

Equality Impact Assessment Full Assessment Form

Service:

Housing Services

Title of policy, function or service:

Domestic Violence Policy

Lead officer:

Head of Housing Services

People involved with completing the EIA:

Corporate Projects Officer. – it should be noted that this EIA will be reviewed as part of a rolling programme when an assessing group has been established and trained.

Type of policy, function or service:

Existing:

New/proposed

Changed

STEP 1 - Make sure you have clear aims and objectives

What is the aim of your policy or new service?

The policy outlines SHPs commitment and intentions to protect its tenants from domestic abuse, and states what action will be taken when an incident occurs.

Who is the policy or service going to benefit and how?

The policy will benefit all stakeholders including residents, tenants, customers and partners. It will benefit these groups because a clear, consistent and transparent approach to Domestic Violence will be adopted by SHP.

What outcomes do you want to achieve?

We want to:

- Ensure that there are clear partnerships in place with key agencies who may provide advice and support.
- That victims have the opportunity to stay in their homes if this is what is preferred.
- Ensure that all staff and contractors have a good understanding of Domestic Violence issues
- Ensure that confidentiality is paramount
- Ensure that there is a victim centred approach to Domestic Violence

What barriers are there to achieving these outcomes?

There are no barriers to achieving these outcomes that cannot be overcome.

STEP 2 - Collecting your information

What existing information/ data do you have?

During the period 01/04/2010 – 31/01/2011 there were:

40 Incidents of Domestic Violence

The areas where incidents are most prevalent are: East Marsh (9 incidents), Immingham (6 incidents) and Nunsthorpe and High Rise (both with 5 incidents).

25% of violence reported in North East Lincolnshire is domestic (Humberside Police 2010). This equates to 540 reported incidences of domestic violence however Humberside Police estimated that in 2010 60% of cases go unreported which would indicate a more accurate figure of 1350.

1 in 4 women and 1 in 6 men are affected by Domestic Violence (Home Office 2007)

Domestic Abuse is most commonly perpetrated by men against women, although it can be perpetrated by women against men.

It can take place in any sort of relationship e.g. straight (heterosexual), bisexual, lesbian, gay and can affect the trans community.

There is no profiling information available.

There is no information on satisfaction with cases reported.

Some cultures perceive domestic violence to be acceptable and therefore assumptions should not be made. Additional support may required for these groups as being ostracised from communities can result from reporting domestic violence

Using your existing data what does it tell you?

Incidences of Domestic Violence may be under-reported.

The lack of profiling and satisfaction information makes it difficult to gauge how effective the service and hence the policy are in tackling domestic violence currently.

Step 3 – What's the Impact?

Is there an impact on some groups in the community?

Age

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Disability (think about those people with physical, sensory and learning disabilities and those with poor mental health)

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Ethnic Origin or people with particular nationalities

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Gender

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Transgender

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Religion/ Belief

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Sexual Orientation

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Marital Status/ Civil Partnership

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Pregnancy/ Maternity

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

Other socially excluded groups e.g. those on low income, single parents, carers, homeless people, people with low literacy etc.

Due to the lack of profiling information it is unclear what the effect of this policy is or could be on diverse groups

STEP 4 – What are the differences?

Are any groups affected in a different way to others as a result of the policy, project or service?

It is unclear due to the lack of profiling information. However it is anticipated that females will be affected more than males by this policy. Cultural issues including those that perceive domestic violence to be acceptable which may not have affected North East Lincolnshire in the past are need to be addressed as the emerging population increases.
Support

Does your policy, project or service either directly or indirectly discriminate?

Yes

No

Additional information - If yes how are you going to change this?

STEP 5 – You're almost there - now you need to consult!

Who have you consulted with?

If you have not consulted yet please list who and how you are going to consult with specific groups or communities

Consultation will take place as part of the policy development process. A group representative of the community and our tenants will be constituted to consider the draft policy prior to approval. Other stakeholders who will be involved in the consultation include the North East Lincolnshire Domestic Abuse Team, Womens Aid, the police and any other bodies which are identified during the process as appropriate contributors.

STEP 6 – Make a decision based on steps 2-5

What changes or benefits have been made as a result of your consultation?



If you are in a position to change or introduce the policy, project or service clearly show how it was decided on



If you **are in a position to introduce the policy, project or service but still have information to collect or actions to complete to ensure all equality groups have been covered please list with timescales**

Establish a mechanism for regularly monitoring the policy and service which includes collecting and reviewing equality information. This has a target completion date for June 2011 with the first information to be reported to the Equality and Diversity Group on 23rd June 2011.

Training on the new policy to be delivered to front line staff and contractors by August 2011.

Guidance to be developed including cultural awareness.

If you **are not in a position to go ahead what actions are you going to take? (Please list actions with timescales)**

How are you going to monitor the policy, project or service, how often and who will be responsible?

The policy will be monitored by the Head of Housing who has overall responsibility for its implementation. Performance Information will be delivered to the Equality and Diversity Group on a quarterly basis and to the Board annually.

STEP 7 - Congratulations you've made it! - Now just publish your results



Send an electronic copy of the EIA to the Business Improvement Team who will publish it on the website

This EIA has been approved by:

Date:

Contact number

