

## Appendix 2

# 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>

## H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
<b>Financial Year and Quarter</b>	2021/ Q4
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	<p>Title of EIA: Ending Violence Against Women and Girls Strategy 2022 – 27. This is a new strategy replacing the 2015 strategy and accompanying addendums</p> <p>We are publishing our Ending Violence Against Women and Girls Strategy 2022 – 27 for Hammersmith &amp; Fulham. This strategy has been co-produced by partners across the borough, including survivors, residents, and multi-agency professionals. It outlines our Coordinated Community Response (CCR) to ending violence against women and girls (VAWG), which states that it is everyone’s business to work together to end these crimes. It sets out our four objectives to ending VAWG, which are: VAWG is prevented, survivors are supported, Partnership working, and abusers are held to account. It outlines how we can all play our part in ending VAWG as an individual, a community, as professionals and as a society. We will develop a robust action plan to support the objectives as set out in the strategy and will update the EIA with any actions completed that impact those with protected characteristics.</p>
<b>Lead Officer</b>	<p>Name: Annabel Moores            Position: Ending Violence Against Women &amp; Girls Lead            Email: <a href="mailto:annabel.moores@lbhf.gov.uk">annabel.moores@lbhf.gov.uk</a>            Telephone No: 07747476034</p>
<b>Date of completion of final EIA</b>	16/12/21

Section 02	Scoping of Full EIA
<b>Plan for completion</b>	The EIA will be finalised alongside the strategy, with the aim to publish the final strategy and accompanying EIA in Mar 2022. This will be completed by the Ending Violence Against Women and Girls lead



	Disability	The strategy is aimed at all residents, irrespective of Disability.	Positive
		The strategy will be made accessible by the designers for people who have visual impairment.	Positive
		The strategy advocates for immediate and long-term physical and mental health support for all survivors of VAWG.	Positive
		Under a section titled 'what causes VAWG', our strategy recognises the additional barriers survivors who are disabled might face in accessing support. It puts this in the context of Intersectionality and requests responses are tailored to an individual's needs.	Positive
		Under a section titled 'Objective one: VAWG is prevented' the strategy recognises the intersecting experiences of abuse and discrimination that survivors with a disability may experience and states that we must challenge discrimination in all its forms. An intersectional approach is promoted throughout the strategy.	Positive
		We analysed the data from service providers in relation to disability including ill-health; 10% of referrals were for women with a disability and 58% of survivors referred stated that they had poor mental health. We also consulted directly with service providers on the needs of survivors with disabilities and poor mental health.	Positive

	Gender reassignment	<p>The strategy is aimed at all residents, irrespective of Gender reassignment.</p> <p>Under a section titled 'what causes VAWG', our strategy recognises the additional barriers survivors who are trans might face in accessing support. It puts this in the context of Intersectionality and requests responses are tailored to an individual's needs.</p> <p>Under a section titled 'Objective one: VAWG is prevented' the strategy recognises the intersecting experiences of abuse and discrimination that survivors may experience based on gender identity and states that we must challenge discrimination in all its forms. An intersectional approach is promoted throughout the strategy.</p> <p>We analysed the data from service providers in relation to gender reassignment and consulted with a LGBTQ+ organisation to ensure that the strategy is inclusive</p>	<p>Positive</p> <p>Positive</p> <p>Positive</p> <p>Positive</p>
	Marriage and Civil Partnership	<p>The strategy is aimed at all residents, irrespective of marriage and civil partnership.</p> <p>Any change in response due to the strategy will be irrespective of marriage and civil partnership.</p> <p>We analysed the data from service providers in regards relationships status to ensure we were meeting the needs of both single people and those in a relationship.</p>	<p>Positive</p> <p>Neutral</p>
	Pregnancy and maternity	<p>The strategy is aimed at all residents, irrespective of Pregnancy and maternity</p> <p>Any change in response due to the strategy will be irrespective of Pregnancy and maternity.</p> <p>Pregnant women experiencing VAWG face additional risk this strategy will ensure that they receive appropriate support</p>	<p>Positive</p> <p>Neutral</p> <p>Positive</p>

	Race	The strategy is aimed at all residents, irrespective of Race.	Positive
		The strategy states that VAWG can affect anybody of any ethnicity.	Neutral
		Under a section titled 'what causes VAWG', our strategy recognises the additional barriers some Black and Asian survivors and those from ethnic minority groups or global majority might face in accessing support. These can include services not being visible within their community and the strategy recognises the need for a range of services and the need to engage with our communities. Other barriers to support can also include language barriers, immigration status, experiences of discrimination and a mistrust of institutions. It puts this in the context of Intersectionality and requests responses are tailored to an individual's needs.	Positive
		Under a section titled 'Objective one: VAWG is prevented' the strategy recognises the intersecting experiences of abuse and discrimination that survivors may experience based on race and states that we must challenge discrimination in all its forms. An intersectional approach is promoted throughout the strategy.	Positive
		We consulted with survivors from a diverse range of ethnic backgrounds and analysed the data from service providers in relation to ethnicity with over 50% of service users were from a global majority background including Black, Asian and people from a minority ethnic group in the UK.	Positive
	The strategy recognises that we need to engage with the different communities from diverse ethnic backgrounds living in Hammersmith & Fulham and each of our 4 objectives specifically outline what we can do with our communities to support our goal of ending violence against women and girls. We will be developing our action plan alongside our communities to outline specific actions to achieve our objectives.	Positive	

	Religion/belief (including non-belief)	<p>The strategy is aimed at all residents, irrespective of religion/belief.</p> <p>The strategy states that VAWG can affect anybody of religion/belief.</p> <p>Under the section “What is VAWG” the strategy explains what faith-based abuse is and clearly states that This is when someone justifies abuse based on their belief it is not caused by religion/belief.</p> <p>Under a section titled ‘what causes VAWG’, our strategy recognises the additional barriers some survivors might face in accessing support including their religion/beliefs. It puts this in the context of Intersectionality and requests responses are tailored to an individual’s needs.</p> <p>Under a section titled ‘Objective one: VAWG is prevented’ the strategy recognises the intersecting experiences of abuse and discrimination that survivors may experience based on religion/belief and states that we must challenge discrimination in all its forms. An intersectional approach is promoted throughout the strategy.</p> <p>We consulted with survivors with a range of religious beliefs and faiths and analysed the data from service providers in relation to religion to ensure that the strategy was inclusive for people with a wide range of religions and beliefs.</p>	<p>Positive</p> <p>Neutral</p> <p>Neutral</p> <p>Positive</p> <p>Positive</p>
	Sex	<p>The strategy is aimed at all residents, irrespective of their sex.</p> <p>Any change in response due to the strategy will be irrespective of sex</p> <p>Under the section “What is VAWG” the strategy explains that VAWG can happen to anyone irrespective of their gender.</p> <p>Under the section “What is VAWG” the strategy highlights that VAWG</p>	<p>Positive</p> <p>Neutral</p> <p>Neutral</p>



		disproportionally affects women and girls	Positive
		Under the section what causes VAWG the strategy highlights cultural factors such as Sexist views and the idea that men can have more power over women and children, results in abuse being used to maintain this power. Gender stereotypes reinforce this inequality and creates an acceptance of violence and abuse.	Positive
		Under the section what causes VAWG the strategy highlights political factors such as the under-representation of women and minority groups in power and politics means they have fewer opportunities to shape the discussion and to affect changes in policy, or to adopt measures to end VAWG.	Positive
		Under the section Common Myths about VAWG the strategy explains that men, boys, and non-binary people also experience the types of abuse set out in the strategy.	Positive
		Under the section Objective one VAWG is prevented the strategy explains that as VAWG is the result of gender inequality and discrimination, we will work collaboratively with agencies and communities in tackling the harmful behaviours and attitudes that underpin abuse.	Positive
	Sexual Orientation	The strategy is aimed at all residents, irrespective of their sexual orientation.	Positive
		Any change in response due to the strategy will be irrespective of sexual orientation	Neutral
		Under the section what cause VAWG the strategy recognises that experiences of homophobia can make people more vulnerable to abuse because they face additional barriers in accessing support. Our strategy recognises the need for an intersectional approach	Positive

<p><b>Human Rights or Children’s Rights</b>          If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998?          No</p> <p>Will it affect Children’s Rights, as defined by the UNCRC (1992)?          No</p>			

<b>Section 03</b>	<b>Analysis of relevant data</b> 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.
<b>Documents and data reviewed</b>	We have used data from our strategic assessment, national VAWG data and data from the Mayor’s Office for Policing and Crime (MOPAC). We have also used data from the Angelou VAWG service commissioned by Hammersmith & Fulham (H&F) and the results of a resident survey to inform our strategy. This includes the demographics of people living in the borough and those accessing services.
<b>New research</b>	N/A

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	The strategy has been co-produced and as such, focus groups were held with a variety of agencies and drafts of the strategy shared at various stages. We held four workshops with survivors. Feedback from survivors have informed the strategy throughout development and there is a section in the strategy “What survivors with lived

	<p>experience told us”. Discussions with both survivors and stakeholders have informed the four objectives within the strategy.</p> <p>We held three stakeholder workshops with a range of multi-agency professionals from the borough including the Metropolitan Police, local NHS trusts and Non-Governmental Organisations. A range of VAWG experts and service providers were also consulted to ensure that the strategy has an intersectional and inclusive approach. Standing Together’s ‘In Search of Excellence’ report also provided insight into how to strengthen our Coordinated Community Response. H&amp;F Children’s Services adult safeguarding, and housing colleagues were also involved in the stakeholder workshops and we consulted the VAWG Board on three occasions. We held an all-staff event to present the proposed strategy that was attended by 180 team members. The council also received 68 responses to an online survey aimed at residents to inform the strategy.</p>
<b>Analysis of consultation outcomes</b>	<p>We held a Stakeholder workshop with professionals in Feb 2020</p> <p>Workshop with VAWG Board March and November 2021</p> <p>Survivor consultation: 3 workshops held in April/May and 1 workshop in November 2021</p> <p>Theory of Change stakeholder workshop: April 2021</p> <p>Strategy Stakeholder workshop in November 2021.</p> <p>Workshop with H&amp;F Transformation board in November 2021</p> <p>Wellbeing Wednesday session on the VAWG strategy in Dec 2021</p> <p>Resident survey April to June 2021, 68 responses, we have a breakdown of residents protected characteristics and participants in the survey had a range of ethnic backgrounds and age groups and included those with disabilities</p> <p>Feedback from survivors and stakeholders have informed the strategy throughout development and there is a section in the strategy “What survivors with lived experience told us” this has informed the 4 objectives within the strategy.</p>

Feedback from a range of service providers has ensured that the strategy has intersectional and inclusive approach and Standing Together's 'In Search of Excellence' also provided insight into how to strengthen our Coordinated Community Response. Consultation with service providers highlighted the need to have an intersectional approach recognising that survivors will have multiple and overlapping needs and may experience multiple disadvantage and/or additional barriers to accessing support.

## Section 05

### Analysis of impact and outcomes

#### Analysis

The strategy is inclusive. It states that Violence Against Women and Girls (VAWG) is the umbrella term used to describe a range of violent and abusive acts and behaviours, which are predominantly, but not exclusively, directed against women and girls. This term is used to describe abuse against all genders but highlights the disproportionate impact on women and girls. It highlights that gender inequality is a key driver of VAWG. The Council of Europe give three factors which lie at the root of the problem: Cultural, legal, and political and sexism, victim blaming and the under-representation of women and minority groups in power and politics means they have fewer opportunities to shape the discussion and to affect changes in policy, or to adopt measures to end VAWG.

The strategy also recognises that experiences of racism, classism, ageism, homophobia, transphobia, and discrimination against disabled people can make people more vulnerable to abuse because they face additional barriers in accessing support. Our strategy recognises the need for an intersectional approach which understands the barriers people face and how these connect with each other and with their experiences of abuse.

The strategy was developed with survivors and a wide range of stakeholders, in consultation with residents and professionals. The strategy adopts the coordinated community and an ecological model to shape our response to ending VAWG. Across this strategy, we look at how we can meet our objectives by better understanding the actions individuals, communities, institutions, and society can take to meet our aim to end VAWG. The strategy is designed for anyone living, working or visiting the borough. It promotes everyone's human rights and seeks to end violence against women and girls, recognising men as survivors and promoting positive behaviour change that will have a positive impact on individuals with protected characteristics.

There are no direct negative equality implications, under the Equality Act 2010, for those service users from groups with certain protected characteristics by the approval of recommended options outlined in this paper. A positive

	impact on certain groups with protected characteristics is anticipated.
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<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	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 LBHF, and the overall outcome.  N/A

<b>Section 07</b>	<b>Action Plan</b>					
<b>Action Plan</b>	Note: You will only need to use this section if you have identified actions as a result of your analysis N/A					
	Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan

<b>Section 08</b>	<b>Agreement, publication and monitoring</b>					
<b>Senior Managers' sign-off</b>	Name: Sharon Lea Position: Strategic Director of Environment Email: Sharon.Lea@lbhf.gov.uk Telephone No: Considered at relevant DMT: 10 / 01					
<b>Key Decision Report (if relevant)</b>	Date of report to Cabinet/Cabinet Member: 07 / 02 / 22 Key equalities issues have been included: Yes/No					
<b>Equalities Advice</b>	Name: Yvonne Okiyo					

<b>(where involved)</b>	Position: Strategic Lead Equity, Diversity and Inclusion Date advice / guidance given: 25.01.02 Email: Yvonne.Okiyo@lbhf.gov.uk Telephone No: 07824 836 012
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