

**City of York Council**  
**Equalities Impact Assessment**

**Who is submitting the proposal?**

<b>Directorate:</b>	Public Health		
<b>Service Area:</b>	Public Health		
<b>Name of the proposal :</b>	Re-commissioning of Domestic Abuse Services		
<b>Lead officer:</b>	Anita Dobson		
<b>Date assessment completed:</b>	21/12/22.		
<b>Names of those who contributed to the assessment :</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Matt Orme	Public Health Specialist	City of York Council	Public Health

## Step 1 – Aims and intended outcomes

<b>1.1</b>	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	The purpose is to re-commission domestic abuse services in York. Domestic abuse services are jointly commissioned with the North Yorkshire Police, Fire and Crime Commissioner (PFCC) and North Yorkshire County Council (NYCC). The provision of domestic abuse services includes community-based support, refuge and accommodation services and perpetrator behaviour change interventions.
<b>1.2</b>	<b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)
	Local authorities have a statutory responsibility regarding the provision and ongoing assessment of available safe accommodation for victims of domestic abuse and their children. Services that are mandatory and the commissioning responsibility that sits with Local Authorities is set out in the <a href="#">Domestic Abuse Act (2021)</a> .
<b>1.3</b>	<b>Who are the stakeholders and what are their interests?</b>
	Although domestic abuse specialist support is provided by a commissioned service, addressing domestic abuse requires a system wide approach. The York Domestic Abuse Local Partnership Board was established following the publication of the Domestic Abuse Act (2021) and brings together health, housing, children’s and adult’s social care, North Yorkshire Police and probation services to have a strategic approach to reducing domestic abuse. The <a href="#">Domestic Abuse Commissioners report</a> outlines the differences in available provision nationally for individuals with disabilities, from ethnic minority backgrounds and LGBT+ victims, therefore we will ensure consultation on future provision and the need for “by and for” services as recommended within the report. Existing “by and for” services are provided alongside the current commissioned service.

<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	The services provided will ensure that the provision of safe accommodation will be available for victims of domestic abuse and their children. The joint NYCC and CYC Domestic Abuse Safe Accommodation strategy outlines the mechanisms for ensuring an authentic voice of victims/survivors and their children to inform our partnership approaches, effective and efficient pathways are in place for service users and that the necessary supplementary support is provided alongside accommodation. This links to the core outcomes within the Council Plan 2019-2023 regarding creating safe communities and culture for all and ensuring a better start for children and young people. The supplementary support alongside safe accommodation, in the form of community-based victim support services, will ensure that victims of domestic abuse receive the ongoing support that they require, which will positively impact on both their physical and mental health, contributing towards another outcome within the council plan relating to ensuring good health and wellbeing of residents.

## Step 2 – Gathering the information and feedback

<b>2.1</b>	<b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	<b>Source of data/supporting evidence</b>	<b>Reason for using</b>
	<b>Domestic Abuse Safe Accommodation Needs Assessment</b>	This commissioned piece of work being completed by national domestic abuse charity SafeLives assesses the current and emerging need for domestic abuse provision across York, comparing the needs and demands of local residents with the currently available provision of safe accommodation, in the forms of both refuge accommodation and

	dispersed accommodation. This report will be used to inform the service specification for the future commissioning of the safe accommodation provision across York.
<b>Domestic Abuse Wider System Review Service User Survey</b>	Alongside the Domestic Abuse Safe Accommodation Needs Assessment SafeLives have been commissioned to undertake a wider system review, adopting a public health approach. This will consist of 5 surveys, which includes professional, general public, victims/survivors, those who harm and children and young people. These surveys will then be supplemented with interviews from the same cohorts of people. In addition to which SafeLives will observe a number of multi-agency meetings and will again be used to inform our future commissioning of these services.
<b>Potential Providers – Request for Information</b>	Domestic Abuse services are jointly commissioned across North Yorkshire and York by the North Yorkshire Police Fire and Crime Commissioner (PFCC) North Yorkshire County Council (NYCC) and City of York Council (CYC). In January 2023, the PFCC, as lead commissioner, will be publishing a request for information as part of a market engagement event to potential providers. This will be used to determine assess ways in which domestic abuse services may be commissioned across North Yorkshire and York for the forthcoming contract, assessing if there are new innovate ways to deliver services which may be more effective for victims of domestic abuse. The findings from this market engagement will be used to develop the service specification which will be used as part of the procurement process for the domestic abuse services commissioned in the future.
<b>Development of the Service Specification</b>	Following the completion of the engagement phase of this process a service specification will be developed and consulted on. Again, key stakeholders and service users will be able to comment on this via the York Domestic Abuse Local Partnership Board. This will further inform this EIA.

### Step 3 – Gaps in data and knowledge

3.1	<b>What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.</b>		
<b>Gaps in data or knowledge</b>		<b>Action to deal with this</b>	
What domestic abuse services can be commissioned within a financially restricted environment.		As part of the stakeholder and potential provider engagement, questions have been asked about gaps in the current provision. Information regarding what potential providers see as the cost pressures and the impact of these on delivering the service, and any other challenges that we as commissioners may not be aware of will be captured via the request for information process in January 2023.	

### Step 4 – Analysing the impacts or effects.

4.1	<b>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments?</b> Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
<b>Equality Groups and Human Rights.</b>	<b>Key Findings/Impacts</b>	<b>Positive (+) Negative (-) Neutral (0)</b>	<b>High (H) Medium (M) Low (L)</b>

<b>Age</b>	Existing service provision is available to all ages, providing support to both adults and children who may be victims of domestic abuse.	0	L
<b>Disability</b>	The <a href="#">Domestic Abuse Commissioners report</a> outlines the differences in available provision nationally for individuals with disabilities, from ethnic minority backgrounds and LGBT+ victims, therefore we will ensure consultation on future provision and the need for “by and for” services as recommended within the report. Existing “by and for” services are provided alongside the current commissioned service. Current commissioned services also ensure the provision of accessible safe accommodation	+	M
<b>Gender</b>	The <a href="#">Domestic Abuse Commissioners report</a> outlines that nationally 31% of services described themselves as “women-only”. Domestic abuse is a crime that disproportionately effects women and access into existing services is pre-dominantly women, although services are accessible to men. As part of the future commissioning and provider engagement we will ensure that services are accessible for individuals regardless of gender and are services whereby individuals feel able to access the necessary support.	+	M
<b>Gender Reassignment</b>	As per above, although services are accessible regardless of gender as part of the future commissioning and provider engagement we will ensure that services are accessible for individuals regardless of gender and are services whereby individuals feel able to access the necessary support.	+	M
<b>Marriage and civil partnership</b>	No available evidence.		
<b>Pregnancy and maternity</b>	Evidence suggests that pregnant women experiencing domestic abuse are more likely to disclose instances of abuse to protect their unborn/new-born child. Midwifery and health colleagues are engaged within the	-	M

	Domestic Abuse Local Partnership Board and will be consulted on as part of the commissioning of future service provision.		
<b>Race</b>	The <a href="#">Domestic Abuse Commissioners report</a> outlines the differences in available provision nationally for individuals with disabilities, from ethnic minority backgrounds and LGBT+ victims, therefore we will ensure consultation on future provision and the need for “by and for” services as recommended within the report. Existing “by and for” services are provided alongside the current commissioned service.	+	M
<b>Religion and belief</b>	The Domestic Abuse Commissioners report outlines the differences in available provision nationally for individuals with disabilities, from ethnic minority backgrounds and LGBT+ victims, therefore we will ensure consultation on future provision and the need for “by and for” services as recommended within the report. Existing “by and for” services are provided alongside the current commissioned service.	+	M
<b>Sexual orientation</b>	The <a href="#">Domestic Abuse Commissioners report</a> outlines the differences in available provision nationally for individuals with disabilities, from ethnic minority backgrounds and LGBT+ victims, therefore we will ensure consultation on future provision and the need for “by and for” services as recommended within the report. Existing “by and for” services are provided alongside the current commissioned service.	+	M
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>			
<b>Low income groups</b>			

<b>Veterans, Armed Forces Community</b>			
<b>Other</b>			
<b>Impact on human rights:</b>			
List any human rights impacted.			

**Use the following guidance to inform your responses:**

Indicate:

- Where you think that the proposal could have a **POSITIVE** impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a **NEGATIVE** impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a **NEUTRAL** effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.



<p><b>High impact</b> (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p><b>Medium impact</b> (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p><b>Low impact</b> (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

## Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	<b>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</b>
<p>The above findings have identified ways to positively foster good relationships with local organisations representing LGBT+ individuals, disabled individuals, and individuals from ethnic minority groups, to ensure services are accessible. Although current services are available to all of these groups, working with such organisations as part of the consultation process will improve partnership working between organisations and may encourage individuals experiencing domestic abuse to access the necessary support.</p>	

## Step 6 – Recommendations and conclusions of the assessment

6.1	<b>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</b>
<p>- <b>No major change to the proposal</b> – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</p>	

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance equality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

**Important:** If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

<b>Option selected</b>	<b>Conclusions/justification</b>
<b>No major change to the proposal</b>	<p>The EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</p> <p>The re-commissioning of domestic abuse services will ensure consultation with local stakeholders and victims/survivors of domestic abuse via the York Domestic Abuse Local Partnership Board. Through the consultation process local organisations representing individuals with protected characteristics will be consulted to ensure that services are accessible. Where required and feasible specialist “by and for” services will be utilised for service provision as per recommendations from the Domestic Abuse Commissioner report. The market engagement undertaken in January 2023 will assess the number of</p>

	local providers of such services ahead of the recommissioning and procurement process.
--	--

### Step 7 – Summary of agreed actions resulting from the assessment

<b>7.1 What action, by whom, will be undertaken as a result of the impact assessment.</b>			
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b>	<b>Timescale</b>
None	Ensure ongoing monitoring	Matt Orme	During re-commissioning of services – New contract starts April 2024.

## Step 8 - Monitor, review and improve

<b>8. 1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b> Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	Ensure that the local organisations representing individuals from these groups are involved within the consultation process and development of future service provision.