

APPENDIX 1 - H&F Equality Impact Analysis Tool



Conducting an Equality Impact Analysis

An EIA 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 is informed by the [public sector equality duty](#) which came into force in April 2011. 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 the Equality Act 2010**
- 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 these three tenets.

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 Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	Q2, 2021/22
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Violence Against Women and Girls Procurement.</p> <p>Short summary: 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 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)
Lead Officer	<p>Name: Felicity Charles Position: Community Safety Manager Email: Felicity.Charles@lbhf.gov.uk Telephone No: 0208 753 4311</p>
Date of completion of final EIA	16/08/2021

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	Analysis	Impact: Positive, Negative, Neutral
	Age	<p>Lot 1: 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 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 provider will deliver services that support victims between the age of 13-21 years and support women with children.</p>	<p>Neutral</p> <p>Positive.</p>
	Disability	<p>Lot 1: The coordination of the service will affect all residents, irrespective of Disability.</p> <p>Lot 2: The service will support victims with disabilities. Access is one of the VAWG Partnership 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 stated that the provider should put in place relevant measures to improve access for those who may otherwise find it difficult to access services.</p>	<p>Neutral.</p> <p>Neutral</p>

	Gender reassignment	<p>Lot 1: The coordination of the service will affect all residents, irrespective of Gender Reassignment.</p> <p>Lot 2: The service will support those who have had a gender reassignment. Any change in response to domestic violence as a result of the VAWG service will impact residents, irrespective of gender reassignment. Galop, as one of the partners to Angelou, will provide specialist support to those who have undergone 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 borough contributes funding via the London Councils Fund.</p>	<p>Neutral</p> <p>Positive (female)</p> <p>Negative (male)</p>
	Marriage and Civil Partnership	<p>Lot 1: 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 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>Lot 1: The coordination of the service will affect all residents, irrespective of pregnancy and maternity.</p> <p>Lot 2: The service will continue to provide support for pregnancy and maternity. The service will affect all residents, irrespective of Pregnancy and Maternity.</p>	<p>Neutral</p> <p>Neutral</p>
	Race	<p>Lot 1: The coordination of the service will affect all residents, irrespective of race.</p> <p>Lot 2: The 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 and includes two 'by-and-for' BAME organisations who can provide additional and specialist support. This includes access to support in multiple languages and access to interpreters where required.</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</p>	<p>Neutral</p> <p>Positive</p>

	Service Users and shall where necessary provide additional services, such as translation and interpreting for case work purposes, to ensure access to the Service.”	
Religion/belief (including non-belief)	<p>Lot 1: The coordination of the service will affect all residents, irrespective of religion or belief.</p> <p>Lot 2: The service will provide support for all 10 strands of VAWG which may also include faith-based abuse. The service provides support to all victims irrespective of religion or belief.</p>	<p>Neutral</p> <p>Positive</p>
Sex	<p>Lot 1: The coordination of the service will affect all residents, irrespective of sex.</p> <p>Lot 2: The 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 council contributes 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 strong 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>Lot 1: The coordination of the service will affect all residents, irrespective of sexual orientation.</p> <p>Lot 2: The response to domestic violence as a result of the service will affect all residents, irrespective of sexual orientation. The service has Galop as a partner who provides specialism for LBT victims and can access Galop’s pan-London pathway for GBT men.</p>	<p>Neutral</p> <p>Positive</p>

Human Rights or Children’s Rights

If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice

Will it affect Human Rights, as defined by the Human Rights Act 1998? No

Will it affect Children’s Rights, as defined by the UNCRC (1992)? No

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	Population and demographic data, information provided as part of consultation from residents and survivors.
New research	NA

Section 04	Consultation
Consultation	Details of consultation findings (if consultation is required. If not, please move to section 06)
Analysis of consultation outcomes	A consultation was completed with stakeholders including 3rd sector providers and survivors. The consultation highlighted a need for an effective response to BME survivors which has been considered when designing the service, particularly around access with the issue of languages and understanding the need for by-and-for services.

Section 05	Analysis of impact and outcomes
Analysis	The consultation highlighted the need for specialism 'by-and-for' services for women and for those from BAME and LGBT communities and young women. The service specification was designed recognising the need for these specialisms. The service that has been successful has demonstrated how they will provide this specialist support.

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	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.

Section 07	Action Plan
Action Plan	NA

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	Name: Matthew Hooper Position: Chief Office, Safer Neighbourhoods and Regulatory Services

	Email: Matthew.Hooper@lbhf.gov.uk Telephone No: 020 8753 5809
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: XX / XX / XX Key equalities issues have been included: Yes/No
Equalities Advice (where involved)	NA