

## Appendix C

### Equality Impact assessment

<b>Directorate: Public Protection &amp; Public Health</b>	
<b>Service: Domestic Abuse</b>	
<b>Name of Officer/s completing assessment: Lisa Spall</b>	
<b>Date of Assessment:20.9.24</b>	
<b>Name of service/function or policy being assessed: Commissioning of the Domestic Abuse Service</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The current domestic abuse advocacy and support services contract ends on 31st December 2024. This analysis is based upon a current needs assessment that is being used to design the service specification/requirements that providers will be invited to tender for.</p> <p>The decision to proceed with the invitation to tender or not, will therefore affect victims of domestic abuse in the future. The needs assessment and this analysis make comments in respect of under and over-represented sections of the community. The result is (a) to clearly identify challenges, and (b) ensure that the service specification clearly states intent to provide accessible services and work with other agencies working in the space of 'domestic abuse service provision'.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Hestia currently deliver services in the borough. Commissioning arrangements are managed through the council. Partnership arrangements are in place with Dash, Drive &amp; Freedom Project.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>% women</p>

% male

This mirrors national trends.

An analysis of DHRs reveals gendered victimisation across both intimate partner and familial homicides with females representing the majority of victims and males representing the majority of perpetrators. Women's aid report, "There are important differences between male violence against women and female violence against men, namely the amount, severity, and impact. Women experience higher rates of repeated victimisation and are much more likely to be seriously hurt (Walby & Towers, 2017; Walby & Allen, 2004) or killed than male victims of domestic abuse (ONS, 2020A; ONS, 2020B)".

There are 10 protected characteristics:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity - No Impact
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships No Impact
10. Carers protected by association

Individuals in receipt of domestic abuse services may have one or more protected characteristics. It is a requirement that all providers delivering domestic abuse services within Slough have appropriate equalities policies in place.

All providers bidding for domestic abuse service will be required to set out how their services must be able to meet specific cultural, language and spiritual/religious needs through personalisation of the care and support plan.

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Slough's Domestic Abuse Specialist services provide support to survivors of Domestic Abuse through:</p> <ul style="list-style-type: none"> <li>Independent Domestic Violence Advisors (IDVA): Based in Slough and East Berkshire, working to provide survivors of Domestic Abuse and their children to reduce risk and improve their safety.</li> <li>Supporting Support: you can contact the team directly or be referred by an external agency.</li> <li>AMER Floating Support: A specialist worker providing community-based outreach support to survivors of abuse from Black, Asian, Minority Ethnic and Refugee communities.</li> <li>Freedom Programme: This service empowers service users and their children with their own resources so they are better equipped to remain safe from Domestic Abuse.</li> <li>Medium Risk Safety Planner: This member of staff supports victims of Domestic Abuse across East Berkshire after an incident of Domestic Abuse, supporting them to understand their own risk and develop a safety plan. supporting participation in the community and a better quality of life.</li> </ul> <p>The competitive procurement process will include evaluation of the proposed operational method statements in relation to meeting the needs of Slough's culturally diverse community and related service requirements such as language needs. There are specific challenges in identifying male carers and this will be identified in the ITT documentation.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>It will be important that any cultural requirements are addressed through the tendering process.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>We plan to carry out a new survey once the new provider is in place along with monitoring customer complaints, monitoring data now we have a data analyst.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p>

	workshops before the specification is completed. Along with market research event with providers.
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Ensuring sufficient supply of appropriate domestic abuse services which meets the assessed needs of the population will have a positive impact upon community relations.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Forums and workshops will identify any possible negative impacts and develop approaches for mitigating these.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>KPIs developed in partnership with supplier and will be actively managed through contract management. These include service user protected characteristic profile monitoring, and reasons for unavailability of staffing/referral declination.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### ***Action Plan and Timetable for Implementation***

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

<b>Action</b>	<b>Target Groups</b>	<b>Lead Responsibility</b>	<b>Outcomes/Success Criteria</b>	<b>Monitoring &amp; Evaluation</b>	<b>Target Date</b>	<b>Progress to Date</b>
Market shaping	Suppliers	Ls & RA	Changes and challenges are mutually agreed and included in the specification.	Report following the workshop	June 2024	

<b>Name:</b> <b>Signed:</b> .....Lisa Spall.....(Person completing the EIA)
<b>Name:</b> ..... <b>Signed:</b> .....( Policy Lead if not same as above)
<b>Date:</b> .....