

# 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
Financial Year and Quarter	2022/23 Q1
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Refuge Service Recommissioning Procurement Strategy</p> <p>Short summary: This is an updated EIA following the procurement of refuge provision to support women and children experiencing domestic abuse in Hammersmith &amp; Fulham. The procurement strategy details proposals to procure refuge provision to support women and their children experiencing domestic abuse for three years (2022-2025), with the option to extend for 12 months on two separate occasions (until 2027). The Council's current contract with Hestia is due to expire on 30<sup>th</sup> June 2022 (it was due to expire on 31<sup>st</sup> March 2022, but was extended for three months to allow sufficient time for procurement).</p>
Lead Officer	<p>Name: Caterina Giammarresi            Position: Victim Programmes Coordinator            Email: <a href="mailto:caterina.giammarresi@lbhf.gov.uk">caterina.giammarresi@lbhf.gov.uk</a>            Telephone No: 07554 222678</p>
Date of completion of final EIA	10/03/2022

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.		
	<b>Protected characteristic</b>	<b>Analysis</b>	<b>Impact:</b> Positive, Negative, Neutral
	Age	The procurement strategy is aimed at all female and non-binary residents, irrespective of age.	Neutral

		<p>The strategy states that domestic abuse and VAWG can affect anybody of any age.</p> <p>The strategy aligns with the Domestic Abuse Act 2021 in recognising children as victim/survivors and that support for children should be provided, including play therapy and child advocacy. Female children up to 17 and male children up to 14 who are accompanying their mother will be accommodated and supported.</p> <p>The strategy aligns with safeguarding policies relating to children, refuge workers must receive regular training on safeguarding children.</p> <p>The strategy meets the requirements of the Domestic Abuse Act by stating that specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantage must be provided.</p> <p>It also aligns with the Domestic Abuse Act's requirement for Counselling and therapy for both adults and children</p>	<p>Neutral</p> <p>Positive</p> <p>Positive</p> <p>Positive</p> <p>Positive</p>
	Disability	<p>The strategy is aimed at all female and non-binary residents (and their children depending on gender and age as outlined above), irrespective of Disability.</p> <p>The strategy meets the requirements of the Domestic Abuse Act by stating that specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantage must be provided.</p> <p>The strategy aligns with safeguarding Adults policies, refuge workers must receive regular training on both safeguarding children and adult safeguarding</p> <p>It also aligns with the Domestic Abuse Act's requirement for Counselling and therapy for both adults and children</p>	<p>Neutral</p> <p>Positive</p> <p>Positive</p> <p>Positive</p>
	Gender reassignment	<p>The service will be inclusive and will support trans women and non-binary individuals.</p>	<p>Positive</p>

	Marriage and Civil Partnership	<p>The strategy is aimed at all female and non-binary residents, irrespective of marriage and civil partnership.</p> <p>The strategy meets the requirements of the Domestic Abuse Act by stating that specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantage must be provided.</p>	<p>Neutral</p> <p>Positive</p>
	Pregnancy and maternity	<p>The strategy is aimed at all female and non-binary residents, irrespective of pregnancy and maternity.</p> <p>The strategy meets the requirements of the Domestic Abuse Act by stating that specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantage must be provided.</p>	<p>Neutral</p> <p>Positive</p>
	Race	<p>The strategy is aimed at all female and non-binary residents, irrespective of Race.</p> <p>The strategy states that domestic abuse and VAWG can affect anybody of any ethnicity.</p> <p>The strategy discusses how it is important to recognise that minoritised groups may face additional barriers. It puts this in the context of Intersectionality and requests responses are tailored to an individual's needs.</p> <p>The strategy meets the requirements of the Domestic Abuse Act by stating that Specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantage must be provided.</p>	<p>Neutral</p> <p>Neutral</p> <p>Positive</p> <p>Positive</p>
	Religion/belief (including non-belief)	<p>The strategy is aimed at all female and non-binary residents, irrespective of religion/belief.</p> <p>The strategy meets the requirements of the Domestic Abuse Act by stating that specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantage must be provided.</p>	<p>Neutral</p> <p>Positive</p>

Sex	The Strategy is for the procurement of specialist refuge provision for women who have experienced domestic abuse and/or VAWG. It recognises that these crimes are disproportionality perpetrated against women and girls and is gender informed.	Positive
	Victim/Survivors advocate for the need to have women (and children) only spaces so that they can feel safe and recover. The refuge provision is therefore being commissioned to respond to the needs of female victim/survivors.	Positive
Sexual Orientation	Commissioning a woman only service is a positive action that enables women and girls (some facing multiple forms of discrimination) equal opportunity to safe accommodation and trauma informed support.	Positive
	The Equalities Act Schedule 3 Part 7 allows service providers to provide single- or separate-sex services for women and men, or provide services differently to women and men in certain circumstances (which are met in the case of a women's refuge)	Neutral
Sexual Orientation	The strategy is aimed at all female and non-binary residents, irrespective of sexual orientation.	Neutral
	The strategy meets the requirements of the Domestic Abuse Act by stating that specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantage must be provided.	Positive

**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

<b>Section 03</b>	<p><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.</p>
<b>Documents and data reviewed</b>	<p>H&amp;F Housing data:</p> <ul style="list-style-type: none"> <li>• 239 people approached H&amp;F housing because of Domestic Abuse between 1<sup>st</sup> April 2021 and 10<sup>th</sup> March 2022</li> <li>• 81% were Female, 18% were male and 1% were transgender or not known/other.</li> <li>• 66% had no dependent children, 16% had 1 child, 14% had 2 children and 4% had 3 or more children.</li> <li>• The largest proportion of people were between 25 – 34 (36%) and 35 – 44 (24%).</li> <li>• Where ethnicity was recorded the largest proportion of people were White British/Irish (22%) followed by Black African 12% and Black Caribbean 7%</li> <li>• Where Sexuality was recorded 94% were Heterosexual</li> <li>• Where recorded 55% had physical health issues or a disability</li> <li>• Where recorded, there were none who had a learning disability</li> <li>• Where recorded 68% had mental health issues</li> <li>• There were no clients who are engaged in either Alcohol services and or with Drug services</li> </ul> <p>Whole Housing Approach (WHA):  H&amp;F are a partner in the WHA pilot (now in its 3<sup>rd</sup> year) alongside other local authorities in W London, Cambridgeshire and Stockton. Partners include Standing Together Against Domestic Abuse, Advance, Refuge, Domestic Abuse Housing Accreditation and Surviving Economic Abuse. The key objectives of the pilot are to improve access to safe and stable housing across all tenure types (social, private rented, home ownership) and to ensure access to a range of housing options and initiatives tailored to needs of people experiencing domestic abuse including refuge accommodation:</p>



The whole housing refuge service model advocates that the following principles and components should be included within service specifications when commissioning and funding refuge services:

- Specialist - Service providers should be experts in DA and VAWG not generic services
- Types of accommodation - A combination of accommodation types enables refuge services to provide support to those women with additional support needs such as drug/alcohol use, or a larger family size, which can mean communal living is unsuitable.
- Components of the service - A planned programme of therapeutic and practical support including but not limited to; Access to information and advocacy, Key work and group work - Emotional support, access to specialist support workers (e.g. drugs/alcohol misuse, mental health, sexual abuse), support for children, practical help, including move on
- Staff and expertise: The components of the support delivered in refuge require different skills and expertise: Refuge support workers, Resettlement support workers, Dedicated children’s workers and Therapeutic support staff
- Support for victim/survivors with protected characteristics: Survivors from these marginalised groups need the option of accessing ‘by and for’ expert services which have been designed to meet their needs by staff who understand their lived experiences and support is tailored to their specific needs and experiences

The Domestic Abuse Act and new housing duties:

Part 4 of the Act stipulates support must be provided to victims of domestic abuse, or their children, who reside in relevant accommodation, including:

- Advocacy support – development of personal safety plans, liaison with other services (for example, GPs and social workers, welfare benefit providers)
- Domestic abuse-prevention advice – assist victims to recognise the signs of abusive relationships, to help them remain safe (including online) and to prevent re-victimisation
- Specialist support for victims with protected characteristics and/or complex needs or facing multiple



	<p>disadvantage</p> <ul style="list-style-type: none"> <li>• Children’s support – including play therapy and child advocacy</li> <li>• Housing-related support – providing housing-related advice and support, for example, securing a permanent home and advice on how to live safely and independently</li> <li>• Counselling and therapy for both adults and children</li> </ul> <p>Hestia refuge data (current service provider):</p> <ul style="list-style-type: none"> <li>• 68 women and 54 children (23 male children) accessed the Refuge, currently commissioned, between April 2019 and May 2021</li> <li>• 27% of the women accessing the service identified as Asian/Asian British, 18% identified as Black British African/Caribbean and 12% identified as White British</li> <li>• 95% identified as Heterosexual, the other 5% it was not known, or they preferred not to say</li> <li>• No women were recorded as having a disability</li> <li>• No women were recorded as using drugs or alcohol, but the service provider estimated that approximately 35% of the women accessing the service use substances</li> </ul>
<b>New research</b>	If new research is required, please complete this section


<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	<p>Key stakeholders that have been consulted include the Police community safety unit, Children family services, Adult Safeguarding and specialist service providers: Hestia, IKWRO, Standing Together Against Domestic Abuse, WGN, Stay Safe East, St Mungos and Turning Point. All support the continuation of refuge provision for women and children.</p> <p>8 service users from across 3 sites were consulted. All support the continuation of refuge provision for women and children.</p>
<b>Analysis of consultation outcomes</b>	<p>Key themes from these consultations highlighted:</p> <ul style="list-style-type: none"> <li>• The need for the service to offer medium to high support for women accessing refuge</li> <li>• The need for trauma-informed, holistic support</li> <li>• The need for access to therapeutic intervention and counselling</li> <li>• The need for specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantage must be provided.</li> <li>• The need to support women with no recourse to public funds</li> </ul> <p>The service specification for the refuge provision will reflect this.</p>

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	<p>The consultations highlighted the need for refuge provision to</p> <ul style="list-style-type: none"> <li>• Advocate for equality and equal rights for survivors irrespective of their protected characteristics.</li> <li>• Trauma-informed support</li> <li>• Ongoing support once the victim/survivor has moved on to more permanent accommodation.</li> <li>• The need for medium to high support</li> <li>• A range of support for victim/survivors.</li> <li>• Robust training for team members so that they can confidently support women and children with protected characteristics and/or complex needs or facing multiple disadvantage</li> </ul>

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	<p>The Service specification for the refuge will stipulate that anonymised information pertaining to victim/survivors regarding any protected characteristics and/or complex needs or facing multiple disadvantage are accurately recorded and reported on so that any trends or gaps can be identified at the earliest opportunity. Monitoring reports and steering groups will be quarterly from the start date of the contract.</p> <p>The service specification will also record:</p> <ul style="list-style-type: none"> <li>• Type of abuse (physical, sexual, emotional, psychological, coercive control, economic)</li> <li>• Additional VAWG experienced</li> <li>• Interventions provided (including key work, groups, therapy, housing options, immigration etc)</li> <li>• Support for children</li> <li>• Housing outcomes at exit (social housing, privately rented, returned to perpetrator)</li> <li>• Outcomes at exit (does the victim feel safer? is the victim at reduced risk? does the victim know how to access support in the future? Has their health and wellbeing improved etc)</li> <li>• Case studies provided by service users</li> </ul>

<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

	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: Position: Head of Community Safety Email: Neil.Thurlow@lbhf.gov.uk Telephone No: 07788 380 249 Considered at relevant DMT: 21/3/2022
<b>Key Decision Report (if relevant)</b>	Date of report to Cabinet/Cabinet Member: Key equalities issues have been included: Yes
<b>Equalities Advice (where involved)</b>	Name: Position: Date advice / guidance given: Email: Telephone No: