

Equalities Analysis Assessments

1. Proposal Summary Information

EAA Title	Domestic Violence Services
Please describe your proposal?	Scheme It is proposed to fund the following domestic abuse services: <ul style="list-style-type: none"> • A service to provide support and advice for female and male victims of domestic violence • A service to provide support and advice for BME female victims of domestic violence • A therapeutic support service for children and young people affected by domestic violence
Is it HR Related?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Corporate Purpose	Cabinet Report Decision

1. What is the proposal looking to achieve? Who will be affected?

The overall aims of the current domestic violence advice and support services in the Borough are to:

- Provide effective domestic violence services to ensure the safety of all victims of domestic violence and their children
- Promote the victims' independence to rebuild their lives and reduce the impact that domestic violence has had on their health, social and psychological well-being.
- Provide therapeutic support to children and young people affected by Domestic Violence.

The outcomes the Borough seeks to achieve from the domestic violence services in Ealing are as follows

- A reduction in the number of repeat victims of domestic violence
- An improvement in the health, social and psychological well-being of victims of domestic violence, including children and young people.
- An increase in the number of people reporting domestic violence
- The implementation of partnership protocols and an improvement in the joint working in managing domestic violence cases
- An improvement in the collection of domestic violence data to inform the work

The proposed services to be funded are:

- Independent domestic violence advice services (IDVA)
- BME specialist services for women and children
- Therapeutic Support for children and young people

The **IDVA service's** main function is to provide immediate advice and assistance to people experiencing domestic violence. It is likely that the IDVA service will therefore carry out the following activities:

- Support victims in the crisis phase up to a period of 12 weeks or longer if required.
- Risk assess all victims
- Develop safety plans for all victims and their children

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- Support and advocate on behalf of victims whose case has been referred to Multi Agency Risk Assessment Conference (MARAC)
- Support and advocate for victims with all relevant agencies including housing, Social Services
- Support victims to seek legal advice and representation such as injunctions
- Provide support and assistance in accessing emergency support and accommodation and other services which include those provided by the police, social services, voluntary sector
- Collect and evaluate data to help target resources better
- Engage with relevant partners and facilitate a joined-up approach in managing domestic violence cases

It is expected that the **BME specialist service** will provide specialist advocacy, crisis support for 12 weeks (recognising that in complex cases this period may be extended) and legal advice. The organisation providing the service should be independent, community based and operate a "by and for BME women" basis and can evidence a track record in providing specialist BME domestic violence services for female victims. Activities will be delivered in a culturally sensitive and appropriate manner also taking into account the individual needs of the victim, particularly in respect of safety and protection.

It is likely that the specialist BME service will therefore in addition to the services provided by the IDVA service carry out the following specialist activities:

- Provide expert advice on BME issues in relation to domestic violence to other professionals
- Provide immigration advice to the standards of the Office of Immigration Commissioner (OISC)

It is proposed that the proposed services to be funded from 2019 outlined above remain the same as those currently funded delivered through a grant.

Children affected by Domestic Violence will be a separate grant and continue to provide therapeutic support for children, young people and their families.

2. What will the impact of your proposals be?

Ealing proposes to continue the current services provided current services outlined for April 2019. Both the general DV service for victims including men that supports high risk victims and their families and the BME service which provides the same service as the generalist provision but also provides immigration advice and education and training to professionals have been designed to deal with the increase in cases that the borough has experienced. In January 2021 Ealing saw 3,656 offences in relation to domestic violence and in February 2022 there were 4,010 offences. These figures were over a 12 month rolling period. In relation to domestic violence incidents the same period shows that in January 2021 there were 6,412 incidents which has increased to 6,615 by February 2022. These figures are taken from the MOPAC Domestic & Sexual Violence dashboard.

The Multi Agency Risk Assessment conference (MARAC) a multi-disciplinary forum where high risk cases are discussed has also seen an increase in cases. The number of cases presented at the three weekly MARAC has increased significantly. During the period April 2021 to March 2022 the number of cases heard at MARAC was 710 an increase of 126 from the previous year when 584 cases were heard. Ealing is seeing 131% of its expected volume of cases.

Therefore with the overall increase in reports and high risk victims the decision to concentrate the services on managing those high risk cases to allow safety planning and support to be given was made. It is anticipated that services will (as outlined within the criteria) enhance and develop their partnership working including services that provide access to emotional and psychological support.

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There is no change to the therapeutic support for children and young people and this will continue to be a priority and supported via grant funding.

2. Impact on Groups having a Protected Characteristic

AGE

Neutral impact

Describe the Impact

Services will be provided through the proposal a generic independent domestic violence advocacy (IDVA) and a specialist BME service providing specialist IDVA support to women and their children. This is broadly in line with what we currently have. The majority of service users in both current services see clients from 25-34 age group.

Therapeutic support for children and young people will continue to be provided.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

N/A

DISABILITY

Neutral impact

Describe the Impact

This information is not available for this protected characteristics from the service providers

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

The proposal includes advocacy support to ensure that women, children and men receive support based on their individual need.

GENDER REASSIGNMENT

Neutral impact

Describe the Impact

The proposal includes advocacy support to ensure that women children and men receive support based on their individual need.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

N/A

RACE

Positive impact

Describe the Impact

A specialist BME service will be provided

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

The proposal includes advocacy support to ensure that women, children and men receive support based on their individual need. The current service provision reflects the borough make up and it is

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anticipated the proposed criteria will continue to ensure that the needs of the borough's population are met.

RELIGION & BELIEF

Positive impact

Describe the Impact

Although data is unavailable on religious belief the specialist BME service will take into account the specific issues that are pertinent to the community for example in relation to honour in the Muslim community.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

N/A

SEX

Neutral impact

Describe the Impact

The BME service is a women only service due to the specialist nature of the issues in relation to this client group. The generic service will accept male victims.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

N/A

SEXUAL ORIENTATION

Neutral impact

Describe the Impact

Data for this protected characteristic is unavailable

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

N/A

PREGNANCY & MATERNITY

Positive impact

Describe the Impact

Although the data is not available because the focus is on independent domestic violence advocacy support for those assessed as high risk it is anticipated that pregnant women will be picked up and supported. Pregnancy is recognised as a high risk factor in relation to domestic violence

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

N/A

MARRIAGE & CIVIL PARTNERSHIP

Neutral impact

Describe the Impact

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Data is not available but services will be offered regardless of marital status
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

3. Impact on other key areas

CARERS
Neutral impact
Describe the Impact
Data is not available but services will be offered irrespective of whether clients are carers or not
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

HEALTH
Positive impact
Describe the Impact
Data is not available but services will be offered regardless of marital status
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
N/A

4. Human Rights

4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

5. Conclusion

<p>The proposal is to provide services similar to what is currently funded through the 2019-2023 grants programme.</p> <p>The proposed criteria for the DV service from April 2023 onwards continues to provide the advocacy for victims of DV in the borough. This includes male victims within the general service and specialist support for BME victims. The intention of the criteria is to ensure that high risk victims of DV are risk assessed and supported with in the service to reduce their risk and that of their children.</p> <p>Therapeutic support for children and young people will continue to be a priority</p>
5a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the

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data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

All work carried out with victims will be based on their needs. By ensuring that partnership working is a requirement within the criteria it is hoped that referral pathways will be developed with services that offer the ongoing emotional support.

The rise in MARAC referrals and reports of DV means that the borough needs to ensure that the increasing number of high risk victims are adequately supported especially within the crisis period where the risk is highest.

Draft for consultation

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5. Action Planning

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
The final EAA will be submitted to Cabinet for consideration at its meeting in November 2022 before final decisions are made	Review by Cabinet on the adverse impact and mitigation measures.	Any further measures to reduce the adverse impact Cabinet approval of the funding criteria/specifications	November 2022	Community Safety Team Leader 0208 825 7914
Assessment of applications which will take account of the extent to which applicants can advance equality of opportunity, promote community cohesion and participation in public life	More accurate assessment of impact	Any further measures to reduce the adverse impact	March 2023	Community Safety Team Leader 0208 825 7914
Discussions to take place with the new providers to ensure equality implications are considered	Inclusive and non-discriminatory service provision	Services are available and provided across all protected characteristics	July 2023	Community Safety Team Leader 0208 825 7914
Monitoring of protected characteristics as part of the grant/contract agreement	Inclusive and non-discriminatory service provision	Services are available and provided across all protected characteristics	Throughout the grant/contract period	Community Safety Team Leader 0208 825 7914

Additional Comments:

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6. Sign off:

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal (Signed off by directorate HR officer)
<p>Signed:</p> <p>Name (Block Capitals):</p> <p>JOYCE PARKER</p> <p>Date:</p> <p>14/06/2022</p>	<p>Signed:</p> <p>Name (Block Capitals):</p> <p>MARK WILTSHIRE</p> <p>Date:</p> <p>15.05.18</p>	<p>Signed:</p> <p>Name (Block Capitals):</p> <p>Date:</p>

For EAA's relating to Cabinet decisions: received by Committee Section for publication by Friday 25th May

Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:*

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.