

Equality Analysis Equality Impact Assessment (EIA) Form 'Knowing your customers needs'

Background

An Equality Analysis is a way of making sure that equality considerations are embedded into our decision-making processes and that equality is considered when we are developing key policy & services etc.

One tool to help you do this is an Equality Impact Assessment or EIA. It will assist you in ensuring that “due regard” has been given to identify any potential or actual impact (Positive or Negative) that our policies/services/functions*etc., have on differing groups of people.

EIAs also provide a systematic approach to identifying and recording gaps and actions in relation to ensuring equal access when providing functions.

The purpose of the Equality Analysis is to:

- make us focus on the needs, experiences and circumstances of everyone who will be affected by the decisions the Council makes
- direct us to seek alternative ways of achieving our aims and avoiding inequality
- enhance our credibility with our service users to have greater confidence in our performance
- improve our policy making procedures and services

* Note: For simplicity we have sometimes referred to the following (listed below) as 'Functions'. This includes: Services, Employment Practices, Projects, Strategy, Processes, Systems, Practices, Procedures, Protocols and Guidelines

Legislation - Equality duty

As a local authority that provides services to the public, Melton has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality of Opportunity
- Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

When completing the Equality Impact Assessment you are encouraged to consider other disadvantaged or socially excluded communities or groups e.g. carers, the homeless, rural communities, priority neighborhoods, ex-forces personnel etc., who are likely to be affected by the proposal. The evidence also needs recording to demonstrate that consideration has been given.

Title of the policy	Domestic Abuse Policy
Is it new or existing?	New
Date	7 th September 2020
Officer undertaking EIA	Jodie Archer
Who else is involved in undertaking this assessment?	Andrew Cotton

1. Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (Specify the aims and objectives.) Please also state why the policy has been introduced or changed.

Melton Borough Council is committed to promoting a zero tolerance of domestic violence and abuse. The policy sets out the responsibilities of the council as landlord and also the responsibilities held for the wider residents within Melton Borough in relation to domestic abuse, the support available and how domestic abuse is managed in line with the duty of care the authority holds. It identifies help and support that can be accessed and how partners work alongside the council to help and support survivors of domestic abuse linking in to the community safety partnership and also the responsibilities that sit with the landlord in respect of council tenants and the wider household.

B. Who are the people/groups affected and what is the intended change or outcome for them?

Groups affected:

- All Residents and families across Melton Borough

The intended policy will set a framework to safeguard individuals, families and communities in relation to domestic abuse and the impact of domestic abuse.

C. Equality implications/obligations.

Will this proposal/policy/service etc., meet the Equality Act requirement to have 'due regard' to the need to meet any of the following duties? In this question, consider both the new/current service and the proposed changes.

Equality Duty.	Is the equality duty listed in the left hand column relevant to your policy/service etc?		Comments on how it meets the duty or why is not relevant
	Yes	No	

Equality Duty.	Is the equality duty listed in the left hand column relevant to your policy/service etc?	Comments on how it meets the duty or why is not relevant
(1) Eliminate unlawful discrimination, harassment and victimisation – please complete section 4 of the template.	x	Supports this through explicit terms setting out that domestic abuse will not be tolerated and a partnership approach is adopted alongside action being taken against any tenants that are perpetrators
<p>(2) Advance equality of opportunity between different groups How does the proposal/policy/service etc ensure that the intended outcomes promote equality of opportunity for users who have protected characteristics?</p> <p>This includes:</p> <ul style="list-style-type: none"> • Removing or minimising disadvantages for protected groups of people • Taking steps to meet the needs of people from protected groups where these are different from the needs of other people • Encouraging people from protected groups to participate in public life or in other activities where there participation is disproportionately low e.g. are stakeholders engaged in the process and are there any barriers? 	x	Contributing to reducing health inequalities – a policy specifically relating to domestic abuse demonstrates the Council’s commitment to tackling domestic abuse and supporting survivors and their families

Equality Duty.	Is the equality duty listed in the left hand column relevant to your policy/service etc?		Comments on how it meets the duty or why is not relevant
<p>(3) Foster good relations between different groups (tackling prejudice and promoting understanding). Does the service contribute to good relations or to broader community cohesion objectives? How does it achieve this aim?</p> <p>This could include: <i>(The following are examples and so you do not need to answer all the bullet points below.)</i></p> <ul style="list-style-type: none"> • Building services around people and communities and involving them • Considering if there are strong and positive relationships between groups/communities affected by this policy. Does the policy/service bring together groups of people not used to interacting with each other? If so will it raise any issues that need to be addressed? • Tackling myths and misinformation. If the service is seen as unfair by certain groups, how do you tackle the myths and communicate this? 		x	Directly supports the council's commitment to challenging domestic abuse and taking a stand against violence supporting all groups and needs across the community. The policy sets out a partnership approach to supporting survivors of domestic abuse.

D. Which groups have been consulted as part of the creation or review of the policy? Did they identify any barriers?

The policy has been written in line with national legislation which was updated to include financial abuse

Consultation with Tenants' Forum Executive Committee will be undertaken.

There will also be consultation with the community safety partnership (CSP) and Leicestershire County Council who provide services to all residents of Melton Borough.

2. What we already know and where there are gaps?

A. What existing information/data do you have/monitor about different diverse groups in relation to this policy?

This could consist of previous EIA's, reports, consultation, surveys, demographic profiles etc.

The Council acknowledges that it currently has no adopted policy on how domestic abuse is managed and how the council supports partners in tackling domestic abuse across the Borough. The policy sets this out and demonstrates a corporate commitment to challenging such a prevalent issue with a zero tolerance approach. The commitment to capturing data and information in relation to domestic abuse will come from anecdotal information recorded by residents and data captured as part of the community safety partnership.

B. What does this information/data tell you about diverse groups? If you do not hold or have access to any data/information on certain/all diverse groups, what do you need to begin collating/monitoring? (please list)

Anecdotal evidence highlights that certain groups may be disproportionately impacted by domestic violence or certain forms of abuse. The policy has therefore been written to have a positive impact for these groups. This policy promotes the view that domestic violence is unacceptable and will not be tolerated. This policy also provides a mechanism for the provision of support.

3. Do we need to seek the views of others and if so, who?

A. In light of the answers you have given in question 1D & 2 do you need to consult with specific groups? If not please explain why.

Not necessary or required. The policy sets out a framework to not discriminate against any group but to manage and challenge domestic abuse regardless of circumstance. Due regard has been given as per above and as part of the consultation key services that work in the field of domestic abuse.

4. Assessing the impacts

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has an actual or potential positive or negative impact on the groups specified and whether there is evidence of discrimination. Please read the guidance that accompanies this template.

If you have identified actual or potential negative impact or discrimination that is illegal, you are required to take action to remedy this immediately.

If you have identified negative impact or discrimination that is justifiable or legitimate please give your reasons. You will need to consider what can be done to mitigate its effect on those groups of people.

Provide an explanation for your decisions.

Diversity Groups	Positive impacts (Actual or Potential)	Negative impacts (Including any barriers) (Actual or Potential)	Is there evidence of direct/indirect discrimination? (Is it illegal or legitimate/justifiable?)	Mitigation Where there are potential barriers, negative impacts identified and/or the barriers or impacts are unknown, please outline how you propose to minimise or remove all negative impact or discrimination.
Age	The policy will demonstrate the Council's commitment to the elimination of discrimination. There is no evidence to suggest this will impact on any specific person based on their characteristic.			Any support or assistance required due to the policy will be provided to all residents.

Diversity Groups	Positive impacts	Negative impacts	Is there evidence of direct/indirect discrimination?	Mitigation
Disability (physical, visual, hearing, learning disability, mental health)	The policy will demonstrate the Council's commitment to the elimination of discrimination. There is no evidence to suggest this will impact on any specific person based on their characteristic.			
Gender / Sex	The policy will demonstrate the Council's commitment to the elimination of discrimination. There is no evidence to suggest this will impact on any specific person based on their characteristic.			
Religious Belief	The policy will demonstrate the Council's commitment to the elimination of discrimination. There is no evidence to suggest this will impact on any specific person based on their characteristic.			

Diversity Groups	Positive impacts	Negative impacts	Is there evidence of direct/indirect discrimination?	Mitigation
Racial Group	The policy will demonstrate the Council's commitment to the elimination of discrimination. There is no evidence to suggest this will impact on any specific person based on their characteristic.			
Sexual Orientation	The policy will demonstrate the Council's commitment to the elimination of discrimination. There is no evidence to suggest this will impact on any specific person based on their characteristic.			
Gender reassignment/ Transgender	The policy will demonstrate the Council's commitment to the elimination of discrimination. There is no evidence to suggest this will impact on any specific person based on their characteristic.			

Diversity Groups	Positive impacts	Negative impacts	Is there evidence of direct/indirect discrimination?	Mitigation
Other protected groups (pregnancy & maternity, marriage & civil partnership)	There is no evidence to suggest this will impact on any specific person based on this characteristic			
Other socially excluded groups (low literacy, offenders, priority neighbourhoods, ex forces personnel etc)	There is no evidence to suggest this will impact on any specific person based on this characteristic.			

5. Action Plan

Please include any identified concerns/actions/issues in this action plan:

The issues identified should inform your 'One Council Delivery Plan' and, if appropriate, your Consultation Plan.

Action Number	Action	Responsible Officer	Target Date
1	Finalise Domestic Abuse Policy following consultation with tenant representatives (TFEC) community safety partnership and also Leicestershire County Council	AC / JA	Beginning of October
2	Cabinet	AC	

6. Who needs to know about the outcomes of this assessment and how they will they be informed

	Who needs to know? (Please tick)	How they will be informed? (We have a legal duty to publish EIA's)

	Who needs to know? (Please tick)	How they will be informed? (We have a legal duty to publish EIA's)
Internally (employees & Check & Challenge group)	X	Internal processes
Externally (service users, stakeholders, private sector householders, landlords etc)	X	Tenants residents group will be consulted in September 2020. CSP will be consulted at the end of September Draft policy to be shared with Leicestershire County for comments.
Others		
To ensure ease of access, what other communication needs/concerns are there?		

7. Internal Scrutiny

To be completed and signed by a **member of the check and challenge group**.

Please delete as appropriate.

I agree with this assessment/action plan

If disagree, state action/s required

Signed (Check and challenge): Carolyn Appleby

Date: 19.10.20

8. Conclusion

To be completed and signed by the **Head of Service**.

Please delete as appropriate.

I agree with this assessment/action plan

If disagree, state action/s required, reasons and details of who is to carry them out with timescales:

Signed (Head of Service): Aysha Rahman

Date: 19.10.20