

## PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

<b>1. Title</b>		
<b>Equality Analysis title: Domestic Abuse New Duty Funding</b>		
<b>Date of Equality Analysis (EA):13/07/21</b>		
<b>Directorate: Regeneration and Environment</b>	<b>Service area: Community Safety</b>	
<b>Lead Manager: Sam Barstow</b>	<b>Contact number: 07748143370</b>	
<b>Is this a:</b>		
<input type="checkbox"/> <b>Strategy / Policy</b>	<input checked="" type="checkbox"/> <b>Service / Function</b>	<input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>		
<b>2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance</b>		
<b>Name</b>	<b>Organisation</b>	<b>Role (eg service user, managers, service specialist)</b>
Sam Barstow	RMBC	Head of Service

Amanda Raven	RMBC	Specialist DA Coordinator
Gill Jones	RMBC	Housing

### 3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

#### **Aim/Scope (who the Policy/Service affects and intended outcomes if known)**

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The service affects anyone accessing safe accommodation as a result of Domestic Abuse.

The intended outcome of this work is to strengthen the Council's overall response to Domestic Abuse and in particular, ensure delivery of statutory provision within the new Domestic Abuse Act 2021.

#### **What equality information is available? (Include any engagement undertaken)**

Limited equalities information is available at this stage. This is an identified weakness in the commissioning and management of domestic abuse refuge services and is already being addressed through the recommissioning process. In addition, a full needs assessment is underway which explores issues relating to equality and diversity, this assessment will inform long term options for use of the funding. As a result of the funding allocation for this year needing to be committed, this analysis has focussed on the accommodation offer itself.

#### **Are there any gaps in the information that you are aware of?**

As noted above there are gaps identified and these will be strengthened through recommissioning of services and contract management. In addition, a wider needs assessment is currently underway.

#### **What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?**

As noted above, strengthened contract management will routinely review accessibility of services and in addition, the accommodation offer will be strengthened to include accessible properties.

#### **Engagement undertaken with customers. (date and group(s) consulted and key findings)**

Out current approach to developing a new model of domestic abuse services is informed by an extensive service review, which involved service user engagement. No additional consultation has been undertaken with customers.

#### **Engagement undertaken with staff (date and group(s) consulted and key findings)**

Officers have engaged with a range of services involved in domestic abuse including Adult Care, Housing and Public Health colleagues. This has informed the options within the report.

### 4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by

protected characteristics)

**How does the Policy/Service meet the needs of different communities and groups?** (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) – see glossary on page 14 of the Equality Screening and Analysis Guidance)

The proposals seek to enhance the accommodation offer and ensure it is accessible both to all genders alongside anyone who may have a disability. Overall, the proposals will have a positive impact on equalities.

**Does your Policy/Service present any problems or barriers to communities or Groups?**

No however, full outcome of the detailed needs assessment will be available around August 2021.

**Does the Service/Policy provide any positive impact/s including improvements or remove barriers?**

Yes, as above the proposals seek to strengthen overall resource alongside diversifying the type of properties available for people feeling domestic abuse. In addition, the communications campaign will be targeted at all prevalent communities in Rotherham with bespoke approaches identified.

**What affect will the Policy/Service have on community relations?** (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

Further investing in these services, which support our most vulnerable, is likely to have a positive impact on community relations.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

## **5. Summary of findings and Equality Analysis Action Plan**

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

<b>Title of analysis: Domestic Abuse New Duty Funding</b>
<b>Directorate and service area: Regeneration and Environment, Community Safety</b>
<b>Lead Manager: Sam Barstow</b>
<b>Summary of findings:</b>
<p>The intended outcome of this work is to strengthen the Council’s overall response to Domestic Abuse and in particular, ensure delivery of statutory provision within the new Domestic Abuse Act 2021.</p> <p>The proposals seek to enhance the accommodation offer and ensure it is accessible both to all genders, and to people with disabilities. Overall, the proposals will have a positive impact in terms of equality.</p> <p>Limited equalities information is available at this stage. This is an identified weakness in the commissioning and management of refuge services and is already being addressed through the recommissioning process.</p> <p>A full needs assessment is underway which explores issues relating to equality and diversity, this assessment will inform long term options for use of the funding.</p>

Action/Target	State Protected Characteristics as listed	Target date (MM/YY)
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	below	
Monitor the impact of the decisions	All	January 2022
Conduct needs assessment	All	August 2021
Review and update equality analysis based on the findings of the need's assessment	All	December 2021

\*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

### 6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Tom Smith	Assistant Director	22/07/21

### 7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

<b>Date Equality Analysis completed</b>	13 <sup>th</sup> July 2021
<b>Report title and date</b>	Domestic Abuse Funding Proposals, 16th August 2021
<b>Date report sent for publication</b>	

<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	22 <sup>nd</sup> July 2021
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