

# Equality Impact Assessment Toolkit

(April 2014)

## Section 1: Your details

**EIA lead Officer:** Mark Camborne, Head of Corporate & Community Safety

**Email address:** markcamborne@wirral.gov.uk

**Head of Section:**N/A

**Chief Officer:** Joe Blott, Strategic Director of Transformation & Resources

**Directorate:** Transformation & Resources

**Date:** 08/01/2016

**Section 2:** The Wirral Partnership Plan – Zero Tolerance to Domestic Abuse strategy is a strategy to support one of 20 pledges made by the Wirral Partnership as part of the 5 year plan 2015-2020.

This strategy sets out a vision for how domestic abuse and harmful practices should be addressed across Wirral. It contains details of aims, priorities and implementation plans designed to achieve the aim of the strategy.

The strategy recognises that domestic abuse and harmful practices can affect people regardless of age; ethnicity; religion or belief; disability; sexual orientation; or gender.

The Wirral Domestic Abuse Alliance recognises that domestic abuse :

- Is predominantly but not exclusively abuse of women by their male partner or ex-partner
- Causes significant harm to children in the household
- Also occurs between other family members
- Requires specific procedures and practices if it is to be tackled effectively.

Whilst women are predominantly the victims of domestic abuse, it is important to note that domestic abuse can also be perpetrated against

men. Abuse can occur in any personal or family relationship including straight, gay and transgender relationships.

**Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?**

**Yes / No**                      **If 'yes' please state which meeting and what date**

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**Please select hyperlink to where your EIA is/will be published on the Council's website (please select appropriate link & delete those not relevant)**

**Families & Well-Being** (Adult Social Services, Children & Young People, Sport & Recreation)

<https://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-april-2014/eias-families-wellbeing>

**Section 3: Does the proposal have the potential to affect.....** (please tick relevant boxes)

- X     **Services**
- The workforce**
- X     **Communities**
- X     **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)



**Section 4:**

Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All	<p><b>Positive</b> - The prevalence of domestic abuse amongst young people is proven to be underestimated by the Domestic Abuse Needs Analysis. This strategy will work to address identification of abuse and support needs of all young victims.</p> <p>The impact of domestic abuse on children and young people has wide ranging consequences, including the perpetuation of abusive cycles within families &amp; communities. This strategy will aim to meet the protection and support needs of children and young people.</p> <p>Young men and women are disproportionately affected by Forced Marriage.</p>	N/A	Wirral Domestic Abuse Alliance	By 2020	tbc

	<p>Elder abuse and domestic abuse of older victims is a taboo issue. Expectations of partnerships/family life in previous decades included a level of acceptance around domestic abuse. Older victims may feel less able to identify abuse in their own relationships.</p> <p>Older victims in long standing relationships may feel less able to acknowledge options open to them. The strategy acknowledges the need to offer creative routes to disclosure and training for workers.</p> <p>Older female victims may have reduced access to individual savings/pensions due to gender inequality in public policy. Older victims may wish to access support in different ways.</p>				
Race	<p><b>Positive</b> - The issue of so called 'honour killing', forced marriage and honour based violence (HBV) is of key relevance to BME communities. Actions on HBV are included in the strategy.</p> <p>Discrimination against BME communities may impacted on confidence around reporting. Planning around reporting must include acknowledgement of this. In addition, it has been suggested that BME communities may be more inclined to access support through DA support services, rather than through</p>	N/A	Wirral Domestic Abuse Alliance	By 2020	Tbc

	<p>police reporting. A range of routes to disclosure must continue to be made available.</p> <p>BME communities may experience barriers relating to the accessibility of language. The strategy acknowledges this need and considers emerging communities.</p> <p>Domestic abuse is often experienced alongside hate crime, which would include that relating to race.</p>				
Gender	<p><b>Positive</b> - The National Violence Against Women &amp; Girls Strategy identifies that women &amp; girls are disproportionately affected by domestic abuse – 1 in 4 women are victims of domestic abuse compared to 1 in 6 men. The strategy will seek to meet gender equality requirements in this regard.</p> <p>Taboos around male victims of domestic abuse have disadvantaged male victims and their families. The strategy will seek to ensure domestic abuse against men is recognised and support and protection planned for.</p> <p>Women and girls abused through prostitution are at increased risk of violence and control. Gender inequality in society has a strong link to prostitution and trafficking of women and girls. Services must consider the needs of men and women abused through prostitution in the delivery of DA support services and</p>	N/A	Wirral Domestic Abuse Alliance	By 2020	Tbc

	<p>campaigns.</p> <p>Interpretation of beliefs by individual faith group members can be used to justify the subjugation of women . This includes female genital mutilation (FGM). The strategy addresses risk assessment.</p> <p>Our society firmly includes the care of children within the female role. The abuse and control of women through DA extends to the abuse of children. Women may be further manipulated through this care role. This strategy includes a holistic approach to considering the needs of families affected by DA.</p>				
Disability	<p><b>Positive</b> - Disabled victims may have reduced access to information on support if their active sphere is reduced through disability or control by an abuser. Information must be available in universal settings, including health, libraries etc.</p> <p>Disabled victims have greater potential to be disproportionately affected by financial abuse and may also disproportionately experience physical abuse relating to neglect. The strategy acknowledges the need to offer creative routes to disclosure and training for workers.</p> <p>Disabled victims may be less able to find opportunities to routes to disclosure. The strategy aims to increase identification of risk and increase the number of agencies which</p>	N/A	Wirral Domestic Abuse Alliance	By 2020	Tbc

	<p>include a question on DA within needs assessments.</p> <p>Domestic abuse is often experienced alongside hate crime, which would include that relating to disability.</p>				
Sexual Orientation	<p><b>Positive</b> - Victims from LGBT communities are often victims of hate crimes in tandem with their domestic abuse. LGBT victims bear a double burden in this regard. Perpetrators may threaten to “out” victims.</p> <p>LGBT victims may yet to define their status or their relationship with their abuser. DA awareness campaign images must include a wide variety of relationship and family types. This is necessary to enable victims to identify abuse in their own relationships.</p> <p>Victims beginning new lives as LGBT may experience post relationship harassment and abuse from a previous partner. Data collection methods may not currently have capacity to present accurate data as a result. Work is required to address this.</p>	N/A	Wirral Domestic Abuse Alliance	By 2020	Tbc
Religion or Belief	<p>Positive - The issue of so called ‘honour killing’, forced marriage and honour based violence is relevant to religion and belief.</p> <p>Interpretation of beliefs by individual faith group members can be used to justify the subjugation of women and discriminated against groups such as lesbians, gay men and disabled people and the use of DA to maintain</p>	N/A	Wirral Domestic Abuse Alliance	By 2020	Tbc



	<p>subjugation</p> <p>Fear of isolation from culture and community may reduce disclosure and impact on reporting rates</p> <p>Domestic abuse is often experienced alongside hate crime, which would include that relating to religion/belief.</p>				
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**Section 4a:** This strategy will be monitored via the Wirral Domestic Abuse Alliance and will be owned by the Wirral Domestic Abuse and Harmful Practices Steering Group.

**Section 4b:** The Domestic Abuse Strategy seeks to enhance the arrangements in place to eliminate all forms of domestic abuse and harmful practices, therefore only delivering positive benefits to any victims or survivors. The Strategy also seeks to address the needs of perpetrators with increased use of behaviour change programmes.

**Section 5:** A Wirral Domestic Abuse Needs Assessment was undertaken in 2015 to inform this strategy.

**Section 6:** Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 7:** It is intended to undertake some further insight work as a follow up to the findings of the Wirral Domestic Abuse Needs Analysis.

In addition it is intended there will be a public launch of the strategy in 2016.

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

**Section 8: Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**