

Equality Impact and Needs Assessment Form

Section One – Screening

Name of strategy, policy or project:
Domestic Violence
Directorate and service area:
Corporate
Name and contact details of officer completing assessment:
Rachel Martin and Stevie Rice
1. What is the main purpose of the strategy/policy/project (or the changes you want to make to it)? To safeguard and support employees in the context of domestic violence and abuse. To promote awareness and responsibilities in relation to domestic violence and abuse.
2. What are the main activities of the strategy/policy/project? Encouraging manager awareness of domestic violence and abuse, their responsibilities and staff needs. Promote access to training, support services and to raise knowledge and understanding of domestic violence and abuse issues.
3. Who is intended to benefit from the strategy/policy/project, and how? DCC as an employer, employees experiencing domestic violence and abuse (victims and perpetrators), managers with line management responsibility.
4. Is the strategy/policy/project consistent with the Council's equality policies? Yes.
5. Is responsibility for the strategy/policy/project shared with another department, authority or organisation? If so, what responsibility and which bodies? Shared between Chief Executive's, Personnel and Performance and DCC Directorate Leads.

6. What impact is the strategy/policy/project likely to have on different sections of the community? You may wish to use the table below as a prompt.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
Gender					
<ul style="list-style-type: none"> • Women • Men 	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Where both victim and perpetrator are employed by DCC there is the fear of reprisal and the fear of a breach of confidentiality.	Fear of safety and security. Fear for financial and job security. Fear of reporting DVA issues.	Known reported incidents within DCC
Ethnic Group					
<ul style="list-style-type: none"> • Asian or Asian British people • Black or Black British people • Chinese people • Irish People • People of Mixed Heritage • White People • People of other ethnic backgrounds 	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Each ethnic community has its own cultural and religious response to the issues of DVA. Many cultural groups resist seeking support from British services.	Language Barriers. Fear of safety and security, financial dependency and immigration issues.	Adva commissioned research in to BME needs. 'Love, Honour and Disobey', film highlighting issues for BME women. Cedaw Thematic Shadow Report (2003) 'Violence against women in the UK' BME related.

¹ Refer to section 3 of the EINA guidance.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
<ul style="list-style-type: none"> Gypsy or Roma People 	☒	☒	Each ethnic community has its own cultural and religious response to the issues of DVA. Many cultural groups resist seeking support from British services.	Language Barriers. Fear of safety and security, financial dependency and immigration issues. Fear of being outcast from the community and the threat of being traced by the community.	Links with the PCT Travellers forum
<ul style="list-style-type: none"> Asylum Seekers and Refugees 	☒	☒	Each ethnic community has its own cultural and religious response to the issues of DVA. Many cultural groups resist seeking support from British services. Poor level of state funding for legal support with DVA issues.	Language Barriers. Fear of safety and security, financial dependency and immigration issues. Threat of reprisal from family and community and return home.	Home Office
<ul style="list-style-type: none"> People with physical, sensory or learning disabilities Deaf people who use British Sign Language 	☒	☒	May be unable to access information about services available. Reliant on their support structure.	Vulnerability if their carer poses a potential threat as a perpetrator.	CAADA

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
<ul style="list-style-type: none"> • People with mental health issues 	☒	☒	Currently there is not the capacity or knowledge to support this vast area for victims and perpetrators. Those with drug and alcohol issues may not be able to access all services.	Fear of diagnosis of mental health issues. Reliance on appropriate support networks.	DPT mental health services and specialist womens aid. 'Tackling DV: The role of the Health Professional', Home Office. Womens Aid 'Health and DV Survey' 2000.
<ul style="list-style-type: none"> • Lesbians, gay men and bisexual people • Trans people 	☒	☒	Reprisal by peers if breach of confidentiality, fear of institutional discrimination	Fear of outing and homophobia.	Intercom
Age					
<ul style="list-style-type: none"> • Older people (60 +) 	☒	☒	Less likely to come forward as a result of generational attitudes, pride and fear of bringing shame upon the family.	Fear of security, bringing family shame, different generational attitudes.	Police statistics. Better Government for Older People 'Placing Elder Abuse within the context of citizenship' 2004.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
<ul style="list-style-type: none"> Younger people (17-25) and children 	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Currently there are few services tailored to the needs of children and young people within DVA.	Need to protect parents and siblings or a fear of both groups.	National research. LGA, 'Domestic Violence and Child Abuse'. The Countryside Agency and Save the Children, 'Children and Domestic Violence in Rural Areas' 2003. Devon DV Partnership, 'Not in Front of the Children', 2003.
<ul style="list-style-type: none"> People of different faith groups or beliefs including non-believers 	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Lack of services and knowledge of service available. May lose role in society or a loss of status within faith or religion.	Fear of loss of status within the community	
<ul style="list-style-type: none"> Travellers 	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Resistance to use services from outside of the travelling community.	Rejection by the community and reprisal from the travelling community.	Known cases
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			

Notes:

- Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs and Hindus. Consider faith categories individually and collectively when assessing positive and negative impacts.
- The categories relating to ethnicity include those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot and Polish that do not appear as separate categories in the census.
- An adverse impact does not necessarily require action to be taken. Actions must remain in proportion with the benefits that could be achieved and resources available to complete them. If adverse impacts are identified and actions for improvement are not proportionate, the reasons for not taking action should be detailed and open to challenge.

7. If you have indicated there is a negative impact on any group, is that impact:		
Legal?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
<i>(i.e. it is not discriminatory under anti-discriminatory legislation – refer to the Council's website or your Directorate Equality Representative if guidance is needed)</i>		
Intended?	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Level of impact	HIGH <input checked="" type="checkbox"/>	LOW <input type="checkbox"/>
If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.		
8. a) Could you minimise or remove any negative impact that is of low significance? Explain how: No, but we are able to in support mechanisms. It is an individual's right to decide how they wish to respond when faced with issues of domestic violence and abuse. They cannot be forced into taking action and may resist any encouragement to do so.		
b) Could you improve the strategy, project or policy's positive impact? Explain how: Yes, we could source more information and consult further with women diversity / BME communities. <i>You may wish to use the action sheet at the end of Section Two.</i>		
9. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does? How? N/A		

Please sign and date this form. Keep one copy, send a copy to your Directorate Equality Representative and publish the results on the Council's website.

Signed: Rachel Martin and Stevie Rice

Date: October 2007

Section Two – Full assessment

Name of strategy, policy or project:

Domestic Violence

Date: October 2007

Part A

1. Looking back at section one of the EINA, in what areas are there concerns that the strategy, policy or project could have a negative impact?

Due to the nature of the subject matter, it was identified that there could be negative impacts for all groups.

2. Summarise the likely negative impacts.

Fear of safety and security, fear of reprisal, financial/ job insecurity, immigration status. There is an identified lack of specialist support for particular groups e.g. mental health issues.

3. What previous or planned consultation or research on this topic / policy area / project has taken place / will take place with groups / individuals from different sections of the community? If there has already been consultation or research what does it indicate about negative impact of this strategy, policy or project?

Section of the Community	Summary of consultation or research carried out or planned
DCC Employees	Annual Staff Survey
DCC Directorate Leads	Opportunity to comment on policy and ongoing review
Trade Unions	Opportunity to comment on policy
DCC Line Mgrs	Currently 15 training events planned/ delivered
Adva Partnership	Opportunity to comment on policy and ongoing review
Devon and Cornwall Police	Planned consultation
Devon PCT	Planned consultation

4. What consultation has taken place/or is planned with DCC staff/DCC staff group including staff that have, or will have, direct experience of implementing the strategy / policy / project?

Staff survey, consultation with DCC directorate leads, trade unions, schools, managers' training events and creation of DVAC service.

5. If there are gaps in your previous or planned consultation and research, are there any experts/relevant groups that can be contacted to get further views or evidence on the issues.

YES (Please list them below and explain how you will obtain their views)

LGBT

Asylum seekers, refugees and migrant workers

Eastern European communities

NO

6. Has the strategy / policy / project been through legal vetting for compliance?

YES

NO

Note: This will only be necessary in conditions where the strategy / policy / project is entirely driven by legislative duties **and/or** where there is doubt about the legal interpretations in relation to the outcomes / service being provided.

Part B

Complete this section when consultation and research has been carried out

7. a) As a result of this assessment and available evidence collected, including consultation, state whether there will need to be any changes made / planned to the policy, strategy or project.

Amendments to the policy undertaken and published, flowcharts and guidance for managers incorporated, review and monitoring mechanisms established.

b) As a result of this assessment and available evidence is it important that DCC commission specific research on this issue or carry out monitoring / data collection?

Yes - the annual staff survey will continue to be used. DCC directorate group will review and monitor DVAc data and referrals to the HR helpdesk.

(You may wish to put this information directly onto the action plan at the end of this form)

8. Will the changes planned ensure that negative impact is:

Legal? YES NO

(not discriminatory, under anti-discriminatory legislation)

Intended? YES NO

Low impact? YES NO

9. a) Have you set up a monitoring / evaluation / review process to check the successful implementation of the strategy, project or policy?

YES NO

b) How will this monitoring / evaluation further assess the impact on different sections of the community/ ensure the strategy/ policy / project is non-discriminatory?

Details:

Use information gathered and further consultation with staff groups / trade unions to ensure the policy is non-discriminatory.

10. What is the final policy decision for this assessment?

Publish the policy, communicate the policy and implement all recommendations

11. There is a legal requirement to publish the outcome of an Equality Impact and Needs Assessment. Please outline how / where this will happen:

Published on the DCC Internet and the ADVA website.

Please complete the action plan below, sign the EINA, retain a copy and send a copy of the full EINA, including the Action Plan, to your Directorate Equality Representative.

Signed: Rachel Martin and Stevie Rice

Date: October 2007

Equality Impact and Needs Assessment Action Plan

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead officer	Timescale	Resource implications	Comments
Police	Email DV policy	RM	Mar 08	Time	
PCT	Email DV policy	RM	Mar 08	Time	
Consultation with the Migrant population. Consultation with LGBT.	Email I Hobbs for links to Polish community. Discuss with Jo Hooper how best to take forward consultation with LGBT.	RM	Mar 08	Time	
Publication of staff survey results	Insider report	RM	Mar 08	Time	
Setting up DVAC service	Publicity and awareness	RM	Mar 09	Time and Funding	

NOTES: