

# Equality Impact Assessment Toolkit (March 2017)

## **Section 1: Your details**

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**Head of Section:** Elizabeth Hartley, Assistant Director

**Chief Officer:** Paul Boyce, Director for Children, Families and Education

**Directorate:** Children, Families and Education

**Date:** 01 September 2020

## **Section 2: What Council proposal is being assessed?**

Domestic abuse – No Excuse  
Partnership domestic abuse strategy 2020-25

## **Section 2a: Will this EIA be submitted to a Cabinet or Committee meeting?**

Yes, the report will be submitted to a meeting of Children, Young People and Education Committee on Tuesday 20 October 2020.

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Navigate to Equality impact Assessments since 2017  
Navigate to Children's Services

**Section 3: Does the proposal have the potential to affect.....**

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other- 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 (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?**

**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.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
All Age-related	<p>Positive Impact</p> <p>Data analysis used to inform the strategy highlighted a growing prevalence of young people affected by domestic abuse. The strategy will seek to ensure that services are targeted to young people in a way which will engage them, using media of their choosing.</p> <p>Education for children and young people on respect, healthy relationships and domestic abuse are a priority in the strategy and associated delivery plan.</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</p>	N/A	Domestic Abuse Alliance	2025	<p>Partnership resource to provide expertise</p> <p>Partnership agreement to widen data collection and reporting</p> <p>Review of partnership services and offer</p>

	<p>and support needs of children and young people.</p> <p>Young men and women are disproportionately affected by Forced Marriage. Campaigns to recognise, raise awareness and provide support are part of this strategy.</p> <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, particularly where the abuser has a caring role.</p> <p>Older victims in long standing relationships may feel less able to acknowledge options open to them. The strategy will involve targeted activity to engage with older victims and the understand the support they require.</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> <p>As part of this strategy there will be specific research and engagement with older people and services which support them to improve their access to domestic abuse services.</p>				
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Race	<p>Positive The issue of so called ‘honour killing’, forced marriage and honour-based violence (HBV) is of key relevance to BAME communities. This strategy will provide specific engagement work on HBV.</p> <p>Discrimination against BAME communities may impacted on confidence around reporting.</p> <p>BAME 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>	<p>Planning around reporting must include acknowledgement of this. In addition, it has been suggested that BAME communities may be more inclined to access support through domestic abuse support services, rather than through police reporting. A range of routes to disclosure will be made available.</p> <p>The strategy will be made available in different languages and formats within a reasonable timeframe.</p>	Domestic Abuse Alliance	2025	<p>Partnership resource to provide expertise</p> <p>Partnership agreement to widen data collection and reporting</p> <p>Review of partnership services and offer</p>
Gender	<p>Positive 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.</p> <p>Taboos around male victims of domestic abuse have disadvantaged male victims and their families.</p> <p>Women and girls abused through prostitution are at increased risk of violence and control. Gender inequality in society has a strong link</p>	<p>The strategy will seek to meet gender equality requirements in this regard.</p> <p>The strategy will seek to ensure domestic abuse against men is recognised and support and protection planned for.</p> <p>Stronger links with organisations supporting men have been established in Wirral and the delivery of</p>	Domestic Abuse Alliance	2025	Establishing partnership group for gender specific issues

	<p>to prostitution and trafficking of women and girls.</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).</p> <p>The abuse and control of women through domestic abuse extends to the abuse of children. Women may be further manipulated through a caring role.</p>	<p>the work plan will include a gender specific group.</p> <p>Services must consider the needs of men and women abused through prostitution in the delivery of domestic abuse support services and campaigns.</p> <p>The strategy addresses risk assessment.</p> <p>This strategy includes a holistic approach to considering the needs of families affected by domestic abuse.</p>			
Disability	<p>Positive</p> <p>Disabled victims may have reduced access to information on support if their active sphere is reduced through disability or control by an abuser.</p> <p>Disabled victims have greater potential to be disproportionately affected by financial abuse and may also disproportionately experience physical abuse relating to neglect.</p> <p>Disabled victims may be less able to find opportunities to routes to disclosure.</p>	<p>Information must be available in universal settings, including health, libraries etc.</p> <p>The strategy acknowledges the need to offer creative routes to disclosure and training for workers.</p> <p>The strategy aims to increase identification of risk and increase the number of</p>	Domestic Abuse Alliance	2025	<p>Partnership resource to provide expertise</p> <p>Partnership agreement to widen data collection and reporting</p> <p>Review of partnership</p>

	<p>This strategy involves improving data collection for needs analysis to ensure better support for people with SEND.</p>	<p>agencies which include a question on domestic abuse within needs assessments. Domestic abuse is often experienced alongside hate crime, which would include that relating to disability.</p>			<p>services and offer</p>
<p>Sexual Orientation</p>	<p>Positive Victims from LGBTQ communities are often victims of hate crimes in tandem with their domestic abuse. LGBTQ victims bear a double burden in this regard. Perpetrators may threaten to “out” victims.</p> <p>LGBTQ victims may yet to define their status or their relationship with their abuser. Domestic abuse 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 LGBTQ may experience post-relationship harassment and abuse from a previous partner.</p>	<p>Data collection methods may not currently have capacity to present accurate data as a result. The strategy will lead to improved data collection.</p> <p>Signposting to bespoke services where required.</p>	<p>Domestic Abuse Alliance</p>	<p>2025</p>	<p>Partnership resource to provide expertise</p> <p>Partnership agreement to widen data collection and reporting</p>
<p>Religion or belief</p>	<p>Positive Honour killing, forced marriage and honour-based violence are relevant to religion and belief.</p> <p>Interpretation of beliefs by individual faith</p>	<p>N/A</p>	<p>Domestic Abuse Alliance</p>	<p>2025</p>	<p>Partnership resource to provide expertise</p>

	<p>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 domestic abuse to maintain 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>				
Socio-economic group	<p><b>Positive</b> It is evident from data that there may be under-representation from some socio-economic groups. The strategy will enable targeted engagement work to take place with those residents to ensure that they are able to seek support and engage with professionals.</p> <p>There is evidence that some communities are more significantly affected by others and that domestic abuse has a detrimental impact on their stability. The strategy will ensure that those communities have accessible services and 'walk in' facilities at hand to receive support. It is also intended that a pilot programme for lifelong learning and employability will be available to this cohort.</p>	N/A	Domestic Abuse Alliance	2025	Review of partnership services and offer

**Section 4a: Where and how will the above actions be monitored?**

Governance will be provided through the Domestic Abuse Alliance for which senior officer of Wirral Council have membership. The Assistant Director responsible for Domestic Abuse will report to the Children, Young People and Education Committee and the Adult Health and Care Committee.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

The ethos and objectives of the programme are aligned with the Wirral Council Plan 2020-25, seeking brighter futures for children and families, and safer communities for residents.

**Section 5: What research / data / information have you used in support of this process?**

Co-production activity with professionals from all public services, community and voluntary sector organisations and 92 persons affected by domestic abuse.

Documentation analysis of over 20 local and national strategies, reports, policies and evaluations

Data analysis of a 12-month period, detailing incidents of domestic abuse, characteristics of victims, perpetrators and children.

Learning review of cases open to statutory services.

All of the above has been reported to and considered by a multi-agency steering group.

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

No, this is a partnership strategy.

(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: How will consultation take place and by when?**

Not applicable.

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?**