

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.

1. Title	
Equality Analysis title: Domestic Abuse Duty Funding Proposals for the financial year 2024-25	
Date of Equality Analysis (EA): 12.12.23	
Directorate: Regeneration and Environment	Service area: Community Safety
Lead Manager: Emma Ellis	Contact number: Emma.ellis@rotherham.gov.uk
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other	
If other, please specify Proposals for Domestic Abuse New Burdens Funding Allocation 2024-25	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Carol Adamson	RMBC	Community Safety Service Manager
Emma Ellis	RMBC	Head of Service, Community Safety and Regulatory Services
Amanda Raven	RMBC	Community Safety Officer (Domestic and Sexual Abuse)

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

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

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

Yes - the services covered by these proposals affect anyone accessing safe accommodation as a result of Domestic Abuse.

The intended outcome is to enhance the support to victims-survivors of domestic abuse living in safe accommodation and to fund the additional management and administrative burden associated with the new DA Act 2021 statutory duty.

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

The Domestic Abuse Act 2021 requires authorities to effectively commission services based on a local strategy informed by a robust needs assessment. A detailed needs assessment was carried out in 2021 and submitted to the Ministry of Housing Communities and Local Government. A 3-year review is required to be submitted to the Department for Levelling Up, Housing and Communities (DLUHC) in 2024. DLUHC provide a recommended template and guidance for conducting the needs assessment). Ongoing monitoring and performance management provides information on how the new duties are working and to understand where there may be challenges and how the funding is being used. The needs assessment facilitates local authorities to consider the specific accommodation-based support needs of all victims in its area, including those with particular protected characteristics, and/or multiple complex needs.

An equality analysis was also undertaken in 2021 to inform the development of the new Domestic Abuse Strategy 2022-25. The equality analysis was informed by several engagement events, the outcomes of which contributed to the development of the DA strategy and were used to inform the proposals for use of the Government new burdens funding. They are listed below:

- Market Engagement (2021)
- IDVA Engagement (2020)
- Rotherham Rise Engagement (2020)
- Victim Engagement (Refuge) (2020) (Victims have protected characteristics)
- Victim Engagement (Rotherham Rise) (2020) and the BMER service
- Key Stakeholders and Voluntary Groups Engagement – Housing, Commissioning, Voluntary Sector, SYP, NHS (2021)

Equality information and the outcomes of consultation and engagement informed the transformation of domestic abuse services (in-house and commissioned services) and the new service model which commenced on 1 October 2022.

A domestic abuse showcase event was held in November 2022 with approximately 100 representatives from local statutory agencies and the voluntary and community sector. Workshops were held to engage participants in refreshing the Domestic Abuse Strategy Action Plan and ensuring that actions take account of changes in service user needs, for example, due to the rising cost of living.

Extensive consultation was undertaken with public and partners stakeholders in 2021-22 to review the Safer Rotherham Partnership priorities and plan for 2022-2025. Crime types included in the review included domestic abuse, stalking and harassment, sexual abuse, violence against a person and violence against women and girls. The outcome of the consultation was used to inform the development of the Safer Rotherham Partnership Plan 2022-25 and associated actions and performance indicators.

Engagement has also been undertaken with young people, including considering the outcomes of the CYPs Lifestyle survey with Year 7 and Year 10 pupils. Community Safety Officers attend Rotherham Youth Cabinet meetings to discuss mutual priorities.

An annual Joint Strategic Intelligence Assessment is carried out which is a thorough and analysis of crime and other partner data and information. This is considered by the partnership Domestic and Sexual Abuse Priority Group who are involved in the annual review of SRP priorities in relating to domestic abuse.

Quarterly contract monitoring meetings are held with the contracted DA service provider where data and information about the quality of service provision is discussed to ensure that services are meeting the needs of DA victims/survivors, including protected characteristic groups.

Quarterly meetings of the SRP Domestic and Sexual Abuse Priority Group are held, including relevant DA partners and voluntary and community sector representatives where performance data is discussed, including data by protected characteristic group.

Findings from community engagement and consultation have been consistent and have been used in the design of strategies and services. For example:

- Outcomes from the Needs Assessment included:
 - A victim should never be left without specialist domestic abuse support. On-call weekend support should be made available to anyone presenting as

<p>homeless. All victims of domestic abuse deserve specialist support and shelter inside a safe environment.</p> <ul style="list-style-type: none"> ○ A specialist domestic abuse and housing support officer to be allocated to a victim presenting as homeless. ○ Service users deserve a seamless journey through domestic abuse support services. Victims of domestic abuse should be supported by a single support worker to guide them through the entirety of their journey through the service, regardless of the fluctuations of their risk levels. ○ Homeless victims should have access to support packages of essential items such as food, baby clothes, etc. ○ Every victim of domestic abuse deserves their specific needs to be met. To effectively support service users with complex needs, the service should seek to undertake a second assessment alongside the Domestic Abuse, Stalking and Harassment form (DASH) at the first point of contact, that would operate as a 'Chaos Indicator' to ascertain the level of vulnerability of the service user, and thus what type of additional support needs they may require <p>The outcomes of the Safer Rotherham Partnership consultations also provided consistent results between various stakeholder groups including the importance of prevention and early intervention initiatives; improved support services for victims and families; action to disrupt potential offenders and training and awareness raising for workers and professionals to “spot the signs” and make appropriate referrals.</p>	
<p>3.3 Are there any gaps in the information that you are aware of?</p> <p>No – quarterly performance management information is reported to the domestic abuse partnership group. This enables any gaps in information to be identified and addressed on an ongoing basis.</p>	
<p>3.4 What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>Projects submit monitoring data on a monthly/quarterly basis as appropriate. Contract monitoring is carried out in collaboration with commissioning officers and Community Safety Officers. This data encompasses information on protected characteristic groups. Monitoring information, including performance against key performance indicators is reported to relevant governance groups including the domestic abuse partner group and Safer Rotherham Partnership Board.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>See section 3.2 above - this describes engagement with service users and findings including:</p> <ul style="list-style-type: none"> • Rotherham Rise Engagement (2020) • Victim Engagement (Refuge) (2020) (Victims have protected characteristics) • Victim Engagement (Rotherham Rise) (2020) and the BMER service

	<p>Victim satisfaction survey Rotherham Rise (2023)</p> <p>Quarterly monitoring of projects/services includes the voice of service users, including customer satisfaction</p> <p>Quarterly partnership Domestic and Sexual Abuse priority group meetings</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>See section 3.2 above - this describes engagement with staff and other partner stakeholders and findings including:</p> <ul style="list-style-type: none"> • Market Engagement (2021) • IDVA Engagement (2020) • Key Stakeholders and Voluntary Groups Engagement – Housing, Commissioning, Voluntary Sector, SYP, NHS (2021) Domestic Abuse Internal Governance Group (2023) Domestic and Sexual Abuse Priority Group (2023) • Domestic abuse showcase event and workshops (Nov 2022) • Bi-monthly DA internal governance group meetings

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 support and ensure they are accessible to all protected characteristic groups. Overall, the proposals will have a positive impact on equalities.

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

The recommended proposals consider the Council's acknowledgement of the need to take longer term decisions to ensure best value for money and to provide the best chance of improving outcomes for victims of domestic abuse.

Continued monitoring of commissioned services and DLUHC funded projects services is taking place, with governance via the Safer Rotherham Partnership Domestic Abuse Priority Group and Safer Rotherham Partnership Board. This provides an ongoing

mechanism to identify any potential gaps in service and to seek alternative funding/commissioning opportunities if unmet needs are identified.

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

The proposals seek to enhance the accommodation offer and support and ensure they are accessible to all protected characteristic groups. Overall, the proposals will have a positive impact on equalities.

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)

Domestic abuse services promote understanding, awareness, and support for some of the most vulnerable residents of Rotherham. The support contributes towards providing safer and more inclusive neighbourhoods and communities within Rotherham for everyone.

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

Title of analysis: Domestic Abuse Duty Funding Proposals for the financial year 2024-25
Directorate and service area: Regeneration and Environment
Lead Manager: Emma Ellis, Head of Service, Community Safety and Regulatory Services
Summary of findings:
The Domestic Abuse Act 2021 introduced new requirements for local authorities in relation to domestic abuse services. As a result of the new requirements, the Government made new burdens funding available of £617,069 in the financial year 2021-2022 and £619,679 in 2022-2023. In December 2022, the Department for Levelling Up, Housing and Communities (DLUHC) confirmed further new burdens funding for the 2023-24 and 2024-25 financial years of £632,075 and £644,001 respectively. This report sets out proposals for the continuing allocation of funding to projects commissioned in 2023-24. The recommended proposals consider the Council's statutory duty under the Domestic Abuse Act 2021 and the need to take longer term decisions to ensure best value for money and to provide the best chance of improving outcomes for victims of domestic abuse.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
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3-year review of the 2021 needs assessment (as required by the Domestic Abuse Act 2021) to be completed and submitted to the Department for Levelling Up, Housing and Communities (DLUHC) to ensure that the needs of domestic abuse victims-survivors are properly met, and appropriate and effective services are commissioned accordingly.	All	June 2024

***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
Paul Woodcock	Strategic Director, Regeneration and Environment	
Councillor Saghir Alam	Cabinet Member for Corporate Services, Community Safety and Finance	

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	12.12.23
Report title and date	Domestic Abuse Duty Funding Proposals for the financial year 2024-25
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	15.12.23