

Equality Impact Assessment Form

screenip-sectionA

1. Document Control

1. Control Details

Title:	Assessment of the impact on equality for the re-procurement of the Domestic Violence prevention service.
Author (assigned to Pentana):	Beth Hopcraft, Strategy and Commissioning Officer
Director:	Katy Ball (Christine Oliver/Steve Oakley)
Department:	Crime and Drugs Partnership
Service Area:	Commissioning and Procurement
Contact details:	Bethan.hopcraft@nottinghamcity.gov.uk , 0115 876 5073
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2. Document Amendment Record

Version	Author	Date	Approved
1	B Hopcraft	07/01/2020	
2	B Hopcraft	05/06/2020	

3. Contributors/Reviewers

Name	Position	Date
Nasreen Miah	HR Consultant – Equality & Employability	29.06.2020

4. Glossary of Terms

Term	Description
Domestic Violence/Abuse (DV/DA)	<p>These terms are very similar in meaning and are used interchangeably throughout this document. The terms refer to the act of coercive, sexual, financial or physical abuse from one party to another who is in some way related to that person. The most common form of DV is between people in a domestic relationship, but the understanding of the term should not be limited to this example.</p> <p>Domestic Violence is a key part of the Crime and Drugs Partnership (CDP) plan, and is reflected in performance reports throughout the life of the partnership plan.</p>
Survivors	<p>This term is used to describe a person who is experiencing domestic or sexual violence/abuse. The term is used as a replacement of “victim”, as it is considered to empower the survivor. “Victim” may be used in criminal justice processes but will not be used in this document.</p>
Multi-Agency Risk Assessment Conference (MARAC)	<p>A meeting where information is shared on the highest risk domestic abuse cases between representatives of and specialists from a range of organisations who are engaged with the survivors being assessed in the meeting.</p>
“Honour”-Based Violence (HBV)	<p>This is a form of abuse that may have been committed in part to protect or defend the perceived “honour” of the family or community. The term is used to describe the perceived cultural justification for violence. It can include physical/sexual violence but can also include financial abuse, coercion, or other abuse. Women and girls are the most common survivors of so-called “honour”-based violence.</p>

2. Assessment

1. Brief description of proposal / policy / service being assessed

In Nottingham City and Nottinghamshire County, there is a service that provides a range of literature, posters, campaigns and training with the overall aim of preventing domestic abuse among our citizens. The contract for this provision is due to expire on 31st March 2021 and it is the intention of the CDP to procure a similar service through a competitive procurement process for commencement on 1st April 2021.

The findings and recommendations from this EIA will be used to determine the equality requirements of the service specification, and any additional considerations for the procurement process.

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2. Information used to analyse the effects on equality:

The current service delivers a range of training to professionals and young people, covering subjects such as: understanding domestic abuse; providing support for survivors; preventative sessions with young people who are displaying signs of perpetrating, and; healthy relationship education for young people in primary and secondary school.

The service also delivers a range of campaigns to the whole of Nottingham City and Nottinghamshire County, intended to reach a range of audiences, by displaying in public places such as buses, trams, GP surgeries, pharmacies, community centres, and many more. In addition, the service has a very active presence on social media platforms. The campaigns raise awareness of DV and gives details of support services that may help survivors. Resources are designed with consideration of accessibility and diversity, for example, posters have simplistic designs – some in other languages – which depict people from a range of ethnic groups, physical disabilities and shows a rainbow flag; all of which signify inclusivity.

Due to the nature of the service, it is unknown who benefits from its provision, thus making it impossible to understand the demographic makeup of the service users, as there is no way to understand the number of, or demographic of the people benefitting from the resources. However, from the design and distribution of the literature and marketing of the campaigns and training, it can be assumed that people from certain protected groups are targeted, such as same-sex

relationships, people in BAMER communities or those whose first language is not English. The current range of resources have been developed through research and consultation with these communities. This cannot be quantified, but can provide an idea of the reach of campaigns and resources, for example, resources for LGBT+ communities are distributed in arenas where people in these communities may access them.

It is intended that the current range of accessibility is continued as a requirement within the new service specification, as part of the re-procurement process, and the new Provider will be expected to develop these in line with changing demographics of the population in Nottingham City (identified through consultation and research), and all aspects of the Equality Act 2010.

3. Impacts and Actions:

	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	✓	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	✓	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	✓	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>

<p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>		
<p>How different groups could be affected (Summary of impacts)</p>	<p>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</p>	
<p>By providing any campaign, it is assumed that a wide range of people will be in receipt of the content. Part of the requirements of the updated service specification will be to include targeted campaigns to the following protected groups:</p> <p><u>People from different ethnic groups</u> SafeLives (a national organisation whose aim is to end DV) collects and analyses a range of information about DV, which has informed the following statistics¹:</p> <ul style="list-style-type: none"> - While people from Black and Minority Ethnic (BAME) and non-BAME groups have the same likelihood of experiencing DV, people from BAME groups are likely to experience DV for 1.5 times longer. - Of those in contact with services, 1/3 of BAME people were at risk of “honour”-based violence and were three times more likely to be abused by multiple perpetrators. 	<p>Ensure that there is a requirement within the service specification for targeted campaigns for people who identify within BAME communities. This should also be marked as part of the tender process.</p> <p>Although it is not possible to monitor the reach of the resources, as detailed in section 2, Commissioners will continue to work with the service to ensure they maintain their reach. This will be clarified within the mobilisation of the service.</p>	

¹ http://safelives.org.uk/practice_blog/supporting-bme-victims-%E2%80%93-what-data-shows

<p>In addition to this, one in four BAME people accessing SafeLives needed an interpreter and 1/5 had no recourse to public funds.</p> <p>These statistics suggest that survivors of DV in BAME groups can be among the most vulnerable in terms of escaping DV relationships.</p> <p>In Nottingham City, 39% of MARAC cases involved a survivor who identified in a BAME group(s) or had refugee status.</p> <p><u>Women</u></p> <p>According to Office for National Statistics (ONS), in 2018/19 746,219 (14,378 in Nottinghamshire) DV cases were recorded by the Police in England and Wales; in 75% of these, the survivor was female².</p> <p><i>While it is important to understand the extremity of these statistics, there must also be an awareness of the 25% of survivors who are recorded as male. Nottingham City currently has a Domestic Violence Support Service for Men (provided by Equation), and while this is not being evaluated within this impact assessment, it is important to note.</i></p> <p><u>Younger</u></p>	<p>The service specification will ensure that the Provider is contractually obliged to tailor workshops and literature towards women and topics with include predominantly DV towards women. <i>The specification will also have a requirement to address DV towards men.</i></p> <p>The number of courses and types of resources will be monitored through bi-annual service reviews and quarterly monitoring.</p>
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² Domestic abuse victim characteristics, England and Wales: year ending March 2019 - ONS

<p>SafeLives (as above) suggests that although the proportion of younger people (under 16) experiencing DV is lower than that seen in the adult population, the severity of abuse matches that seen in adult DV cases, so it is important to see DV as a universal problem.</p> <p>The source suggests that of those younger people exposed to DV, 23% will display harmful behaviours. The programmes currently in place within the DV Prevention service addresses this issue by holding targeted courses with boys, girls, and young men and women who are at risk of becoming survivors and/or displaying concerning or harmful attitudes and behaviours.</p>	<p>It is the intention to continue these courses for young people and will be a requirement within the service specification. <i>As schools are seeing an increase in the number of students declaring their non-binary gender, or making their transition known, it will be a requirement within the new service specification for there to be a recognition of this within targeted courses for young people, as described.</i></p>
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4. Outcome(s) of equality impact assessment:

✓	No major change needed	☐	Adjust the policy/proposal
☐	Adverse impact but continue	☐	Stop and remove the policy/proposal

5. Arrangements for future monitoring of equality impact of this proposal / policy / service:

<ol style="list-style-type: none"> 1- Ensure that equality and diversity requirements are clear in the service specification and that they pay particular attention to BAME and LGB groups. 2- Ensure that Equality and Diversity requirements are marked as part of the tender process. 3- Ensure that demographic information continue to be reported, where possible. All targeted interventions should continue to be delivered and developed to match changes within the demographic groups explored in this assessment.
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6. Approved by (manager signature) and Date sent to equality team for publishing:

Approving Manager: 	Date sent for scrutiny: 24.08.2020
SRO Approval:	Date of final approval: 29.08.2020

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.