

BCP Equality Impact Assessment Template

Executive Summary and Conclusions

Once the Equality Impact Assessment Template has been completed, please summarise the key findings here. Please send a copy of your final document to the Policy and Performance Team.

The Domestic Abuse Strategy is a BCP Community Safety Partnership document and owned by all the statutory partners within the Community Safety Partnership.

The strategy has captured national research and local context to ensure its commitments and priorities are meeting the needs of the BCP community. There is a consensus that DA can affect anyone irrespective of any factors, the impact can vary and can be detrimental on an individual's life including other family members such as children.

There are some aspects that have been highlighted such as sex, disability, religion and belief that will require additional support through the strategy delivery plans. There is significant funding for 2021/22 from a MHCLG grant that can be used to improve services and deal with increased demand.

Part 1 - The Project

Policy/Service under development/review:	Domestic Abuse Strategy & Delivery Plan
Service Unit:	Communities
Service Lead:	Kelly Ansell
Equality Impact Assessment Team:	Community Safety
Date assessment started:	13/11/20. The strategy and the consultation process have been developed over a period of months; the process began in May 2020.
Date assessment completed:	April 2021. The strategy was completed and approved by the Community Safety Partnership in October 2020. The Delivery Plan is going to Cabinet in May 2021

BCP Equality Impact Assessment Template

Part 1 - The Project

What are the aims/objectives of the policy/service?	To develop a new BCP CSP DA Strategy.
What outcomes will be achieved with the new or changed policy/service?	It will cover the BCP locality with the aim of preventing domestic abuse.
Are there any associated services, policies or procedures?	Yes (If 'Yes', please list or link below) Safeguarding Adults Safeguarding Children Housing and Homelessness
Please list the main people, or groups, that this policy/service is designed to benefit, and any other stakeholders involved:	Any victim or offender irrespective of age, gender, sexuality or religious and cultural beliefs.
With consideration for their clients, please list any other organisations, statutory, voluntary or community that the policy/service/process will affect:	All statutory partners within the Community Safety Partnership. Third sector organisations working with victims and perpetrators of domestic abuse.

BCP Equality Impact Assessment Template

Part 2 – Supporting Evidence¹

Please list and/or link to below any recent & relevant consultation & engagement that can be used to demonstrate a clear understanding of those with a legitimate interest in the policy/service/process and the relevant findings: Various consultations with partner agencies and third sector organisations via focus groups (details can be provided upon request). Consultation via a number of Boards such as SAB, Councils CIMT, Children's services Mgt. Team, Multi Agency Domestic Abuse Strategic Group, BCP CSP Board.

If there is insufficient consultation or engagement information please explain in the Action plan what further consultation will be undertaken, who with and how.

Please list or link to any relevant research, census and other evidence or information that is available and relevant to this EIA: Literature and references below:

safelives.org.uk

<https://www.gov.uk/government/publications/domestic-abuse-bill-2020-overarching-documents>

<https://www.womensaid.org.uk/the-survivors-handbook/domestic-abuse-and-your-mental-health/>

<https://www.scie.org.uk/safeguarding/adults/introduction/types-and-indicators-of-abuse>

<https://www.sciencemediacentre.org/expert-reaction-to-domestic-abuse-in-the-uk-and-mental-illness/>

<https://www.mja.com.au/journal/2000/173/8/impact-domestic-violence-individuals>

<https://www.mentalhealth.org.uk/statistics/mental-health-statistics-domestic-violence>

<https://www.facs.nsw.gov.au/domestic-violence/about/effects-of-dv> <https://www.bristol.ac.uk/news/2019/june/men-domestic-abuse.html>

<https://www.gov.uk/government/news/government-sets-out-key-measures-to-tackle-violence-against-women-and-girls> <https://www.legislation.gov.uk/ukpga/2002/38/contents>

<https://www.legislation.gov.uk/ukpga/2012/7/contents/enacted> <https://safelives.org.uk/policy-evidence/getting-it-right-first-time>

<https://irisi.org/all-resources/research/> https://www.unicef.org/media/media_35151.html

<https://www.gov.uk/government/publications/the-domestic-violence-crime-and-victims-act-2004>

¹ This could include: service monitoring reports, research, customer satisfaction surveys & feedback, workforce monitoring, staff surveys, opinions and information from trade unions, previous completed EIAs (including those of other organisations) feedback from focus groups & individuals or organisations representing the interests of key target groups or similar.

BCP Equality Impact Assessment Template

Part 2 – Supporting Evidence¹

Please list below any service user/employee monitoring data available and relevant to this policy/service/process and what it shows in relation to any Protected Characteristic:

Local data includes:

Children affected by DA (notifications to MASH, CIN, CP plans),
 Vulnerable adults affected by DA (notification and referrals in adult safeguarding),
 Police incidents and crimes including repeat victims and offenders, age and gender,
 BCP demographic data and predictive analysis on number of victims both male and female,
 Housing data and access to emergency accommodation,
 MARAC data for high risk victims including number of children,
 NPS and CRC data on perpetrators including access to perpetrator services,
 Research on adverse childhood experiences and the impact on mental health and substance misuse,
 Data from A&E departments relating to the Cardiff model and the hospital IDVA service.

If there is insufficient research and monitoring data, please explain in the Action plan what information will be gathered:

Part 3 – Assessing the Impact by Equality Characteristic

Use the evidence to determine to the impacts, positive or negative for each Equality Characteristic listed below. Listing negative impacts will help protect the organisation from potential litigation in the future, it does not mean the policy cannot continue.

Click here for more guidance on how to understand the impact of the service/policy/procedure against each characteristic.

If the impact is not known please explain in the Action plan what steps will be taken to find out.

	Actual or potential positive outcome	Actual or potential negative outcome
1. Age ²	Although the DA definition applies to victims age 16 and over there is a recognition that the impact DA has on children and young people	

² Under this characteristic, The Equality Act only applies to those over 18.

BCP Equality Impact Assessment Template

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	Actual or potential positive outcome	Actual or potential negative outcome
	<p>is significant. The strategy aims to improve the support for children recognising the links with ACE's through trauma informed practice.</p> <p>The strategy recognises the BCP locality has a high proportion of older people where abuse is often hidden and aims to address these issues.</p>	
2. Disability ³	<p>The strategy recognises through data, national and local research and the links with DHR lessons learnt that people with learning disabilities are vulnerable to domestic abuse. There is a recognition that service users can face additional barriers in accessing services and services may often not recognise the signs of DA. The strategy aims to address these issues.</p>	<p>Need to ensure that adequate training is provided to professionals to enable them to spot the hidden signs of DA. This is a particular issue for victims who have disabilities and their abuser may also be their carer.</p>
3. Sex	<p>The strategy recognises that DA can happen to anyone irrespective of gender or sexuality. Data includes proactive analysis on victim profiles across genders and aims to address these issues.</p>	<p>A historical perception that DA affects women as victims only. Although statistics evidence that women are disproportionately likely to be victims of DA, it would be dismissive to not recognise that DA affects all genders (including transgender), with 1 in 4 men affected by DA either as a victim or witness. In</p>

³ Consider any reasonable adjustments that may need to be made to ensure fair access.

BCP Equality Impact Assessment Template

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	Actual or potential positive outcome	Actual or potential negative outcome
		addition, not all support services offer support to male victims of DA. A requirement to ensure any re-commissioning of services incorporate male victims within their specifications.
4. Gender reassignment ⁴	As above, the strategy recognises that DA is not isolated to any one client group or demographic.	Although referenced in the strategy re gender it does not explicitly refer to gender reassignment. Therefore, delivery plans to implement the strategy will need to be more explicit in the detail.
5. Pregnancy and Maternity	The strategy recognises that pregnancy and the impact on children and young people is significant. The strategy research also recognises that DA can start and or escalate at the point of pregnancy and birth therefore health services play a critical role in identifying the signs and safety planning.	
6. Marriage and Civil Partnership	DA is not constrained to marriage or civil partnership and the strategy recognises it can affect anyone including offences by ex-partners and family members.	

⁴ Transgender refers people have a gender identity or gender expression that differs to the sex assigned at birth.

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	Actual or potential positive outcome	Actual or potential negative outcome
7. Race	DA affects all race's, and this is recognised within the strategy however it is recognised that there may be additional barriers for some communities and victims such as language barriers.	
8. Religion or Belief	The strategy highlights DA can affect anyone and it recognises that religion and belief can in some cases impact a victim's ability to seek support services. This is can be linked to elements such as forced marriage and so-called honour-based abuse.	Barriers can include a wider family network and the ability for professionals to recognise the signs of DA as opposed to 'cultural'. Adequate training for professionals will be required. Additional targeted awareness raising campaigns will need to be considered to support victims in reporting and seeking support.
9. Sexual Orientation	The strategy highlights that DA can affect anyone irrespective of background.	
10. Any other factors/groups e.g. socio-economic status/carers etc ⁵	The strategy highlights that DA can affect anyone irrespective of background.	
11. Human Rights	As above.	

⁵ People on low incomes or no income, unemployed, carers, part-time, seasonal workers and shift workers

BCP Equality Impact Assessment Template

Any policy which shows actual or potential unlawful discrimination must be stopped, removed or changed.

Part 4 – Equality Impact Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the assessment table above.

Issue identified	Action required to reduce impact	Timescale	Responsible officer
Adequate training for professionals to spot the hidden signs of DA and recognise how to appropriately risk assess.	Pilot training sessions being developed via Teams for frontline professionals. Lessons learnt from DHRs and SARs to be incorporated into training. Tailored and bespoke training to be developed as part of a training needs analysis.	To date with completion for overall training package for Sept 2021.	Community Safety Team.
Gender reassignment	Needs to be referenced within DA strategy delivery plans.	April 2021	Led by Community Safety Team, overseen by multi agency DA Strategic group.
Sex – Commissioning of services	Future co-commissioned or single agency commissioning to ensure male and female victims including transgender victims are accommodated within support service specifications.	April 2022	Led by Community Safety Team, overseen by multi agency DA Strategic group.

Key contacts for further advice and guidance:

BCP Equality Impact Assessment Template

Equality & Diversity:

[Sam Johnson - Policy and Performance Manager](#)

Consultation & Research:

[Lisa Stuchberry – Insight Manager](#)