

## Equality Impact Assessment Initial Screening – Relevance to Equality Duties

The EIA should be used to identify likely impacts on:

- Disability
- Gender (including gender identity)
- Race
- Age
- Caring responsibilities (usually only for HR policies and change management processes such as back offices)
- Religion and belief
- Sexual orientation

1. Name of the proposed new or changed legislation, policy, strategy, project or service being assessed

**The SETDAB Domestic Abuse Strategy has been updated.** Following on from our 2015-20 Strategy, we are consulting with our partners on the contents of our refreshed strategy for 2020-25.

2. Individual officer(s) & Unit responsible for completing the Equality Impact Assessment:

Alison Gilmour, Head of Domestic Abuse Partnership, SETDAB

3. What is the main aim or purpose of the proposed new or changed legislation, policy, strategy, project or service and what are the intended outcomes?

Aims/objectives	Outcomes
<p>SETDAB aims to provide strategic leadership to address domestic abuse by providing a multi-agency framework, common ethos and co-ordinated approach to innovate, drive change and address domestic abuse across Essex, Southend and Thurrock.</p> <p>Our vision for the 2020-25 Strategy is:</p> <p><b><i>“Working together to enable everyone to live a life free from all forms of domestic abuse.”</i></b></p>	<p>Five outcomes have been identified in the Strategy:</p> <p>Outcome 1: Children and young people can recognise and form healthy relationships.</p> <p>Outcome 2: People experiencing and at risk of experiencing domestic abuse are supported to be and feel safe.</p> <p>Outcome 3: Everyone can rebuild their lives and live free from domestic abuse.</p> <p>Outcome 4: Supporting and disrupting perpetrators to change their behaviour and break the cycle of domestic abuse.</p> <p>Outcome 5: Communities, professionals and employers are able to recognise domestic abuse at the earliest opportunity and have the confidence to take action.</p>

4. What existing sources of information will you use to help you identify the likely equality impact on different groups of people? *(For example statistics, survey results, complaints analysis, consultation documents, customer feedback, existing briefings submissions or business reports, comparative policies from external sources and other Government Departments)*

We were able to use evidence from a Joint Strategic Needs Assessment Report on Domestic Abuse provided by Essex County Council’s Public Health Team in December 2019 and a Police Profile of Domestic Abuse provided by Essex Police in November 2019 to inform the development of the Strategy. To design the new domestic abuse strategy we have reflect on SETDAB’s previous priorities, reviewed our performance framework, to focus our collective efforts of delivering on what really matters to people and partners. We want to support people affected by domestic abuse to feel safe, cope and recover through targeted help and jointly commissioned support services and their voices have been captured to inform the development of this Strategy. Our consultation work with service users and the public has been captured within the Strategy and was led by the Inclusions Team at Essex County Council on behalf of SETDAB.

5. Are there gaps in information that make it difficult or impossible to form an opinion on how your proposals might affect different groups of people? If so what are the gaps in the information and how and when do you plan to collect additional information?

*Note this information will help you to identify potential equality stakeholders and specific issues that affect them - essential information if you are planning to consult as you can raise specific issues with particular groups as part of the consultation process. EIAs often pause at this stage while additional information is obtained.*

No. The Strategy aims to be inclusive of all groups and explicitly states the need to ensure we help to support/develop community networks and tailor services to meet local needs and cultural diversity, ensuring all agencies work with domestic abuse support services to increase the safety and well-being of families affected by domestic abuse, empowering people to make decisions regarding their own safety, ensure victims' voices are heard and used to inform our service development.

6. Having analysed the initial and additional sources of information including feedback from consultation, is there any evidence that the proposed changes will have a **positive impact** on any of these different groups of people and/or promote equality of opportunity?

Please provide details of which benefits from the positive impacts and the evidence and analysis used to identify them.

This would need to be considered after the wider consultation with our Stakeholder has taken place in the early part of 2020.

7. Is there any feedback or evidence that additional work could be done to promote equality of opportunity?

If the answer is yes, please provide details of whether or not you plan to undertake this work. If not, please say why.

It has been noted in the evidence so far that LGBTQ+ groups have particularly low representation within commissioned domestic abuse services and multi agency risk assessment processes – this will be an initial focus area for improvement by SETDAB.

8. Is there any evidence that proposed changes will have **an adverse equality impact** on any of these different groups of people?

Please provide details of who the proposals affect, the adverse impacts and evidence and analysis used to identify them.

None that we are aware of.

9. Is there any evidence that the proposed changes have **no equality impacts**?

Please provide details of the evidence and analysis used to reach the conclusion that the proposed changes have no impact on any of these different groups of people.

By building on the previous Strategy this Strategy aims to continue to promote inclusion in terms of awareness of domestic abuse and access to information, advice and support for all people seeking it and the time they need it.

10. Is a full Equality Impact Assessment Required?  
(If no, please explain why not)

NOTE - You will need to complete a full EIA if:

- the proposals are likely to have equality impacts and you will need to provide details about how the impacts will be mitigated or justified
- there are likely to be equality impacts plus negative public opinion or media coverage about the proposed changes
- you have missed an opportunity to promote equality of opportunity and need to provide further details of action that can be taken to remedy this

No. There no evidence at present to suggest that the proposals and options detailed within the Strategy will have a different impact on equality to the current Strategy. Further consideration can be given to this matter after the wider consultation exercise has taken place in 2020.

11. If a full EIA is not required, you are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts. Please provide details of how you will monitor evaluate or review your proposals and when the review will take place.

A further review will take place after the consultation period has ended and the consultation responses have been considered.

Completion Date: 16/12/2019