

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Joint Re-commissioning of Domestic Abuse and Sexual Violence services.
Department and section:	Children & Families, Community Safety
Name of lead officer/ job title and others completing this assessment:	James Fox, Community Safety Manager
Contact telephone numbers:	0116 305 8077
Name of officer/s responsible for implementing this policy:	Jane Moore, James Fox.
Date EHRIA assessment started:	13/01/15
Date EHRIA assessment completed:	20/03/15

Section 1: Defining the policy

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

1 What is new or changed in this policy? *What has changed and why?*

We are changing the model and commissioning approach for domestic abuse support services and introducing commissioning for sexual violence support services.

A single helpline and support service for adults affected by domestic abuse or sexual violence will be commissioned jointly between Leicester City, Leicestershire County and Rutland County Councils and the Office of the Police and Crime Commissioner.

A single Children & Family support service for Leicestershire County will be commissioned.

These services will incorporate an element of consultation and capacity-building support for non-specialist agencies to develop their response to domestic abuse.

Currently arrangements include:

Funding is provided to Rape Crisis on a grant arrangement to provide therapeutic support regarding sexual violence.

A county helpline and high-risk one-to-one support service (IDVA) is commissioned by the County Council Community Safety Team.

The Community Safety team devolves some funding to districts to locally commission domestic abuse support for medium and standard risk victims of domestic abuse (outreach). This has been linked with Children Centre commissioning of domestic abuse child and family support in localities in the past, however the Children & Family element has been rolled up into a single countywide children and family service 'bridging' contract following the review of VCS funding until the new service outlined above is in place.

Currently service provision is complex with a variety of locality and countywide services for domestic abuse, resulting in passing of people between services based upon risk level rather than need.

This has been done to:

- Enhance the response to sexual violence in the County by having a commissioning approach to sexual violence support that includes practical support as well as therapeutic support.
- Align domestic abuse and sexual violence cope and recover services with the overarching approach to victim support services commissioned across the sub-region.
- Provide more consistent approaches to domestic abuse and sexual violence across the sub-region.
- Maximise capacity for support in the face of increasing demand and reducing budgets.

	<ul style="list-style-type: none"> - Provide services based upon need for specialist support rather than risk assessment alone. - Provide a consistent base support across the County that can be enhanced in local areas if identified as a local priority. - Enhance support for non-specialist services in developing their response to domestic abuse and sexual violence. 																
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>Leicestershire Multi-agency Domestic Abuse Strategy, Early Help Strategy, Safeguarding processes. The services will work with many partner agencies, including community safety partnerships, health services, social care and child sexual exploitation services. They will also link with the Adults & Communities commissioned domestic abuse refuge services.</p>																
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>Victims of domestic abuse – Children affected by domestic abuse - People at risk of domestic abuse in the future -</p> <p>Intended outcomes:</p> <ul style="list-style-type: none"> - Increased reporting of domestic abuse and sexual violence - More support for people affected by sexual violence. - Timely, needs-focussed support regarding domestic abuse and sexual violence - Improved safety, health and well-being for those affected by domestic abuse and sexual violence Repeat incidents of domestic abuse are reduced. - Domestic Abuse and Sexual Violence reduces in the long-term. - Outcomes for young people affected by domestic abuse are improved. 																
4	<p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)</p> <table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>How?</th> </tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination, harassment and victimisation</td> <td>Y</td> <td></td> <td>This will be included as a requirement in the specifications for services. These services will address a specific issue of gender-related violence and abuse. Services will include specific specialisms to support Male, LGBT and BME victims and will work to meet individual needs of people affected.</td> </tr> <tr> <td>Advance equality of opportunity between different groups</td> <td>Y</td> <td></td> <td>This will be included as a requirement in the specifications for services.</td> </tr> <tr> <td>Foster good relations between different groups</td> <td>Y</td> <td></td> <td>This will be included as a requirement in the specifications for services.</td> </tr> </tbody> </table>		Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	Y		This will be included as a requirement in the specifications for services. These services will address a specific issue of gender-related violence and abuse. Services will include specific specialisms to support Male, LGBT and BME victims and will work to meet individual needs of people affected.	Advance equality of opportunity between different groups	Y		This will be included as a requirement in the specifications for services.	Foster good relations between different groups	Y		This will be included as a requirement in the specifications for services.
	Yes	No	How?														
Eliminate unlawful discrimination, harassment and victimisation	Y		This will be included as a requirement in the specifications for services. These services will address a specific issue of gender-related violence and abuse. Services will include specific specialisms to support Male, LGBT and BME victims and will work to meet individual needs of people affected.														
Advance equality of opportunity between different groups	Y		This will be included as a requirement in the specifications for services.														
Foster good relations between different groups	Y		This will be included as a requirement in the specifications for services.														

--	--	--	--	--

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Impact Assessment Screening
 The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2			
A: Research and Consultation			
5.	Have the target groups been consulted about the following?	Yes	No*
	a) their current needs and aspirations and what is important to them;	Yes	
	b) any potential impact of this change on them (positive and negative, intended and unintended);	Yes	
	c) potential barriers they may face	Yes	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)? *stake-holders, service providers and front line workers have also fed into needs and barrier assessment	Yes*	
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	Yes	
8.	*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.		
	Consultation has taken place regarding domestic abuse services through two recent consultations: Adults & Communities Early Intervention & Prevention Review and Review of Funding to the Voluntary & Community Sector (In Children & Families department). Both of these encompassed funding to domestic abuse services.		
	Stakeholder and service user consultation has also taken place regarding		

	the specific changes to service model arrangements.
--	---

Section 2
B: Monitoring Impact

9.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	Yes	
	b) enable open feedback and suggestions from different communities	Yes	

Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.

Section 2
C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	Y		<p>Positive: There are different risks regarding domestic abuse at different ages. There are also differing levels of representation in services for different ages. Developing services to increase take-up by older people will be a key element of the commissioning approach as well as specialist young people's workers for young people affected by domestic abuse in their intimate relationships.</p> <p>Positive/Negative: Specialist children's support will be included, however capacity may mean a service is not available for all ages and will therefore be targeted at the youngest children to affect the greatest change.</p> <p>Addressing child on parent abuse will be developed as part of the broader Early Help</p>

			<p>provision.</p> <p>Support for children affected by Child Sexual Abuse and Child sexual exploitation is being considered within work regarding Child Sexual Exploitation.</p>
	Disability	Y	<p>Positive: Research shows that disabled women are more significantly affected by domestic abuse and there may be links between disability and domestic abuse. Disabilities can be in existence prior to the abuse experience, exacerbated or caused directly by the abuse. Rape Crisis England and Wales research suggests that disabled survivors of sexual violence are more likely to have experienced sexual violence as adults rather than solely as children.¹ Disabled people are proportionately represented in current domestic abuse support services in the county. Accessibility of services to those who are disabled will be a key requirement of the service.</p>
	Gender Reassignment	Y	<p>Not known/Positive: Local and national information is small but growing in the area of gender reassignment and domestic abuse and sexual violence. Developing understanding, appropriate service provision, outreach and awareness-raising will be required in the new services.</p>
	Marriage and Civil Partnership	Y	<p>Neutral: Domestic abuse can occur in any familial or intimate relationship. Forced Marriage is a form of domestic abuse that will be addressed by the services. Services will be required to be provided to people regardless of</p>

¹ RCEW (2011) sexual violence against people with disabilities: Data collection and barriers to disclosures p.45

				relationship.
	Pregnancy and Maternity	Y		Positive: Pregnancy is known to be a risk factor for domestic violence. The children and families support service will target support for 0-2 year olds and their parents. Services will also support development of pathways with and the response to domestic abuse within maternity and antenatal services, co-location with such services will be considered.
	Race	Y		Positive: Domestic abuse and sexual violence occur regardless of race. Some issues of domestic abuse are more prevalent in different cultures. Specialist BME and outreach services are recommended nationally. Current services have proportionate representation of BME service users. Further work will be carried out to ensure effective engagement with gypsies and travellers. The LLR adult service will be required to have a minimum of 2 specialist BME workers, and all services will be required to work to ensure accessibility.
	Religion or Belief	Y		Neutral: Domestic abuse can occur regardless of religion or belief. Religion and belief can be positive elements of recovery and support. Services will be required to take religion into account in service provision.
	Sex	Y		Positive: Domestic violence is a gendered form of violence ² . Whilst men and women can both be affected by domestic abuse, more women are affected (1 in 4) ³ and women are more likely to experience

² (Convention on the Elimination of All Forms of Discrimination against Women Committee, General Recommendation 19, Article 1 (11th session 1992, Preamble, Council of Europe Istanbul Convention 201)

³ Council of Europe, 2002

			<p>more serious violence as part of domestic abuse.⁴ Gender is the most significant risk factor for domestic violence⁵</p> <p>Specialist approaches and workers for females and males and an overall needs-led approach will be included in the LLR specification.</p>
	Sexual Orientation	Y	<p>Research from the last couple of years seems to show an increased risk of domestic abuse for men who have sex with men. Previously studies have shown similar levels of domestic violence for those identifying as Gay or Lesbian as to those identifying as Heterosexual. Monitoring from local services shows increased numbers identifying as lesbian, gay or bisexual over the last couple of years. This remains at very low levels. A minimum of one specialist LGBT worker, engagement with local groups that can support a specialised approach and an overall needs-led approach will be included in the LLR specification</p>
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	Y	<p>Positive: Delivery of services in local areas will be a requirement in the specification. Deprivation is identified as having a link with domestic abuse. Services will support people to access other services to empower them to recover from domestic abuse and sexual violence.</p> <p>Looked after children and other vulnerable young people are more at risk of child sexual exploitation. Support for this will be considered further by work considering CSE support</p>

⁴ www.womensaid.org.uk

⁵ Stark, E and Flitcraft, A (1996) 'Preventing Gendered Homicide' in Stark and Flitcraft, *Women at Risk: Domestic Violence and Women's Health*. Sage

				services.
	Community Cohesion	Y		
11.	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
Part 1: The Convention- Rights and Freedoms				
	Article 2: Right to life	Y		Positive: Domestic abuse can infringe the rights of people affected under many articles of the Human Rights Act: Risk of death (2), abusive treatment (3), Forced Marriage (4, 12), Coercion and control (potentially 9, 10). The services are focussed on preventing and addressing domestic abuse and supporting people to make informed choices about their lives and behaviour.
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	Y		Positive: See above
	Article 4: Right not to be subjected to slavery/ forced labour	Y		Positive: See above
	Article 5: Right to liberty and security	Y		Positive: Specialist Domestic Violence Courts provide a premium service to support justice with regard to domestic abuse cases (5 & 6) however these work within national frameworks. Commissioned services will be part of this premium service.
	Article 6: Right to a fair trial	Y		Positive: See above
	Article 7: No punishment without law		N	
	Article 8: Right to respect for private and family life	Y		Positive/Neutral: Information sharing between agencies is a key

				feature of working to address domestic abuse to protect people from harm. This is governed by appropriate information sharing agreement and legislation. Commissioned services will be required to manage individual's information it collects and holds appropriately and in accordance with relevant legislation, local information sharing agreements and its own policy and protocols.	
	Article 9: Right to freedom of thought, conscience and religion	Y		Positive: See article 2	
	Article 10: Right to freedom of expression	Y		Positive: See article 2	
	Article 11: Right to freedom of assembly and association		N		
	Article 12: Right to marry	Y		Positive: See article 2	
	Article 14: Right not to be discriminated against		N		
Part 2: The First Protocol					
	Article 1: Protection of property/ peaceful enjoyment	Y		Positive/Neutral: Support services for domestic abuse support those affected by stalking and harassment.	
	Article 2: Right to education		N		
	Article 3: Right to free elections		N		
Section 2					
D: Decision					
12.	Is there evidence or any other reason to suggest that:		Yes	No	Unknown
	a) this policy could have a different effect or adverse impact on any section of the community;		Yes		
	b) any section of the community may face barriers in benefiting from the proposal			No	
13.	Based on the answers to the questions above, what is the likely impact of this policy				

	No Impact <input type="checkbox"/>	Positive Impact <input checked="" type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website. Please send a copy of this form to louisa.jordan@leics.gov.uk, Members Secretariat, in the Chief Executive's department for publishing.

Section 4	
A: Sign Off and Scrutiny	
Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.	
Equality and Human Rights Assessment Screening	<input checked="" type="checkbox"/>
Equality and Human Rights Assessment Report	<input type="checkbox"/>
1 st Authorised Signature (EHRIA Lead Officer): ...James Fox.....	
Date: ...20/03/2015.....	
2 nd Authorised Signature (DEG Chair): ...Neil Hanney.....	
Date: ...25/03/2015.....	