

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	Domestic Abuse Victim/ Survivor Support and Advocacy Service	
Service Area	Care and Support Commissioning	
Officer completing the EIA Screening Tool	Amisha Maisuria – Commissioning Manager	
Head of Service	Heather Storey – Head of Commissioning, Children's	
Date	24/11/2023	
Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/ decisions sought.	The aim of the service will be to provide victim/ survivors with support and advocacy services. The service will provide a single point of access, including advocacy, refuge, sanctuary schemes (making the homes safer), Programmes of support for those who need to overcome the abuse, peer mentors, and a champions scheme, in addition to awareness raising for professionals. Working with children who have been impacted by domestic abuse.	
Protected characteristic	Impact	Description
Age	Positive impact (L)	Domestic abuse affects people of all ages, whether this is intimate partner violence, or adult child to adult parent violence. Following on from the Domestic Abuse Act 2021, children are considered as victims of violence in their own right. We will work with the provider to ensure that the service is available to all those who are suffering from domestic abuse, that wish to access. Children will also be supported by the

		service, and the expectation would be they would train staff who are able to support and work with children.
Disability	Positive impact (L)	We acknowledge women with a disability are twice as likely according to the crime survey of England and Wales to be impacted by domestic abuse, we will ensure the tender seeks the providers suitability to work with residents who may have an additional need or disability. We would be asking bidders how they would be able to support those with additional needs and disabilities.
Gender re-assignment	Positive impact (L)	Anyone who is suffering from domestic abuse in the borough will be able to access the service, should they wish to do so. We will also work with the provider to ensure that specialist 'By and For' services can be accessed where residents feel they would be better supported through them.
Marriage and civil partnership	Positive impact (L)	Marriage and Civil partnership status will not have an impact on a residents ability to access the service. We will assess potential providers and their ability to comply with the requirements of the Equality Act 2010.
Pregnancy and maternity	Positive impact (L)	Around 30% of women will experience their first incident of domestic violence during pregnancy according to safelives data. 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. With Independent advocacy options, making the home safe via the sanctuary scheme, in addition, to refuge provision for those who need to flee.
Race	Positive impact (L)	Domestic Abuse cuts across all races and Barking and Dagenham is a diverse borough. The commissioning of a support service will have a positive impact on victim/ survivors of domestic abuse. We will verify the provider will be using translation services, in the event they are liaising with someone who has English as a second language. In addition to employing a diverse workforce. Within the tender process we will be asking the

		provider how they will deliver a service that meets a diverse range of people.
Religion	Positive impact (L)	Domestic abuse and sexual violence affect people from all religions. We will assess the potential providers for their ability to deliver a culturally aware and competent service. Potential providers should be able to demonstrate they can work with people from various faiths, ie providing staff with appropriate training.
Sex	Positive impact (L)	<p>Women are more likely than men to be subject to all forms of domestic abuse and sexual violence, it is a gendered crime, which needs to be acknowledged within service delivery. Data shows 1 in 4 women will experience domestic abuse at some point during their lifetime.</p> <p>Barking and Dagenham police reported rates of domestic violence show that more victims are female, and were compared males. 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 female victim/ survivors to access support through the services.</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> <p>People should be able to access the DA survivor support services regardless of their sexual orientation, we will seek previous experience from the provider of working with people who have a range of protected characteristics and intersectionality. We will request the service provider secures training for all staff members.</p>

Socio-Economic Disadvantage¹	Positive impact (L)	Domestic abuse affects people from all classes and socio-economic backgrounds within society. As a borough we have high levels of domestic abuse rates within the borough and multiple levels of deprivation, this service is vital support for a number of residents.
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		Medium risk to reputation (M)

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.

From the EIA Screening tool, a full EIA does not need to be completed as the provision of this service has positive impacts across all protected characteristics. Through the tender process we will ensure providers can demonstrate their ability to work with those who have protected characteristics under the Equality Act 2010, and their compliance. In addition, to their ability to work with those who have a range of intersectionality's.

Please submit the form to CE-strategy@lbbd.gov.uk and include the above explanation as part of the equalities comments on any subsequent related report.

¹ Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.