

Equality Impact Assessment
 Corporate Assessment Template

Policy/Strategy/Project/Procedure/Service/Function Title:

Recommissioning Gender Specific Services (including Domestic Abuse)

New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy?

Name: Jane Thomas

Job Title: AD (Housing & Communities)

Service Team: Housing & Communities

Service Area: Communities, Housing and Customer Services

Assessment Date: July 2016

1. What are the objectives of the Policy?

To recommission gender specific support services (including domestic abuse services in line with procurement and legal advice and to secure quality services and best value for clients.

2. Please provide background information on the Policy / Strategy / Project / Procedure / Service / Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]
Gender Specific Services (Including Domestic Abuse)

1. The 'Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015, places significant additional duties on public bodies to 'Ask and Act' in relation to violence against women and there is an expectation that a full range of preventative and support services will be in place to address the identified issues. It is anticipated that this will increase demand on current services.
2. In addition to the requirements under the act there is a need to cater for men who have suffered abuse and to improve the response to perpetrators.
3. There are currently a number of different gender specific and domestic abuse services in Cardiff, including domestic violence refuges, supported accommodation, floating support and advocacy services. These services are funded through a range of sources.
4. There is a need to join up and further develop these services to create straightforward access to a range of provision, to meet the need for preventative services and to provide a clear pathway through support.

Equality Impact Assessment
Corporate Assessment Template

5. It is proposed to commission a comprehensive service under one contract, to include:
- A 'One Stop Shop' :
 - Single 'front door' for all referrals
 - Intake and Assessment
 - advice and signposting
 - sessions from other specialist community support services
 - Larger team of community based support workers, providing support & advocacy and bringing together housing related floating support & the current work of the Independent Domestic Abuse Advocates
 - Refuge provision
 - Supported Housing
 - Self-help programmes
 - Provision of advice and support to assist police call-outs 24/7
6. It is anticipated that the service will provide assistance to those affected by a wide range of violence against women, domestic abuse and sexual violence as defined in the act. The service will also provide assistance to male victims.
7. The contractor will be expected to have expertise in the following areas:
- Domestic Abuse and the wider violence against women and sexual violence issues and in assisting male victims.
 - Mental Health
 - Welfare Benefits (including Appeals)
 - Homeless Prevention and Resettlement

Equality Impact Assessment
Corporate Assessment Template

8. Further work is needed to refine the services to be commissioned and to develop specifications for the different components of the service.

Data Review

Gender		
Male	14	2.23%
Female	615	97.77%
Transgender	0	0.00%
Total	629	100.00%

Age Range		
16-24	203	32.27%
25-54	404	64.23%
55-64	17	2.70%
65+	3	0.48%
Not Known	2	0.32%
Total	629	100.00%

Most clients were female but there were a small number of male service users. The majority of service users were under the age of 55 with a very small percentage of clients aged 65 compared to the population as a whole .

Ethnicity		
White	120	19.08%
Mixed	4	0.64%
Asian	66	10.49%
Black	40	6.36%
Other	16	2.54%
Not Known	383	60.89%
Total	629	100.00%

Disability		
Male	5	0.79%
Female	55	8.74%
Transgender	0	0.00%
Total disabled	60	9.54%
Total	629	100.00%

Data about ethnicity was poorly recorded with nearly 70% not recorded, however from the data available a relatively large number of clients with Asian background compared to the population as a whole. A relatively low number of service users were recorded as disabled when compared to the clients of other types of support.

Sexuality		
Heterosexual	214	34.02%
Gay	2	0.32%
Lesbian	2	0.32%
Bisexual	8	1.27%
Not Known	403	64.07%
Total	629	100.00%

Most services users were recorded as heterosexual with a small number of other sexuality, again recording in this area was not complete.

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**Equality Impact Assessment
Corporate Assessment Template**

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on younger / older people?

	Yes	No	N/A
Up to 18 years	x		
18 - 65 years	x		
Over 65 years		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Clients of this service tend to be under 65 years of age. No negative impacts are anticipated as a result of the change, services should be more joined up and coherent as a result of the recommissioning better serving all clients.

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change.

3.2 Disability

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		x	
Physical Impairment		x	
Visual Impairment		x	
Learning Disability		x	
Long-Standing Illness or Health Condition		x	
Mental Health		x	
Substance Misuse		x	
Other			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

As stated above a relatively small number of clients in this support group are recorded as having a disability. Further details can be obtained from the recorded needs of clients as shown below.

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**Equality Impact Assessment
Corporate Assessment Template**

<p>7.18% Mental Health Issues Physical / Sensory 0.00% disabilities 1.10% Learning Disabilities 3.87% Substance Misuse 0.55% Chronic Illness</p> <p>Mental health issues and substance misuse tend to be the main disabilities recorded.</p> <p>No negative impacts are anticipated.</p>
<p>What action(s) can you take to address the differential impact?</p> <p>None anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported.</p> <p>Providers will be expected to have expertise in mental health issues.</p> <p>Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment.</p>

3.3 Gender Reassignment

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive]** on transgender people?

	Yes	No	N/A
<p>Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)</p>		x	

<p>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</p> <p>No differential impact identified</p>
<p>What action(s) can you take to address the differential impact?</p> <p>Providers will be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment.</p>

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**Equality Impact Assessment
Corporate Assessment Template**

3.4. Marriage and Civil Partnership

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		x	
Civil Partnership		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Many of the clients may be married or in civil partnership, however no negative impact is expected as part of the change.

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment

3.5 Pregnancy and Maternity

Will this Policy /Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		x	
Maternity		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impacts identified

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

3.6 Race

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on the following groups?

	Yes	No	N/A
White		x	
Mixed / Multiple Ethnic Groups		x	
Asian / Asian British		x	
Black / African / Caribbean / Black British		x	
Other Ethnic Groups		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Violence against women can occur in any ethnic group although some issues are more prevalent in some ethnic minority groups. No negative impact identified as joined up service should improve services to all clients .

What action(s) can you take to address the differential impact?

No negative impact anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment

3.7 Religion, Belief or Non-Belief

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		x	
Christian		x	
Hindu		x	
Humanist		x	
Jewish		x	
Muslim		x	
Sikh		x	
Other		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact identified

What action(s) can you take to address the differential impact?

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

None anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment

3.8 Sex

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on men and/or women?

	Yes	No	N/A
Men	x		
Women	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

A high proportion of gender specific clients are female, however this could be partly due to current under provision for male victims. It is not anticipated that there will be any differential impact of the changes for female clients however there could be positive impacts for both male and female clients as a result of the joined up services and clear pathway for both genders.

What action(s) can you take to address the differential impact?

No negative impacts anticipated, however careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported

Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment.

3.9 Sexual Orientation

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive]** on the following groups?

	Yes	No	N/A
Bisexual		x	
Gay Men		x	
Gay Women/Lesbians		x	
Heterosexual/Straight		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**

No impact identified
What action(s) can you take to address the differential impact?
Providers will be expected to mainstream provision for clients with protected characteristics, providing sensitive and appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment.

3.10 Welsh Language

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
All welsh language policies will be followed
What action(s) can you take to address the differential impact?
N/A

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

<p>Consultation has taken place with current providers of services, two workshops have taken place and comments on the changes have been requested, current providers are third sector organisations many of which have direct experience of supporting different protected groups.</p> <p>Consultation has taken place with service users and this is ongoing. This will inform the detail of the services specification.</p>
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5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	<p>The specification of services will require that the provider to have expertise in mental health issues.</p> <p>Careful monitoring and targeting of support will take place to ensure that no groups are unduly impacted by the change and that the most vulnerable are supported</p> <p>Providers will also be expected to mainstream provision for clients with protected characteristics, providing sensitive and</p>
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	

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Equality Impact Assessment Corporate Assessment Template

Welsh Language	appropriate services for all clients. Provision for equality and diversity will be key criteria in the tender assessment.
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Jane Thomas	Date:
Designation: Assistant Director Housing and Communities	
Approved By: Sarah McGill	
Designation: Director of Communities, Housing and Customer Services	
Service Area: Housing & Communities	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk