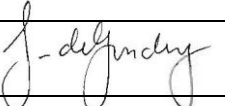




Haringey Council

Equality Impact Assessment

Name of Project	Violence Against Women and Girls Strategy	Cabinet meeting date <i>If applicable</i>	
Service area responsible	Public Health		
Name of completing officer	Fiona Dwyer	Date EqIA created	15.07.16
Approved by Director / Assistant Director	Jeanelle de Gruchy 	Date of approval	25.10.16

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a 'Specific Duty' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers **MUST** include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead - Fiona Dwyer	5.
2. Equalities / HR – Kathryn Booth	6.
3. Legal Advisor (where necessary)	7.
4. Trade union	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

The Proposal

This EQIA explores the protected characteristics and related equalities impact due to the 10 year violence against women and girls strategy which sets out our 10 year ambitions (2016-2026) for addressing and preventing violence against women and girls in Haringey.

Our strategy covers 4 key priorities:

1. Developing a Coordinated Community Response
2. Prevention
3. Support for victim/survivors¹
4. Holding perpetrators accountable

The Strategy will enable:

- All partners to be clear about our agreed priorities for the next 10 years and embed these within their own organisations and strategic plans, including joint plans
- All residents to understand and feel able to contribute towards making Haringey a safer and healthier place for all
- Victim/survivors to feel supported to seek help and empowered to lead safe lives, free from abuse
- Perpetrators to know that their behaviour will not be tolerated and where they can seek support for abusive behaviour.

This strategy has been developed in partnership with a wide range of statutory, voluntary and community organisations from across Haringey. We have utilised existing evidence around ‘what works’ in addressing and preventing violence against women and girls and will ensure that all of our outcomes are developed with the evidence in mind. We will also ensure that we work as a real, meaningful partnership over the 10 year period through engaging in co-production with communities and survivors of all of our action plans and approaches.

Relevance to the general equality duties:

Violence against women and girls is a form of gender inequality. Women and girls are disproportionately impacted by violence against women and girls and are solely affected by some of the forms of violence against women and girls (i.e. Female Genital Mutilation). Between April 2015 and March 2016, 95.3% of cases referred to the multi-agency risk assessment conference for high risk cases were women. Of the 325 cases discussed, 65% were from a BME background; 1.8% were LGBT and almost 10% had a disability. Adult men are overwhelmingly the perpetrators of domestic abuse – 87% of all perpetrators. Perpetrators are also young in Haringey – 35% are aged between 25-34.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment
This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?
MOPAC VAWG dashboard - (https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-research/crime%20domestic-and-sexual)	Sex of domestic abuse victims and sex of sexual violence victims
MARAC Data	Ethnicity, Sexuality, Disability, Sex and Age but the data is not linked – i.e. cannot say how many victim/survivors and perpetrators are LGBT with a disability.
Violence Against Women and Girls Strategy Consultation	Ethnicity, sexuality, disability, age

Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:

Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex	Positive		Although the strategy is predominantly aimed at supporting women and girls who have been affected by abuse, we recognise that men and boys also need support and we provide services to ensure that all victims are supported. Young men are included within all training and awareness-raising in schools and we work to ensure a rights based approach to supporting all victims affected.	
Gender Reassignment	Positive		The VAWG Strategy 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. We are currently aware that there may, as with other areas of VAWG, be an	

			underreporting from the transgender community	
Age	Positive		<p>The VAWG strategy seeks to address inequalities faced by women and girls of all ages. We are particularly aware that older women (aged 60+) may face increased vulnerability due to their age and we actively work with the Safeguarding Adults Team to promote increased awareness of VAWG as well as providing training delivered by specialist services working with older victims of VAWG.</p> <p>Each year up to 750,000 children in the UK experience domestic violence. Most children who live in families where there is abuse are aware of the abuse that has been taking place and a meta-analysis of research studies estimated that in 30 -60 percent of domestic violence cases, the abusive partner was also abusing</p>	

			<p>children in the family meaning that it is the most serious safeguarding issue for children. Children's social care estimates that around 70-80% of all contacts to the Single Point of Access (SPA)/Multi-agency Safeguarding Hub (MASH) Team involve domestic abuse (using the wider definition). In 2014/2015 there were 246 children involved in the cases referred to MARAC.</p> <p>The majority of forms of VAWG adversely impact on young people up to the age of 24, including forced marriage and other forms of harmful practices. The VAWG Strategy explicitly recognises the impact that the high youth population in the borough has on our response to VAWG and we work closely with CYPS to address specific areas that affect young people including child sexual exploitation and sexual</p>	
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			violence within a gang or group situation.	
Disability	Positive		Research has consistently found that disabled women are twice as likely to experience domestic violence as non-disabled women are. The same research has shown that disabled men are also more at risk, although at a rate of about 1.5 times non-disabled men.	
Race & Ethnicity	Positive		We are committed to supporting all victims of VAWG, regardless of their ethnic background. We know from our MARAC data that 65% of referrals are for people from BME backgrounds. We know that the ethnic profile of the borough suggests that 'culturally' specific forms of violence such as forced marriage, 'honour' based violence and female genital mutilation are key issues for the borough, although these forms of violence, despite a vast increase in reporting through our coordinated approach, are	

			not always well reported to local agencies.	
Sexual Orientation	Positive		The Strategy gives consideration to sexual orientation and we support all survivors of abuse regardless of sexual orientation. Research suggests that there are similar levels of VAWG in LGBT relationships as in heterosexual relationships: here it is clear both men and women can be victims and perpetrators. We know that our LGBT figures are low for MARAC so the work of the strategy will be to increase reporting across this group.	
Religion or Belief (or No Belief)	Positive		The VAWG strategy 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 strategy with a focus on prevention and early intervention.	

Pregnancy & Maternity	Positive		The risks of experiencing violence increase during pregnancy and we work closely with maternity services to establish clear working protocols and actions to address this. We are working with midwifery and the health visiting service to ensure a uniform approach to supporting women affected by violence and abuse	
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))	Positive		The VAWG strategy aims to support all residents regardless of their marriage status.	

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex				
Gender Reassignment				
Age				
Disability				
Race & Ethnicity				
Sexual Orientation				
Religion or Belief (or No Belief)				
Pregnancy & Maternity				
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>The violence against women and girls strategy should have a positive impact across all groups. We are conscious that the term ‘violence against women and girls’ may be seen as excluding men and boys from support but we have ensured that our services that have been commissioned support proportionately.</p>	<p>We have tasked one of our high-risk Independent Domestic Violence Advocates/Advisers (IDVAs) to support male victims and those experiencing wider abuse from family members. We have also developed closer links with the pan-London IDVA service run by GALOP for LGBT male victims (our IDVA service supports lesbian, bisexual women and transgender people who identify as female already) to ensure that any gaps are filled.</p>

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
<p>We held a 10 week consultation from August 2016 – October 2016 to ensure that we reached as many different groups as possible. A full report is available on request.</p>	<p>The data collected in the online questionnaire included: sex, sexuality, disability, faith and age.</p>

Stage 8 - Final impact analysis
<p>The Violence Against Women and Girls strategy will have a positive impact on all protected characteristics and sets out Haringey’s vision for a safer place for all women and girls to live and work. We have explored potential gaps around male victims and are satisfied that we are providing appropriate, specialist support across male and female victims of violence against women and girls. Although we do not have a complete data picture for all forms of VAWG in Haringey, we have developed a reporting tool for services to use to accurately capture the full equalities data for their services and should improve services for all victim/survivors in Haringey.</p>

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director	<input type="text"/>	Date of review	<input type="text"/>
Review approved by Director / Assistant Director	<input type="text"/>	Date of review	<input type="text"/>

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council’s policy.