

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>

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	Time of completion of EIA: 2023/24 Q3 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 & 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 1st April 2024 and will end on 31st March 2026, unless extended in which case the maximum contract end date is 31st March 2027.</p>
Lead Officer	Name: Caterina Giammarresi (Community Safety) Position: Victim Programmes Coordinator Email: caterina.giammarresi@lbhf.gov.uk Telephone No: 07554 222678
Date of completion of final EIA	7 th December 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>IDVAs will work in collaboration with specialist services such as GALOP who can provide specialist support for trans+ victim/survivors of domestic abuse.</p>	<p>Neutral</p> <p>Positive</p>

	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>	<p>Neutral</p> <p>Positive</p>
	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>	<p>Neutral</p> <p>Positive</p>
	Race	<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 Race.</p>	<p>Neutral</p>
	Religion/belief (including non-belief)	<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 religion/belief.</p>	<p>Neutral</p>
	Sex	<p>The procurement strategy is aimed at all residents who are women and are experiencing domestic abuse and are accessing Homelessness services, Children's</p>	<p>Positive</p>

	<p>Social Care services, and/or the Criminal Justice System. It recognises that domestic abuse is disproportionality perpetrated against women and girls and is gender informed.</p> <p>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 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>H&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>The Service Specification stipulates that the provider shall provide 3 FTE IDVA posts across the service and that the post-holders should be women to reflect the by-and-for nature of the service and due to the nature of the work. The occupational requirement under Schedule 9 (Part 1) of the Equality Act 2010 applies.</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

	<p>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>
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Section 03	<p>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.</p>
Documents and data reviewed	<p>Criminal Justice IDVA Data (22/23) 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>Housing IDVA (22/23) 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%)</p>

	<p>Mental Health Needs: 23 (58%)</p> <p>Children’s Social Care IDVA (22/23) 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>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 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>
New research	<p>If new research is required, please complete this section. N/A</p>

Section 04	Consultation
Consultation	<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&F’s recent Ending VAWG Strategy in 2021</p>

Analysis of consultation outcomes	<p>Key themes from the ending VAWG Strategy consultations highlighted:</p> <ul style="list-style-type: none"> • The need for specialist, co-located support available in the community • The need for trauma-informed, holistic support • The need for specialist support for victims with protected characteristics and/or complex needs or facing multiple disadvantages must be provided. • The need to support women with no recourse to public funds. <p>The service specification for the service will reflect this.</p>
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Section 05	Analysis of impact and outcomes
Analysis	<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>

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	<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>

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

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	Name: Neil Thurlow Position: Assistant Director of Community Safety Considered at relevant DMT: TBC
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 6 th December 2023 Key equalities issues have been included: No
Equalities Advice (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No: