

Equality Impact Assessment – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Impact Assessment is required.

Name of policy, strategy or function:	Alana House Satellite Service
Version and release date of item (if applicable):	
Owner of item being assessed:	
Name of assessor:	Rachel Johnson
Date of assessment:	23/10/2015

Is this a:		Is this:	
Policy	No	New or proposed	No
Strategy	No	Already exists and is being reviewed	Yes
Function	No	Is changing	No
Service	Yes		

1. What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?	
Aims:	<p>Improve the economic and social welfare of disadvantaged women and their families.</p> <p>Divert women from custody and reduce the impact that crime has on vulnerable women and their local community.</p> <p>Empower women by giving them the tools and techniques to become independent women making a valuable contribution to society.</p>
Objectives:	<p>To support vulnerable women with complex needs, including those at risk of offending to address particular behaviours and assess life circumstances that may put them in a vulnerable position or at risk of offending.</p> <p>Support women with 1:1 sessions, group work, community outreach, drop-in sessions and partner agency co-delivered courses and information sessions.</p>
Outcomes:	Women are offered information and support in line with the 9 pathways to reducing re-offending to help them to become

	<p>empowered to make positive life changes, develop new skills and create new opportunities.</p> <p>Support in the following areas; Accommodation, Attitudes, thinking and behaviour, Children, families and relationships, Domestic abuse, violence and rape, Drugs and alcohol, Education, training and employment, Finance benefit and debt, Health and well-being and Sex Working/prostitution.</p>
Benefits:	<p>Women are helped with the issues addressed above in a female only environment and within a 'one stop shop' which means they do not have to visit different services independently.</p> <p>Women are potentially diverted away from the criminal justice system.</p>

<p>2. Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.</p> <p>(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)</p>		
Group Affected	What might be the effect?	Information to support this
Sex	Women fail to get the help and support they require to address their issues. This could result in increased number of women entering the criminal justice system.	Alana House run weekly themed women only drop-in sessions, where women can come and meet other women, talk things through, learn something new, speak to a practitioner about something and support each other. Without Alana House, they would not have access to this peer and professional support.
Marriage and Civil Partnership	Some women who access Alana House have experienced domestic abuse or have relationship problems. Women could find it harder to seek help for these issues.	Alana House have a good working relationship with a local domestic abuse charity that supports women, A2 Dominion. They work together to facilitate appropriate referrals between the two organisations.
Pregnancy and Maternity	It is likely that some women who access Alana House will be pregnant and it is well known that domestic abuse can start during pregnancy.	As above
Disability	Some women who access Alana House have experienced mental health problems and require support to deal with these.	The support worker has 1:1 sessions with women who have disclosed a mental health condition.

Further Comments relating to the item:

3. Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
Please provide an explanation for your answer: The savings proposal is no longer going ahead.	
Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
Please provide an explanation for your answer: The savings proposal is no longer going ahead.	

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the Equality Impact Assessment guidance and Stage Two template.

4. Identify next steps as appropriate:	
Stage Two required	No
Owner of Stage Two assessment:	Rachel Johnson
Timescale for Stage Two assessment:	November 2015
Stage Two not required:	Not required

Name: Rachel Johnson

Date: 23/10/2015