

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	Budget Proposal 2016/17 Phase 2: Domestic Abuse Response Team (DART)
Version and release date of item (if applicable):	
Budget Holder for item being assessed:	Juliet Penley
Name of assessor:	Juliet Penley
Name of Service & Directorate	Children and family Services, Communities Directorate
Date of assessment:	9.3.16
Date Stage 1 EIA completed:	5.2.16

Any actions identified whilst completing this EIA should be recorded in the Action Plan at Step 7.

STEP 1 – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.			
Service Targets		Performance Targets	
User Satisfaction		Service Take-up	
Workforce Monitoring		Press Coverage	
Complaints & Comments		Census Data	
Information from Trade Union	x	Community Intelligence	
Previous Equality Impact Analysis		Staff Survey	
Public Consultation	x	Other (please specify)	

2. Please summarise the findings from the available evidence for the areas you have ticked above.
<p>The findings from the consultation highlighted the concerns about the reduction in the capacity of the team, particularly when set against the Phase One budget proposals. There were concerns about the impact on vulnerable women, children and families who suffer from living with domestic abuse (DA). The consultation response raised the concern about not being able to intervene at an early stage and prevent repeat or more serious DA incidents. It was felt this would lead to family situations that become more serious and risky requiring a statutory child protection response and service.</p> <p>There was concern that there is a high level of need in West Berkshire for support services to address DA and to avoid the homicides of the past. There was praise for the DART team as it has been assessed as effective and achieving positive outcomes and concerns that this service</p>

was going to be reduced and the devastating impact on vulnerable families.

3. If you have identified any gaps in the evidence provided above, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research? If 'No' please proceed to Step 2.

No

STEP 2 – Involvement and Consultation

1. Please outline below how the findings from the evidence summarised above will affect people with the 9 protected characteristics. Where no evidence is available to suggest that there will be an impact on any specific group, please insert the following statement 'There should be no greater impact on this group than on any other.'

Target Groups	Describe the type of evidence used, with a brief summary of the responses gained and links to relevant documents
Age – relates to all ages	There should be no greater impact on this group than on any other.
Disability - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.	There should be no greater impact on this group than on any other.
Gender reassignment - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.	There should be no greater impact on this group than on any other.
Marriage and Civil partnership –.protects employees who are married or in a civil partnership against discrimination. Single people are not protected.	There should be no greater impact on this group than on any other.
Pregnancy and Maternity - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place	The proposal will adversely affect women and pregnant women. The majority of victims of DA are women. Women are the main carers in single parent families and any reduction of services, support and assistance will affect this group. Pregnant women are at increased risk if in a DA relationship
Race - includes colour, caste, ethnic / national origin or nationality.	There should be no greater impact on this group than on any other.

<p>Religion and Belief - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.</p>	<p>There should be no greater impact on this group than on any other.</p>
<p>Sex - applies to male or female.</p>	<p>The proposal will adversely affect women and pregnant women. The majority of victims of DA are women. Women are the main carers in single parent families and any reduction of services, support and assistance will affect this group.</p>
<p>Sexual Orientation - protects lesbian, gay, bi-sexual and heterosexual people.</p>	<p>There should be no greater impact on this group than on any other.</p>

2. Who are the main stakeholders (eg service users, staff etc) and what are their requirements?

Main stakeholders are the parents, children and families who affected by DA and who require interventions, information and advice to address this issue and reduce violence within families.

Other stakeholders are the other agencies or council teams who refer families to this service like the police, children's social care statutory teams or housing providers. They would want access to a service.

3. How will this item affect the stakeholders identified above?

There will be a reduction in service so fewer families will receive this help. Agencies will only be able to refer the most in need or at most risk so this will be a change. It may increase the DA incidents which the police have to respond to.

Some families who are not in the greatest need will not be provided with a service or may have to wait longer.

STEP 3 – Assessing Impact and Strengthening the Policy

What are the measures you will take to improve access to this item or to mitigate against adverse impact?

We will re-prioritise the work undertaken. The service will be ceasing to work with those families at an early stage and target those at most risk and need. The team will work with other agencies and professionals to inform them of this change and to enable them to support families at an earlier stage

STEP 4 – Procurement and Partnerships

Is this item due to be carried out wholly or partly by contractors?

Yes/No (please delete)

If 'yes', will there be any additional requirements placed on the contractor? Have you done any work to include equality considerations into the contract already? You should set out how you will make sure that any partner you work with complies with equality legislation.

This item is carried out by A2 Dominion as they provide a worker who is based in DART team. It is part of a larger Domestic Abuse contract which is coming to an end 31st March 2016. So this part of contract will not be extended.

STEP 5 – Making a Decision

Summarise your findings and make a clear statement of the recommendation being made as a result of the assessment. This will need to take into account whether the Council will still meet its responsibilities under the Equality Duty.

The council has to make very difficult decisions regarding budgets. It is clear from the consultation that domestic abuse services are very valued and needed by families and the majority of the feedback disagrees with the proposal to make reductions in funding and services. There is a risk that by ceasing or reducing the funding to these early help services that families will go into crisis and eventually cost the council and other services much more.

Although councils would want to provide prevention/early intervention as well as statutory services, it is not now possible given the savings required.

We will still provide a service to those at greatest risk. There was no new or unexpected issues raised during the consultation which would lead us to not go ahead with this proposal

It is therefore recommended to proceed.

STEP 6 – Monitoring, Evaluating and Reviewing

Before finalising your action plan, you must identify how you will monitor this item following the Equality Impact Assessment and include any changes of proposals you are making.

Once the change has taken place, how will you monitor the impact on the 9 protected characteristics?

At a service level this will be monitored, evaluated and reviewed by the regular oversight of referrals and waiting list by FRS team manager and Service Manager and monthly team manager reports. The data on DA referrals and services as part of Datazone will be looked at monthly by CFLT.

At a wider multi agency level this will be monitored, evaluated and reviewed at the established multi agency groups such as the DA Steering group and Forum and the Local Children Safeguarding Board (LSCB)

STEP 7 – Action Plan

Any actions identified as an outcome of going through Steps 1-6 should be mapped against the headings within the Action Plan. You should also summarise actions taken to mitigate against adverse impact.

	Actions	Target Date	Responsible Person
Involvement & consultation	Ongoing discussions at DA strategy group (which feeds into Community Safety partnership), and LSCB (multi agency groups)	Regular multi agency meetings quarterly	Juliet Penley
Data collection	Monthly activity reports in Datazone (service performance management)	monthly	Juliet Penley
Assessing impact	Childrens Services Leadership Team (CFLT) will monitor impact	Held fortnightly. Monthly review of datazone	Juliet Penley. CFLT
Procurement & partnership	Domestic Abuse contact (without DART) is to be extended by Contracts and Commissioning team (Adult services)	1 st April 16	Karen Felgate
Monitoring, evaluation and reviewing	By CFLT and DA strategy group	1 st April start. Quarterly meetings	Juliet Penley

STEP 8 – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

Contributors to the Assessment		
Name: Juliet Penley	Job Title: Service Manager	Date: 9.3.16

Head of Service (sign off)		
Name:	Job Title:	Date:

Please email a copy of the EIA to Rachel Craggs, Principal Policy Officer (Equality & Diversity): Rachel.craggs@westberks.gov.uk