

# Equality impact assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

## About the policy, practice, service or function you are assessing

**Name of policy, practice, service or function:** Housing Related Support – Domestic Violence

**Assessment team leader name:** Christine Collingwood

**Date of assessment:** 08 June 2012

**Department responsible:** Adults Health and Housing

**Service Area:** Integrated Commissioning Younger Adults and Housing

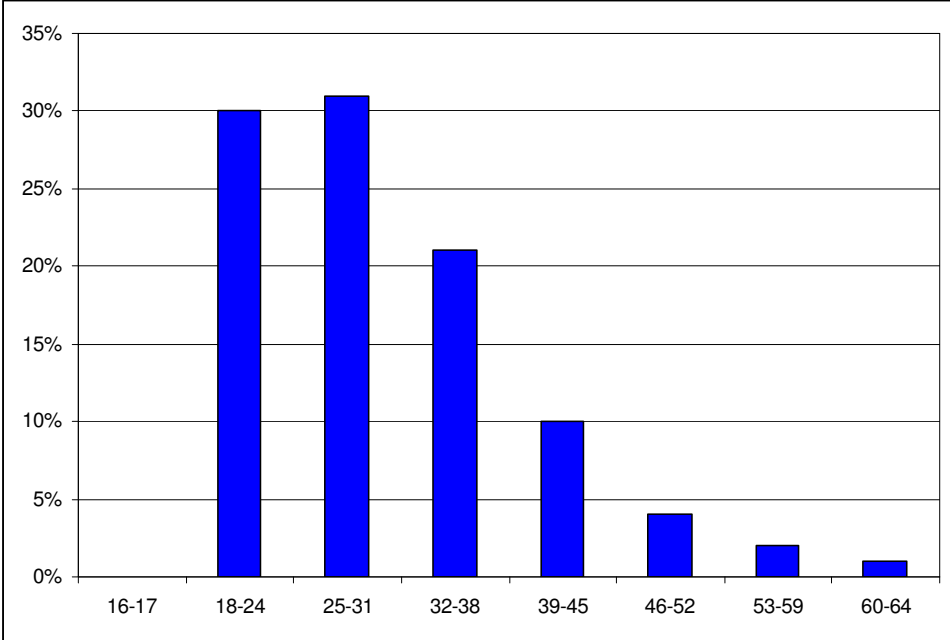
### Other members of assessment team:

Name	Position	Area of expertise	Comments
Karen Wayman	Commissioning Officer	Housing Related Support	
Dawn Hodgkiss	Customer	User of Services	
Amanda Birks	Customer	User of Services	
Cherry Henry	Metropolitan	Service Provider	
Rizwana Iqbal	Refuge	Service Provider	
Lizzie Nugent	Derwent Living	Service Provider	
Inez Lewis	Metropolitan	Service Provider	
Elma Gopo	Derby Homes	Service Provider	

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>Supporting People (SP) is a programme of housing related support services funded by Government as a named unringfenced grant within Area Based Grant. The programme in Derby has historically received about £10m per year and has operated as a partnership with voting input at Board level from Derby NHS, Derbyshire Probation Service, and Derby City Council.</p> <p>The Supporting People programme plays an important role in promoting links between health, housing, probation, social care, the police and other stakeholders for the planning and delivery of services for vulnerable people.</p> <p>In Derby, the original Supporting People grant allocation was approx £10m per year. In the run up to 1st April 2003, the Council established contracts with all of the legacy services that had received income from one of the previously separate funding streams. Since 2003 the Council has produced two Supporting People strategies and a housing support needs analysis, undertaken to help define commissioning priorities.</p> <p>It has now been agreed, as part of the Council's overall budget strategy that the funding available for housing related support is reduced by £6.144m over 2 years (2012-2014). The remaining budget would be £3.323m.</p>
<p>Who implements, carries out or delivers the policy, practice, service or function?</p> <p>Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>Supporting People Team monitors performance, quality and contractual obligations, together with the involvement of the Peer Review group.</p> <p>Strategic Partners including our Core Strategy Group and Commissioning Board are responsible for decision-making processes about Supporting People policies and practice, service provision.</p> <p>Providers have contractual obligation under the terms of their contracts and the quality assessment framework to ensure that all policies and procedures are in place and reviewed at least every 3 years</p>

## Identifying potential equality issues and factors

Question	Response/ findings
<p data-bbox="253 236 645 339">What do you already know about the equality impact or need?</p> <p data-bbox="253 379 667 483">For example, from research, feedback, consultation or any performance monitoring.</p>	<p data-bbox="730 236 1973 339">In 2010/11 there were approximately 18,728 incidents of domestic abuse reported to the Police in Derbyshire and of these 4,488 were recorded crimes, indicating that more than 1 in 15 crimes in Derbyshire are domestic abuse related.</p> <p data-bbox="730 371 1989 547">This is an increase from 1 in 23 crimes in 2004/05. In this instance an increase in domestic abuse figures is welcomed as we are confident that this is an indication of an increase in reporting rather than an increase in the number of incidents taking place. Of these reported incidents 26% (4860) were from Derby City with the remaining 74% (13,868) originating from the eight districts across the County.</p> <p data-bbox="730 579 1989 754">Multi Agency Risk Assessment Conferences (MARACs) were established across Derbyshire in September 2008. The number of referrals into MARAC in 2010/11 was 612 which is an increase of 2% compared to 598 in 2009/10. The number of repeat referrals into MARAC has also increased significantly in 2010/11 by 110%, going from 69 in 2009/10 to 145 in 2010/11.</p> <p data-bbox="730 786 1977 994">This is attributed to an increased awareness, mainly through multi agency training, about the MARAC process and criteria. Guidance from CAADA suggests that a target of 27% repeat referral rate to MARAC should be the initial aim. Once this target has been reached and agencies can be confident that the repeat referrals are appropriate then a lower target should be applied. At present within Derbyshire the repeat rate of referrals to MARAC is 24%.</p> <p data-bbox="730 1026 1966 1201">According to 2010/11 Derbyshire Constabulary data male survivors accounted for 18% of recorded domestic abuse crime. This is an increase of 1% on 2009/10 data. This percentage is the same across both Derby City and the Derbyshire County districts. Analysis of this data also indicated that male survivors were represented across all ethnic origin groups</p> <p data-bbox="730 1233 1977 1409">In Derby City 17.4% of survivors were from minority ethnic backgrounds other than White British. This is higher than that of the overall population demographic of 15.6%. In comparison in Derbyshire County 3.2 % of survivors were from minority ethnic backgrounds other than White British. This is also higher than the population demographic of 2.8% (according to the 2001 Census).</p>

Question	Response/ findings																		
<p>Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups?</p> <p>For example, who uses the service, who doesn't and why not?</p>	<p>The following is an analysis of the demographics of Domestic Violence Housing Related Support service users.</p> <p><b>Age</b></p>  <table border="1" data-bbox="741 320 1688 963"> <caption>Age Demographics of Service Users</caption> <thead> <tr> <th>Age Group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>16-17</td> <td>0%</td> </tr> <tr> <td>18-24</td> <td>30%</td> </tr> <tr> <td>25-31</td> <td>31%</td> </tr> <tr> <td>32-38</td> <td>21%</td> </tr> <tr> <td>39-45</td> <td>10%</td> </tr> <tr> <td>46-52</td> <td>4%</td> </tr> <tr> <td>53-59</td> <td>2%</td> </tr> <tr> <td>60-64</td> <td>1%</td> </tr> </tbody> </table> <p>Over 60% of service users are between 18 and 31, relatively few (just under 10%) are over 46 – as shown in the graph above.</p> <p><b>Ethnicity</b></p> <p>Just over half of respondents (see table below) are white British, the second highest ethnicity is Asian/Asian British: Pakistani. In contrast to the population as a whole the Asian population is over represented at 28%.</p>	Age Group	Percentage	16-17	0%	18-24	30%	25-31	31%	32-38	21%	39-45	10%	46-52	4%	53-59	2%	60-64	1%
Age Group	Percentage																		
16-17	0%																		
18-24	30%																		
25-31	31%																		
32-38	21%																		
39-45	10%																		
46-52	4%																		
53-59	2%																		
60-64	1%																		

White: British	54%
Asian/Asian British: Pakistani	22%
Asian/Asian British: Indian	6%
White: Other	4%
Mixed: White & Black Caribbean	3%
Black/Black British: African	3%
Asian/Asian British: Other	2%
Black/Black British: Caribbean	2%
White: Irish	1%
Asian/Asian British: Bangladeshi	1%
Gypsy/Romany/Irish Traveller	1%

11% of service users are disabled and 100% female, demonstrating the under reporting and lack of services for male victims of domestic violence, as shown in the table below, most service users are not seeking work (probably due to childcare issues)

**Economic Status**

Not seeking work	70%
Job seeker	9%
Full-time work (24 hrs or more/week)	7%
Long-term sick/disabled	6%
Not stated /other	4%
Part-time work (less than 24 hrs/week)	3%
Govt training/Work Programme	0%
Retired	0%
Full-time student	0%

Question	Response/ findings
<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>The potential decommissioning of housing related support for those with domestic violence problems could potentially have a damaging impact on the user of services and the city as a whole. These negative impacts include:</p> <ul style="list-style-type: none"> <li>• More women and families fleeing abuse being put into bed and breakfast accommodation.</li> <li>• The lost of specialist understanding of domestic violence issues.</li> <li>• Policing and safety issues escalating.</li> <li>• Increased risk of rise in homicides or suicide South Asian women are three times more likely to self harm or commit suicide.</li> <li>• Increase in demand for counselling and mental health services.</li> <li>• Reduced number of women in the workplace and volunteering.</li> <li>• Continued under reporting of abuse by men.</li> <li>• Only high risk cases catered for, meaning problems will have to escalate before intervention.</li> <li>• Cycle of abuse continues, low self esteem and lack of worrying or trigger signs meaning women move from one abusive relationship to another.</li> <li>• More children will be placed in care to remove them from abusive households.</li> <li>• The lack of a single point of access for women will mean women will have to negotiate a variety of organisations, which for women with low basic skills will be particularly problematic.</li> <li>• Lack of services for women with no recourse to public funding.</li> <li>• Increasing women being homeless.</li> <li>• The current co-ordinated and integrated approached to domestic violence issues will be lost.</li> <li>• Specialist support for vulnerable minority groups will need to be sourced elsewhere.</li> <li>• There will be an increased need for support for women from social workers and police.</li> <li>• Hospitalisation and resultant healthcare costs will increase.</li> <li>• Increase pull on services such as translation/interpretation.</li> <li>• Honour based and forced marriage issues could be forced underground.</li> <li>• Out reach work in some communities for example, travellers could cease meaning domestic violence issues will go unreported.</li> <li>• Minority women, in particular those from South Asian communities will lose specialist support.</li> <li>• Programmes are more effective due to information sharing protocols and cross working.</li> </ul>

<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>The housing related support programme for users with domestic violence issues has many positive advantages for both the users of the service and Derby as a whole...</p> <ul style="list-style-type: none"> <li>• Provides support for women with multiple needs in addition to domestic violence such as mental health problems.</li> <li>• Ensures children are in a safe environment which reduces the possibility of children having to be removed from the family.</li> <li>• Women are supported to undertake training/learning opportunities.</li> <li>• Tailored support as available for south Asian women is provided, such as helping them with language issues, a secure environment far away from issues such as honour domestic violence and forced marriage. This work also provides best practice for working with other communities where DV is under reported or hidden such as new and emerging communities by showing how working closely with communities and gaining the trust of women can help prevent abuse</li> <li>• Help for women who have no recourse to public funding.</li> <li>• Women's religions and cultural sensitivities are catered for by specialist organisations who support women, particularly from migrant communities who require legal and practical support.</li> <li>• Provision of life skills, many women in controlling relationships have little exposure to things such as budgeting or setting up access to services such as a GP. Anecdotal stories tell of women unaware of how to use a taxi and unable to use a cash point machine.</li> <li>• Organisations gain a track record of working with communities, undertaking extensive work to build trust and reputation with communities to prevent escalation of domestic violence issues.</li> <li>• Health projects have been developed to work alongside housing to ensure women and children are healthy, by for example healthy eating programmes.</li> <li>• Co-ordination of training and awareness for partner organisations for example police and health on the special needs of some communities.</li> <li>• Prevention of potential homicides and the expense of resultant serious case reviews.</li> <li>• Organisations being able to build a wide specialist knowledge of domestic violence issues such as male suffers, same sex relationships and those with learning disability issues who are abused by carers.</li> </ul>
--	---

## Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Issue	Which groups are affected and how	Potential impact	How can we overcome this?
Specialist support for South Asian and other BME women will be less effective if mainstreamed	Derby as a whole	<ul style="list-style-type: none"> <li>• Increase in DV issues leading to rise in offending</li> </ul>	<ul style="list-style-type: none"> <li>• Maintaining the specialist support for minority women</li> <li>• Sharing of expertise across organisation</li> <li>• Co-ordination of current activities by statutory sector</li> </ul>
	BME women	<ul style="list-style-type: none"> <li>• Lack of out reach work in local communities</li> <li>• Increased in honour based violence</li> <li>• Women not able to access public funding to be safe</li> <li>• Individuals trapped in abusive homes</li> <li>• More forced marriages</li> <li>•</li> </ul>	
There will be the possibility of increased numbers of children being taken into care as victims find their domestic situation increasingly difficult without support.	Derby as a whole	<ul style="list-style-type: none"> <li>• Children placed in care /fostering</li> </ul>	<ul style="list-style-type: none"> <li>• More provision for looked after children</li> <li>• Specialist support to keep families together or safe</li> </ul>
	All service users	<ul style="list-style-type: none"> <li>• Children trapped in abusive households, suffering the resultant long term effects</li> <li>• DV victims continuing to be abused</li> </ul>	



Offending by perpetrators of domestic abuse will increase if individuals are forced to remain in the marital home – possibly leading to fatalities	Derby as a whole	<ul style="list-style-type: none"> <li>• Police and criminal justice costs</li> </ul>	<ul style="list-style-type: none"> <li>• Increased policing</li> <li>• More treatment and outreach work in communities</li> </ul>
	All service users	<ul style="list-style-type: none"> <li>• Escalation of DV issues</li> </ul>	
Joint working between organisations working with individuals suffering domestic violence will become more difficult as resources decline	Derby as a whole	<ul style="list-style-type: none"> <li>• Information and best practice not shared</li> <li>• Specialist organisations will not have the staff /time to help / capacity build statutory organisations on the latest thinking on DV issues</li> </ul>	Statutory organisations work to maintain good working relationships by giving 3 <sup>rd</sup> sector organisations resources to help maintain these links
	Male/ same sex potential Users	<ul style="list-style-type: none"> <li>• Economies of scale will make emerging projects on same sex / male victims of DV unviable</li> </ul>	

## Objectives for minimising negative impacts - process, impact or outcome based

Please give your proposed objectives/ targets in this table

<b>Objective/Target:</b>	
Specific	To ensure specialist support for South Asian and other BME women is protected
Measurable	specialist support for South Asian and other BME women is protected
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months

<b>Objective/Target:</b>	
Specific	To ensure there is not a rise in children who will need to be taken into care due to domestic violence issues.
Measurable	there is not a rise in children who will need to be taken into care
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months

<b>Objective/Target:</b>	
Specific	To ensure Offending by perpetrators of domestic abuse does not increase
Measurable	Offending by perpetrators of domestic abuse does not increase
Achievable	A partnership approach will need to be developed to look at way forward
Relevant	Reducing inequalities, increasing individual wellbeing and meeting Derby City Plan Targets
Timed	12 months