

## PART A - Initial Equality Screening Assessment

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
<b>Title: DOMESTIC ABUSE SERVICES</b>	
<b>Directorate: Regeneration and Environment</b>	<b>Service area: Community Safety and Street Scene</b>
<b>Lead person: Sam Barstow</b>	<b>Contact number: 07748143370</b>
Is this a:	
<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>	

2. Please provide a brief description of what you are screening
The Council is required to re-commission contracted services periodically in order to comply with legal requirements. In this case, the Council is seeking to re-commission Domestic Abuse Support services and Refuge provision.

The report to Cabinet titled Domestic Abuse Services outlines the approach of the proposed remodelling of the current domestic abuse services

Following the approval of this report, the Council officers will co design the future service model. The new service model will ensure the following:

- Domestic Abuse support services are combined into a single contract and subject to a competitive procurement process to establish a new delivery model
- An outcome-based specification is developed by officers in line with the key issues detailed in the Cabinet report
- The Independent Domestic Violence Advocates staff employed by the Council are proposed to be retained within the Council structures. However, their functions will be aligned with the new commissioned service to offer the best support for victims
- The refuge service will be commissioned through a competitive procurement process as a single contract (separate to the support services) which will be based on an outcome focussed specification aimed at meeting the needs of victims and survivors of Domestic Abuse. Current provision maintained as a minimum
- The strategic and operational management of Domestic Abuse services will be aligned with the Council structures

The report focusses on the key service areas of domestic abuse support, which are:

- The two commissioned outreach services, one of which is contracted specifically for BAME victims of domestic abuse.
- The refuge service
- The Council's Independent Domestic Violence Advocates Service and how this will align with future commissioned domestic abuse services
- Providing a more integrated domestic abuse provision in Rotherham for victims all levels of risk, need and complexity of need.

The report outlines 3 stages

Stage 1 – Officer's commitment to ensure there is a co-design approach to the future service specification, building on existing co-designed work undertaken in the domestic abuse 2018-19 review, combining the outreach services in one consolidated contract. Recommissioning of refuge separately.

Stage 2 - Working alongside colleagues within procurement, Officers to consider the options available in relation to the procurement of Domestic Abuse services with consideration to the following objectives:

- Longer term approach
- Increased flexibility to address demand over a longer time period
- Flexibility – to address any issues in the forthcoming domestic bill
- Building on local knowledge and experience

Stage 3 – The aligning of the Councils IDVA’s provision with the commissioned service to ensure that there is a more integrated domestic abuse service provision.

The domestic abuse services are accessed by people who are affected by domestic abuse

- who may require emotional and practical support, including breaking the cycle of abuse, having a voice, safety planning and linking them to external services
- who need to be safeguarded, including victim’s dependant’s
- who need a place of safety and require refuge

The majority of people who receive these services reside within Rotherham, with a number of people placed in refuge who have fled from their home located out of borough.

The objective is to establish a new delivery model for victims of Domestic Abuse which will offer a seamless service for victims, increased focus on prevention and early intervention alongside improving access to information and support.

This initial screening concerns the wider Equality Analysis exercise being undertaken to ensure the service is relevant and inclusive of those with protected characteristics.

**3. Relevance to equality and diversity**

All the Council’s strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about 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.

Questions	Yes	No
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Could the proposal have implications regarding the accessibility of services to the whole or wider community?	•	
Could the proposal affect service users?	•	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	•	
Have there been or likely to be any public concerns regarding the proposal?	•	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	•	
Could the proposal affect the Council's workforce or employment practices?	•	
If you have answered no to all the questions above, please explain the reason		
<p>The service is commissioned from external organisations, however the proposed alignment of IDVAs has the potential of changing the workforce practices for Council employees, what this will look like is yet to be determined.</p>		

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

#### 4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

The current specifications for services, already makes clear the Council's expectations of providers in terms of Equality and Diversity. The incumbent provider of the commissioned domestic abuse services is a voluntary sector organisation who are contracted to deliver domestic abuse support and the refuge accommodation. The provider is required to routinely collect/collate specific data around the protected characteristics of people referring in and accessing the service. Evaluating such data helps the services to identify any trends, consider demand and gaps in delivering the service to people with protected characteristics.

The revised specifications will be co-produced and will also reflect Equality and Diversity requirements.

An Equality Analysis will provide an opportunity to consider in more detail the impact of the service changes and any necessary actions, taking into consideration all of the Protected Characteristics under the Equality Act 2010.

These proposals will affect:

- existing users of these services within the Borough and future users.
- the workforce employed by the incumbent provider
- Working practices of the

Data Source:

The refuge capacity provides 10 units of accommodation

During April 2019 - March 2020 the refuge accommodated a total of 33 users, 100% were reported as female.

The age range of the women accommodated were predominately aged between 20 and 39 years of age, which accounted for over 80% of the women users. No users over the age of 60 accessed the refuge.

The ethnic origin shows that 75% identified themselves as White British, and 12% Asian/Asian British: Pakistani, 3% Black/Black British: African and 3% Arabic Sexual Orientation – All users identified as being heterosexual, excluding one where information was not recorded.

Disability – 98% of the users were reported as having no disabilities.

Referrals received during April 2019 – March 2020 for the Outreach BMER service were a total of 190, and 2090 for the Outreach service. Not all users were reported as in receipt of the support service, as where brief intervention meets the needs of the user or where users attend group work the equality data is not captured in the reporting. The equality data is for users who received structured one to one support.

Outreach Service BMER has a capacity of supporting 32 users at one given time, this is not accounting for brief intervention support.

During April 2019 – March 2020 the service supported 78 users with one to one structured support, 78% of which were female the 12% male, other no recorded.

The age range – 72% were aged between 20 and 39, 21% were aged between 40-49, the remaining 50-60 year old and over.

The ethnic origin reported shows that 32% of users identified themselves as Asian/Asian British: Pakistani, 8% Asian/Asian White British 10% Black/Black British, 11% White European, 11% White Other 6% Mixed White/Black Caribbean, 4% Arab, 4% Asian/Asian British: Indian, the remain 25% - Other.

Sexual Orientation – 84% identified as being heterosexual, other data was not captured

Disability – 97% of the users were reported as no having no disabilities

Outreach Service, has a capacity of supporting 50 users at one given time, this is not accounting for brief intervention support.

During April 2019 – March 2020 the service supported 261 users with one to one structured support, 93% of which were female the remaining 7% male.

The age range – 3% were under the age of 20 and 38% were aged between 20 and 39, 40% were aged between 40 and 49, the remaining were 50 years and over

The ethnic origin reported shows that 93% of users identified themselves as White

British, the remaining 7% were white other

Other data source informs that a total of 564 users across the 3 commissioned services detailed about accessed various levels of support. This data users who received brief intervention and group work. Equality information collated replicates a similar picture detailed in the data provided above.

In summary the data indicates a low number of the following groups

LTBTQ+

Male victims

Older People and people with disabilities

The Outreach BMER service demonstrates the service is well used utilised by victims from the BMER community and the Refuge service.

Future data reporting will require viewing to ensure that equality information reported captures all users accessing the service is captured no matter what level of support that is delivered. A greater understanding why users choose not to engaging services once referred in needs to be understood in the future delivery in order to help inform any targeted work around this.

In respect of future demand, it is not possible to determine the actual number of people who experience domestic abuse, the information below provides an indicator of the prevalence of domestic abuse in Rotherham, not all victims of domestic abuse will wish to seek support a number of people also disengage at the referral into support service stage through choice:

South Yorkshire Police received 6,815 calls relating to domestic abuse during 2019, estimates suggest over 27,000 women and girls in the Rotherham area have suffered abuse in their lifetime and while we know this issue does not only affect women. The number of crimes in 2019 was 4197 and we recorded 774 high risk victims, 1505 medium risk victims and 4216 victims requiring lower levels of support.

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- **Actions**
- **The intention is to design a future service which addresses the key findings of the service review, issues identified from the Initial Equality Screening Assessment**

Date to scope and plan your Equality Analysis:

07/10/20

Date to complete your Equality Analysis:

08/10/20

Lead person for your Equality Analysis  
(Include name and job title):

Helen Caulfield  
Brown, Amanda  
Raven

## 5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Sam Barstow	Head of Community Safety and Regulatory Services	08/10/20
Nathan Atkinson	Assistant Director for Adults Commissioning	07/10/20
Tom Smith	Assistant Director for Community Safety and Street Scene	TBC

## 6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening 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 of **all** screenings 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 screening completed</b>	
<b>Report title and date</b>	<b>Title: DOMESTIC ABUSE SERVICES – A PUBLIC BENEFIT PARTNERSHIP</b>  21 <sup>st</sup> November
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	11/01/21
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	08/10/



## 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.

**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)
Sam Barstow	RMBC	Head of Service
Amanda Raven	RMBC	Domestic Abuse Coordinator
Helen Caulfield Browne	RMBC	Commissioning Manager

**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.)

**Rotherham Domestic Abuse Services**

There are two domestic abuse support services provided by with Rotherham Rise - one of which is a BAME (Black, Asian, Minority Ethnic groups) specific commissioned service. The services from Rotherham Rise provide support to victims of domestic abuse who are assessed at standard to medium level of risk. The short to medium support service helps to keep victims and their dependents safe, develop confidence, and provides emotional and practical support.

The refuge, also provided by Rotherham Rise, provides refuge supported accommodation in the instance where staying at home becomes the least safe option in the options available. The refuge currently provides 6 self-contained flats and 2 communal flats in the core building and 2 dispersed properties for women and their children.

The refuge assists the Council to fulfil its statutory duties towards people who are homeless and require emergency, safe accommodation as a result of Domestic Abuse.

The Council's Independent Domestic Violence Advocate (IDVAs) are specialist advocacy service who focus on working predominantly with high risk victims those most at risk of homicide or serious harm. Their main goal is to ensure safety and offer intensive short to medium term support.

The Safer Rotherham Partnership invited City of Bradford Council and partners to conduct a thorough peer review of Domestic Abuse Services in Rotherham, to both provide a health check and inform future delivery. The Safer Rotherham Partnership asked commissioners of both Adult and Children's services to undertake a full review of Domestic Abuse services in Rotherham. The findings of the review indicated that the domestic abuse pathway was fragmented and there was need for a more integrated approach, with easier access to services. The findings also recognised that there should be a more defined specialised area on how support to LGBTQ+ survivors of domestic abuse and issues relating to victims of domestic abuse who have other added factors such as disabilities or caring responsibilities.

There was a significant gap evident in refuge provisions for male victims of domestic abuse and for women who have older male children.

The service supports the Council to meet its obligations under the Equality Act 2010 as it provides accessible support, including outreach community support, assists in overcoming societal barriers to inclusion and positively supports and promotes issues experienced by people affected by domestic abuse.

This Equality Analysis will serve to evaluate whether the service has a discriminatory impact on people from protected groups and will inform future actions to be undertaken.

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

- Data provided by the incumbent provider, performance workbook submission to Adult Care Strategic Commissioning
- Data provided by the incumbent provider to the Domestic Abuse and Sexual Abuse Lead Community Safety Unit
- Data collated by the council's IDVA's

In addition, the 2018-2019 domestic abuse review was informed by an initial desktop analysis of national and local drivers including national guidance, legislation, strategies, peer reviews and performance data 2018-19. Underpinned by a robust co-production

approach where the views and lived experiences of victims, specialist workers, and professionals from the wider workforce have been captured and incorporated into the findings and recommendations.

- Focus groups with survivors of domestic abuse
- Questionnaires for the general public and survivors of domestic abuse
- Questionnaires for front line workers and the wider workforce
- Consultation with social care managers and in-house practitioners
- Focus groups with specialist delivery partners
- Market warming event with providers, potential providers and partner agencies undertaken – Nov 2018

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

The domestic abuse review was undertaken in 2018, concluded January 2019. The Council's intention was to pilot new ways of working, taking any learning before exercising a competitive procurement process. Unfortunately, due to the impact of Covid 19 pandemic this hindered the progress.

The new support service model specification will be co-designed building on the previous consultation and engagement work undertaken.

Data does not consistently show victims of a same sex relationship and can not be assumed due to sexual orientation data. This is an area to consider for future data reporting and analysis across all domestic abuse services.

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

The incumbent service provider is required to routinely collect/collate specific data around the protected characteristics of people accessing the service and the trend data enables the service to consider demand and gaps in delivering the service to people with protected characteristics.

See Equality Analysis Action plan

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

Consultation was undertaken in the initial domestic abuse review 2018-19.

<p><b>findings)</b></p>	<ul style="list-style-type: none"> <li>• Focus groups with survivors of Domestic Abuse Services – August- Sept 2018</li> <li>• Questionnaires for the general public and survivors of domestic abuse – Dec 2018, evaluation Jan 2019</li> </ul> <p>Key Findings:</p> <ul style="list-style-type: none"> <li>• The service was well regarded</li> </ul> <p>Customers wanted:</p> <ul style="list-style-type: none"> <li>• A seamless service</li> <li>• To tell their story once</li> <li>• A service that was easily accessible, including where to access advice and information</li> </ul>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Questionnaires for front line workers and the wider workforce – Aug – Sept 2018</p> <p>Consultation with social care managers and in-house practitioners – July 2018 – Oct 2018</p> <p>Focus groups with specialist delivery partners July to Oct 2018</p> <p>Market warming event with providers, potential providers and partner agencies – Nov 2018</p> <p>Key findings</p> <ul style="list-style-type: none"> <li>• Staff felt they made a difference and are committed</li> <li>• Providers of Domestic Abuse Services should employ staff from the BAME community groups</li> <li>• There is a need of the specialist knowledge, continuous development</li> <li>• A more integrated domestic abuse pathway service is needed</li> </ul>

**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)**

An outcome-based specification will be developed by officers in line with the key issues detailed in section 3.

The commissioned service will enable people to achieve their optimum level by delivering services that are inclusive for all victims of domestic abuse. Understanding cultural differences and supporting victims, considering their protected characteristics will also enhance the wider service offer. Empowering victims to have a voice and take control of their lives, whilst breaking the cycle of abuse. Providing both emotional and practical support and accessible supported refuge accommodation.

The focus being to achieve outcomes which make a real difference to the quality of life and wellbeing of people who have experienced domestic abuse. The domestic abuse services will provide a service for all people who have protected characteristics to those who meet the eligibility criteria for the service.

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

The service has a key role in supporting people who have been affected by domestic abuse from all communities and groups. They will support people to overcome barriers to inclusion. The new service model will provide an accessible service for all victims of domestic abuse, including those groups referenced in section 3.

Further work is needed to monitor LGBTQ+ and male access to services, with routine engagement activity planned for these groups, alongside others.

Combining the two-support outreach service will retain the specialisms for BAME victims ensuring specific communications where required, effective monitoring of data and a clear response for any suspected lack of access by specific groups.

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

**Yes**

The service commissioned will seek to ensure that all victims of domestic abuse receive support to maximise the best outcomes inclusive of all protected characteristics. The service model will ensure that a victim will have a continuity of support no matter what the level of risk and individual support needs.

**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)**

The service will be inclusive to those effected by domestic abuse. Although the service is an adult service 16+ it will make referrals to safeguard children at risk of harm and provide a whole family approach which will benefit the children, young people and families.

The new service model will have a positive impact on communities and contribute towards providing a local community support to victims and their families, enabling people to reach their true potential and contribute towards providing safer neighbourhoods and communities.

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:</b> <b>Equality Analysis - Domestic Abuse Services</b>
<b>Directorate and service area:</b> Regeneration and Environment, Adult Care, Housing and Public Health, Strategic Commissioning
<b>Lead Manager:</b> Sam Barstow, Head of Community Safety and Regulatory Services
<b>Summary of findings:</b>
The equality data monitoring provided by the service reflects that the service is accessed by people of all ages and gender. The service is accessed by people from BAME backgrounds and reflects the Rotherham BAME profile.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
<p><b>Strategic Commissioning Manager and the Councils Domestic Abuse Co-ordinator to maintain oversight of the service to ensure the service continues to positively impact on people effected by domestic abuse with protected characteristics.</b></p> <p>The service provider will be required to collect data on the protected characteristics, which will also feed into continuous service improvements and</p>	<p>D= Disability</p> <p>A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO=</p>	<p><b>Ongoing throughout the service delivery and any review thereof</b></p>

service specification reviews.	Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups	
The service, in partnership with the Council and wider partners will lead on planned communications and engagement activity to reach protected groups and ensure access to services	SO, S, GR	<b>December 2022</b>

**\*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
Sam Barstow	Head of Community Safety and Regulatory Services	08/10/20
Nathan Atkinson	Assistant Director for Adults Commissioning	07/10/20
Tom Smith	Assistant Director for Community Safety and Street Scene	TBC

### 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>	08/10/20
<b>Report title and date</b>	Domestic Abuse Service
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a></b>	081020