**Equality Impact Assessment**

**NLC Interim Impact Assessment form**

**Public Sector Equality Duty and Fairer Scotland Duty**

**Section 1. About the Policy**

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| --- | --- | --- | --- | --- | --- |
| * 1. **Name of the policy / strategy / function / procedure: Review of Commissioned Specialist Domestic Abuse Services** | | | | | |
| Is this a: - | | | | | |
| A new policy /strategy / function / procedure / service | |  |  |  |  |
| Budget saving | |  |  |  |  |
| Review of policy /strategy / function / procedure | | **x** |  |  |  |
| Review of Service | |  |  |  |  |
| Other (please specify)  Is this is a key strategic decision subject to the Fairer Scotland Duty Yes | |  | No |  |  |
| **x** |  |
|  |  |
|  | | | | | |
| **1.2 Person Responsible for the policy etc.** | | | | | |
| **Name:** | **Job Title and Service / Team:** | | | | |
| Fiona Swift | Senior Education and Families Manager (Social Work)  Budget Holder | | | | |

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| **1.3 What is the scope of the assessment?** | **🗸** | **Detail where appropriate** |
| Whole of the organisation |  | All Council Services, CPP’s and External Services |
| Service specific | x | Commissioning of tender for Domestic Abuse Services |
| Discipline specific |  |  |
| Other |  | Wider Partners including Third Sector, Community Groups and residents |

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| **1.4 What is the policy/ strategy/ function/ saving trying to achieve / do?** |
| The review and subsequent tender for specialist domestic abuse services is intended to support the council in its key priorities in particular to improve the health and wellbeing of communities through reducing the prevalence and harm caused by domestic abuse and supporting the recovery of those impacted.  Domestic abuse is a feature of Scottish society which not only affects individuals but also negatively impacts on family units and the wider community. For survivors of domestic abuse, their children and their families, there can be negative impacts on mental and physical health and social and financial circumstances. For children, it is recognised that exposure to domestic violence can have negative effects on behavior, mental health, education and future relationships.  Domestic Abuse is a form of Gender Based Violence which includes coercive control and can happen to anyone regardless of sex, sexual identity, gender, age or race however the key risk factor for experiencing domestic abuse is being female. Four out of five incidents reported to Police Scotland involve a female victim and male perpetrator,  Existing contracts for specialist domestic abuse services end on 31 May 2021.  The review findings alongside the national strategy *Equally Safe* have informed the current tender exercise for specialist Domestic Abuse Service as agreed at committee in May 2020. |
| **1.5 If this is a budget saving, how will the saving be achieved?** |
| **N/A** |

## Section 2. What do I know now?

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| **2.1 Who are the stakeholders and beneficiaries?** | | | | | |
| The beneficiaries are all residents in North Lanarkshire particularly victims of Domestic Abuse including those not currently supported by services. In addition, through direct support to local communities and schools, it is envisaged that it will become less socially acceptable.  The stakeholders are North Lanarkshire Council, Police Scotland, NHS Lanarkshire, Community Planning Partners and local Women’s Aid Organisations.  In order to allow time for the review to be completed and then the tender process to be concluded and in order to maintain a domestic abuse service, arrangements were made to extend the current contracts with existing providers, (Monklands Women’s Aid, North Lanarkshire Women’s Aid and Motherwell and District Women’s Aid) for an additional 12 months through an interim contract. This enabled the existing service to continue, whilst the necessary procurement process for a new service based on the review recommendations, was progressed.  In order to issue the interim contract, a VEAT notice was published and thereafter interim contracts were awarded to 28/02/21 but then again extended to 31st of May 2021. With the view that the new service would commence from 1st of June 2021. | | | | | |
| **2.2 What data, consultation, research and other evidence or information is available relevant to this assessment? (This is a desktop exercise)** | | | | | |
| In 2019, North Lanarkshire Council, sought bids to tender for an independent review of their domestic abuse services and in October 2019 Arrivo Consulting Ltd, with Meg Wright Consultancy were appointed to undertake this work.  The purpose of the review was to explore the current provision of Domestic Abuse services across North Lanarkshire, against current and future needs and national and local policy and priorities and to identify the gaps and how services could be developed to best contribute to the Council’s key objective of reducing the incidence of Domestic Abuse and the harm it causes. Whilst the primary focus of the review was to inform future commissioning of specialist domestic abuse services it was expanded to consider the wider service landscape and the interface between commissioned service and other provision.  The report identified 3 key priorities for action:   * Developing the infrastructure for planning and delivery of services * Building the effectiveness of existing services for victims of DA * Build the capacity for early help and early intervention   Within these priorities there were key steps identified which included:   * Developing shared principles for services by focusing on the implementation of Safe and Together approach and use of DASH RIC as consistent risk assessment tool to respond to the needs of those affected * Building the effectiveness of existing services by clear and consistent pathways in particular for those who are not assessed as high risk, pathways for most effective use of skills and expertise and pathways for victims who are less likely to engage with mainstream services: LGBTQ/BAME/Older people/ Disabled people   To inform the review, Arrivo undertook the following methodology:  **Desk research:**   * to review key policy and strategies which inform the scope and priorities for future services * to explore examples of good practice from other areas * to review data to identify the profile of domestic abuse in North Lanarkshire and data on the current demand for services.   **Mapping of existing domestic abuse services:**   * collection of data from the commissioned services on the scope of services, * one-to-one interviews with commissioned services to explore the issues and challenges and gaps in services., * face to face and telephone interviews with sample of managers and staff in Children and Families locality teams, Adult Services and Community Justice to understand the scope of services, and * face-to face and telephone interviews with other services involved in the provision of services.   **Interviews with strategic stakeholders:**   * interviews with a number of key staff involved in the strategic and operational development of services, and * face to face and telephone interviews with key stakeholders to explore the aspirations for service and the issues and challenges in the local context. | | | | | |
| **2.3 Considering the information in Section 1 and 2.1 and 2.2** | | | | | |
| **2.3.1 If this policy is subject to the FSD what does it suggest about the impact or potential impact on socio-economic disadvantage? (please refer to FSD Interim Guidance)** | | | | | |
| Low income | The Domestic Abuse Service will aim to increase the income of those unemployed and employed residents of North Lanarkshire who are survivors of domestic violence through accessing support from Financial Inclusion as appropriate. | | | | |
| Low wealth | The Domestic Abuse Service will support financial inclusion and improve the confidence and self esteem of survivors of domestic violence to deal with the cost of living and possible change in their circumstances. | | | | |
| Material deprivation | The Domestic Abuse Service will focus on supporting those experiencing material deprivation as a result of being a survivor of domestic violence and possible change in their circumstances. | | | | |
| Area deprivation | The Domestic Abuse Service will provide an inclusive service across North Lanarkshire Council with recognition that in areas of deprivation additional supports may be required as poverty and unemployment can exacerbate the impact of Domestic Abuse. | | | | |
| **2.3.2 Are any of the people communities listed below likely to be more affected by this policy than others?**  **- how different people will experience accessing the services – taylor the service to meet the needs of the individual regardless of age, disability etc** | | | | | |
| People who share one or more of the protected characteristics of the Equality Act 2010 | Yes | Details | No | Details | Don’t Know |
| Age (a particular age or range of ages) | **x** | Domestic violence affects all ages either directly or indirectly. The Service will be expected to accommodate the needs of all age groups regardless of their different experiences, cultures and historical experiences and perceptions. |  |  |  |
| Disabled people and people with long term health conditions | **x** | Domestic violence can directly or indirectly affect disabled people and people with long term health conditions. The Service will be expected to ensure accessibility to the service by disabled people and people with long term health conditions recognizing the difficulties these groups can encounter which may include more severe coercion, control or abuse from carers and lack of easy access to information and services. |  |  |  |
| Women and men, girls and boys | **x** | Domestic abuse can directly or indirectly affect women, men, girls and boys. The service will be expected to understand and adapt to the different needs of those affected by domestic abuse in a gender specific approach whilst recognising that predominately women and girls are much more likely than men and boys to experience domestic violence and the link with longstanding structural gender inequalities within society.  Current commissioned service provision is focussed on support to women and their children. Whilst changes in service specification alongside wider service changes are intended to ensure direct and indirect support can be provided to victims currently underrepresented within services, monitoring will ensure this does not diminish the service to women. |  |  |  |
| People defined by their race, colour and nationality, ethnic or national origins. | **x** | Domestic violence affects all people directly and indirectly regardless of race, colour, ethnic or national origins. The service will be expected to provide culturally sensitive services to ensure accessibility by all people regardless of race, colour, nationality, ethnic or national origins. |  |  |  |
| Married people and civil partners | **x** | Domestic violence affects all people directly and indirectly regardless of whether married or in civil partnerships. The Service will be expected to ensure that married people or those in civil partnership who request a service are provided with advice/guidance and support (or where best to access these) in respect of legal matters, marital homes Act etc. |  |  |  |
| Pregnant women and new mothers | **x** | Domestic violence affects pregnant women and new mothers directly and indirectly and places the unborn baby, or new baby, at particular risk of harm. The Service will be expected to meet the needs of pregnant women and new mothers who request a service and ensure that services provided are set up to support pregnant women and new mothers address their needs and the needs of their babies i.e. breast feeding facilities |  |  |  |
| Lesbian, gay and bisexual people | **x** | Domestic violence can occur no matter the relationship between people including people who are lesbian, gay and bisexual. |  |  |  |
| People transitioning from one gender to another | **x** | Domestic violence can occur no matter the sexual orientation of a person or people transitioning from one gender to another. The service will be expected to ensure people transitioning are supported and provided all services are inclusive and able to meet their individual needs. |  |  |  |
| People of different religions or beliefs or non-beliefs | **x** | Domestic violence can occur no matter the religion, beliefs or non beliefs of a person. The service will be expected to be culturally sensitive and understands the specific needs which can include culture, prayer, dietary requirements and recognition of potential risks around some groups of people seeking a service where outside influences may be seen as taboo. |  |  |  |
| Other groups |  |  |  |  |  |
| Children and families | **x** | For children and young people, exposure to domestic violence has various negative effects on the child’s behavior, mental health, education and future relationships. Domestic violence also negatively impacts directly and indirectly on the wider/extended family |  |  |  |
| Homeless people | **x** | Domestic violence impacts directly or indirectly on individuals who are experiencing homelessness with the risk to homeless people exacerbated due to their social situation and lack of safe accommodation. |  |  |  |
| Looked after and accommodated people | **x** | For looked after and accommodated children and young people, exposure to domestic violence has various negative effects on the child’s behavior, mental health, education and future relationships. |  |  |  |
| Care leavers | **x** | Domestic violence impacts directly or indirectly on individuals who are care leavers with this risk being exacerbated in the situation of vulnerable care leavers especially those at risk of sexual exploitation. |  |  |  |
| Carers – paid / unpaid, family members | **x** | Domestic violence impacts directly or indirectly on individuals who are |  |  |  |
| Asylum seekers | **x** | Domestic violence impacts directly or indirectly on individuals who are asylum seekers. |  |  |  |
| Employees – full and part time. Including SES, MAs etc. | **x** | Domestic violence impacts directly and indirectly on individuals who are employees. |  |  |  |
| Others | **x** | Domestic violence impacts directly or indirectly on individuals, communities and wider society |  |  |  |

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| **2.4 Do you have evidence or reason to believe that this policy / strategy / function / procedure will, or may potentially affect the Council’s duty to: (Please tick all that apply).** | | | |
|  | Yes | No | Don’t Know |
| 1. Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010? | **x** |  |  |
| 2.Advance equality of opportunity between people who share a relevant protected characteristic and those who do not | **x** |  |  |
| 3. Foster good relations between people who share a protected characteristic and those who do not? | **x** |  |  |
| 4. Protect and promote human rights? | **x** |  |  |
| 5. Reduce socio-economic disadvantage | **x** |  |  |
| Please provide details.  The purpose of a single Domestic Abuse service is to ensure that across North Lanarkshire there is an inclusive and consistent approach to service delivery which, regardless of a person’s geographical constraints, age, gender, sexual orientation, race or culture, people who require support, are able to access the same type and level of supports as required to meet their assessed need.  Whilst the focus on access remains aimed at women a single Domestic Abuse Service will promote a gender informed approach for women, men, LGBT and BAME whilst recognising the specific needs of different groups of people. Understanding the intersectionality of domestic abuse and other abuses and discrimination impacting on these groups and the range of vulnerabilities and multiple difficulties they can experience.  The service will also assist to help those affected by domestic abuse, where required, obtain settled housing, financial independence, employment and further education and development and counselling where necessary thereby supporting North Lanarkshire’s Tackling Poverty Initiative.  The Domestic Abuse service will have a focus on ensuring that the welfare and rights of unborn children, children and young people remains paramount and that all children and young people are effectively safeguarded with due consideration but not exclusivity to:   * Children (Scotland) Act 1995 * Children’s Hearing (Scotland) Act 2011 * Children and Young People (Scotland) Act 2014 * Getting It Right for Every Child (Scottish Government) * National Multi Agency Child Protection Procedures   The Domestic Abuse Service will also demonstrate compliance with, but not exhaustive to:  **National Drivers**:   * Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls (Scottish Government, April 2018) * The Equality Act 2010 * The Council of Europe Convention on preventing and combating violence against women and domestic violence * Preventing and Combating Violence Against Women and Domestic Violence (Ratification of Convention) Act 2017 * Keeping in step with new legislative and policies as they are implemented * The Domestic Abuse Service will take account of North Lanarkshire’s One Plan, local Housing Strategy (Rapid Rehousing) and Equality Strategy. | | | |

### Section 3. What else do I need to know /find out?

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| **3.1 Further consultation – Please use the table directly below to say who you will consult with (tick Yes or No). Consider those groups from section 2.3 where you ticked yes or don’t know. Once consultation has taken place provide the details below.** | | | |
| *People and communities* | Yes | No | Describe what you did, with whom and when. Please provide a brief summary of the responses gained and links to relevant documents, as well as any actions |
| Age (a particular age or range of ages) |  |  | Consultation on needs/women’s experience of current support and services was undertaken as part of the commissioned Report by Arrivo following which it was then approved at committee on 19th of May 2020 to go to tender. As part of the procurement of a new service, it will be incumbent as part of the contract that the new service will engage effectively with people with different protective characteristics to engage their views and ensure the service is inclusive and recognises their different specific needs taking into account age, gender, sexuality, disability, race, religion and ethnicity. |
| Disabled people and people with long term health conditions |  |  | As above |
| Women and men, girls and boys |  |  | As above |
| People defined by their race, colour and nationality, ethnic or national origins. |  |  | As above |
| Married people and civil partners |  |  | As above |
| Pregnant women and new mothers |  |  | As above |
| Lesbian, gay and bisexual people |  |  | As above |
| People transitioning from one gender to another |  |  | As above |
| People of different religions or beliefs or non-beliefs |  |  | As above |
| Other groups |  |  |  |
| Children and families |  |  | As above |
| Homeless people |  |  | As above |
| Looked after and accommodated people |  |  | As above |
| Care leavers |  |  | As above |
| Carers – paid / unpaid, family members |  |  | As above |
| Trade Unions |  |  |  |
| Employee Equality Forum |  |  |  |
| Others |  |  | As above |

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| **3.2 What additional research or data is required?** |
| Not Applicable |
| **3.3 What does the additional research and data tell you about potential or known effects?** |
| Not Applicable |

## Section 4. Assessing the impact and strengthening the policy

Considering all the evidence you now have from section 1-3, how will the policy affect different people and communities in relation to equality, socio-economic disadvantage and human rights?

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| **4.1 How does/will the policy and resulting activity affect those with the characteristics listed below (**including employees)? **Please use the table below to provide details.** | | | |
|  | Detail any Positive impact | Detail any adverse impact | If adverse how can we mitigate this? Where no mitigating action is planned please say why not |
| Age (a particular age or range of ages) | The Domestic Abuse Service will be expected to reach out to women of all ages particularly BAME women. |  |  |
| Disabled people and people with long term health conditions | The DA service will be expected to support women with complex needs and provide inclusive services within the context of Equally Safe. |  |  |
| Women and men, girls and boys | The DA service will be expected to provide a holistic service to the family unit and to carry out outreach work within the local communities and the schools. |  |  |
| People defined by their race, colour and nationality, ethnic or national origins. | The DA service is expected to increase accessibility to women with protected characteristics. |  |  |
| Married people and civil partners | The DA service is expected to be inclusive regardless of whether a person is married or in a civil partnership, and to recognise that Domestic Violence can occur in all relationships. |  |  |
| Pregnant women and new mothers | The DA service is expected to have robust links with midwifery in recognition that pregnancy can be an additional risk factor. |  |  |
| Lesbian, gay and bisexual people | The DA service is expected to recognise the needs of LGBTQI as protected characteristics. |  |  |
| People transitioning from one gender to another | As above |  |  |
| People of different religions or beliefs or non-beliefs | The DA service is expected to provide services which are culturally sensitive. |  |  |
| Other groups | Full access to inclusive services |  |  |
| Children and families | The DA service is expected to safeguard the children within the family and provide safety planning support to women. |  |  |
| Homeless people | Full access to inclusive services |  |  |
| Looked after and accommodated people | Full access to inclusive services within the context corporate parenting responsibilities in line with “The Promise” |  |  |
| Care leavers | Full access to inclusive services within the context corporate parenting responsibilities in line with “The Promise” |  |  |
| Carers – paid / unpaid, family members | Full access to inclusive services taking account of specific needs and roles of carers. |  |  |
| Employees – full and part time. Including SES, MAs etc. | As an Equally Safe Accredited employer, it is expected that employees of NLC will have access to the DA service. The current providers employ primarily women, however TUPE will apply in respect of the new service. |  |  |
| Others | Full access to inclusive services |  |  |

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| **4.2 What measures could be taken to strengthen the policy / strategy to help advance equality of opportunity, foster good relations, promote human rights and reduce socio-economic disadvantage.** | | | |
| As part of the development of the Service, there will be ongoing expectations to advance equality of opportunity, foster good relations, promote human rights and reduce socio-economic disadvantage towards achieving the aims of Equally Safe strategy.  The service will be expected to assertively engage with women with different protected characteristics and provide a holistic service by taking into account age, gender, sexuality, disability, race, religion and ethnicity. Adherence to this will form part of the ongoing monitoring of the service through both qualitative and quantitative data. | | | |
| **4.3 Considering questions 4.1 and 4.2 what actions / measures will be put in place before introducing this policy please provide details.** | | | |
| Action | Timescales | Responsible Officer | Review details (include timescales) |
| Tender | 2nd Nov 2020 to 28th of Feb 2021 | **Maria Williamson** | **Not Applicable** |
| Award of Contract | Feb 2021 | **North Lanarkshire Council Committee Process** |  |

## Section 5. Monitoring, evaluating and reviewing

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| **5.1. How will you monitor the impact and effectiveness of the new policy?** |
| |  |  |  | | --- | --- | --- | | **HQ – Care Group Responsibilities** | **Quality Assurance Section Responsibilities** | **Provider Responsibilities** | | Manage the operational links between the Service and social work service.  Analysing performance returns and dissemination of same  Monitoring ongoing consultation and participation of those accessing the Service and those with lived experience of Domestic Abuse  Over viewing all matters pertaining to budget, funding, Service delivery and Service development.  Sharing of information about the Service with other relevant staff  Assessment and approval of invoices and ensuring adherence with budget | Implement service improvement processes with Provider  Analysis of monitoring information and other relevant information to ensure compliance with contract(s)  Maintaining service and organisational records and contractual positions including:   * Linking with Provider for contractual issues * Sampling and surveying users of the Service views as appropriate | Complying with the conditions of the contract  Preparing information/reports for monitoring meetings and other relevant events  Attending and contributing to 1/4ly monitoring meetings  Immediately notifying relevant social work officer of any serious incidents that involve or impact on those affected by Domestic Abuse | |

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## Section 6. Making a decision and sign-off

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| **Recommendation** | **Tick** | **Comment (where applicable, please give more information e.g. where to pilot, what modifications, etc.)** | **Timescales** |
| Introduce the policy |  |  |  |
| Adjust the policy then introduce |  |  |  |
| Introduce the policy with justification regarding potential adverse impact |  | Contract agreed and implementation strategy developed with provider and relevant stakeholders | By May 2021 |
| Stop and withdraw the policy |  |  |  |

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| **Name of Policy** |  | | | |
| **Head of Service /Senior Manager sign-off:** | | | | |
| **Name** | | **Job title and division/ team** | **Date** | **Signature** |
| Alison Gordon | | Head of Service Children, Families and Justice/Chief Social Work Officer |  |  |

# For further information please contact:

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| --- | --- |
| Name: | Maria Williamson |
| **Job title:** | Manager Quality Assurance |
| Service: | Health and Social Care |
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