

## LONDON BOROUGH OF HAMMERSMITH & FULHAM

**Report to:** Cllr Harvey, Cabinet Member for Social Inclusion and Community Safety

**Date:** 22/08/2023

**Subject:** Procurement Strategy for Specialist Co-located Independent Domestic Violence Advocacy (IDVA) Service

**Report authors:** Caterina Giammarresi, Victim Programmes Coordinator (Community Safety) and Anna Jane, Domestic Abuse Housing Coordinator (Housing)

**Responsible Director:** Bram Kainth – Strategic Director of Environment

---

### Summary

This report outlines the proposed strategy to deliver an integrated specialist co-located Independent Domestic Violence Advocacy (IDVA) service to support adult women experiencing domestic abuse in Hammersmith & Fulham who are also involved with the following statutory services: Criminal Justice, Housing, and Children's Social Care.

The service is a key provision in supporting the Council's commitment to ending violence against women and girls and making H&F a safe and compassionate borough for residents. The benefits of co-located IDVAs in supporting victims and facilitating a co-ordinated community response are recognised within statutory guidance around the Domestic Abuse Act 2021 and the Greater London Authority (GLA) Safe Accommodation Strategy.

The proposed integrated specialist co-located IDVA contract is for a minimum of two years, with the possibility of two 12-month extensions (4-year maximum contract length). The proposed contracts will commence on 1 April 2024 and will end on 31 March 2026, unless extended in which case the maximum contract end date is 31 March 2028.

It is proposed that the procurement be conducted through a competitive open tender using the open procedure via the CapitalESourcing portal.

---

### Recommendations

1. To approve the procurement strategy to recommission one integrated specialist co-located Independent Domestic Violence Advocacy (IDVA) service, for a contract period of between two and four years, from 1 April 2024.

**Wards Affected:** ALL

<b>Our Values</b>	<b>Summary of how this report aligns to the H&amp;F Values</b>
Building shared prosperity	<p>The successful service provider will be asked to confirm that the staff involved in delivering the services will not be subject to zero-hour contracts, and will have suitable employment terms and conditions, including the payment of the London Living Wage.</p> <p>Providers will be asked to provide a statement identifying the social value they can provide related to the contract as part of the tendering process.</p>
Creating a compassionate council	<p>The services being commissioned are provided to some of the most vulnerable residents in H&amp;F and will improve the safety of residents affected by violence against women and girls (VAWG) through the provision of specialist co-located IDVAs.</p>
Doing things with residents, not to them	<p>Local service users and third sector providers have been consulted on our VAWG Strategy and further consultations specific to the co-located IDVA service took place with service users (residents) and stakeholders (local partners) in 2022 which have informed the development and specification of the service.</p>
Being ruthlessly financially efficient	<p>Domestic abuse has a significant impact on victim/survivors. In addition to the impact of domestic abuse on the safety and wellbeing of victims/survivors, a new Women's Aid report (released 2023) estimates that domestic abuse alone costs the economy £66 billion a year. The effects of domestic abuse place a large strain on statutory services, especially Local Authorities who provide emergency housing and social care support. By investing in robust and innovative domestic abuse services which form part of a coordinated community response (CCR) to tackling VAWG and DA, the Council will ultimately make savings through prevention.</p>
Taking pride in H&F	<p>The service contributes to the Council's commitment to ending violence against women and girls and making H&amp;F a safe borough for residents.</p>
Rising to the challenge of the climate and ecological emergency	<p>The impact of these services on the climate and ecological emergency will be neutral or minimal. The services provided will be embedded within existing services (Housing, Children's Social Care, and the Criminal Justice System) and therefore will not require additional building construction or a substantial number of additional resources which will negatively impact the environment. The service will aim to be paperless wherever possible.</p>

## **Financial Impact**

This report sets out the proposed procurement strategy only. The current separate service contracts are funded from a combination of existing Council budgets and external grants. These external grants are not currently confirmed for the full four years of the potential proposed contract. The financial implications relating to the contract award, will be considered as part of a separate decision report. The progression of the procurement strategy will be managed in house using existing budgeted resource.

*Kellie Gooch, Head of Finance (Environment), Dated 6<sup>th</sup> June 2023*

## **Legal Implications**

The Council has duties under Part 4 of the Domestic Abuse Act 2021 to comply with the Greater London Authorities Domestic Abuse Safe Accommodation Strategy, which outlines the benefits of co-located IDVA services. It is in addition subject to a duty under s17 of the Crime and Disorder Act 1998 to exercise its functions with due regard to the likely effect on and the need to do all that it reasonably can to prevent crime and disorder in its area. The services under the proposed contract will contribute to the fulfilment of these functions.

The likely value of the contract means that this will be a public services contract under the Public Contracts Regulations 2015 (PCR). The proposed method of procurement by way of an open tendering procedure is in compliance with the PCR requirements.

This will be a high value contract for the purposes of the Council's Contract Standing Orders. The proposed procurement by way of an open tender is compliant with CSO 18. The requirements of the CSOs are therefore being met.

The approval of the procurement strategy will be a key decision under the Council's constitution and therefore needs to be included in the key decision list on the Council's website.

*John Sharland, Senior solicitor (Contracts and procurement)  
Dated 6<sup>th</sup> June 2023*

---

## **Background Papers Used in Preparing This Report**

None

---

## **DETAILED ANALYSIS**

### **Context**

1. In March 2022 the Council published its new 2022-27 Violence Against Women and Girls Strategy. The strategy outlines how we plan to tackle all forms of Violence Against Women and Girls, including Domestic Abuse, in line with the Council's 2022 manifesto commitments, which states 'We will deliver our new, locally focused strategy to tackle Violence Against Women and Girls'. The strategy was developed and co-produced with H&F victim/survivors, residents, third sector providers, community organisations, and various council departments including public health, housing, and children's services.
2. The strategy has four main objectives:
  - a. VAWG is prevented
  - b. Survivors are supported
  - c. Abusers are held to account
  - d. Collaboration to create change
3. The co-location of IDVAs within statutory services (specifically the Police, Housing, and Children's Social Care), is part of our Coordinated Community Response (CCR) to tackling violence against women and girls (VAWG) in Hammersmith & Fulham. The service contributes to achieving all four objectives outlined in H&F's Ending VAWG Strategy. The benefits of co-located IDVAs are also recognised as part of the GLA's Domestic Abuse Safe Accommodation Strategy and within wider statutory guidance around the Domestic Abuse Act 2021. The GLA's local partnership board has committed to exploring a wider roll-out of co-located housing IDVA's. Continuing to commission these services will ensure we are supporting the GLA's wider aims in implementing part 4 of the Domestic Abuse Act 2021.
4. Independent Domestic Violence Advocates (IDVAs) are professionals who work with victim/survivors of domestic abuse to provide support around a wide range of issues to ensure the victim/survivor can become safe from violence and rebuild their lives following the trauma and abuse they have experienced. They work together with the victim/survivor in a trauma informed way to develop a trusting relationship and to ensure that victim/survivors voices are heard, and that their needs are advocated for. Co-located IDVAs are physically present in the statutory services and have specialist knowledge in the subject areas (Criminal Justice, Housing, Children's Social Care). Statutory services can often be difficult and confusing to navigate, particularly for women facing additional barriers as a result of domestic abuse and other intersectional issues.
5. The co-located IDVA service works alongside the Angelou IDVA service, a consortium of dedicated VAWG services providing support to victim/survivors across a range of specialisms. Victim/survivors can access the Angelou IDVA service directly through a self-referral or they can be referred by professionals. The specialist co-located IDVA service is considered best practice and significantly enhances our offer as well as our overall approach to supporting victim/survivors of domestic abuse and tackling some of the underlying systemic issues associated with Violence Against Women and Girls.

## **Procurement Strategy**

6. This procurement strategy sets out the proposal to go out to procurement for the specialist co-located IDVA service via a competitive open tender process using the CapitalESourcing Portal.
7. In recommissioning this provision, officers are mindful that the contracts have not received any financial uplift in recent years. The cost-of-service delivery has increased with inflation and VAWG service providers have been directly impacted by the cost-of-living crisis and are struggling to recruit and retain staff due to financial constraints. Domestic abuse continues to increase since the Covid-19 pandemic placing increased pressure on VAWG services and staff and providers in the market are facing significant challenges.
8. Given the above constraints on the sector, the current financial envelope available may be a limiting factor in securing the level and quality of provision required for this service. To mitigate the pressures on this budget, officers are working at pace to develop a business case for much needed investment to secure this provision in the long term, without relying heavily on grants. If H&F are unable to maintain the delivery of this vital service, the impact on our ability to adequately support the rising numbers of victim/survivors of domestic abuse will be significant.
9. **Recommendation:** For the reasons highlighted above, this report seeks approval to undertake a procurement for an integrated specialist IDVA service.

### **Reasons for Decision**

10. To meet the council's commitments to ending violence against women and girls and make H&F a safe borough for residents.
11. To comply with recommendations and duties outlined above in respect of the Domestic Abuse Act 2021 and the Crime and Disorder Act 1998.

### **Specifications Summary**

12. The services we are proposing to procure are for integrated specialist IDVAs to be co-located across the following statutory services: Criminal Justice Service, Housing, and Children's Social Care. The service is designed to improve the experience and outcomes of women experiencing domestic abuse who access statutory services through direct holistic support to survivors and training and consultations for professionals.
13. The new contract will be offered for a period of two years (1<sup>st</sup> April 2024- 31<sup>st</sup> March 2026), with an option to extend for up to 12 months on two separate occasions (maximum contract end date would be 31<sup>st</sup> March 2028). A break clause will be written into the terms and conditions of the contract.
14. The IDVA posts will be open to women only as being a woman is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

## Procurement Route Analysis of Options

15. **Option 1 – Let provision for the co-located IDVA services end in March 2024.** This would present a risk to vulnerable women experiencing domestic abuse who require additional support when accessing statutory services. The co-located IDVA services received 251 referrals for 22/23. Ending IDVA services would not align with the council’s commitment to ending VAWG in line with the VAWG strategy and H&F’s manifesto commitments.

*This is not the recommended option.*

16. **Option 2 – Let the current services continue under current arrangements and recommission separately as standalone contracts.** Independently contract managing and commissioning each co-located IDVA contract separately is an inefficient use of council time, staffing, and resources and doesn’t allow for the services to work together as efficiently as possible. Running multiple individual tenders is time consuming and also makes each individual contract less attractive to potential bidders and limits the number of organisations who may be interested in the contracts. It also means that bidders will need to complete multiple bids if they wish to provide all contracts which puts undue stress on charity organisations who already have limited capacity and time to complete funding bids. There has also been an issue with recruitment across the VAWG sector resulting in prolonged vacancies in the existing contracts and keeping the contracts separate makes it more difficult to provide cover across the services.

*This is not the recommended option.*

17. **Option 3 – To combine the current IDVA provision across Community Safety and Housing and Children’s Services into a single contract, offering the contract via a competitive tender under an open process to deliver services for a maximum period of four years.** The contract will be for two years initially, with an option to extend for up to 12 months on two further occasions. A break clause will be written into the terms and conditions of the contract. Combining the provision within one contract will ensure a more resilient and robust service, greater join-up between different service areas, as well as presenting a more efficient use of staff resource (through a joint tender exercise and shared contract management), better value for money, and ultimately a better service for vulnerable victim/survivors.

***This is the recommended option.***

## Risk Assessment and Proposed Mitigations

18. The Key risks for the procurement and proposed mitigations are outlined in the table below:

Risk	Mitigation
Due to the specialist nature of provision, there is likely to be a small number of service	We will undertake an enhanced period of market engagement (two months instead of one month) to increase the chances of successfully engaging

providers who will bid for the contract. It is possible that no suitable bids are received (as per the previous procurement period).	<p>with a wide range of service providers who will be interested in bidding for the contract.</p> <p>We are working closely with the procurement team to ensure that this is done as effectively as possible. Two market engagement events will be held, one in person and one online.</p> <p>Following feedback from the market, we are introducing flexibility around the number of IDVAs provided given the increased cost of IDVA service delivery.</p> <p>Following feedback from the market, we are simplifying and streamlining the questions asked as part of the procurement process.</p>
There are ongoing staffing issues across the VAWG sector currently which could mean the new service encounters the same challenges as the existing provider.	By consolidating the contracts into one higher-value contract, the intention is that this will be a more attractive contract for providers and potentially attract services that can provide added value, including in the form of bank/peripatetic staff and shared responsibility for cases across the service.

### Timetable

19. The estimated procurement timetable is outlined below:

Activity/Milestone	Date
Procurement Strategy Approved	July 2023
Market Engagement Period	July-August 2023
Market Warming Events	August 2023
Tender Period	September- October 2023
Tender Evaluation and Contract Award Decision	November 2023
Decision Letters sent to all Tenderers	December 2023
Mobilisation Period Begins (3 months)	2 <sup>nd</sup> January 2024
New Contract Commencement	1 <sup>st</sup> April 2024

### Selection and Award Criteria

20. The contract will be let based on a ratio of 20:80 Cost:Quality. Officers consider that although the council is committed to ruthless financial efficiency, the users of the services being tendered are in such a position of potential vulnerability to serious violence that an additional emphasis on the quality of services being provided is justified.
21. The prices will be scored using the following formula to give a score out of 100:  

$$\text{Bid's Score} = 100 \times (\text{lowest total cost} / \text{bid cost}).$$

The total will then be multiplied by 0.2 to give a score out of 20 (the price score out of 100 total)

Example:

Bid A price - £100,000.

Bid B price - £110,000.

Bid C price - £120,000.

Score

Bid A –  $100 \times (100/100) = 100 - 20/20$  for price

Bid B –  $100 \times (100/110) = 90.9 - 18.18/20$  for price

Bid C –  $100 \times (100/120) = 83.33 - 16.67/20$  for price

22. The Quality criteria will be scored on questions based on the KPIs detailed in contract management section. The questions and weighting will be developed by the project management team. The procurement will be taken forward by a project team from the council's Community Safety Unit, with advice from the council's corporate procurement team.
23. The tender assessment panel (TAP) will include representatives from H&F's Community Safety Team, Housing, and Children's Social Care (if relevant). They will make the recommendation to award to the Cabinet Member, after shortlisting and scoring tenders based on the criteria set out in the tender documents.
24. Social Value will be assessed as part of the quality evaluation at 20%, the Procurement team alongside the service providers will quantify the number of activities that the supplier can deliver beyond their contractual obligation. These measurements can then be made part of the contract's key performance indicators (KPIs). These activities will be monitored and delivered during the lifetime of the contract.
25. The Cabinet Member will be kept informed of the progress of the tendering process via Cabinet Member Board meetings.

### **Contract Management**

26. The service specification and contracts will be designed in accordance with survivor and stakeholder consultation, knowledge of local need, and in compliance with our duties and responsibilities outlined in the Domestic Abuse Act 2021.
27. Key performance measures for the contract include:
  - Number of women referred into the service
  - Number of women engaged in the service
  - Quantitative safety outcomes (i.e., number of protective orders obtained, number of service users rehoused and in what type of accommodation, number of service users supported through the criminal justice system, number of service users supported through child protection processes)
  - Number of repeat victims of abuse
  - Evidence of risk reduction
  - Increased feeling of safety reported by service users



- Number of women supported to prepare for family court proceedings
  - Social value activities
28. KPIs will be reported against quarterly to monitor performance. Where performance is beneath what is expected, the council, the providers and other parties will be expected to collaborate to achieve optimal performance. A clearly defined default procedure will be set out in the contract.
29. Following the award of the contract, the service provider performance will be managed by a Contract Management Panel with representatives from the Environment, Economy, and Children's Services Directorates.
30. Quarterly returns and an annual report will be produced which will be made available to senior officers and interested councillors as required.
31. Once agreed the social value measurements will be made part of the contract's key performance indicators (KPIs). These activities will be monitored and delivered during the lifetime of the contract.

### **Equality Implications**

32. There are no direct negative equality implications for those service users from groups that share protected characteristics under the Equality Act 2010 by the approval of recommended options outlined in this paper. A positive impact on some groups with protected characteristics, namely gender, is anticipated by the commissioning of this service through the support offered to vulnerable residents.

*Completed EIA attached.*

*Approved by Yvonne Okiyo, Strategic Lead Equity, Diversity and Inclusion on 06/6/23.*

### **Risk Management Implications**

33. The report recommends approving a procurement strategy to award a single contract via a competitive tender under an open process to deliver services for a maximum period of four years, in line with the objective of being ruthlessly financially efficient. The contract is for a specialist co-located IDVA service providing enhanced support to meet the varied and complex needs of women experiencing domestic abuse who are accessing statutory services, where women often face additional barriers. This is in line with the objective of creating a compassionate council. The report identifies risks associated with the procurement and future funding, with appropriate mitigations being proposed.

*Implications completed by David Hughes, Director of Audit, Fraud, Risk and Insurance, 9 June 2023*

### **Climate and Ecological Emergency Implications**

34. The impact of these services on the climate and ecological emergency will be neutral or minimal. The services provided will be embedded within existing services (Housing, Children's Social Care, and the Criminal Justice System) and therefore will not require additional building construction or a substantial number of additional resources which will negatively impact the environment. The service will aim to be paperless wherever possible.

*Approved by Hinesh Mehta, Head of Climate Change, on 05/06/2023.*

### **Local Economy and Social Value Implications**

35. Paragraph 30 in this strategy commits the procurement will invite proposals for social value and these will count towards 20% of the score. This meets the council's Social Value Policy. The successful bidder must deliver social value measures to a proxy value of at least 10% of the price of the contract. It is recommended that the commissioner works closely with Legal Services to ensure appropriate social value clauses are included in the contract, so that the council can enforce its right to remedies if social value commitments are not delivered.

*Paul Clarke, Social Value Officer, 13 June 2023 Consultation*

### **Digital Services & Information Management Implications**

36. Digital Services working closely with the Community Safety approves the proposed strategy to deliver an integrated specialist co-located Independent Domestic Violence Advocacy (IDVA) service to support women experiencing domestic abuse in Hammersmith & Fulham. There are IT implications highlighted in the report, therefore Digital Services should be consulted on these to ensure that any IT requirements are delivered in a timely fashion and in compliance with our standards and processes. Going forward, it is important that Digital services continue to work closely with the services to ensure that a technically feasible solution is delivered that is in alignment with the digital and information strategy.
37. IM implications: a Data Privacy Impact Assessment (DPIA) should be carried out to ensure that all the potential data protection risks around the Independent Domestic Violence Advocacy (IDVA) service are properly assessed with mitigating actions agreed and implemented.
38. In addition, a (Cloud) Supplier Security Questionnaire(s) should be completed, to ensure that all the potential data protection and information security risks around the Independent Domestic Violence Advocacy (IDVA) service are properly assessed with mitigating actions agreed and implemented.
39. Any contracts arising from this report will need to include H&F's data protection and processing schedule. This is compliant with UK Data Protection law.
40. The supplier will be expected to have a Data Protection policy in place and all staff will be expected to have received Data Protection training.

*Implications verified/completed by: Pierre Rogier, Strategic Relationship Manager, Digital services, tel. 07391 734087*

## **Consultation**

41. The service specification for this contract is based on the specification developed last year which incorporated feedback and information from a needs assessment of VAWG service provision conducted from April 2021 as well as service user and stakeholder consultations which were conducted in September 2022 and were specific to the delivery of this co-located IDVA service.

## **List of Appendices**

### **APPENDIX 1 – EQUALITIES IMPACT ASSESSMENT**

## 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:

**Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Equality Act 2010**

**Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.**

**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.

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.

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	Time of completion of EIA: 2023/24 Q1 Time period of the proposed service: 24/25 Q1 to 27/28 Q4 (maximum length)
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Procurement Strategy for the integrated Specialist Co-Located IDVA Service</p> <p>Short summary: The procurement strategy proposes to bring together separate existing contracts to procure an enhanced specialist co-located Independent Domestic Violence Advocacy (IDVA) service to support women experiencing domestic abuse who are accessing statutory services (the Criminal Justice System, Homelessness services, and/or Children's Social Care, dependent on funding) in Hammersmith &amp; Fulham.</p> <p>The proposed contract is for a minimum of 2 years, with the possibility of two 12-month extensions (4-year maximum contract length). The proposed contract will commence on 1<sup>st</sup> April 2024 and will end on 31<sup>st</sup> March 2026, unless extended in which case the maximum contract end date is 31<sup>st</sup> March 2027.</p>
Lead Officer	Name: Caterina Giammarresi (Community Safety) Position: Victim Programmes Coordinator Email: <a href="mailto:caterina.giammarresi@lbhf.gov.uk">caterina.giammarresi@lbhf.gov.uk</a> Telephone No: 07554 222678
Date of completion of final EIA	2 <sup>nd</sup> June 2023

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.

Protect ed charac teristic	Analysis	Impact: Positive, Negative, Neutral
Age	<p>The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children’s Social Care services, and/or the Criminal Justice System, irrespective of 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 provision to train practitioners within Children’s Social Care on how to safety plan with children and support children affected by Domestic Abuse.</p> <p>The strategy aligns with safeguarding policies relating to children, the proposal includes a dedicated specialist Independent Domestic Violence Advocate (IDVA) co-located within Children’s Social Care who will support the non-abusive parent of children who are experiencing domestic abuse in the home. (Funding dependent)</p>	<p>Neutral</p> <p>Positive</p> <p>Positive</p>
Disabilit y	<p>The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children’s Social Care services, and/or the Criminal Justice System, irrespective of Disability.</p>	<p>Neutral</p>
Gender reassign ment	<p>The strategy is inclusive of all residents who identify as women and who are experiencing domestic abuse and are accessing Homelessness services, Children’s Social Care services, and/or the Criminal Justice System, irrespective of gender assumed or assigned at birth.</p>	<p>Neutral</p>

		IDVAs will work in collaboration with specialist services such as GALOP who can provide specialist support for trans+ victim/survivors of domestic abuse.	Positive
	Marriage and Civil Partnership	<p>The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children's Social Care services, and/or the Criminal Justice System, irrespective of marriage and civil partnership.</p> <p>IDVAs will be knowledgeable around how marriage and civil partnership can be used as a power dynamic to further abuse victim/survivors of Domestic Abuse and will train professionals to be aware of this.</p>	Neutral  Positive
	Pregnancy and maternity	<p>The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children's Social Care services, and/or the Criminal Justice System, irrespective of pregnancy and maternity.</p> <p>IDVAs will be aware of the increased risk of Domestic Abuse during and following pregnancy and will be able to support victim/survivors through pregnancy and maternity and will train professionals to be aware of this.</p>	Neutral  Positive
	Race	The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children's Social Care services, and/or the Criminal Justice System, irrespective of Race.	Neutral
	Religion/belief (including non-belief)	The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children's Social Care services, and/or the Criminal Justice System, irrespective of religion/belief.	Neutral
	Sex	The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children's Social Care services, and/or the Criminal Justice System. It recognises that domestic	Positive

	<p>abuse is disproportionately perpetrated against women and girls and is gender informed.</p> <p>This service is for women only and is delivered by women. Commissioning a woman only service is a positive action that enables women and girls (some facing multiple forms of discrimination) equal opportunity to trauma informed and gender specific support.</p> <p>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.</p> <p>The IDVA posts will be open to women only as being a woman is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.</p> <p>H&amp;F recognises that men and boys can also be victims of domestic abuse and will continue to support male victim/survivors to support services and helplines for men and boys such as Respect and Galop where appropriate.</p>	<p>Positive</p> <p>Positive</p> <p>Positive</p> <p>Neutral</p>
	<p>Sexual Orientation</p> <p>The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children's Social Care services, and/or the Criminal Justice System, irrespective of sexual orientation.</p> <p>IDVAs will work in collaboration with specialist services such as GALOP who can provide specialist support for LGBTQIA+ victim/survivors of domestic abuse.</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?



	<p>No</p> <p>Will it affect Children’s Rights, as defined by the UNCRC (1992)?</p> <p>No</p>
--	--

<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><b>Criminal Justice IDVA Data (22/23)</b>  Total referrals engaged: 63.</p> <p>Ethnicity breakdown of women engaged:  Asian: 7  Black: 7  Mixed: 4  White British: 18  White Other: 14  Other: 2  Info not available: 11  Total BME: 18 (29%)</p> <p>Sexual Orientation of Women engaged:  Heterosexual: 49 (78%)  Bisexual: 2 (3%)  LGBT: 1 (2%)  Not Disclosed: 12 (19%)</p> <p>Number of women engaged with reported physical disabilities: 2 (4%)</p> <p>Number of women engaged with reported mental health needs: 20 (32%)</p> <p><b>Housing IDVA (22/23)</b>  Total referrals engaged: 40  BME Women engaged: 18 (45%)</p> <p>Sexual Orientation of Women Engaged:  LGBT: 0  Non-disclosed: 1 (3%)</p> <p>Physically Disabled Women Engaged: 6 (15%)  Mental Health Needs: 23 (58%)</p>

	<p><b>Children’s Social Care IDVA (22/23)</b>  Total referrals engaged: 47  BME Women engaged: 18</p> <p>Sexual Orientation of Women Engaged:  Heterosexual: 44  Bisexual: 0  LGBT: 0  Non-Disclosed: 3</p> <p>Physically Disabled Women Engaged: 0  Mental Health Needs: 10</p> <p><b>The Domestic Abuse Act and new housing duties:</b>  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 disadvantage.  Children’s support – including play therapy and child advocacy.  Housing-related support – providing housing-related advice and support, for example, securing a permanent home and advice on how to live safely and independently.  Counselling and therapy for both adults and children</p>
<b>New research</b>	If new research is required, please complete this section. N/A

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	<p>Stakeholder and survivor consultations took place in September 2022 and fed into the final service specification. Invited key stakeholders included: the police, community safety unit, children’s social care and early help services, Housing, Adult Safeguarding and specialist service providers: Hestia, Advance, GALOP, IKWRO, Refuge, Standing Together Against Domestic Abuse, WGN, Stay Safe East, St Mungo’s and Turning Point.</p> <p>We also drew on the consultations which took place with survivors and stakeholders to develop H&amp;F’s recent Ending VAWG Strategy in 2021</p>
<b>Analysis of consultation outcomes</b>	<p>Key themes from the ending VAWG Strategy consultations highlighted:</p> <ul style="list-style-type: none"> <li>• The need for specialist, co-located support available in the community</li> </ul>

	<ul style="list-style-type: none"> <li>• The need for trauma-informed, holistic support</li> <li>• The need for specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantages must be provided.</li> <li>• The need to support women with no recourse to public funds.</li> </ul> <p>The service specification for the service 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 IDVA service provision to:</p> <p>Advocate for equality and equal rights for survivors irrespective of their protected characteristics.</p> <p>Trauma-informed support</p> <p>The need for medium to high support</p> <p>A range of support for victim/survivors</p> <p>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.</p>

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	<p>The service specification for the Specialist Co-Located IDVA service 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> <p>Type of abuse (physical, sexual, emotional, psychological, coercive control, economic)</p> <p>Additional VAWG experienced.</p> <p>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)</p> <p>Case studies provided by service users.</p>

<b>Section 07</b>	<b>Action Plan</b>
<b>Action Plan</b>	<p>Note: You will only need to use this section if you have identified actions as a result of your analysis</p>

	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: Neil Thurlow Position: Assistant Director of Community Safety Considered at relevant DMT: TBC
<b>Key Decision Report (if relevant)</b>	Date of report to Cabinet/Cabinet Member: 6 <sup>th</sup> July 2023 Key equalities issues have been included: No
<b>Equalities Advice (where involved)</b>	Name: Position: Date advice / guidance given: Email: Telephone No: