

Equality Analysis (EA)

Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose:

(Please note – for the purpose of this doc, ‘proposal’ refers to a policy, function, strategy or project)

Violence Against Women and Girls Plan

Who is expected to benefit from the proposal?

All women and girls who are at risk of or whom are experiencing violence, their families, children and the safety of the wider community. The plan also seeks to support perpetrators of violence by providing services they can access to address their behaviour, towards the victim and their own families.

Service area: Community Safety

Team name: Domestic Violence & Hate Crime Team

Service manager:
Emily Fieran- Reed

Name and role of the officer completing the EA:
Sharmeen Narayan, Domestic Violence and Hate Crime Manager

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

It is estimated that 97% of victims of domestic abuse in Tower Hamlets are female. We have collated this information based on stakeholder data which has been gathered between July 2010 and September 2012.

In addition to this, this data can be verified through the use of DV1 forms within the borough which we as a team monitor and referrals made to the MARAC, Specialist Domestic Violence Court and DV Survivors Group.

We use performance indicators to monitor gender as part of our Equalities consideration.

Section 3 – Assessing the Impacts on the 9 Groups

How will what you're proposal impact upon the nine Protected Characteristics?

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

This proposal seeks to address the inequality of women who experience domestic abuse disproportionately to men. As a team we do provide support to men experiencing domestic abuse and all forms of violence and whilst the VAWG Plan does not make direct reference to male victims, we as a service remain committed to supporting male survivors of violence.

- **What qualitative or quantitative data do we have?**
 - Key stakeholder consultation between July 2010- September 2012
 - Monitoring of MARAC referrals & data
 - Domestic Violence indicators provided by The Metropolitan Police
 - DV1 referrals
 - DV Survivors referrals
 - Referrals to the Sanctuary Scheme
 - Monitoring of victims presenting at the Specialist Domestic Violence Court
 - Monitoring information from the council funded IDVA service

- **Equalities profile of staff**

N/A

- **Barriers**

The main barrier is under-reporting of domestic abuse. We have sought to address this by developing 3 new weekly drop-in services across the borough where victims can report incidents and access appropriate support, advice and safety planning.

There is notable under-reporting of domestic abuse and sexual violence amongst women with disabilities, mental health issues and women involved in sex working.

We have started to address this by jointly working with specialist providers who work in these areas to encourage women to recognise abuse and seek support to address it.

- **Recent consultation exercises carried out?**

Cross borough stakeholders have been consulted for this plan during a 2 year period and we have sought to include service user feedback.

- **Additional factors which may influence disproportionate or adverse impact?**

N/A

- **The Process of Service Delivery?**

We are not providing a new service. We have received 3 year funding for a VAWG strategy manager who will work with organisations to ensure that they fulfil their responsibilities and provide services in line with the VAWG plan.

We are currently developing a VAWG action plan with partner agencies to reflect how we will do this.

- **Reduce inequalities:**
The VAWG plan specifically seeks to address inequalities that contribute to women experiencing domestic abuse and all forms of violence and exploitation.

- Ensure strong community cohesion:

This plan seeks to increase awareness of gender inequality and includes a commitment to working with male perpetrators of violence and increasing awareness of the impact of VAWG issues on individuals, families and the community as a whole.

- Strengthen community leadership:

We work in partnership with third sector agencies and this includes faith, disability, LGBT and community based organisations who are central to raising awareness of VAWG issues.

Target Groups	Impact – Positive or Adverse What impact will the proposal have on specific groups of service users or staff?	Reason(s) <ul style="list-style-type: none"> • Please add a narrative to justify your claims around impacts and, • Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership
Race	Positive	We are committed to supporting women regardless of their ethnicity. We have also given consideration to types of violence which may be considered 'culturally specific' such as Forced marriage, Female Genital Mutilation and 'Honour-based' violence. There are no current statistics on the number of different VAWG practises within the borough and this will be addressed within the action plan.
Disability	Positive	We are aware that women with disabilities may face increased barriers in reporting domestic abuse and we are working with disability advocacy groups to promote the VAWG plan and its implementation. There is no current research on this but we aim to work with disability organisations and carers groups to evidence reporting. We aim to strengthen the support available to women who have disabilities who experience domestic abuse. (The domestic violence team will also be extending this to working with disabled men too)
Gender	Positive	This plan seeks to address the gender inequality of women
Gender Reassignment	Positive	This plan gives consideration to the needs of transgender people, how they choose to define their gender and choose the services that are appropriate to their needs. We are committed to providing specialist training in this area to organisations within the borough. At present, there is minimal information about the current transgender community within Tower Hamlets. As a service, we have commenced working with transgender and 'trans' groups in other boroughs (such as Lambeth) to collate examples of good practice and advocacy in this area.
Sexual Orientation	Positive	This plan gives consideration to lesbian and bi-sexual women and we have developed parts of the action plan with LGBT organisations.
Religion or Belief	Positive	The VAWG plan recognises the key role of faith leaders in challenging attitudes about the prevalence and acceptability of VAWG and sets out how we will work with people from all faith backgrounds to involve them in the development of the communications and awareness raising elements of the Plan.
Age	Positive	The VAWG plan seeks to address inequalities faced by women and girls. We are particularly aware

		<p>that older women (aged 60+) may face increased vulnerability due to their age and we are actively working with the Safeguarding Adults Team to promote increased awareness of VAWG.</p> <p>We are looking to address specific forms of violence against young girls such as sexual exploitation and gang initiation practises and to increase the awareness of domestic abuse within schools and colleges.</p>
Marriage and Civil Partnerships.	Positive	Domestic abuse and sexual violence can occur within all forms of relationships and we are committed to addressing the issues within an anti-oppressive and anti-discriminatory ethos.
Pregnancy and Maternity	Positive	We are aware that the risks of experiencing domestic abuse and violence increase when a woman is pregnant and we have established strong working protocols with health and maternity services to address this.
Other Socio-economic factors	Financial	Women with 'no recourse to public funds' are particularly vulnerable to VAWG because they face homelessness if they leave an abusive partner with whom they co-habit. Changes to the welfare benefit system also have the potential to impact negatively on women with children who are seeking to flee violence and access safe accommodation because they may be subject to a cap on the benefits they receive if they are not in work. We are working closely with women's support organisations to ensure women are not prevented from leaving abusive relationships due to concerns about homelessness or income.

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

NO

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. AN EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

YES

How will the monitoring systems further assess the impact on the equality target groups?

We will be completing quarterly monitoring on the delivery of the VAWG action plan and how it impacts on all the protected characteristics.

Does the policy/function comply with equalities legislation?
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

YES

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?

This will be monitored and evidenced in a quarterly VAWG action plan.

Section 6 - Action Plan

PLEASE SEE THE ATTACHED VAWG ACTION PLAN

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<p>Example</p> <p>1. Better collection of feedback, consultation and data sources</p> <p>2. Non-discriminatory behaviour</p>	<p>1. Create and use feedback forms. Consult other providers and experts</p> <p>2. Regular awareness at staff meetings. Train staff in specialist courses</p>	<p>1. Forms ready for January 2010 Start consultations Jan 2010</p> <p>2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.</p>	<p>1.NR & PB</p> <p>2. NR</p>	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress

Section 7 – Sign Off and Publication

Name: (signed off by)	
Position:	
Date signed off: (approved)	

Section 8 Appendix – FOR OFFICE USE ONLY

This section to be completed by the One Tower Hamlets team

Policy Hyperlink:

Equality Strand	Evidence
Race	
Disability	
Gender	
Gender Reassignment	
Sexual Orientation	
Religion or Belief	
Age	
Marriage and Civil Partnerships.	
Pregnancy and Maternity	
Other Socio-economic Carers	

Link to original EQIA	Link to original EQIA
EQIAID (Team/Service/Year)	