

Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the EqIA Guidance Notes

Title	Recommissioning Domestic Violence and Abuse services in Dorset		
Date assessment started:	09.08.19	Version No:	2nd Draft
		Date of completion:	

Type of Strategy, Policy, Project or Service:

Is this Equality Impact Assessment (please put a cross in the relevant box)

Existing:	<input type="checkbox"/>	Changing, update or revision:	<input checked="" type="checkbox"/>
New or proposed:	<input type="checkbox"/>	Other (please explain):	<input type="checkbox"/>

Is this Equality Impact Assessment (please put a cross in the relevant box)

Internal:	<input checked="" type="checkbox"/>	External:	<input type="checkbox"/>	Both:	<input type="checkbox"/>
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Step 1: Aims

<p>What are the aims of your strategy, policy, project or service?</p> <p>Dorset Council commissions an Integrated Domestic Abuse Service (Refuge, Outreach, SPOC, Survivor Courses) which is due to end in April 2020 and cannot be extended. The current contract value is £385k pa (incl Christchurch), £342.7k pa (excl. Christchurch)</p> <p>The service ends in April 2020 and cannot be extended so needs to be recommissioned.</p> <p>The current service provides housing, practical, financial and emotional advice and support to any victims of domestic violence and abuse aged 16 and over living in Dorset County. This service is provided within the community (outreach) or within specific safe accommodation.</p> <p>This includes male, female and transgender victims with or without children and those living with or separated from the perpetrator. The service is available to all victims regardless of geographical location or tenure and will meet the individual needs of any victims using it.</p> <p>The overall objectives of the service are: -</p>

- To promote and increase safe independent living in the community within various types of accommodation regardless of tenure for individuals and families affected by domestic abuse.
- To provide structured and outcome focused housing related support with goals set for the service user and support to work towards independence.
- To ensure that risk assessments, safety and support plans with clear outcomes are flexible and made on an individual case by case basis with regular progressive reviews.
- To work with other professionals and processes e.g. health, adult and children's social care, Probation, MARAC, police and legal services to support victims, meet identified needs and improve outcomes.

In addition to the above, the recommissioned service will be tasked with some innovation pilots to:

- identify how best to support children known to the service but not to Children's Service
- develop pattern breaking workshop at different stages of a service users' journey through services
- ensure a seamless handover between high and less high-risk services

What is the background or context to the proposal?

Dorset Council needs to recommission the integrated domestic abuse service with a view to starting the new contract in April 2020.

The Council's intention is to commission a like-for-like service which is safe and legal whilst development work is undertaken to respond to the external drivers. These are the DVA Bill and whole systems work.

The recent DVA Bill is likely to introduce changes to how we develop services in the future and is likely to add a statutory duty for local authorities. In addition, the ongoing whole systems work is seeking to improve outcomes for people experiencing / affected by domestic abuse by working across partners to create a seamless approach which ensures people get the right support at the time they need it.

However, the timing of both the Bill and the whole systems work does not allow us to alter the current model of support hence the need to recommission a 'like for like' service that is safe and legal whilst we develop our response to both.

The current service provides support to the former Dorset County Council area under an 11.7% recharge arrangement. The new service will cover the Dorset Council area only and the funding is therefore reduced by 11.7%, from £385k to £340k.

The current contract requires 18 units of accommodation. Using the 11.7% guide, this will reduce the number of units required for the new service by 2 – to 16 units.

15 units are currently provided via a service level agreement between two registered social landlords and the current provider. These SLAs are able to transfer to a new provider if required.

We will require a new provider to increase the number of units by at least one to provide an equal per capita number of units of accommodation. The preference will be for a

dispersed model of accommodation, in line with the guidance provided to support the new DVA Bill.

Step 2: Intelligence and Communication

What data, information, evidence and research was used in this EqIA and how has it been used to inform the decision-making process?

- Transforming the Response to Domestic Abuse Consultation and Draft Bill – January 2019
- 'Thinking Whole System' Domestic Abuse Services in Dorset - October 2018
- DVA commissioned services monitoring reports

What data do you already have about your service users, or the people your proposal will have an impact on?

Please see app 1 for demographic information on people accessing the current service in 2018/19.

What engagement or consultation has taken place as part of this EqIA?

- Service user consultation is underway to inform the service specification
- Wide stakeholder consultation has been undertaken including Children's Services, Health, Public Health, Police, OPCC, Housing and safeguarding
- Children's pathway work is scheduled for September and will inform the spec/ service development
- Provider consultation has been undertaken which has included a range of provider from small to large VCSE organisations

Is further information needed to help inform this proposal?

The information below will be necessary to support a wider EQIA on a whole system approach allowing some baseline indicators

- further demographic information from the OPCC high risk services for those accessing support who are not referred to the DC commissioned service or who were unaware of the service
- national indicators for uptake of DVA services by trans, gender fluid and gender non-binary groups
- national indicators on impact of DVA on disability groups
- demographic information on the make-up of national Refuge population
- impact on DVA on different religious groups nationally to identify particular 'at risk' groups
- National indicators of DVA prevalence in LGBTQ groups
- National evidence of impact and prevalence of DVA in uniformed services

How will the outcome of consultation be fed back to those who you consulted with?

Results of consultation and engagement are routinely shared with consultees. The primary role of the feedback is to inform service specification development to ensure that feedback results in tangible change and impact.

Step 3: Assessment

Who does the service, strategy, policy, project or change impact?

- If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.

For each protected characteristic please choose from the following options:

- Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the ‘Please provide details’ box.

Positive Impact	<ul style="list-style-type: none"> • Positive impact on a large proportion of protected characteristic groups • Significant positive impact on a small proportion of protect characteristic group
Negative Impact	<ul style="list-style-type: none"> • Disproportionate impact on a large proportion of protected characteristic groups • Significant disproportionate impact on a small proportion of protected characteristic groups.
Neutral Impact	<ul style="list-style-type: none"> • No change/ no assessed significant impact of protected characteristic groups
Unclear	<ul style="list-style-type: none"> • Not enough data/evidence has been collected to make an informed decision.

Age:	<i>Positive impact</i>
What age bracket does this affect?	<p>All ages are impacted by DVA. However, the current service sees peak referrals from the 26-35-year-old women followed closely by the 36 -45 age range.</p> <p><u>National Evidence</u></p> <p>http://www.safelives.org.uk/spotlight-1-older-people-and-domestic-abuse</p>
Please provide details:	<p>From the outset, providers are expected to provide a service to all people with protected characteristics including those experiencing domestic abuse at all ages.</p> <p>Older people (aged 65+) affected by domestic abuse are much less likely to seek support. According to population data Dorset has an older population of between 18% and 29%. Domestic abuse doesn't stop once someone reaches the age of 65, yet only 3% of older people are accessing local outreach support services.</p> <p>The Isolated Communities Engagement Project (ICEP) project was developed in response to the findings in Dorset that referrals to the current service were not representative of the demographics across the county.</p> <p>The purpose of this project (which is now well established) was to improve engagement from harder to reach communities to ensure all people affected by domestic abuse have access to the same help and support. Early findings from this project include;</p>

	<ul style="list-style-type: none"> • an increase in awareness of domestic abuse within organisations i.e. over 450 champions; • an increase awareness of domestic abuse within communities through ‘befrienders’ • an increase in the number of referrals to the current service from people living in rural locations; • An increase in the number of men referring into the current service. <p>The revised service will have an emphasis on improving referral rates for older people and this will be tracked through performance monitoring.</p>
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Disability:	Positive impact
Does this affect a specific disability group?	<p>Disabled women are twice as likely to be victims of DVA and people with disabilities are likely to endure DVA for a longer period of time before seeking support.</p> <p><u>Link to national evidence</u></p> <p>http://www.safelives.org.uk/knowledge-hub/spotlights/spotlight-2-disabled-people-and-domestic-abuse</p>
Please provide details:	<p>From the outset, providers are expected to provide a service to all people with protected characteristics including those experiencing domestic abuse how live with a disability.</p> <p>The Isolated Communities Engagement Project (ICEP) project was developed in response to the findings in Dorset that referrals to the current service were not representative of the demographics across the county.</p> <p>The purpose of this project (which is now well established) was to improve engagement from harder to reach communities to ensure all people affected by domestic abuse have access to the same help and support. Early findings from this project include;</p> <ul style="list-style-type: none"> • an increase in awareness of domestic abuse within organisations i.e. over 450 champions; • an increase awareness of domestic abuse within communities through ‘befrienders’ • an increase in the number of referrals to the current service from people living in rural locations; • An increase in the number of men referring into the current service. <p>Wheelchair accessible refuge is available and outreach provision is available to all groups regardless of disability.</p> <p>Information regarding the service is available in easy read and work has been undertaken by People First Dorset to promote awareness to people with learning disabilities.</p>

Gender Reassignment & Gender Identity:	Positive impact
Please provide details:	<p>The service has an innovative approach to working positively with gender issues, including the use of non-binary language. Two referrals identified as transsexual in 2018/19. We do not have national data against which to compare this.</p> <p><u>Link to national evidence</u></p> <p>http://www.safelives.org.uk/knowledge-hub/spotlights/spotlight-6-lgbt-people-and-domestic-abuse</p>
Pregnancy and maternity:	<i>Positive impact</i>
Please provide details:	<p>Pregnancy can sometimes be a trigger for the start of DVA or an increase in severity. Both refuge and outreach provision provide support to women who are pregnant as well as those who are mothers with accommodation tailored fit the needs of parents with children. The service is linked into local Health Workers, Children's Services, GP services and schools.</p> <p>Around half of the children known to the service are between 0 and 5 years old.</p> <p>The new service will be promoted more widely to agencies working with under 5s in response to low referrals rates.</p>
Race and Ethnicity:	Positive Impact
Please provide details:	<p>People from a BAME community accessing outreach varies in different parts of Dorset. For example; 8% of all referrals to outreach in Dorset county (above local average) are classified as BAME whereas, only 1% in Poole (below local average).</p> <p>Referrals for 2018/19 are as follows:</p> <ul style="list-style-type: none"> • 1000 x White British • 61 x Unknown • 38 x White Other / European / Irish • 28 x Mixed Other • 13 x Asian British / Indian • 7 x Black British / African • 7 x Gypsy / Traveller <p>As the Refuge population is mainly from out of county, it will not reflect the demography of Dorset.</p> <p><u>Link to national evidence</u></p> <p>http://www.safelives.org.uk/spotlight-4-honour-based-violence-and-forced-marriage</p>

Religion or belief:	Positive
Please provide details:	<p>From the outset, providers are expected to provide a service to all people with protected characteristics including those experiencing domestic abuse from all backgrounds.</p> <p>The Isolated Communities Engagement Project (ICEP) project was developed in response to the findings in Dorset that referrals to the current service were not representative of the demographics across the county.</p> <p>The purpose of this project (which is now well established) was to improve engagement from harder to reach communities to ensure all people affected by domestic abuse have access to the same help and support. Early findings from this project include;</p> <ul style="list-style-type: none"> • an increase in awareness of domestic abuse within organisations i.e. over 450 champions; • an increase awareness of domestic abuse within communities through 'befrienders' • an increase in the number of referrals to the current service from people living in rural locations; • An increase in the number of men referring into the current service.
Sexual orientation:	Positive
Please provide details:	<p>There is currently little or no evidence to draw out any conclusions regarding the prevalence of people affected by domestic abuse who identify as LGBT in Dorset.</p> <p>However, an independent refuge (run by the current service provider) is providing support to people in same sex relationships impacted by DVA.</p> <p><u>Link to national evidence</u></p> <p>http://www.safelives.org.uk/knowledge-hub/spotlights/spotlight-6-lgbt-people-and-domestic-abuse</p>
Sex:	Positive Impact
Please provide details:	<p>Whilst women are far more likely to be victims of DVA than men, there is a growing proportion of men seeking support.</p> <p>Men in Dorset are much less likely to seek support. According to the ONS CSEW, between 2013 and 2016, 65% of domestic abuse victims in Dorset were female, with 35% being male.</p> <p>Dorset populations indicate a 49% / 51% split in demographic, yet, only 11% of referrals into specialist domestic abuse outreach services are from men. slightly below the national average that is 13.2% (Mankind)</p>

	<p>This is a 5% increase from 2017/18 indicating that the service has been successful in increasing awareness (via the ICEP) and making the service more accessible to men, and is</p> <p>The number of referrals rec'd by the service in 2018/19 are as follows:</p> <ul style="list-style-type: none"> • 1028 were female (89% of referrals) • 126 were male (11% of referrals) • 2 were transgender. <p>Information from the Maple Project will be an important indicator of whether this % split is evidenced in the local high-risk service.</p>
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Marriage or civil partnership:	Positive impact
Please provide details:	The service is available to all people regardless of their relationship status

Carers:	Unclear
Please provide details:	<p>Further work is required to understand the impact of caring on relationships, especially where cognitive deterioration can produce violent responses to interventions.</p> <p>There is anecdotal evidence of carers enduring abuse because the cared for person lacks the capacity to understand the impact of their behaviour, and the carers see the behaviour as a consequence of the loved one's condition, and do not recognise this as abuse.</p> <p>There are currently strong links with safeguarding but require greater exploration of the themes highlighted above.</p>

Rural isolation:	Positive Impact
Please provide details:	<p>Recent research has highlighted the gaps in support experienced by those living in rural areas. Whilst positive work is underway, further developments are required to ensure those in rural areas cannot access support easily.</p> <p>The Isolated Communities Engagement Project (ICEP) project was developed in response to the findings in Dorset that referrals to the current service were not representative of the demographics across the county.</p> <p>The purpose of this project (which is now well established) was to improve engagement from harder to reach communities to ensure all people affected by domestic abuse have access to the same help and support. Early findings from this project include;</p> <ul style="list-style-type: none"> • an increase in awareness of domestic abuse within organisations i.e. over 450 champions; • an increase awareness of domestic abuse within communities through 'befrienders'

	<ul style="list-style-type: none"> • an increase in the number of referrals to the current service from people living in rural locations; • An increase in the number of men referring into the current service. <p><u>Link to national evidence</u></p> <p>https://www.nationalruralcrimenetwork.net/news/captivecontrolled/</p>
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Single parent families:	Positive impact
Please provide details:	The service is available to all regardless of relationship status and provides support to parents setting up as single-family units – such as housing, tenancy-related support, life skills, welfare benefits, training and return to work.

Poverty (social & economic deprivation):	Positive impact
Please provide details:	<p>Whilst victims and perpetrators are not confined to a single socio-economic grouping, certain stressors such as debt and poverty can escalate DVA.</p> <p>The current service provides postcode information that is used to identify areas that marry areas of social deprivation.</p> <p>The service offers drop-in's at services working with excluded groups.</p>

Military families/veterans:	Positive impact
Please provide details:	<p>From the outset, providers are expected to provide a service to all people with protected characteristics including those experiencing domestic abuse from all locations.</p> <p>The Isolated Communities Engagement Project (ICEP) project was developed in response to the findings in Dorset that referrals to the current service were not representative of the demographics across the county.</p> <p>The purpose of this project (which is now well established) was to improve engagement from harder to reach communities to ensure all people affected by domestic abuse have access to the same help and support. Early findings from this project include;</p> <ul style="list-style-type: none"> • an increase in awareness of domestic abuse within organisations i.e. over 450 champions; • an increase awareness of domestic abuse within communities through 'befrienders'

	<ul style="list-style-type: none">• an increase in the number of referrals to the current service from people living in rural locations;• An increase in the number of men referring into the current service. <p>The service is linked into Forces welfare officers in Blandford and Bovington. However, very few referrals are received so further work is required to understand barriers and to compare national data.</p>
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Step 4: Acton Plan

Provide actions for **positive**, **negative** and **unclear** impacts.

If you have identified any **negative** or **unclear** impacts, describe what adjustments will be made to remove or reduce the impacts, or if this is not possible provide justification for continuing with the proposal.

Issue	Action	Person(s) responsible	Deadline	How will it be monitored?
Greater clarity required to understand differences between carer breakdown and DVA	Requirement to understand the dynamics of carer/cared for person relationships working closely with ASC ops colleagues and adults safeguarding.	DB IG	Dec 19	Will inform the eqia for whole system development work

Step 5: EqIA Sign Off

Officer completing this EqIA:	Diana Balsom	Date:	30.08.19
Equality Lead:		Date:	
Relevant Focus Groups*:		Date:	
Directorate Board Chair:		Date:	

* To include Diversity Action Groups

Please send this completed EqIA to Equality Leads:

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