

Tri-Borough Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (link), as well as from your service or borough leads:

LBHF Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430	RBKC Corporate Equalities Officer: angela.chaudhry@rbkc.gov.uk 020 7361 2654	WCC Senior Policy Officer: doleary@westminster.gov.uk 020 7641 8024
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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	11 / 14 Q3
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: New Tri-borough Violence Against Women and Girls Procurement.</p> <p>Short summary:</p> <p>In March 2013, LBHF, RBKC and WCC submitted a Tri-borough bid to MOPAC's London Crime Prevention Fund (LCPF). All three boroughs agreed to pool their resources to co-commission a TB VAWG service.</p> <p>Reason for Change: Currently the London Borough of Hammersmith and Fulham (LBHF), Royal Borough of Kensington and Chelsea (RBKC) and Westminster City Council (WCC) each commission some of the same providers to deliver identical services; therefore the pooling of resources and streamlining of contracts will deliver efficiencies and savings which can be re-invested into frontline service provision. Expanding the current domestic abuse and sexual violence service provision delivered across the Tri- B area into broader VAWG casework will improve the service offer for residents who are victims/ survivors of gender based violence.</p> <p>Following this we have engaged both internal and external stakeholders to produce a VAWG Strategy including 7 Strategic Priorities: Access, Response, Practitioners, Children and Young People, Community, Perpetrators, and Justice and Protection. A consultation process was held with the 3rd sector which invited them to input into the service specification.</p> <p>The procurement is divided into two Lots;</p> <p>Lot 1 - Co-ordination Services, including of the Multi Agency Risk Assessment Conference (MARAC) and Dedicated and Specialist Domestic Violence Court (D/SDVC):</p> <p>Lot 1 will include: the coordination of the three separate MARACs, and of the Tri-borough VAWG Risk Management Operational Group. It will also include the coordination of the Tri-borough VAWG Criminal Justice response including management of the Tri-borough Criminal Justice Operation Group and both Westminster Magistrates Court and West London Magistrates Court. The contract will be let on a Tri-borough basis for RBKC, LBHF, and WCC.</p> <p>Lot 2 - VAWG Integrated Support Services (ISS) which includes a range of specialist frontline services to support adults and young people, children and families who are victims or affected by gender based violence. The ten strands of VAWG are:</p>

	<ol style="list-style-type: none"> 1. Domestic Violence/Abuse (DV) 2. Stalking 3. Harassment 4. Female Genital Mutilation (FGM) 5. Forced Marriage (FM) 6. Honour Based Violence (HBV) 7. Faith Based Abuse (FBA) 8. Prostitution and Trafficking 9. Sexual Violence 10. Sexual Exploitation/ Child Sexual Exploitation (SE/CSE) <p>Note: If your proposed strategy will require you to assess impact on staff, please consult your HR Relationship Manager.</p>		
Lead Officers	<p>LBHF Name: Kate Delaney / Pat Cosgrave Position: Community Safety Officer/ Commissioning and Performance Officer Email: kate.delaney@lbhf.gov.uk / Pat.Cosgrave@lbhf.gov.uk Telephone No: 020 8753 2810</p>	<p>RBKC Name: Meghan Field Position: Tri-B VAWG Development Lead Email: meghan.field@rbkc.gov.uk Telephone No: 0207 361 3026</p>	<p>WCC Name: Faye Minshall Position: Assistant Policy Officer Email: fminshall@westminster.gov.uk Telephone No: 02076418574</p>
Lead Borough	RBKC: State which officer is co-ordinating the EIA and other associated documentation		
Date of completion of final EIA	21 / 11 / 2014		

Section 02	Scoping of Full EIA
Plan for completion	Timing: Resources:

Analyse the impact of the policy, strategy, function, project, activity, or programme

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.

Protected characteristic	Borough Analysis	Impact: Positive, Negative, Neutral
Age	<p>LBHF /RBKC /WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of age.</p> <p>Lot 2: The service will include provision for early intervention for young women and girls for ages 13-21 who are victims of VAWG including awareness raising and educations. Children and young people were identified as one of the 7 Tri-borough VAWG Partnership Strategic Priorities. This indicates that the service will aim to support CYP if they witness or are subject to abuse, as well as understanding healthy relationships and acceptable behaviour. It is expected that the chosen provider will deliver services that support victims between the age of 13-21 years and support women with children.</p> <p>The move from DV to the ten strands of VAWG means the service will now aim to support victims of FGM. This new element of service will predominantly support young females.</p>	<p>Neutral</p> <p>Positive.</p>
Disability	<p>LBHF /RBKC /WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of Disability.</p> <p>Lot 2: The new service will support victims with disabilities. Access is one of the TB VAWG Partnership 7 Strategic priorities and aims to provide high quality services which are accessible and available in a timely way to a wide range of survivors including women with protected characteristics. No specific action is set out the service specification regarding service users with disability but it is</p>	<p>Neutral.</p> <p>Neutral</p>

	stated that the provider should put in place relevant measures to improve access for those who may otherwise find it difficult to access services.	
Gender reassignment	<p>LBHF /RBKC /WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of Gender Reassignment.</p> <p>Lot 2: The new service will aim to support those who have had a gender reassignment to the same standard as all residents. Any change in response to domestic violence as a result of the new VAWG service will impact residents, irrespective of gender reassignment. However, as the service is predominantly aimed towards females, those re-assigning as a male will not have access to the same services. As in the 'Sex' category male survivors will have access to Pan-London services, for which the Tri-borough contribute funding via the London Councils Fund.</p>	<p>Neutral</p> <p>Neutral (female)</p> <p>Negative (male)</p>
Marriage and Civil Partnership	<p>LBHF /RBKC/WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of marriage and civil partnership.</p> <p>Lot 2: Any change in response to domestic violence as a result of the new VAWG service will impact all residents, irrespective of marriage or civil partnership.</p> <p>The service will be available irrespective of the marital status of the service user.</p>	<p>Neutral</p> <p>Neutral</p>
Pregnancy and maternity	<p>LBHF /RBKC /WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of Pregnancy and maternity.</p>	<p>Neutral</p>

		<p>Lot 2: The service will continue to provide support for pregnancy and maternity. Any change in response to domestic violence as a result of the new VAWG service will affect all residents, irrespective of Pregnancy and Maternity.</p>	Neutral
	Race	<p>LBHF /RBKC /WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of race.</p> <p>Lot 2: The new service will provide support for all 10 strands of VAWG including cultural practices such as Female Genital Mutilation, Forced Marriage, Honour Based Violence and Faith-Based Abuse. The new service will improve the response to BME victims. The service will aim to provide further support for people who do not speak English, such as the improved use of interpreters. By tackling the new strands as above we will look at cultural specific issues and provide a better quality of service for residents belonging to these cultures.</p> <p>The contract specification states that: “The Contractor shall put in place relevant measures to improve access for those who may otherwise find it difficult to access Services. The Contractor shall ensure that the Service is accessible to all Service Users and shall where necessary provide additional services, such as translation and interpreting for case work purposes, to ensure access to the Service.”</p>	<p>Neutral</p> <p>Positive.</p>
	Religion/belief (including non-belief)	<p>LBHF /RBKC /WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of religion or belief.</p> <p>Lot 2: The new service will provide support for all 10 strands of VAWG including cultural practices such as Female Genital Cutting, Forced Marriage, Honour Based Violence and Faith-Based Abuse. The new service will improve the response to BME victims.</p>	<p>Neutral</p> <p>Positive</p>

	By seeking to protect the rights and well-being of women and girls who are or may be subject to these practices the service will challenge a range of beliefs held by a number of religious and cultural groups.	
Sex	<p>LBHF /RBKC /WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of sex.</p> <p>Lot 2: The new service will not provide services directly to male survivors as the service is based on need. As a reflection of the proportionality of male victims, direct services to men do not form part of this commissioning process; the TB councils contribute to funding for pan London services for male victims; we would expect this commissioned service to signpost men to these Pan London services and have a good working pathway. Consultation reflected that there is not enough demand for male services to warrant a separate service for males.</p> <p>A stronger response to VAWG may result in increased convictions against perpetrators of which there are a higher level of males.</p>	<p>Neutral</p> <p>Negative (male)</p> <p>Positive (female)</p>
Sexual Orientation	<p>LBHF /RBKC /WCC</p> <p>Lot 1: Any change in the coordination of the service will affect all residents, irrespective of sexual orientation.</p> <p>Lot 2: Any change in response to domestic violence as a result of the new service will affect all residents, irrespective of sexual orientation. The new service will offer support to LBT victims but as a reflection of the proportionality GBT victims specialist services will not be included for this group; we would expect this commissioned service to signpost men to these Pan London services and have a good working pathway.</p>	<p>Neutral.</p> <p>Neutral</p>

	<p>Human Rights or Children’s Rights If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Borough Lead for advice</p>
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Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	LBHF/ RBKC/ WCC: Tri-borough population data determined the need for BME services to reflect the proportion of BME people in the area.
New research	If new research is required, please complete this section LBHF: N/A RBKC: N/A WCC: N/A

Section 04	Consultation
	Complete this section if you have decided to supplement existing data by carrying out additional consultation.
Consultation in each borough	<p>LBHF/ RBKC/ WCC: A consultation was completed with 3rd sector providers of services as well as survivors. The consultation was done on a Tri-borough basis and invited providers and survivors from all three boroughs to have an input on the specification. Prior to the consultation it was intended that the service would include a 24 hour helpline and central hub for the service, however feedback showed that this would not be an effective use of resource and funding and this was taken into account when designing the service.</p> <p>The consultation also highlighted a need for an effective response to BME survivors which has been taken into account when designing the service, particularly around access with the issue of languages and understanding specific cultural practices.</p>
Analysis of consultation outcomes for each borough	LBHF/ RBKC /WCC: the consultation found that we needed to ensure our proposed service took sufficient account of BME groups, and this area needs to be a focus. It was also fed back that the specification should provide proportional support and improved referral pathways for homosexual men and trans-spectrum people, therefore as the proportion of victims in this group is low the focus will be on effective referral pathways and representation from these groups in the Governance processes. Work should be done with children including young women exiting prostitution.

Section 05	Analysis of impact and outcomes
Analysis	<p>What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).</p> <p>LBHF /RBKC /WCC: The information collected has helped to confirm the specification. This has resulted in a more informed proposed specification and has involved survivors and providers in the process of developing the new service.</p>

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	<p>Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for each borough, and the overall outcome.</p> <p>LBHF: RBKC: WCC:</p>

Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan
	No specialist services for LGBT victims	Continue to support GBT and male victims by effectively signposting to Pan-London services for which the Tri-borough	on-going	Meghan Field	We do not expect that new specialist services for GBT victims will be introduced but these measures should help to support those in	

	<p>currently contributes via the London Councils Fund.</p> <p>Encourage representation from LGBT services and services that support male victims in the TB governance structure.</p> <p>Pan-London services will be looked at in relation to LGBT to ensure that services offered are sufficient for the needs of Tri-borough residents. This is bigger issue for Westminster City Council due to the higher GBT population and male and transgender sex working industry.</p>			<p>this category to the best possible ability based on the budget and needs of the service which reflects the make-up of service users.</p>	
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Section 08	Agreement, publication and monitoring		
Chief Officers' sign-off	LBHF Name: David Bennett	RBKC Name: Name: Tony Redpath	WCC Name: Tim Hopkins

	Position: Tri-Borough Head of Change Delivery Email: david.bennett@lbhf.gov.uk Telephone No:	Position: Director of Strategy and Local Services Email: tony.redpath@rbkc.gov.uk	Position: Recourse and Knowledge Manager Email: t.hopkins@wcc.gov.uk Telephone No:
Key Decision Report (if relevant)	LBHF Date of report to Cabinet/Cabinet Member: 13/04/15 Key equalities issues have been included: Yes	RBKC Date of report to Cabinet/Cabinet Member: 07 / 04 / 15 Key equalities issues have been included: Yes	WCC Date of report to Cabinet/Cabinet Member: 07 / 04 / 15 Key equalities issues have been included: Yes
Lead Equality Manager (where involved)	LBHF Name: Position: Date advice / guidance given: Email: Telephone No:	RBKC Name: Angela Chaudhry Position: Equalities Manager Date advice / guidance given: January 2015 Email: Angela.Chaudhry@rbkc.gov.uk Telephone No:	WCC Name: Position: Date advice / guidance given: Email: Telephone No: