

Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council's duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

Proposal/Project/Policy Title	Whole System Approach to Perpetrators Innovation Programme	
Service Area	PRMG lead but cross organisation with Transformation, IG, Policy and Participation (DA Commission) all involved in the Innovation Programme	
Officer completing the EIA Screening Tool	Florence Henry, Domestic Abuse Programme Manager	
Head of Service	Name, Job title	
Date	08/06/2020	
Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/decisions sought.	To keep the momentum moving forwards after aspirations to house perpetrators in response to COVID 19, an innovation programme, a working group has formed with the goal of creating a safe and effective piece of work to hold perpetrators to account and offer them support to change their abusive behaviours, whilst keeping survivors and children safe. The programme will provide housing, and a range of wrap around interventions for perpetrators of domestic abuse to disrupt the abuse which is taking place and importantly allowing survivors of domestic abuse to stay in their home. The first stage of the project includes a period for a test and learn pilot, piloting the project on a small scale to learn from how it works operationally and test ideas, before going out to tender.	
Protected characteristic	Impact	Description

Age	Not applicable (N/A)	<p>Domestic Abuse affects all ages. MOPAC data on police-reported victims in Barking and Dagenham shows the following breakdown:</p> <p>4% - Under 18 18% - 18-24 31% - 25 – 34 23% - 35 – 44 14% - 45 – 54 55 – 64 – 6% 65+ - 4%</p> <p>MOPAC reported data on perpetrators highlights :</p> <p>Under 18 – 1% 18 – 24 – 16% 25 – 34 – 36% 35 – 44 – 27% 45 – 54 – 14% 55 – 64 – 4% 65 and over – 1%</p> <p>Therefore, the programme will be open to all ages but we would assume that most victims and perpetrators involved in the programme would be between the ages of 25 – 34.</p>
Disability	Positive impact (L)	<p>Women’s Aid and Crime Survey data highlights that disabled women are twice as likely to experience domestic violence than non-disabled women. If you’re disabled, your abuser can be your carer or personal assistant which adds a further level of complexity to speaking and seeking help about your abuse. We would therefore expect the programme to have a positive impact on disability, assuming that disabled victims are able to report their abuse to the the police and other services.</p>
Gender re-assignment	Don't know (H)	<p>There is limited research on how many trans people experience domestic abuse in the UK, and the best studies have small group samples. However, these figures suggest it is a significant</p>

		issue. A report by the Scottish Transgender Alliance indicates that 80% of trans people had experienced emotional, sexual, or physical abuse from a partner or ex-partner. It's still not clear how many trans people we would expect to come forward into a programme like this.
Marriage and civil partnership	Not applicable (N/A)	The Equality Act states you must not be discriminated against in employment because you are married or in a civil partnership – this would not be relevant to the programme.
Pregnancy and maternity	Positive impact (L)	The risk of domestic abuse increases in pregnancy. 40-60% of women experiencing domestic abuse are abused while pregnant. We would expect this programme to have a positive impact on pregnant women, because it will provide further options for them if they are experiencing domestic abuse and do not want to leave their home during pregnancy.
Race	Positive impact (L)	Domestic Abuse cuts across all races and Barking and Dagenham is a diverse borough. MOPAC data from the Domestic and Sexual Violence Dashboard shows for B&D police reported data that 57% of perpetrators are white, 24% are black, 15% are Asian and 3% are other. Victims are 51% White, 20% Black, 15% Asian, 12% unknown and 3% other. The programme will have a positive impact
Religion	Not applicable (N/A)	Domestic abuse cuts across all religious groups, and the programme would be open to all religious groups. Therefore, it would not have an impact on this project.
Sex	Positive impact (L)	National data shows that one in four women experience domestic abuse or domestic violence at some point in their lives. Barking and Dagenham police reported rates of domestic violence in 2019/20 show that 78% of victims are female, and 22% were male compared to 90% of perpetrators male and 10% of perpetrators female.

		<p>We would therefore expect the programme to have a positive impact on female domestic abuse victims as they are disproportionately affected by domestic abuse, which is backed up by national evidence.</p> <p>The programme would be open to both genders, but we would expect that more male perpetrators than female perpetrators came forward to the programme in line with national data.</p>
Sexual orientation	Positive impact (L)	<p>Evidence shows that domestic abuse is higher in same-sex relationships than the wider population. Stonewall research show that one in four lesbian and bi women have experienced domestic abuse in a relationship. Two thirds say the perpetrator was a woman, and a third a man. Almost half (49%) of all gay and bi men have experienced at least one incident of domestic abuse. The programme would be open to all, and therefore would have benefits to LGBT individuals.</p>
How visible is this service/policy/project/proposal to the general public?		Medium visibility to the general public (M)
What is the potential risk to the Council's reputation? Consider the following impacts – legal, financial, political, media, public perception etc		Low risk to reputation (L)

If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

The impact of this work programme will be on the whole positive and therefore a wider EIA is not required. Nonetheless equalities is a focus of the work at every point and there will be clarity developed into the specification should it be agreed at Cabinet to move into procurement.