

Appendix 3

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, Corporate Director**

Community Wellbeing

Directorate: **Community Wellbeing**

Individual(s) completing this assessment: **Hannah McSherry**

Date assessment completed: **02.04.2022**

2. What is being assessed

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

Domestic Abuse Strategy 2021-2024

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

The Domestic Abuse Act 2021 places a range of new duties on Local Authorities including:

- a) Appoint a multi-agency Domestic Abuse Local Partnership Board, which will be consulted in the implementation of the new Act.
- b) Assess the need for accommodation-based domestic abuse support in their area for all victims or their children, including those who come from outside the area.
- c) Develop and publish a strategy for the provision of such support to cover the local authority locality, having regard to the needs assessment.
- d) Give effect to the strategy (through commissioning or de-commissioning decisions) including the provision of safe accommodation.
- e) Monitor and evaluate the effectiveness of the strategy, reviewing it every three years.

Herefordshire Council carried out a domestic abuse needs assessment in 2021 and have used the information captured in the needs assessment to update the Domestic Abuse strategy in line with the guidance issued alongside the 2021 Act. The strategy reviews activities undertaken through the previous Domestic Abuse Strategy and outlines the activities that will be taken forward to prevent and tackle domestic abuse in Herefordshire during the lifetime of the updated strategy.

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, this was completed in 2021.

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

An online stakeholder consultation was carried out during December 2021. This was followed up with a stakeholder workshop in March 2022. West Mercia Women's Aid were commissioned to carry out a more detailed consultation process with service users and people with lived experience of domestic abuse during March 2022. Feedback from the consultation process has been used to update the strategy.

Summary of relevant findings

Feedback has been received about the new definition of domestic abuse, which the 2021 Act has specified. Commissioners are keen to ensure that council commissioned services are accessible to people with protected characteristics / in hard to reach groups and have worked to engage with these groups via West Mercia Women's Aid to better understand the barriers to accessing services. Feedback from people with lived experience of domestic abuse will help inform future service delivery.

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 positive impact	Potential neutral impact	Potential negative impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	✓			The Domestic Abuse Act 2021 asks local authorities to have particular regard to victims and their children with relevant protected characteristics as per the Equality Act 2010 and states that they must be able to access the support that they need.
Disability	✓			
Gender Reassignment	✓			
Marriage & Civil Partnerships	✓			Under this duty, local authorities must ensure the appropriate and adequate support within safe accommodation that meet the needs of all victims including those with relevant protected characteristics, additional and / or multiple complex needs and who's support needs may
Pregnancy & Maternity	✓			

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
Race (including Travelling Communities and people of other nationalities)	✓			<p>not be able to be met within non-specialist domestic abuse safe accommodation.</p> <p>This duty is reflected in the councils updated Domestic Abuse Strategy and should result in a potential positive impact on all of the groups listed.</p>
Religion & Belief	✓			
Sex (including issues of safety and sexual violence)	✓			
Sexual Orientation	✓			
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)	✓			
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)	✓			

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
N/A			

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?

Needs assessments are an important precursor to developing local strategies. A full needs assessment should be conducted at a minimum every 3 years, with a refresh being undertaken on an annual basis to ensure any change in demand or support requirements are adequately captured. This will be used to inform the strategy and resulting actions. The strategy will be implemented by the Local Partnership Board, a multi-agency partnership. The council will be required to report to the Government annually.

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

The EIA will be reviewed at least every 3 years at the same time as the strategy is updated.

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

Hannah McSherry

Date signed

02.04.2022