

## **Tri-Borough Equality Impact Analysis Tool**

### **Conducting an Equality Impact Analysis**

An EqIA 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 has been updated to reflect the new public sector equality duty (PSED). 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 this Act;**
- 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 the three tenets of the Equality Duty.

## 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 Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (link), as well as from your service or borough leads:

<b>LBHF</b> Opportunities Manager: <a href="mailto:PEIA@lbhf.gov.uk">PEIA@lbhf.gov.uk</a> or ext 3430	<b>RBKC</b> Corporate Equalities Officer: <a href="mailto:angela.chaudhry@rbkc.gov.uk">angela.chaudhry@rbkc.gov.uk</a> 020 7361 2654	<b>WCC</b> Senior Policy Officer: <a href="mailto:doleary@westminster.gov.uk">doleary@westminster.gov.uk</a> 020 7641 8024
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## Tri-Borough Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis		
Financial Year and Quarter	14/15 Q4		
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Shared Services Violence Against Women and Girls (VAWG) Strategy</p> <p>Short summary:</p> <p>Alongside the procurement of a shared Violence Against Women and Girls service we have engaged both internal and external stakeholders to produce a VAWG Shared Services Strategy 7 Strategic Priorities: Access, Response, Practitioners, Children and Young People, Community, Perpetrators, and Justice and Protection. A consultation process was conducted, over an 18 month period, with key stakeholders, specialist providers and service users, which invited them to input into development of the strategy. The definition of VAWG includes 10 strands of gender based violence;</p> <ol style="list-style-type: none"> <li>1. Domestic Violence/Abuse (DVA)</li> <li>2. Stalking</li> <li>3. Harassment</li> <li>4. Female Genital Mutilation (FGM)</li> <li>5. Forced Marriage (FM)</li> <li>6. Honour Based Violence (HBV)</li> <li>7. Faith Based Abuse (FBA)</li> <li>8. Prostitution and Trafficking</li> <li>9. Sexual Violence</li> <li>10. Sexual Exploitation/ Child Sexual Exploitation (SE/CSE)</li> </ol> <p>The strategy has been written alongside the development of the VAWG Shared Services procurement consultation and it is expected that the chosen provider for the new service will directly support the delivery of this strategy.</p>		
Lead Officers	<p><b>LBHF</b>  Name: Kate Delaney  Position: Community Safety Officer  Email: <a href="mailto:kate.delaney@lbhf.gov.uk">kate.delaney@lbhf.gov.uk</a> /  Pat.Cosgrave@lbhf.gov.uk  Telephone No: 020 8753 2810</p>	<p><b>RBKC</b>  Name: Meghan Field  Position: Shared Services VAWG  Strategic Lead  Email: meghan.field@rbkc.gov.uk  Telephone No: 0207 361 3026</p>	<p><b>WCC</b>  Position: Assistant Policy Officer  Email: Telephone No: 02076418574</p>

Lead Borough	There is no lead borough for the VAWG agenda. The chair of the VAWG Shared Services Strategic Board is the Executive Director Environment, Leisure and Residents Services Department and the deputy chair is the RBKC Chief Community Safety Officer. This EIA was conducted by the lead officers listed above on behalf of the VAWG Shared Services Strategic Board.
Date of completion of final EIA	16/03/15

<b>Section 02</b>	<b>Scoping of Full EIA</b>							
<b>Plan for completion</b>	Timing: Resources:							
<b>Analyse the impact of the policy, strategy, function, project, activity, or programme</b>	<p>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.</p> <p><b>The strategy states that service users will be ‘treated with equality, regardless of my life choices, culture, age, gender identity, sexuality, immigration status, language, housing, mental health and/or substance misuse’.</b></p> <p>The contract for the new VAWG Shared Services - VAWG coordination and support services - requires the new provider(s) to commit to the content and spirit of the VAWG Shared Services Strategy. For this reason, analysis of equalities, set out below, includes some information relating to the new service as this will strengthen the delivery of the strategy. The new service will commence on 1<sup>st</sup> July.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">Protected characteristic</th> <th style="width: 65%;">Borough Analysis</th> <th style="width: 20%;">Impact: Positive, Negative, Neutral</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td> <b>LBHF /RBKC /WCC</b>             Children and young people were identified as one of the 7 Shared Services VAWG Partnership Strategic Priorities outlined in the VAWG Strategy. The Shared VAWG Partnership will ensure that children and young people are supported if they witness or are subject to violence and abuse in a domestic setting. The VAWG Partnership will support young people to understand what VAWG and healthy relationships are, in order to prevent future abuse. The         </td> <td style="text-align: center;">Positive.</td> </tr> </tbody> </table>		Protected characteristic	Borough Analysis	Impact: Positive, Negative, Neutral	Age	<b>LBHF /RBKC /WCC</b>  Children and young people were identified as one of the 7 Shared Services VAWG Partnership Strategic Priorities outlined in the VAWG Strategy. The Shared VAWG Partnership will ensure that children and young people are supported if they witness or are subject to violence and abuse in a domestic setting. The VAWG Partnership will support young people to understand what VAWG and healthy relationships are, in order to prevent future abuse. The	Positive.
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		<p>VAWG Partnership will develop and disseminate a Young Person’s version of the strategy and work closely with the Local Safeguarding Children’s Board to implement a multi-agency holistic response which reflects the needs of children and young people across the three boroughs.</p> <p>The new service to be commissioned will include provision for early intervention for young women and girls for ages 13-21 who are victims of VAWG including awareness raising and education based interventions.</p> <p>The transition from a narrow definition of harms described by “Domestic Violence” to the broader ten strands of VAWG harms means the strategy supports victims of Female Genital Mutilation (FGM). This new element of service will predominantly support young females.</p>	
	Disability	<p><b>LBHF /RBKC /WCC</b></p> <p>The Strategy highlights Access as one of the seven priorities and states that high quality services will be available which are accessible, flexible, and available in a timely way to a wide range of survivors. As part of the Response priority, people with disabilities will be a focus of service provision, including for the new VAWG Integrated Support Service and for MARAC delivery. Additionally, in delivering the VAWG Strategy, the VAWG Partnership will work closely with the Safeguarding Adults Executive Board. This is particularly important in as the Care Act 2015 requires strengthening of the links between safeguarding and domestic abuse, harmful practices and modern slavery.</p>	Positive
	Gender reassignment	<p><b>LBHF /RBKC /WCC</b></p> <p>The new service will support those who have had a gender reassignment to the same standard as all residents. Any change in response to domestic violence as a result of the VAWG Strategy will impact residents, irrespective of gender reassignment. However, as the services and priorities are predominantly aimed towards females, those re-assigning as a male may not have access to the same local services, but will have access to specialist services provided both locally and on a Pan-London basis.</p>	<p>Positive (female)</p> <p>Neutral (male)</p>

		<p>Response is highlighted as one of the seven priorities. This aims to ensure that there is a coordinated, multi-agency response to VAWG survivors and that all residents will have access to specialist services, including those requiring specialist LGBT focussed provision. The strategy ensures the provision of specialist support and improved referral pathways for LGBT survivors and an improved response from specialist and mainstream services. The strategy outlines a variety of ways to achieve this including training, publicity and adapting risk assessment processes.</p> <p>As in the 'Sex' category male survivors will have access to Pan-London services, for which the three Councils contribute funding via the London Councils Fund.</p>	
	Marriage and Civil Partnership	<p><b>LBHF /RBKC/WCC</b></p> <p>The strategy aims to support all residents irrespective of the marital status of the service user.</p>	Neutral
	Pregnancy and maternity	<p><b>LBHF /RBKC /WCC</b></p> <p>The strategy aims to support all residents irrespective of pregnancy. The new governance structure outlined in the strategy includes a Maternity Project Steering Group which feeds up to the Children and Health Operation Group.</p> <p>Maternity Project Steering Group Role: Operation management of the Imperial Project. This project has introduced routine enquiry about domestic abuse into the Maternity services at Imperial Hospitals trust (St Mary's Hospital and Queen Charlottes and Chelsea Hospital). It has developed Maternity-wide policy and practice, regular training for Midwives and Midwifery staff on asking about domestic abuse and handling disclosures. It also provides a dedicated Independent Domestic Violence Advisor (IDVA) via the ADVANCE service for midwives to refer to. So far, 1122 people have been trained under this project with 297 referrals made to ADVANCE up to the end of March 2015. The project also specifically targets BAMER organisations as initial research showed that BAMER women were not well represented in both Maternity and Domestic</p>	Neutral

		abuse services. Because of the projects success additional funding (until the end of 2015) has allowed the project to expand and also work with A&E at St Mary's hospital and funded a dedicated IDVA for that department.	
	Race	<p><b>LBHF /RBKC /WCC</b></p> <p>Response is highlighted as one of the seven priorities. This aims to ensure that there is a coordinated, multi-agency response to VAWG and that residents will have access to specialist services including those for BME groups. The strategy ensures continued provision of BME women only spaces and face to face multi-lingual support.</p> <p>The transition from DV to VAWG harms (as detailed above) ensures that the Strategy will provide support for all 10 strands of VAWG including cultural practices such as Female Genital Mutilation, Forced Marriage, Honour Based Violence and Faith-Based Abuse. This will improve the responses to BME victims. The service will provide further support for people who do not speak English, such as the improved use of interpreters. By tackling the new strands as above we will look at cultural specific issues and provide a better quality of service for residents belonging to these cultures.</p> <p>The contract specification for the new service(s) which commence 1 July 2015 states that: "The Contractor shall put in place relevant measures to improve access for those who may otherwise find it difficult to access Services. The Contractor shall ensure that the Service is accessible to all Service Users and shall where necessary provide additional services, such as translation and interpreting for case work purposes, to ensure access to the Service."</p>	Positive.
	Religion/belief (including non-belief)	<p><b>LBHF /RBKC /WCC</b></p> <p>The strategy aims to provide support for all 10 strands of VAWG including harmful cultural practices such as Female Genital Cutting, Forced Marriage, Honour Based Violence and Faith-Based Abuse. This will improve the response</p>	Positive

		<p>to BME victims and victims of other cultures and religions.</p> <p>By seeking to protect the rights and well-being of women and girls who are, or may be subject to, these practices the service will challenge a range of beliefs held by a number of religious and cultural groups. The new governance structure outlined in the strategy includes the Harmful Practices Steering Group which will focus on the successful delivery of the MOPAC Harmful Practices Pilot across the three boroughs from January 2015 to March 2016. This will form the basis for a multi-agency response to FGM, honour-based violence and forced marriage. The group will link the Pilot into pre-existing specialist and mainstream services and embed the response across the Shared VAWG Strategic Partnership.</p> <p>The new service will provide support for all 10 strands of VAWG including cultural practices such as Female Genital Cutting, Forced Marriage, Honour Based Violence and Faith-Based Abuse. The new service will improve the response to BME victims.</p> <p>By seeking to protect the rights and well-being of women and girls who are, or may be subject to, these practices the service will challenge a range of beliefs held by a number of religious and cultural groups. Challenges, while made firmly and unambiguously, will also be made with appropriate sensitivity and through suitable channels for example, working to ensure representation of minority groups.</p>	
	Sex	<p><b>LBHF /RBKC /WCC</b></p> <p>As a reflection of the proportionality of male victims, the Strategy mostly focuses on female service users, but would expect specialist and mainstream services to deliver a robust response to men and boys affected by these issues as well. The three councils contribute to funding for pan-London services for male victims. The strategy does, however, ensure the provision of proportional, specialist support and improved referral pathways for male survivors and an improved response from specialist and mainstreams services.</p>	Positive



	Sexual Orientation	<b>LBHF /RBKC /WCC</b>  Response is highlighted as one of the seven priorities. This aims to ensure that there is a coordinated, multi-agency response to VAWG and indicated that residents will have access to specialist services including for LGBT groups. The strategy ensures the provision of proportional, specialist support and improved referral pathways for LGBT survivors and an improved response from specialist and mainstream services. The strategy outlines a variety of ways to achieve this including training, publicity and adapting risk assessment processes.	Neutral.
	<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 Borough Lead for advice (N/A)		

<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>	<b>LBHF/ RBKC/ WCC:</b> Population data for the three boroughs determined the need for BME services to reflect the proportion of BME people in the area.
<b>New research</b>	If new research is required, please complete this section <b>LBHF:</b> N/A <b>RBKC:</b> N/A <b>WCC:</b> N/A

<b>Section 04</b>	<b>Consultation</b>
	Complete this section if you have decided to supplement existing data by carrying out additional consultation.
<b>Consultation in each borough</b>	<b>LBHF/ RBKC/ WCC:</b> A consultation process was held with key stakeholders, specialist providers and service users which invited them to input into the strategy. The definition of VAWG includes 10 strands of gender based violence.

<b>Analysis of consultation outcomes for each borough</b>	<b>LBHF/ RBKC /WCC:</b> The strategy was consulted on via the Strategic and Operational VAWG groups which have representative from across the three boroughs and the 3 <sup>rd</sup> sector groups with which we engage for the services. As part of the process the groups were also consulted on the new VAWG Governance structure.
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<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	<p>What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).</p> <p><b>LBHF /RBKC /WCC:</b> The information collected has helped to inform the Strategy including content, layout, and how to publicise the strategy and make it accessible such as the inclusion of a young person’s strategy.</p>

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	<p>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 each borough, and the overall outcome.</p> <p><b>LBHF:            N/A</b>  <b>RBKC:            N/A</b>  <b>WCC:             N/A</b></p>

<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 borough	Expected outcome	Date added to business/service plan

<b>Section 08</b>			
<b>Agreement, publication and monitoring</b>			
<b>Chief Officers' sign-off</b>	<b>LBHF</b> Name: Lyn Carpenter Position: Executive Director of residential Services Email: lyn.carpenter@lbhf.gov.uk	<b>RBKC</b> Name: Name: Tony Redpath Position: Director of Strategy and Local Services Email: tony.redpath@rbkc.gov.uk	<b>WCC</b> Name: Tim Hopkins Position: Recourse and Knowledge Manager Email: t.hopkins@wcc.gov.uk
<b>Key Decision Report (if relevant)</b>	<b>LBHF</b> Date of report to Cabinet/Cabinet Member: XX / XX / XX Key equalities issues have been included: Yes	<b>RBKC</b> Date of report to Cabinet/Cabinet Member: XX / XX / XX Key equalities issues have been included: Yes	<b>WCC</b> Date of report to Cabinet/Cabinet Member: XX / XX / XX Key equalities issues have been included: Yes
<b>Lead Equality Manager (where involved)</b>	<b>LBHF</b> Opportunities Manager: <a href="mailto:PEIA@lbhf.gov.uk">PEIA@lbhf.gov.uk</a> or ext 3430	<b>RBKC</b> Corporate Equalities Officer: <a href="mailto:angela.chaudhry@rbkc.gov.uk">angela.chaudhry@rbkc.gov.uk</a> 020 7361 2654	<b>WCC</b> Senior Policy Officer: <a href="mailto:doleary@westminster.gov.uk">doleary@westminster.gov.uk</a> 020 7641 8024