

# **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](mailto:equality@leics.gov.uk)

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

<b>Key Details</b>	
<b>Name of policy being assessed:</b>	Prevention Services –Other Vulnerable People – Domestic Abuse
<b>Department and section:</b>	Strategic Planning & Commissioning
<b>Name of lead officer/ job title and others completing this assessment:</b>	Amanda Price Ian Mellor
<b>Contact telephone numbers:</b>	0116 3057364 / 0116 3059419
<b>Name of officer/s responsible for implementing this policy:</b>	Strategic Planning & Commissioning Officers; Ian Mellor, Carin Davies, Louise Melbourne, Martin Hall and Amisha Chauhan
<b>Date EHRIA assessment started:</b>	EHRIA process started: 26th February 2014 Reviewed following consultation: 14th July 2014
<b>Date EHRIA assessment completed:</b>	5 <sup>th</sup> August 2014

# 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	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p><i>Background</i></p> <p>The Strategic Planning and Commissioning Team has led on a review of the Adults and Communities Department's prevention services, with assistance from the Department's Market Development and Compliance teams (henceforth known as 'the review team'). Services included in the review were defined as 'early intervention and prevention services' in a report to Cabinet in June 2013. All of the contracts for these services were extended up to a maximum of 30<sup>th</sup> September 2015 in order to allow sufficient time for the prevention review and to ensure an overarching 'prevention offer'. Delivery of this prevention model is also set against savings targets set in the Medium Term Financial Strategy (MTFS) 2014-2018. It is important to note that current service provision under these contracts will cease in 2015 and be replaced by a new prevention offer (as described below).</p> <p>Details of the proposed prevention offer were submitted to Cabinet in April 2014 and permission granted by Cabinet to consult on future commissioning options. Accordingly, a formal public consultation exercise on this prevention offer was carried out 14<sup>th</sup> April – 13<sup>th</sup> July 2014. The findings of the consultation have been used to further inform the prevention offer and specific commissioning options for individual service groupings that fall within this wider prevention offer. This EHRIA forms one of a series, each dealing with the impacts of these individual service groupings (e.g. older people, other vulnerable people and so on). Each EHRIA will provide detail on proposed changes to service delivery for each of the main service groups included within the review and will explore the impacts of these changes in relation to the Human Rights Act and Equalities Act. They will also reflect on how proposed elements of service delivery will contribute to the overall prevention model. All of the EHRIsAs will be published in conjunction with a further Cabinet report in September 2014 which will provide members with the findings of the prevention review and public consultation and will make recommendations about the future of the prevention offer.</p> <p>This EHRIA is concerned with the following service grouping – 'other vulnerable people' and, specifically, proposed commissioning for victims of domestic abuse (i.e. single women or women with children). A separate EHRIA has been completed for proposed commissioning for 'other vulnerable people', specifically those who are homeless or at risk of homelessness; substance misusers, ex-offenders or those at risk of re-offending, and members of the gypsy and traveller community. As part of the prevention review it was found that commissioning for other vulnerable people would not necessarily 'fit' with the proposed overarching secondary prevention model. However, an analysis of the risks associated with not commissioning any support for this group informed the decision to investigate future commissioning options for other vulnerable people (as set out below).</p> <p>Prior to giving specific information about the proposed commissioning for victims of domestic abuse (i.e. single women or women with children), it is important to provide a</p>
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	<p>summary of the overall prevention offer. This will provide some context for the proposed changes to current service delivery for the Adults and Communities prevention services as a whole and changes to service delivery for other vulnerable people.</p> <p>The development of a new prevention offer reflects a longer-term strategic vision, with an emphasis upon aligning services to need and a move towards a robust outcomes framework underlying all commissioning activity. It also reflects savings required against prevention services as set out in the MTFs, 2014-2018. The main focus of the prevention offer is 'secondary prevention' as defined by Public Health (2012): <i>"aimed at identifying people at risk and halting or slowing down any deterioration. Interventions are aimed at identifying people at risk of specific health conditions or events (such as strokes or falls) or those that have existing low level social care needs"</i>. Full details of the prevention offer can be found in the April Cabinet report – <a href="http://politics.leics.gov.uk/ieListDocuments.aspx?CId=135&amp;MId=3989&amp;Ver=4">http://politics.leics.gov.uk/ieListDocuments.aspx?CId=135&amp;MId=3989&amp;Ver=4</a></p> <p><i>Proposed Changes</i></p> <p>As stated above, this EHRIA is concerned with commissioning proposals for 'other vulnerable people', specifically victims of domestic abuse (i.e. single women or women with children). Current service provision for this group comprises accommodation-based support in the form of three refuges (18 units) providing countywide short-term accommodation for women at risk of domestic abuse. The refuges are currently run by a single provider – Womens Aid Leicestershire Ltd (WALL) and the combine contract value in 2013/14 was £190,829.40. Negotiations between the Department and WALL mean that savings of around 25% against the contracts have been identified meaning that the combined contract value in 2014/15 is c. £144,000.00.</p> <p>Like the majority of the contracts for other vulnerable people, the contracts for the existing domestic abuse refuges have been extended up to a maximum of 30<sup>th</sup> September 2015.</p> <p>Current support provided within the refuges is expected to offer a flexible support package tailored to the support needs of individuals. Support is focussed on a range of eligible support tasks, including:</p> <ul style="list-style-type: none"> <li>• Access and move on to permanent accommodation in a planned way</li> <li>• Building confidence and self esteem – including developing skills and knowledge to recognise and form healthy relationships</li> <li>• Engaging with and accessing other agencies and specialist support</li> <li>• Developing domestic skills, managing finances and benefit claims</li> <li>• Help establishing personal safety and security, social contacts and activities.</li> <li>• Help to access employment, education and training opportunities</li> </ul> <p>The most recent contract monitoring data received by the Department for these services indicates that a total of 162 customers accessed the refuges during 2013-14 (broken down in to quarters, the number of customers per quarter was as follows: Quarter 1: 18 customers; Quarter 2: 29 customers; Quarter 3: 53 customers; Quarter 4: 62). The variation across the year is not easily explained and reflects patterns observed in previous years (i.e. 2012/13 monitoring data). However, it may be observed that there does seem to be a trend towards a greater number of people accessing the service over the Autumn and Winter quarters. The monitoring data also shows that in 2013/14, for the majority of quarters the refuges were running at least 2 or 3 times capacity (there are currently 18 units available at any time across the County). This has also been confirmed by the current provider.</p> <p>As part of the prevention review and public consultation exercise, interested parties were asked to consider two main issues in relation to future commissioning for other vulnerable</p>
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	<p>people, including domestic abuse refuges:</p> <ul style="list-style-type: none"> <li>• Is it considered appropriate for the Department to commission services to support other vulnerable people, including victims of domestic abuse?</li> <li>• Is a proposed re-investment of £120,000 for domestic abuse refuges in the County appropriate?</li> </ul> <p>In addition, at service user and provider workshops and stakeholder meetings held during the consultation period, interested parties were asked to comment on how the proposed £120,000 for victims of domestic abuse should be best used if these proposals were progressed.</p> <p>The following key points arising from the consultation exercise are relevant in the context of this EHRIA and proposed commissioning for victims of domestic abuse:</p> <ul style="list-style-type: none"> <li>• There was a broad consensus that the Department should commission some form of support for other vulnerable people</li> <li>• There was broad agreement that it was important to continue to support domestic abuse refuges in the county</li> <li>• There was broad agreement that £120,000 was a suitable allocation for future refuge provision, though at a general level there was concern that funding allocations for the review as a whole were tight and could compromise the provision of effective support.</li> </ul> <p>The formal consultation exercise has therefore informed the following proposals for future commissioning of services for victims of domestic abuse.</p> <ul style="list-style-type: none"> <li>• Commission countywide refuge provision ('safe places') for victims of domestic abuse (women and women with children). This reflects statistics that show that there 65% increase in number of domestic violence prosecutions between 2005/6 and 2010/11 and a corresponding 99% increase in number of defendants convicted (CPS 2011). This indicates that domestic abuse is a steadily growing problem nationally. Whilst applying these figures to local contract monitoring data to establish likely growth in demand is an inexact science (e.g. the monitoring data only records those who have sought support), based on 162 customers accessing the refuges in 2013/14, a 6% increase might suggest an additional 9 or 10 service users year on year accessing the service). Because there is only incomplete monitoring data for 2012/13 and 2014/15, it is impossible to establish whether this sort of annual increase has already been occurring or not.</li> <li>• The decision has been taken to commission refuges for vulnerable women only. Although there is some evidence for the increase of domestic abuse amongst other groups (i.e. men; members of the Lesbian, Gay, Bisexual and Transgender community; and, children and parents – see, for example, <a href="http://www.caada.org.uk/policy/research-and-evaluation.html">http://www.caada.org.uk/policy/research-and-evaluation.html</a>), women are much more likely than men to be the victim of multiple incidents of abuse, of different types of domestic abuse (partner abuse, family abuse, sexual assault and stalking) and in particular of sexual violence (see <a href="http://www.womensaid.org.uk/core/core_picker/download.asp?id=1602">www.womensaid.org.uk/core/core_picker/download.asp?id=1602</a> and Walby and Allen, 2004). Furthermore, On average 2 women a week are killed by a male partner or former partner: this constitutes around one-third of all female homicide victims and the prevalence of domestic violence is greater among young women (under 24 years), and those who have a long-term illness of disability (see <a href="http://www.womensaid.org.uk/core/core_picker/download.asp?id=1602">www.womensaid.org.uk/core/core_picker/download.asp?id=1602</a>). This evidence, together with feedback from stakeholders (including the Leicestershire Domestic Abuse Partnership Commissioning Sub-Group) and the wider public as part of the consultation exercise undertaken as part of the Prevention Review, has informed the</li> </ul>
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	<p>decision to commission women-only refuges.</p> <p>Discussions with the Chief Executives Department has led to the identification of an additional £20,000 to add to the proposed funding for domestic abuse refuges in the county (e.g. resulting in a total reinvestment of £140,000. This additional money is only available until March 2016 and will therefore only be used during the first year of any new contract for refuges (i.e. 2015/16). Thereafter, the annual contract will be set at £120,000. It is hoped to be able jointly commission the refuges along with the Chief Executives and Children and Families departments along with other elements of support for domestic abuse (the refuge provision will form a discrete lot).</p> <p>It is noted that the proposed reinvestment represents a reduction from current spend on domestic abuse refuges in the County (including the additional £20,000 it represents a 36% reduction from the 2013/14 contract value and a 3% reduction from the 2014/15 value. Following 2015/16 and the use of the additional £20,000, the reduction will be 59% from the 2013/14 contract value and 20% from the 2014/15 contract value). Accordingly, it is recognised that with a reduced level of investment, it is likely that the total number of units available in the refuges will also be reduced (currently 18 units across 3 refuges) and this is likely to mean a reduction from 3 to two refuges in the County. This may impact on access to the service and it will therefore be necessary during the design of any new provision to consider the ways in which this investment can be maximised, such as through more targeted interventions or reduction in the length of intervention (currently two years maximum). Further detail of such mitigation will be given in Section 3 of this report and the accompanying Improvement Plan.</p>
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>The development of the Adults and Communities Prevention offer forms part of a wider unified prevention offer for Leicestershire's Communities that has been developed as part of the Better Care Fund. The Better Care Fund (formerly the Integration Transformation Fund) is a single pooled budget to support health and social care services to work more closely together in local areas. It forms an important element of strategic planning in both health and social care. In Leicestershire part of the Better Care Fund will be invested in a unified prevention offer, including funding for Local Area Coordination. The intention is that by 2018 there will be a comprehensive offer for community-based prevention for the citizens of Leicestershire, bringing together all the resources available to Local Councils and the NHS. Commissioning options arising out of the prevention review and departmental prevention offer have been developed to be aligned with and form part of this unified prevention offer, in particular Local Area Coordination.</p> <p>Throughout the review process it has been recognised that the scale of the proposed changes has the potential to impact on a range of services commissioned or offered by the department (both adult social care and communities and wellbeing). These impacts could be varied, including:</p> <ul style="list-style-type: none"> <li>• If successful, the prevention offer could lead to a reduction in demand and future pressure on budgets and services such as residential and domiciliary care and carer's services.</li> </ul>

	<ul style="list-style-type: none"> <li>It has been identified that a number of existing housing related support services need to be aligned with the care pathway as the individuals currently accessing the services are eligible for adult social care support.</li> </ul> <p>The development of a new prevention offer is also accepted to have implications for partners. Indeed, the contribution of partner agencies and organisations, either directly or indirectly through their own commissioning activity is considered essential to the success of the Departmental and wider unified prevention offer. Discussions with partner organisations have therefore been essential during the review process and public consultation to establish a partnership approach to the development of commissioning options for the Departmental prevention offer.</p>										
<b>3</b>	<p><b>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</b></p> <p>The prevention review and commissioning options for the Departmental prevention offer have the potential to affect anybody living in Leicestershire aged 18 years or over (i.e. of adult age). This is true of the whole review and specific options for other vulnerable people (including victims of domestic abuse).</p> <p>As described above, the purpose of the review was to develop a Departmental prevention offer with an emphasis upon aligning services to need and a move towards a robust outcomes framework for all commissioning activity. This strategic shift is also set against the MTFS – the scale of required savings means that commissioning in a different way and at a reduced level of investment. Inevitably, this has the potential to impact upon on all individuals who currently access or would potential access prevention services.</p> <p>Drawing on information derived from the prevention review, public consultation exercise and discussions with stakeholders, the proposed commissioning for victims of domestic abuse have been developed with a number of key aims:</p> <ul style="list-style-type: none"> <li>That there is a need for refuge provision in the county, providing safe places for women experiencing or at risk of domestic abuse</li> <li>That new service provision will be outcomes focussed</li> <li>That in order to mitigate as far as possible against the reduced level of reinvestment that consideration will be given to ways in which this investment can be maximised, such as through more targeted interventions or reduction in the length of intervention (currently two years maximum).</li> </ul> <p>Full details of how the commissioning options have been developed will be set out in a report which will go to Cabinet in September 2014.</p>										
<b>4</b>	<p><b>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)</b></p> <table border="1"> <thead> <tr> <th></th><th><b>Yes</b></th><th><b>No</b></th><th><b>How?</b></th></tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination, harassment and victimisation</td><td>X</td><td></td><td>The review process (including the strategic review of existing service provision, formal public consultation and discussions with stakeholders and partner organisations) has enabled a good overview of preventative services – in terms of determinants, interventions that help aid recovery, and to establish what service provision is most likely to benefit the people of Leicestershire in a way that</td></tr> </tbody> </table>				<b>Yes</b>	<b>No</b>	<b>How?</b>	Eliminate unlawful discrimination, harassment and victimisation	X		The review process (including the strategic review of existing service provision, formal public consultation and discussions with stakeholders and partner organisations) has enabled a good overview of preventative services – in terms of determinants, interventions that help aid recovery, and to establish what service provision is most likely to benefit the people of Leicestershire in a way that
	<b>Yes</b>	<b>No</b>	<b>How?</b>								
Eliminate unlawful discrimination, harassment and victimisation	X		The review process (including the strategic review of existing service provision, formal public consultation and discussions with stakeholders and partner organisations) has enabled a good overview of preventative services – in terms of determinants, interventions that help aid recovery, and to establish what service provision is most likely to benefit the people of Leicestershire in a way that								

				is cost-effective to the department. It has also enabled identification of those groups and individuals who are likely to benefit from the proposed commissioning intentions. Conversely, it has also allowed consideration of any groups or individuals who might be adversely affected by the proposals and to establish what mitigating actions are required to enable them to access other support and services.
	Advance equality of opportunity between different groups	X		As above.
	Foster good relations between different groups	X		As above. In addition, the review process has also sought to establish community opportunities for those experiencing problems and using the services to access preventative services alongside other community-based/universal services. This has the potential to encourage community cohesion and develop relations between different groups.

## 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;	X	
	b) any potential impact of this change on them (positive and negative, intended and unintended);	X	
	c) potential barriers they may face	X	

6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	<p>A formal public consultation exercise was conducted (April to July 2014). The consultation documents (including information sheet and questionnaire) were accessible to the target groups (including current customers), the general public, providers and stakeholders. Specific events were also held with customers, providers and stakeholders as part of the review process and the consultation period. In addition, research into prevention services and the role of preventative services has been undertaken throughout the review process to inform decision making and commissioning proposals.</p> <p>The consultation process was subject to the Department's Research Governance Framework (RGF) to ensure that the process was carried out to high standards in line with national guidance on health and social care research as set out by the Department of Health (2010)</p>	
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	X	
8.	<p>*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.</p>		

## Section 2

### B: Monitoring Impact

8.	Are there systems set up to:	Yes	No
	<p>a) monitor impact (positive and negative, intended and unintended) for different groups;</p> <p>b) enable open feedback and suggestions from different communities</p>	<p>Standard contract monitoring procedures (including annual and quarterly monitoring) are in place and will exist for any new service provision. It is (and will continue to be) a contractual obligation for services to receive complaints and commendations. In addition, the Department will seek to obtain feedback from existing and new customers as part of ongoing monitoring of the impact of these proposals (see improvement plan, below)</p>	



**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

9.

Use the table below to specify if any individuals or community groups who identify with any of the '[protected characteristics](#)' may potentially be affected by this policy and describe any positive and negative impacts, including any barriers.

	Yes	No	Comments
<b>Age</b>	X		<p>The proposed commissioning for domestic abuse refuge provision will be available to vulnerable women over the age of 16 who are at risk of or experiencing domestic abuse. There will be no upper age limit restricting access to the proposed services.</p> <p>This represents no change in terms of eligibility by age from current service provision. This means that there will be no impact in terms of 'age' and accessibility to the refuges.</p> <p>The decision not to change the age range for those accessing the refuges takes into account the following key issues:</p> <ul style="list-style-type: none"> <li>Contract monitoring data for existing refuge provision shows that during 2013/14 the refuges were accessed by vulnerable women aged between 17-52 (with one individual aged 17 present in every quarter). This indicates demand for this type of service and support amongst young adults aged under 18 years.</li> <li>Likewise, figures for female victims of domestic abuse produced by Co-Ordinated Action Against Domestic Abuse (CAADA – see <a href="http://www.caada.org.uk/policy/statistics.html">http://www.caada.org.uk/policy/statistics.html</a>) reveal that 30% of women have experienced some form of domestic abuse since the age of 16 (and 89% will experience multiple incidents of domestic abuse by the same perpetrator). Furthermore, there is clear evidence that the prevalence of domestic violence is greater among young women (under 24 years) (Office of National Statistics, 2013).</li> <li>There is currently no alternative refuge provision for those aged 16-17 and no indication from other Departments within the Council or external partners for any such provision to be commissioned. Removing access to the refuges for those aged 16-17 would therefore produce a gap in provision that contract monitoring data and published figures indicate there is potential</li> </ul>

			<p>demand for.</p> <p>However, it is acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2015/16 and beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people able to access the refuges, regardless of their age. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will be discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<b>Disability</b>	X	<p>There is published evidence to suggest that the prevalence of domestic abuse is greater amongst women with a long-term illness or disability (<a href="http://www.womensaid.org.uk/core/core_picker/download.asp?id=1602">www.womensaid.org.uk/core/core_picker/download.asp?id=1602</a> and Office for National Statistics, 2013). Furthermore, it has been stated that abused women are more likely to suffer from mental health problems (including depression, anxiety and psychosomatic systems) (WHO 2000 - <a href="http://www.womensaid.org.uk/core/core_picker/download.asp?id=1602">www.womensaid.org.uk/core/core_picker/download.asp?id=1602</a>) and that in 75% of domestic abuse cases, there is physical injury or mental health consequences to female victims (Home Office 2011).</p> <p>At a local level, there is some evidence from contract monitoring data for existing domestic abuse refuge provision that supports these claims. For example, during 2013/14 contract monitoring data reports that 12 customers (7.4%) had a secondary need of 'mental health problems' (it is worth noting, by comparison, that 43% of customers did not have a secondary need recorded - some secondary needs, which might include mental ill-health or other disability, may therefore have gone unrecorded).</p> <p>It may therefore be assumed customers accessing the proposed domestic abuse refuges may have a disability such as mental ill-health. Accordingly, there is no intention to introduce any exclusions around access to proposed domestic abuse refuges with regards to disability. The proposed services will therefore not have an impact upon those who have a disability. Support staff will also be expected to have an awareness (including appropriate training) of the issues concerning domestic abuse and disability and be able to signpost to appropriate alternative/specialist support if required. Consequently, there will be no anticipated impact on this characteristic.</p>
	<b>Gender Reassignment</b>	X	<p>There is a paucity of local and national data concerning links between domestic abuse and gender</p>

				<p>reassignment. Contract monitoring requirements for the existing domestic abuse refuges does not include information about gender reassignment and this precludes an analysis of numbers of individuals having undergone gender reassignment that are accessing current provision.</p> <p>Nationally, data concerning gender reassignment is also limited. Figures show that the number of gender reassignment surgeries carried out by the NHS in the UK tripled between 2000 and 2009 (during that time period a total of 853 trans women and 12 trans men had state-funded surgery to change sex)(  <a href="http://www.bournemouth.gov.uk/PeopleLiving/BournemouthStatistics/Bournemouth-JSNA/Reports/Community-profiles/GenderReassignment.pdf">http://www.bournemouth.gov.uk/PeopleLiving/BournemouthStatistics/Bournemouth-JSNA/Reports/Community-profiles/GenderReassignment.pdf</a>). However, the true number is likely to be higher, taking into account non-state funded operations and those who do not wish to undergo painful or complex surgery, or are unable to access it. No statistics relating to gender reassignment in Leicestershire have been identified.</p> <p>However, despite limited data, there is some evidence to suggest a link between gender reassignment and domestic abuse. Research in Scotland (Scottish Transgender Alliance, 2010 -  <a href="http://www.scottishtrans.org/wp-content/uploads/2013/03/trans_domestic_abuse.pdf">http://www.scottishtrans.org/wp-content/uploads/2013/03/trans_domestic_abuse.pdf</a>) has found that 80% of respondents to a survey stated that they had experienced emotionally, sexually, or physically abusive behaviour by a partner or ex-partner - most common form of abuse transphobic emotional abuse).</p> <p>It may be assumed then that there is the potential for individuals who have undergone gender reassignment to access the proposed domestic abuse refuge provision. Accordingly, there is no intention to introduce any exclusions around access to proposed domestic abuse refuges with regards to gender reassignment. The proposed services will therefore not have an impact upon those who may have or intending to undergone gender reassignment. Support staff will also be expected to have an awareness (including appropriate training) of the issues concerning domestic abuse and gender reassignment and be able to signpost to appropriate alternative/specialist support if required. Consequently, there will be no anticipated impact on this characteristic.</p> <p>However, it is acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2015/16 and</p>
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				<p>beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people able to access the refuges, regardless of their status in relation to gender reassignment.</p> <p>Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will be discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<b>Marriage and Civil Partnership</b>	X		<p>Contract monitoring for the existing domestic abuse refuge provision does not record whether customers are married, in a civil partnership or have left a marriage or civil partnership. It is therefore not possible to state local figures with regard to domestic abuse, marriage and maternity nor to draw conclusions around the potential impact of marriage and maternity on access to existing domestic abuse refuges.</p> <p>However, by definition, domestic abuse is a pattern of behaviour which involves the abuse by one partner against another in an intimate relationship such as marriage, cohabitation, dating or within the family. It is as likely to occur among sex-relationships as it is in heterosexual or same-sex relationships  <a href="http://www.stonewall.org.uk/what_we_do/research_and_policy/health_and_healthcare/3466.asp">http://www.stonewall.org.uk/what_we_do/research_and_policy/health_and_healthcare/3466.asp</a>).</p> <p>It is therefore likely that future domestic abuse refuge provision will be accessed by vulnerable women who are married or in a civil partnership.</p> <p>Accordingly, there is no intention to introduce any exclusions around access to proposed domestic abuse refuges with regards to marriage or civil partnership. The proposed services will therefore not have an impact upon those who are married or in a civil partnership. Support staff will also be expected to have an awareness (including appropriate training) of the issues concerning domestic abuse and marriage and civil partnership and be able to signpost to appropriate alternative/specialist support if required. Consequently, there will be no anticipated impact on this characteristic.</p> <p>However, it is acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2016/17 and beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people able to access the refuges, regardless of their status in relation to marriage or civil partnership. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as</p>

				<p>shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<p><b>Pregnancy and Maternity</b></p>	X		<p>Current contract monitoring data for the existing domestic abuse refuges does not capture whether customers are pregnant or experiencing maternity. It is not possible, therefore, to make statements about current service provision, customers and pregnancy and maternity. However, as existing and future provision will be accessed by vulnerable women, there is a blanket assumption that some customers may be experiencing pregnancy and/or maternity.</p> <p>National evidence for a relationship between domestic abuse and pregnancy and maternity is more readily available. For example, Womens Aid have published the following statistics – 30% of domestic abuse starts in pregnancy and between 4-9 women in every 100 are abused during their pregnancies and/or after the birth (i.e. maternity) (see - <a href="http://www.womensaid.org.uk/domestic-violence-articles.asp?section=00010001002200010001&amp;itemid=822">http://www.womensaid.org.uk/domestic-violence-articles.asp?section=00010001002200010001&amp;itemid=822</a>). Furthermore, domestic violence has been identified as a prime cause of miscarriage or still-birth (<a href="http://www.womensaid.org.uk/core/core_picker/download.asp?id=1602">www.womensaid.org.uk/core/core_picker/download.asp?id=1602</a> and Mezey, 1997).</p> <p>On the basis of this evidence, it is therefore likely that the proposed services for other vulnerable people (homelessness and domestic abuse refuges) may be accessed by customers experiencing pregnancy and/or maternity. As the proposed service provision will not include any blanket exclusions, the services will be accessible for customers experiencing pregnancy and/or maternity and there will be an expectation support staff will have an awareness (including appropriate training) of the issues concerning domestic abuse and pregnancy and maternity and be able to signpost to appropriate alternative/specialist support if required.</p> <p>However, as being pregnant would entitle someone who is homeless to be a priority for housing with the local housing authority, it is expected that many customers in this situation will not need to access these services or, if they do for whatever reason, that providers will support them to access housing from the local housing authority promptly and to help them build/maintain their independence in relation to their housing need.</p>

			<p>However, it is acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2015/16 and beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people able to access the refuges, regardless of pregnancy or maternity. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will be discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<b>Race</b>	X	<p>It is generally acknowledged that there is relationship between domestic abuse and race but the evidence base is relatively incomplete (<a href="http://www.communitycare.co.uk/2006/11/01/a-look-at-domestic-violence-among-families-from-ethnic-minorities/">http://www.communitycare.co.uk/2006/11/01/a-look-at-domestic-violence-among-families-from-ethnic-minorities/</a>). However, there is evidence that people from black, minority ethnic backgrounds can find it difficult to access services and are less likely to be aware of the housing and support options available to them. This is particularly apparent for women from those groups experiencing domestic abuse (<a href="http://www.raceequalityfoundation.org.uk/publications/downloads/black-minority-ethnic-and-refugee-women-domestic-violence-and-access-housing">http://www.raceequalityfoundation.org.uk/publications/downloads/black-minority-ethnic-and-refugee-women-domestic-violence-and-access-housing</a>). Indeed, analysis of the 2011 census has revealed that the proportion of people living in multiple ethnic group households has increased in all districts in Leicestershire, with the ethnic minority population (as measured by non-white residents) increasing between 1991 and 2011 by 34,000 people in the County (<a href="http://www.lsr-online.org/reports/2011_census_diversity_and_ethnic_and_religious_mixing">http://www.lsr-online.org/reports/2011_census_diversity_and_ethnic_and_religious_mixing</a>).</p> <p>Contract monitoring data for existing domestic abuse provision shows that between January and March 2014, 58% of customers were white British/Irish/Other. A further 16% were Asian/Asian British, another 6% Black/Black British and 4% from a gypsy, Roma or traveller background. The remainder comprised 'other' (unspecified) or other mixed groups. When compared to figures concerning ethnicity in the Leicestershire Joint Strategic Needs Assessment (JSNA, 2012 - <a href="http://www.lsr-online.org/reports/leicestershire_joint_strategic_needs_assessment_jsna_2012_full_length">http://www.lsr-online.org/reports/leicestershire_joint_strategic_needs_assessment_jsna_2012_full_length</a>) it can be seen that these figures are not representative of the local population, with a lower proportion of people from white backgrounds accessing the service (90.6% of local population) and a high number of Asian (5.8%) and Black (1.0%) individuals. These figures are of interest</p>

			<p>for they suggest that, locally at least, women from black and minority ethnic backgrounds are not finding it difficult to access domestic abuse services and support. It also highlights that people from a variety of races may experience domestic abuse.</p> <p>Accordingly, there is no intention to introduce any exclusions around access to proposed domestic abuse refuges with regards to race. The proposed services will therefore not have an impact upon those from different races. Support staff will also be expected to have an awareness (including appropriate training) of the issues concerning domestic abuse and race and be able to signpost to appropriate alternative/specialist support if required. Consequently, there will be no anticipated impact on this characteristic.</p> <p>However, it is acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2015/16 and beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people able to access the refuges, regardless of their status in relation to race. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will be discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<b>Religion or Belief</b>	X	<p>There is broad recognition that some cultural beliefs can act as barriers to people seeking help when they are victims of domestic abuse. For example, within some Asian families, honour and reputation can play a role in controlling the behaviour of women and children and stigma and shame may prevent some from seeking help (<a href="http://www.communitycare.co.uk/2006/11/01/a-look-at-domestic-violence-among-families-from-ethnic-minorities/">http://www.communitycare.co.uk/2006/11/01/a-look-at-domestic-violence-among-families-from-ethnic-minorities/</a>). Furthermore, religion or belief may play a role in social isolation which may further limit people seeking support. Leicester and Leicestershire has an increasingly diverse population (see 2011 Census - <a href="http://www.lsr-online.org/census-2011.html">http://www.lsr-online.org/census-2011.html</a>) and accordingly a wide range of religions or beliefs may be practiced within the County. Indeed, analysis of the 2011 census has shown that within Leicestershire all religious groups are less segregated than in 2001, reflecting a process of dispersal locally (<a href="http://www.lsr-online.org/reports/2011_census_diversity_and_ethnic_and_religious_mixing">http://www.lsr-online.org/reports/2011_census_diversity_and_ethnic_and_religious_mixing</a>).</p> <p>Contract monitoring data for current domestic abuse refuge provision does not record religion and belief and it is therefore not possible to make an analysis of how</p>



			<p>this protected characteristic may affect local usage of the refuges. However, as cited above, it is likely given the diverse population of Leicester and Leicestershire that customers accessing the refuge will express a range of religions and beliefs and some of these may have resulted in the occurrence of domestic abuse or delayed a victim accessing support.</p> <p>Accordingly, there is no intention to introduce any exclusions around access to proposed domestic abuse refuges with regards to religion or belief. The proposed services will therefore not have an impact upon those from with different religious backgrounds or beliefs. Support staff will also be expected to have an awareness (including appropriate training) of the issues concerning domestic abuse and religion and beliefs and be able to signpost to appropriate alternative/specialist support if required. Consequently, there will be no anticipated impact on this characteristic.</p> <p>However, it is acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2015/16 and beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people able to access the refuges, regardless of their status in relation to religion and belief. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will be discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<b>Sex</b>	X	<p>As specified in Section 1, the proposed domestic abuse refuge provision will be for vulnerable women only. This is identical to existing provision and is justified by national evidence indicating the prevalence of female victims of domestic abuse and the comments of stakeholders and those received during formal consultation (see above, Section 1). In summary, Female victims of intimate partner violence experienced more severe violence and control, with more serious psychological consequences, than did male victims; and women were much more likely to be fearful of their partners (<a href="http://www.womensaid.org.uk/core/core_picker/download.asp?id=1602">www.womensaid.org.uk/core/core_picker/download.asp?id=1602</a> and Ansara, et al., 2010, 2011).</p> <p>Consequently, there will be an impact on sex as the refuges will exclude male customers. This recognises one of the major areas of domestic abuse (male on female abuse) and the need to provide safe places for vulnerable women at risk of or experiencing domestic abuse. This focus on women-only is therefore a</p>



			<p>necessary element of this form of targeted service provision.</p> <p>It is also acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2015/16 and beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people able to access the refuges, regardless of their gender. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will be discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<b>Sexual Orientation</b>	X	<p>Domestic abuse within the lesbian, bisexual, gay and transgender community (LGBT) is noted to be a serious issue. For example, it has been stated that around 25% of LGBT people have reported suffering violent or threatening relationships with partners or ex-partners; the issue is generally believed to be underreported and as common amongst same-sex couples as it is amongst heterosexual couples (for example, see <a href="http://www.endthefear.co.uk/information/help-and-advice/same-sex-domestic-abuse/">http://www.endthefear.co.uk/information/help-and-advice/same-sex-domestic-abuse/</a> and <a href="http://www.stonewall.org.uk/what_we_do/research_and_policy/health_and_healthcare/3466.asp">http://www.stonewall.org.uk/what_we_do/research_and_policy/health_and_healthcare/3466.asp</a>).</p> <p>The Leicestershire Joint Strategic Needs Assessment (JSNA - 2012) notes that there is a lack of reliable demographic data concerning sexual orientation for the County. However, a national estimate (undertaken in 2008) estimated that 1.9% of the population classed themselves as gay, lesbian, bisexual or other (<a href="http://www.lsr-online.org/reports/leicestershire_joint_strategic_needs_assessment_jsna_2012_full_length">http://www.lsr-online.org/reports/leicestershire_joint_strategic_needs_assessment_jsna_2012_full_length</a>). Based on population figures for the County derived from the 2011 census (a total population of 650,489 individuals), then 1.9% would mean a population of around 12,359 classing themselves as gay, lesbian, bisexual or other.</p> <p>There is no data concerning sexual orientation in contract monitoring data for the existing domestic abuse refuge provision as there is no requirement for providers to collect this information.</p> <p>Accordingly, there is no intention to introduce any exclusions around access to proposed domestic abuse refuges with regards to sexual orientation. The proposed services will therefore not have an impact upon this protected characteristic. Support staff will also be expected to have an awareness (including appropriate training) of the issues concerning domestic</p>

			<p>abuse and race and be able to signpost to appropriate alternative/specialist support if required. Consequently, there will be no anticipated impact on this characteristic.</p> <p>However, it is acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2015/16 and beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people able to access the refuges, regardless of their status in relation to sexual orientation. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will be discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<p><b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b></p>	X	<p>In the context of domestic abuse, social isolation and health inequalities are a major issue (see, for example, (<a href="http://www.communitycare.co.uk/2006/11/01/a-look-at-domestic-violence-among-families-from-ethnic-minorities/">http://www.communitycare.co.uk/2006/11/01/a-look-at-domestic-violence-among-families-from-ethnic-minorities/</a>; Stark and Flitcraft 1996; Williamson 2000; British Medical Association 1998; Crisp and Stanko, 2001; <a href="http://www.womensaid.org.uk/core/core_picker/download.asp?id=1602">www.womensaid.org.uk/core/core_picker/download.asp?id=1602</a>).</p> <p>The proposals for domestic abuse refuges will seek to address some of these issues by offering a level of help and support to vulnerable women at risk or experiencing domestic abuse and eligible tasks for the service will have a focus on supporting independence and community integration.</p> <p>However, it is acknowledged that the proposed reduction in funding for refuge provision (down to £140,000 for 2015/16 and £120,000 for 2015/16 and beyond) is likely to mean a reduction in the number of units commissioned. This in turn may limit the numbers of people from other groups able to access the refuges. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies will be discussed in Section 3 of this EHRIA and the appended Improvement Plan.</p>
	<p><b>Community Cohesion</b></p>	X	<p>The proposals for domestic abuse refuges will seek to address some of issues such as social isolation by offering a level of help and support to vulnerable women at risk or experiencing domestic abuse and eligible tasks for the service will have a focus on supporting independence and community integration.</p>

				The proposed domestic abuse refuge provision will be commissioned at the same time as wider, unified prevention offer. Central to that wider offer are elements such as community development and Local Area Coordination (LAC) and it is anticipated that customers who access the refuges may also benefit from these elements (though not necessarily at the same time as accessing the refuges – i.e., they may access other support as part of move on to and maintaining independent living.
<b>10.</b>	<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? <b>(Please tick)</b></p> <p>Explain why you consider that any particular <a href="#">article in the Human Rights Act</a> 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>			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Part 1: The Convention- Rights and Freedoms</b>			
	<b>Article 2: Right to life</b>	X		As part of new service design and new contractual obligations, all new service providers will be expected to identify any risks to service users and professionals and to have Health & Safety and safeguarding policies and procedures in place.
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	X		This article is particularly relevant to the proposed domestic abuse provision because the service provision seeks to support vulnerable women at risk of and experiencing domestic abuse and to support them to move on to independent, abuse-free lifestyles. Furthermore, as part of new service design and delivery, there will be an expectation that the provider will report any safeguarding concerns and have suitable policies and procedures in respect of safeguarding, whistle-blowing.
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		X	N/A
	<b>Article 5: Right to liberty and security</b>		X	N/A
	<b>Article 6: Right to a fair trial</b>		X	N/A
	<b>Article 7: No punishment without law</b>		X	N/A

<b>Article 8: Right to respect for private and family life</b>	X		All new service provision will be designed with the expectation that customers have a choice around having contact with family/friends, although obvious exclusions regarding perpetrators of domestic abuse will apply in the case of domestic abuse refugees. Existing domestic refuge provision includes –a clause allowing women with children to access the refuge (apart from dependent males over a specific age due to the nature of the refuge). New domestic abuse provision will include a similar clause, thereby ensuring that (with reasonable grounds given the nature of the service) that vulnerable women have a right to respect for private and family life.
<b>Article 9: Right to freedom of thought, conscience and religion</b>		X	N/A
<b>Article 10: Right to freedom of expression</b>		X	N/A
<b>Article 11: Right to freedom of assembly and association</b>		X	N/A
<b>Article 12: Right to marry</b>		X	N/A
<b>Article 14: Right not to be discriminated against</b>	X		This article is relevant to the proposed domestic abuse refuge provision because the service has the potential to support to individuals who represent some of the protected characteristics covered by the Equality Act (see above). All new services are expected to be delivered without discrimination of any kind to service users and staff and this will be a specific contractual obligation.
<b>Part 2: The First Protocol</b>			
<b>Article 1: Protection of property/peaceful enjoyment</b>	X		The proposed domestic abuse refuge provision will have as a principal service aim and outcome for customers support to lead a healthy and independent life and more independent living arrangements.
<b>Article 2: Right to education</b>	X		The proposed domestic abuse refuge provision will include as an eligible support task assistance to enable vulnerable women at risk of or experiencing domestic abuse access to employment, education and training opportunities.
<b>Article 3: Right to free elections</b>		X	N/A

**Section 2****D: Decision**

11.	Is there evidence or any other reason to suggest that:	Yes	No	Unknown
	a) this policy could have a different affect or adverse impact on any section of the community;	X		
	b) any section of the community may face barriers in benefiting from the proposal	X		
12.	Based on the answers to the questions above, what is the likely impact of this policy?			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</b>				
13.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

**Section 2: Completion of EHRIA Screening**

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

**Option 1:** If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 7 of this document to complete.

**Option 2:** If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 14 of this document to complete.

## Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

**Section 3: Equality and Human Rights Impact Assessment Report**

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to 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.

### Section 3

#### A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

- 14.** Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you now explored the following and what does this information/data tell you about each of the diverse groups?
- a) current needs and aspirations and what is important to individuals and community groups (including human rights);
  - b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);
  - c) likely barriers that individuals and community groups may face (including human rights)

Throughout the strategic review process, contract monitoring data for existing domestic abuse service provision (which includes case studies and service user consultation) was examined in order to better understand existing service provision. This was supplemented during the formal public consultation element of the review process with consultation with the provider of the existing domestic refuge provision and stakeholders (including representation on the Leicestershire Domestic Abuse Partnership Commissioning Sub-Group). Service user were also invited to a customer workshop as part of the consultation process (though there was understood to be no representation from customers from the refuges) and invited to complete consultation questionnaires (the latter partly facilitated by the provider). Research was also conducted online to find published resources and evidence for successful preventative interventions.

The purpose of all this work was to enable an understanding of the needs and aspirations of vulnerable women who access domestic abuse refuges. The overwhelming finding was the need for a safe place and support to become and maintain independence. This work also allowed risks associated with decommissioning domestic abuse refuge to be considered and an understanding of whether the public and key stakeholders agree with reinvestment in domestic abuse refuge provision. Accordingly, it was found that an absence of refuge provision (as funded by the Department) could:

- Lead to an increase in the prevalence and severity of domestic abuse
- Comprise the work of other agencies, (such as the police and local housing authorities) in addressing domestic abuse and finding accommodation for vulnerable women at risk or experiencing domestic abuse.

Furthermore, the outcome of the formal consultation exercise showed broad consensus that the Council

should continue to support other vulnerable people (including victims of domestic abuse) – 69% of respondents to the consultation questionnaire said they strongly agreed or agreed with the proposals to commission support for other vulnerable people. Furthermore, 37% of respondents felt that the proposed level of investment for domestic abuse refuges was ‘about right’ (i.e. £120,000), whereas 17% felt this level of investment was ‘too high’ or ‘high’ and 27% said it was too low.

Stakeholders, providers of housing related support for other vulnerable people (including the provider of the Department's current domestic abuse refuge provision) and customers from existing services for other vulnerable people also indicated that in terms of future provision for domestic abuse, there was an on-going need for safe places or refuges for vulnerable women at risk or experiencing domestic abuse.

Using the findings from the strategic review and formal consultation exercise impacts upon the Protected Characteristics under the Equality Act 2010 and Human Rights articles have been identified (see above, Section 2). Of note, it has been recognised that in respect of the protected characteristics, there is the potential for all individuals (regardless of which protected characteristic they fall under) to experience an impact arising out of these proposals because the proposed level of reinvestment is likely to mean a reduction in available units. Accordingly, fewer people may be able to access the services. Consideration will need to be given to ways to mitigate against this potential reduction in capacity (such as shortening the length of intervention to increase potential utilisation and throughput) and these migration strategies in this section of the EHRIA and the appended Improvement Plan.

This reduction in investment (and reduction in units) constitutes one of the major potential barriers to people being able to access services. Other barriers identified in relation to the protected characteristics include issues relating to race, beliefs and religion.

<b>15.</b>	<b>Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?</b>
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Throughout the strategic review process and formal consultation exercise research, data collection and evidence gathering has taken place from a variety of sources:

- Online and other published resources
- Contract monitoring data
- Information received from providers, customers and stakeholders
- Benchmarking information from other local authorities and commissioning organisations
- Results from consultation exercise (including responses from customers, providers, stakeholders, and the general public)

As described above, this research and data gathering has allowed a relatively comprehensive assessment of risks and impacts and those specific to the Equalities Act and Human Rights have been described above (see Section 2).

As service specifications are developed, further information will be sought from these sources. Particular work will take place with stakeholders to ensure that the correct referral routes for the service are identified and that appropriate signposting to specialist and alternative service provision are embedded in the service design. This further work will also enable other risks or impacts to be identified and resolved.

When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.

<b>16.</b>	<b>Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> does this consultation tell you about each of the diverse groups?</b>
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The formal consultation exercise for the prevention review was undertaken in order to engage as fully as possible with customers, providers and stakeholders and the general public in order to both understand peoples's regarding existing and proposed service revisions and risks and impacts associated with the proposed changes.

The formal consultation exercise ran from 14<sup>th</sup> April until 13<sup>th</sup> July 2014. As part of the consultation exercise, the following were undertaken in respect of other vulnerable people (including victims of domestic abuse):

- Series of provider workshops (including providers running existing services for other vulnerable people)
- Meetings with stakeholders (including the Leicestershire Domestic Abuse Partnership Commissioning Sub-Group; representatives from the local housing authorities in Leicestershire; the Leicestershire and Rutland Probation Trust; Youth Offending Service; Supporting Leicestershire Families 9Chief Executives department); Children and Families department; Multi-Agency Traveller Unit)
- Series or workshops for members of the general public and customers
- Online and hard-copy questionnaires and consultation information sheets available for all
- Support from providers to assist customers to have their say on the consultation – either through completing questionnaires or events held by providers with their customers to gather comments

In response, 917 completed questionnaires were received (917 hard-copy responses and 175 online responses). Specific to the proposals around other vulnerable people (including victims of domestic abuse), together with 4 written responses from providers, 2 written responses from stakeholders (the police and the Multi-Agency Traveller Unit), and 3 individual and one joint responses from the Borough and District Councils.

The consultation responses have shown that the following:

- There is broad consensus that it is right for the Council to commission some form of support for other vulnerable people (including victims of domestic abuse).
- Where directly asked about refuge provision, there was consensus that there should be continued investment in this form of support. Safe places form an important part of the support available for victims of domestic abuse, in particular women.
- There is concern that the proposed level of investment may not be sufficient in order to realise the intended commissioning and to support customers.
- There is concern that the proposals may mean that both the Council and its partners (i.e. the Borough and District Councils) fail to meet their strategic objectives (such as Homelessness Strategies and/or the Leicestershire Health and Wellbeing Strategy).

17.	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?
	No – the consultation undertaken already is considered appropriate. As specified above (Section 3.15), some further engagement will occur with providers and stakeholders in the development of new service specifications.

## Section 3

### B: Recognised Impact

18.	Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.
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		Comments
	Please note: a comprehensive discussion of impact for each protected characteristic and article is provided above, in Section 2. Below, a summary is provided.	
	<b>Age</b>	There will be no impact on age as the services will be accessible for those aged 16 years and older (no upper age limit). A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Disability</b>	There will be no impact relating to disability. A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Gender Reassignment</b>	There will be no impact relating to gender reassignment. A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Marriage and Civil Partnership</b>	There will be no impact relating to marriage or civil partnership. A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Pregnancy and Maternity</b>	There will be no impact relating to marriage or civil partnership. A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Race</b>	There will be no impact relating to race. A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Religion or Belief</b>	There will be no impact relating to religion or belief. A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Sex</b>	There will be a superficial impact relating to sex as only women will be able to access the service. However, this reflects the nature of the service provision and the need to exclude males from the refuges in order to safeguard the target group – vulnerable women. A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.

		increased waiting lists.
	<b>Sexual Orientation</b>	There will be no impact relating to sexual orientation. A major barrier may be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Other groups</b> <b>e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	There will be no impact relating to other groups. A major barrier will be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.
	<b>Community Cohesion</b>	There will be no impact relating to community cohesion. A major barrier may be a reduced level of investment leading to a reduced number of units available within the County. This could reduce accessibility and mean increased waiting lists.

<b>19.</b>	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics?	
		<b>Comments</b>
	<b>Part 1: The Convention- Rights and Freedoms</b>	
	<b>Article 2: Right to life</b>	Risks to service users and suitable policies relating to Health and Safety and safeguarding adults will be a requirement of new services commissioned under these proposals.
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	This article is particularly germane to future commissioning of future domestic abuse services and eligible support tasks for the support services will seek to address this article. In addition, new providers will be expected to have policies concerning safeguarding and whistleblowing, for example, and this will be a requirement of new services commissioned under these proposals.
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>	N/A

	<b>Article 5: Right to liberty and security</b>	N/A
	<b>Article 6: Right to a fair trial</b>	N/A
	<b>Article 7: No punishment without law</b>	N/A
	<b>Article 8: Right to respect for private and family life</b>	That customers will have a choice around contact with family and friends (with obvious exclusions due to the nature of the service) will be a requirement of new services commissioned under these proposals.
	<b>Article 9: Right to freedom of thought, conscience and religion</b>	N/A
	<b>Article 10: Right to freedom of expression</b>	N/A
	<b>Article 11: Right to freedom of assembly and association</b>	N/A
	<b>Article 12: Right to marry</b>	N/A
	<b>Article 14: Right not to be discriminated against</b>	The proposed domestic abuse services have the potential to support people who represent some of the protected characteristics covered by the Equality Act (see above). New services will be expected to be delivered without any discrimination to customers.
<b>Part 2: The First Protocol</b>		
	<b>Article 1: Protection of property/peaceful enjoyment</b>	A principal outcome for customers of the proposed domestic abuse refuge provision will be to support healthy and independent life and more independent living arrangements.
	<b>Article 2: Right to education</b>	The proposed domestic abuse refuge provision will include as an eligible support task assistance to enable vulnerable women at risk of or experiencing domestic abuse access to employment, education and training opportunities.
	<b>Article 3: Right to free elections</b>	N/A
<b>Section 3</b>		
<b>C: Mitigating and Assessing the Impact</b>		
Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.		
<b>20.</b>	If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons.	
As discussed above (Section 2), the principal impact of the proposed domestic abuse service will be a reduced level of investment which will lead to a reduced number of units (as compared to existing provision in the County). This could impact upon access to the service and result in longer-waiting lists and fewer people getting support. This is a concern given evidence (see above) that indicates that cases of domestic abuse are an increasing problem nationally.		

This negative impact will not affect any one protected characteristic or article – it will be an impact experienced across the board and arises from the need to make savings against prevention services as set out in the Council’s MTFS. In the context of the savings that the Council has to make, this is a legitimate impact and in so much as it will not adversely affect any particular group (rather it will have an impact to all) and will not directly impact on the Department’s statutory responsibilities, it is an impact that it is justifiable.

It should also be noted that the decision to commission women-only refuges could be seen as discriminatory (due to excluding males). However, as discussed above, there is sufficient evidence to justify such a targeted intervention, which also reflects current commissioning. In order to be able to provide support to vulnerable women at risk of or experiencing domestic abuse it is necessary to exclude males from accessing the service. Furthermore, with a reduced level of investment it is not feasible to commissioning refuges for other groups at risk of or experiencing domestic abuse. The available investment must be used where it can make the most difference and evidence indicates this is best used to support vulnerable women (see evidence presented above in Sections 1 and 2).

N.B.

i) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

ii) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

**21.**

Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination
- b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed
- c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why

There are a number of ways in which the negative impact of these proposals will be mitigated against, as follows:

- Reducing the length of intervention - currently short-term is two years, but in order to increase throughput and service utilisation a reduction will be considered as part of service modelling (e.g. reduced to 9 months). This will be further explored in the service design and development of service specification as a means of maximising access to the service and intervention with a reduce investment.
- Commissioning and service modelling based on outcomes (i.e. more targeted interventions)
- Ensure referral routes in to and out of the service are effective – discussions with relevant agencies and organisations will take place as part of service modelling
- Ensure that where individuals are eligible for support from the local housing authority (e.g. they meet the priority criteria for housing) that move-on is achieved quickly.
- Ensure effective signposting to other specialist and community-based support (including links to Local Area Coordinators and other elements of the wider Unified Prevention Offer)

These mitigation actions are designed to maximise the investment in the service through addressing ways to hopefully increase utilisation and throughput.

### Section 3

#### D: Making a decision

- |            |   |
|------------|---|
| <b>22.</b> | Summarise your findings and give an overview as to whether the policy will meet Leicestershire County Council's responsibilities in relation to equality, diversity, community cohesion and human rights. |
|------------|---|

It is considered that, despite the negative impact across all groups of potential customers, the Council will still meet its responsibilities in relation to equality, diversity, community cohesion and human rights. The level of savings to be made against all prevention services, including support for domestic abuse, means that there is likely to be reduction in service provision across the County.

### Section 3

#### E: Monitoring, evaluation & review of your policy

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|------------|---|
| <b>23.</b> | Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact? |
|------------|---|

All new services will be subject to the Department's standard contract monitoring procedures (undertaken by the Department's non-regulated compliance team. In addition, after the first six months of service delivery, a review of the service will be undertaken in order to establish effectiveness and requirements for improvements. As part of that review, monitoring data will be considered and any equalities issues addressed with new providers. If required, an up-date will be provided to the Departmental Equality Group (DEG) after this review

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|------------|--|
| <b>23.</b> | How will the recommendations of this assessment be built into wider planning and review processes?<br><i>e.g. policy reviews, annual plans and use of performance management systems</i> |
|------------|--|

*Ensure collecting relevant information around characteristics on monitoring forms.*

One of the key issues facing the review of existing service provision is a lack of robust monitoring data. In particular, existing data does not capture a lot of data in respect of equalities and human rights (for instance, information on many of the protected characteristics is not currently collected). As part of new service design and delivery, more robust monitoring will be introduced.

As stated above, as part of on-going service delivery, new service provision will be subject to standard contract monitoring procedures (carried out by the Department's non-regulated compliance team). In addition, after the first six months of service delivery, a review of the service will be undertaken in order to establish effectiveness and requirements for improvements. As part of that review, monitoring data will be considered and any equalities issues addressed with new providers. If required, an up-date will be provided to the Departmental Equality Group (DEG) after this review.

**Section 3:**  
**F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when
Ensure that the specification for the new service model is outcome based and has clearly specified targeted interventions	Work with partners (including Leicestershire Domestic Abuse Partnership Commissioning Sub-Group and the local Borough and District Councils) to develop a specification that includes desired outcomes for customers. These will be monitored through contract monitoring during the life of the contract.	The commissioned service is compliant with the Council's equality priorities, reflects the findings of the prevention strategic review and the comments of customers, providers and stakeholders gathered as part of formal consultation.	Strategic Planning and Commissioning and Market Development Officers (Procurement)	By March 2015 – completion of specification for new service ahead of formal procurement process commencing.  Throughout the life of the contract (contract monitoring).
Ensure that the specification for the new service model includes new timescales for length of intervention (proposed to be reduced from existing two year normal maximum) to encourage greater utilisation and throughput and more targeted interventions	Work with partners (including Leicestershire Domestic Abuse Partnership Commissioning Sub-Group and the local Borough and District Councils) to establish appropriate length of intervention. To be monitored through contract monitoring during the life of the contract.	The commissioned service is compliant with the Council's equality priorities, reflects the findings of the prevention strategic review and the comments of customers, providers and stakeholders gathered as part of formal consultation.	Strategic Planning and Commissioning and Market Development Officers (Procurement)	By March 2015 – completion of specification for new service ahead of formal procurement process commencing.  Throughout the life of the contract (contract monitoring).
Ensure that the specification for the new service model includes clearly specified referral and exit routes (including move on)to	Work with partners (including Leicestershire Domestic Abuse Partnership Commissioning Sub-Group and the local Borough and	The commissioned service is compliant with the Council's equality priorities, reflects the findings of the prevention	Strategic Planning and Commissioning and Market Development Officers (Procurement)	By March 2015 – completion of specification for new service ahead of formal procurement process commencing.

encourage greater utilisation and throughput and more targeted interventions	District Councils) to establish appropriate referral and exit routes and to ensure that alternative or specialist service provision is signposted to and that barriers to move on from the service are removed or mitigated against as far as possible. These will be monitored through contract monitoring during the life of the contract.	strategic review and the comments of customers, providers and stakeholders gathered as part of formal consultation. In particular, it will ensure that the service forms part of a wider network of support services (including community based support) and therefore fits within the wider Unified Prevention Offer for Leicestershire.		Throughout the life of the contract (contract monitoring).
Ensure that customers of existing service provision are aware of the changes to service provision and that where required, transitional arrangements are in place.	The Council has a duty of care to existing customers. Work with providers will be undertaken to establish which customers will have on-going need and to discuss the decommissioning process for existing service provision and transition to new service provision.	That existing customers feel supported and know what alternative support they can access if required	Compliance Officers (working with current providers)	By October 2015 – when new services are in place
Decommissioning of existing housing related support services for other vulnerable people	The Council has a duty of care to existing customers and contractual obligations with existing providers.	That existing customers feel supported and know what alternative support they can access if required and that existing providers are supported to end existing services (including stopping taking new referrals etc)	Compliance Officers (working with current providers)	By end of September 2015
Ensure that new service provision is equality compliant (see Section 2 above)	The service specification for the service will clearly state equality requirements (including reference to required policies and procedures around health and safety, safeguarding etc (see above, Section 2). This will be	The commissioned service will be compliant with the Council's equality priorities.	Strategic Planning and Commissioning , Market Development (Procurement) and Compliance Officers	By March 2015 – completion of specification for new service ahead of formal procurement process commencing.  Throughout the life of the contract (contract monitoring).

	tested through the procurement process and monitored during the life of the contract.			
Ensure that there is equity of access to new service provision without discrimination to any groups (such as protected characteristics – see above, Section 2)	The service specification for the service will clearly state equality requirements (including expected non-discriminatory access to the service – it is noted that for the proposed domestic abuse refuges will only be accessible to vulnerable women). This will be tested through the procurement process and monitored during the life of the contract.	The commissioned service will be compliant with the Council's equality priorities and reflect evidence indicating priority groups requiring safe places (i.e. vulnerable women at risk of or experiencing domestic abuse)	Strategic Planning and Commissioning , Market Development (Procurement) and Compliance Officers	By March 2015 – completion of specification for new service ahead of formal procurement process commencing.  Throughout the life of the contract (contract monitoring).
Ensure that where possible, customers are able to access other support (whether specialist of community based), including other elements of the wider Unified Prevention Offer	The service specification for the service will clearly state equality requirements for linking to other support services and agencies but will also be mindful of other elements of the Unified Prevention Offer for Leicestershire (such as Local Area Coordination)	Opportunities for other sources of support and community integration will be fully explore within new service provision. The service will be commissioned with the wider Unified Prevention Offer for Leicestershire borne in mind.	Strategic Planning and Commissioning , Market Development (Procurement) and Compliance Officers	By March 2015 – completion of specification for new service ahead of formal procurement process commencing.  Throughout the life of the contract (contract monitoring).
Ensure that the findings from the review and new service design is used to inform and align with wider commissioning around domestic abuse that may take place within the Council and as part of the development of a Unified Prevention Offer for Leicestershire	It is desirable that the findings from the review process and new commissioning intentions are part of a wider picture of local commissioning for domestic abuse services and the Unified Prevention Offer for Leicestershire.	That commissioning of domestic abuse refuges is aligned to and/or part of a wider network of commissioning support for domestic abuse and prevention services	Strategic Planning and Commissioning	Ongoing
Ensure robust collection and analysis of equalities data by the commissioned provider for the	Ensure contracts specify data monitoring requirements and procedures and emphasise the	The contract specifies that equalities data is required for monitoring processes and to	Strategic Planning and Commissioning , Market Development (Procurement) and	By March 2015 – completion of specification for new service ahead of formal procurement



new service	importance of improving data collection around the protected characteristics.	ensure that future service reviews have more robust data to analyse	Compliance Officers – with support from Departmental Equalities Group (DEG)	process commencing.  Throughout the life of the contract (contract monitoring).
Ongoing monitoring and evaluation	The Department will monitor the contract ensuring that issues are addressed and that the information collected is acted upon.	Monitoring of the contract and evaluation post implementation will allow the Council to further explore any issues regarding equality of access and the needs of those accessing the service and will also help to further inform prevalence due to improved recording practices. For the six monthly review in March 2016 a report will be sent to DMT and DEG to inform them about new service delivery,	Strategic Planning and Commissioning and Compliance Officers	Throughout the life of the contract (contract monitoring).
Ensure effectiveness of proposed service delivery and adherence to Equalities legislation – reporting to DMT and DEG	Undertake a review of proposed service provision once implemented (say 6-9 months after commencement of service) with attention paid to customer journeys in to and out of the service, outcomes achieved and equalities duties. This will be in addition to standard contract monitoring procedures.	The service will be cost effective, result in positive and meaningful outcomes for customers and will be compliant with the Council's equality priorities.	Strategic Planning and Commissioning , Market Development (Procurement) and Compliance Officers	By March – June 2016 .

## 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.

### 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** ☐

**Equality and Human Rights Assessment Report** ☐

1<sup>st</sup> Authorised Signature (EHRIA Lead Officer): .....

Date: .....

2<sup>nd</sup> Authorised Signature (DEG Chair):

...  .....

Date: ...02/09/2014.....