

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed: Ewen Archibald

Directorate: Adults and Communities

Individual(s) completing this assessment: Senior Commissioning Manager – Lisa Bedford

Date assessment completed: 29 September 2021

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

Draft Domestic Abuse Strategy for Herefordshire 2021 – 2024

What is the aim, purpose and/or intended outcomes of this activity?

To publish a draft strategy to commence a formal three month consultation period with stakeholders and the wider community of Herefordshire. In addition to ensure we are meeting the duties placed on the local authority as a result of the Domestic Abuse Act 2021

Name of lead for activity

Ewen Archibald

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

A full needs assessment of domestic abuse has been undertaken using a range of data sources across local support providers and stakeholders as well as sub regional, regional and national data

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

The publication of the draft strategy will launch a three month period of consultation. There is an engagement exercise with public consultation via the council website, as well as targeted engagement events and stakeholder consultation. This specifically will include:

- Professionals attending multi agency risk assessment conference
- Community Safety Partnership members
- Herefordshire Council general scrutiny committee
- Health and wellbeing Board members
- Domestic Abuse Strategic Group members
- Elected members
- Victims
- Wider community
- Those representing people with certain protected characteristics or additional vulnerabilities as outlined in the draft statutory guidance
- Wider professionals including; police, probation, adult social care, housing including registered social landlords, youth offending, domestic abuse service provider

Summary of relevant findings

TBC in Spring 2022

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.**

Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	✓			<p>The draft statutory guidance for the new Domestic Abuse Act requires local authorities to ensure the following:</p> <ul style="list-style-type: none"> - Dedicated support to victims with relevant protected characteristics - Views are represented at the Local Partnership Board - Local needs assessment should take in to account support and services for all victims regardless of protected characteristics - Partnership board must take steps to understand the barriers that prevent victims from certain relevant protected characteristics or multiple complex needs from accessing and using support - Commissioned support must reflect the support needs of victims with particular protected characteristics - Provide relevant safe accommodation for victims and their children with relevant protected characteristics <p>The defined list of relevant protected characteristics and multiple complex needs in the draft statutory guidance is:</p>

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Please explain your reasons for any potential positive, neutral or negative impact identified
				<p>Black Asian and Minority Ethnic [Including Gypsy Roma and Traveller, with consideration to the Women and Equalities Committee report7]</p> <ul style="list-style-type: none"> • Lesbian, Gay, Bisexual and / or Transgender • Disabled – including but not limited to, deaf or hard of hearing, visually impaired, Autistic, wheelchair users and those with learning difficulties • Male • Young (aged 16-18 – including care leavers) and older victims (over 65) • People with an offending history • Those presenting with complex needs including those with mental health and/or substance misuse needs • Those facing multiple forms of abuse within the family such as honour based violence and forced marriage • Religious and/or spiritual, particularly if facing barriers as a result • Having insecure immigration status • From isolated and/or marginalised communities, including where there is limited English proficiency. • Victims who have no choice but to move away from their local areas, communities, and friends to escape their perpetrator to stay safe and receive the support they need. • Children of victims (including adolescent male children) within safe accommodation. • Victims with children, including large families and those with older adolescence boys (12+) • Pregnant victims
Disability	✓			As above
Gender Reassignment	✓			As above
Marriage & Civil Partnerships	✓			Not directly listed but services will apply equally to married people
Pregnancy & Maternity	✓			As above
Race (including Travelling Communities and people of other nationalities)	✓			As above
Religion & Belief	✓			As above

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Sex (including issues of safety and sexual violence)	✓			As above
Sexual Orientation	✓			As above
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)	✓			As above – additional or multiple complex needs
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)	✓			As above – additional or multiple complex needs

What actions will you take to mitigate any potential negative impacts?

Potential negative impact	Actions required to reduce/ eliminate negative impact	Who will lead on action?	Timeframe

Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

4. Monitoring and review

How will you monitor these actions?

The draft statutory guidance outlines that: 'authorities should review how local decisions and actions have impacted the needs assessments and victims' journeys within their area. For example, how have barriers identified as part as the Needs Assessment been addressed.'

This has to be provided as part of an annual report to the government which must evidence and annual evaluation.

When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

This will be review once the consultation has been undertaken and a final strategy developed for adoption and publication.

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

Lisa Bedford

Date signed

04/10/21