic abuse in England and Wales: year ending March 2018. Office for National Statistics.
- SafeLives. Who are the victims of domestic abuse?
- SafeLives. How widespread is domestic abuse and what is the impact?
- UNICEF. Behind Closed Doors: the impact of domestic violence on children, 2006
- World Health Organization. Primary prevention of intimate-partner violence and sexual violence: Background paper for WHO expert meeting May 2–3, 2007
- SafeLives Tech Vs Abuse: Research Findings.
- SafeLives Tech Vs Abuse Design Challenges
- Herefordshire Domestic Violence and Abuse Needs Assessment 2013
- Understanding Herefordshire website

- Women's Aid website
- The government's Strategy to end Violence Against Women and Girls 2016-20
- Nice Guidance PH50
- Herefordshire Council - Corporate Plan 2016-20
- Herefordshire Council - Adults and Wellbeing Plan 2017-20
- Herefordshire Council – Children and Young People's Plan 2015-18

**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?**

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

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

Monitoring data is captured by the commissioned domestic abuse support service which is not published. There is wider data around the local population and domestic abuse for Herefordshire captured by various organisations including the police and Herefordshire Council. This information is available on the West Mercia Police website and the 'Understanding Herefordshire' website.

## F) Conclusions

	<b>Action/objective/target OR justification</b>	<b>Resources required</b>	<b>Timescale</b>	<b>I/R/S/J</b>
a)	The shared vision, priorities and outcomes are to be considered by the Domestic Abuse Delivery Group (DADG) to inform annual action plans	Professionals from the DADG	To commence following approval for adopting the strategy by Cabinet, scheduled for March 2019.	R/S
b)				
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.*

\*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.