What is an Equality Analysis (EA) for?

The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the case, then you should undertake the EA screening process first to determine if you need to complete this full EA and have a rational basis for this conclusion.

What is the Public Sector Equality Duty (PSED)?

The public sector equality duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act,
2. advance equality of opportunity between those who share a “protected characteristic” and those who do not share that protected characteristic and
3. foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

These are collectively referred to in this EA as the equality aims. Advancing equality (the second equality aim) involves having due regard, in particular, to the need to:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people’s disabilities and
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to “level the playing field” with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

Fostering good relations

The decision to tender domestic violence support and counselling and refuge contracts

Date: 20th January 2015

IMPORTANT NOTES:

1. THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.
2. IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO UNLAWFUL DISCRIMINATION E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.

THE HEAD OF SERVICE OR DIRECTOR WHO IS RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITY ANALYSIS AND FOR MAJOR PROPOSALS, IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.
Fostering good relations involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

**Protected Characteristics**

Protected Characteristics defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination.

**Guidance on compliance with the PSED for officers and decision makers**

To comply with the duty, the Council must have “due regard” to the three equality aims. This means the PSED must be considered as a relevant factor in a decision alongside other relevant matters such as budgetary, legal, economic and practical implications. What regard is “due” will depend on the circumstances of each proposal and importance of equalities to the decision being taken. Some key principles for compliance during the decision-making process are set out below:

1. The duty is mandatory and important and must be met by the decision-maker and not delegated.
2. EAs must be evidence based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
3. There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
4. There must be compliance with the duty when proposals are being formulated by officers and then by members or officers when taking the decision: the Council cannot rely on an EA produced after the decision is made but sometimes a “provisional” EA is appropriate e.g. before consultation on a proposal.

1. Officers and members making a decision where there is an equality impact must give conscious and open minded consideration to the impact of the duty on the decision, e.g. be prepared to change or amend a decision although negative equalities impacts does not stop a decision being made (see 7).
2. The duty is not, however, to achieve the three equality aims but to take them into account when making the final decision – therefore, the duty does not stop difficult but justifiable decisions being made.
3. The decision maker may take into account countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities, e.g. financial targets, value for money or service needs.
4. The duty is ongoing: EAs should be reviewed over time and there should be evidence of how impact will be monitored after the decision.
5. The above is a general guide to this changing area of law. You should also refer to the Council’s EA Page [http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm](http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm) for more detailed guidance, and specific advice from the Council’s Equalities Lead should be sought on complex issues.

**What to do if your proposal is scheduled for Cabinet/Committee?**

The EA should be appended to the Cabinet or Committee report and the key findings from it should be set out in the “Equalities Implications” section of the report. This will ensure that the decision-makers are made fully aware of any equality impacts and/or any mitigation action proposed prior to making a decision.

**NOTE:** Failure to complete an EA and implications section adequately or at all is likely to result in the deferral of consideration of the report as it places in doubt the legality and effectiveness of the overall decision.
1. **What is the Proposal?**
The proposal is to commission the following services:

- DV support, advocacy and brokerage service;
- Therapeutic support to victims of DV and their children based around the individual’s specific needs and taking into account their preferences, religion, ethnicity, gender and sexuality;
- A programme of support and therapy for perpetrators of domestic violence to enable positive behaviour change.

In doing so it is proposed to increase the capacity and reach of the services whilst maintaining current resourcing levels.

In addition, the proposal will involve the recommissioning and refocusing of DV refuge services towards non-culturally specific provision for victims and children who are assessed as high risk, and the recommissioning of a specialist refuge service for women at risk of forced marriage.

2. **What are the recommendations?**
To approve permission to tender for domestic violence support and counselling services to ensure continuity of support for victims of domestic violence and a perpetrators programme.

To approve the recommissioning refocusing of DV refuge services towards non-culturally specific provision for victims and children who are assessed as high risk, and the recommissioning of a specialist refuge service for women at risk of forced marriage.

3. **Who is affected by the Proposal?**
*Identify the main groups most likely to be affected by the recommendations, directly and indirectly.*

The proposal will affect victims of domestic violence and abuse, their families and perpetrators.

**Definition**
The Government defines domestic violence and abuse as "any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:"

- *psychological*
- *physical*
For the full definition, please see the GOV.UK website: https://www.gov.uk/domestic-violence-and-abuse

National context

Incidents of DV

- In 2012/13 there were 1.2 million female and 700,000 male victims of domestic abuse in England and Wales (ONS Crime Statistics Report: Violence Crime and Sexual Offences 2012/13)
- The 2013 Crime Survey of England and Wales (CSEW) estimated that 30% of women and 16% of men will experience domestic violence in their lifetime
- The levels of reported domestic violence in England and Wales have remained relatively stable since 2008/9

Offences and prosecution

- The Crown Prosecution Service reported that there were 80,000 domestic abuse cases referred to them by the policy in 2012/13
- Of these 65% were charged and 70,000 defendants were convicted of domestic violence offences
- 93% of defendants were male
- 84% of victims were women

Refuge services

- In England in 2012/13 Women’s Aid estimates that a total of 15,000 women stayed in a refuge service (Women’s Aid Annual Survey 2013)
- A snapshot taken on one day (27 June 2013) showed that 155 women and 103 children were turned away from the first refuge they approached (Women’s Aid Data Report: Specialist Domestic Violence Services in England). BAME women successfully access 55% of refuge provision. In terms of supply there is specialist refuge provision for Asian victims of domestic violence including provision in neighbouring boroughs Enfield and Redbridge.

Regional context

- In 2012 there were a total of 119,136 domestic violence incidents and 49,294 domestic offences in London (Metropolitan Police: Count of Domestic Violence Incidents and Offences by Borough, 2012)
• Using mid-year population measures for that year, this means 14/1000 people in London experienced domestic violence in 2012.

• Waltham Forest had the 10th highest rate by this measure, with 16.5 domestic violence incidents per 1,000 of the population (ONS Mid-Year Population Estimates).

**Local context**

**Growth in reporting**

• Over the past three financial years, there has been a steady increase in the number of reported crimes with a DV marker in Waltham Forest, with an increase of 20% between 2012/13-2013/14. However, this must be seen in the context of rapid population growth in the borough (18.6% between 2003 and 2013).

• The measure of DV related crimes per 1,000 of the population shows continual growth in reporting (ONS Mid-Year Population Estimates).

**London comparison**

• In 2010/11 Waltham Forest had the 5th highest rate of DV crimes reported per 1,000 population when compared to other Metropolitan Police Service boroughs (CSEW).

• In comparison for 2009/10 Waltham Forest had the 9th highest level.

**Repeat victimisation**

• The Waltham Forest Community Safety Team has conducted an analysis of repeat victims of domestic violence in the borough. This analysis showed that there were 2,019 reported victims of domestic abuse in Waltham Forest between 1st April 2013 and 31st March 2014. Of these, 88% were reported to be experiencing domestic abuse for the first time, and the remaining 12% were repeat victims of domestic violence. This can be broken down by gender as follows:

**Gender and age**

A 2014 review of domestic violence victims in Waltham Forest found that 76% of domestic abuse crimes in the borough were reported by women.
There are distinct trends when looking at the profile of victims by age, ethnicity and gender. Whilst the profile of male victims across ethnicities is broadly similar across age and ethnic groups, the profile for White, Black and Asian women is slightly different with concentrations of reporting seen amongst:

- White women aged 20-39
- Black women aged 20-29
- Asian women aged 20 – 34

This is consistent with the national picture of DV victims in the Crime Survey for England and Wales, which identified that these crimes were most significant in women aged 16 to 24, and also in those living with a long term disability.

These statistics are taken from analysis undertaken by the Waltham Forest Community Safety Team.

**Ethnicity of DV victims and children in Waltham Forest**

The ethnicity of victims and children affected by DV vary across different cohorts. However, it is notable that Black victims and victims from A10 EU accession countries are significantly over represented across most cohorts. The data shown is for the year 2013/14.

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Borough profile</th>
<th>Single Reports</th>
<th>Multiple Reports</th>
<th>IDVA Service</th>
<th>MARAC</th>
<th>Child Protection</th>
</tr>
</thead>
<tbody>
<tr>
<td>White (inc. A10)</td>
<td>52%</td>
<td>50%</td>
<td>61%</td>
<td>46%</td>
<td>54%</td>
<td>34%</td>
</tr>
<tr>
<td>Black</td>
<td>20%</td>
<td>26%</td>
<td>22%</td>
<td>24%</td>
<td>23%</td>
<td>33%</td>
</tr>
<tr>
<td>Asian</td>
<td>21%</td>
<td>18%</td>
<td>16%</td>
<td>20%</td>
<td>21%</td>
<td>28%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
<td>6%</td>
<td>1%</td>
<td>4%</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>A10 (EU accession countries)</td>
<td>9%</td>
<td>15%</td>
<td>20%</td>
<td>Not available</td>
<td>9%</td>
<td>Not available</td>
</tr>
</tbody>
</table>

**Children**

It is estimated that 66% of domestic violence victims have children living in or visiting the place where the abuse is occurring. On average it takes victims with children one year longer to access support than those without children (CAADA: A Place of Greater Safety Report, 2012). This information may help service providers to shape services to support both victims and also children affected by domestic violence.

Domestic violence is cited as the most significant risk factor in Waltham Forest’s Children Social Care risk assessments and is a leading cause of child protection proceedings and children being taken into care.

The community profile shown above suggests the need for specialist refuge provision to be accessible to a range of community needs.
Key borough statistics: The 2011 census shows that Waltham Forest has a population of 258,249. Broken down by broad age group, some 26.1% of the population (67,303) were aged 0-19, 35.8% (92,392) 20-39, 28.2% (72,988) 40-64 and 10% (25,566) were aged 65+. Compared to London and England and Wales Waltham Forest has a younger age profile with 8.1% of its population aged 0-4 and 26.1% 0-19 compared to 7.2% and 24.5% across London and 6.2% and 24% across England and Wales respectively. Those aged 20-39 (35.8%) constitute the same percentage of the population in Waltham Forest as across London as a whole (also 35.8%) compared to only 26.9% across England and Wales. Smaller proportions of the borough population are found in the 40-64 and 65+ age groups which constitute 28.2% and 10% compared to 32.7% and 16.4% across England and Wales. (Source: 2011 Census, Office for National Statistics).

Children in Care: As at December 2012, we had 289 children in our care. 56% were male and 44% female. Most are in the 12-16 age bracket (35%) followed by 6-11 age group (24%). Ethnic breakdown - White: 42%; Black or Black British: 28%; Mixed race: 19%; Asian or Asian British: 6%; Other: 4%. NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”. Ward based data is available here: http://www.walthamforest.gov.uk/Pages/Services/statistics-economic-information-and-analysis.aspx?l1=100004&l2=200088

Additional Equalities Data (Service level or Corporate) Include data analysis of the impact of the proposals

Adult victims
A 2014 review of domestic violence victims in Waltham Forest found that 76% of domestic abuse crimes in the borough were reported by women. There are distinct trends when looking at the profile of victims by age, ethnicity and gender. Whilst the profile of male victims across ethnicities is broadly similar across age and ethnic groups, the profile for White, Black and Asian women is slightly different with concentrations of reporting seen amongst;

- White women aged 20-39
- Black women aged 20-29
- Asian women aged 20 – 34

This is consistent with the national picture of DV victims in the Crime Survey for England and Wales, which identified that these crimes were most significant in women aged 16 to 24, and also in those living with a long term disability.

These statistics are taken from analysis undertaken by the Waltham Forest Community Safety Team.

Impact on children and young people
It is estimated that 66% of domestic violence victims have children living in or visiting the place where the abuse is occurring. On average it takes victims with children one year longer to access support than those without children. (CAADA: A Place of Greater Safety Report, 2012.)

Domestic violence is cited as the most significant risk factor in Waltham Forest’s Children Social Care risk assessments and is a leading cause of child protection proceedings and children being taken into care.
During 2013, 233 domestic violence cases were discussed at MARAC, and these involved 255 children. Furthermore, police data from 2013/14 reported that at least 150 children in Waltham Forest witnessed domestic violence.

What is the proposal’s impact on the equalities aims? Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact.

The proposed re-commissioning will ensure support to victims of domestic violence, including the children of victims and will therefore have a positive impact on the equalities aims.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The intention of the proposal is to increase the capacity and quality of the services within existing resources, which would enable the service to be delivered to more victims and their children. The use of a market place of therapeutic services will promote access and flexibility of provision tailored around the individual’s needs.

Ensure that the service specification and evaluation of services and refuges to be commissioned will include a requirement for providers to demonstrate how they are able to meet the needs of people with a disability.

Ensure continuation of positive outcomes for people from different equality groups through a standard contract monitoring procedure.

Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions.

Require new services to monitor age of service users and track any issues in relation to service access.

Key borough statistics: Look for update from latest APS / also see Borough profile update. Recent data from the 2011/2012 Annual Population survey suggests there are 31,000 disabled people of working age (16-64) living in Waltham Forest of which around 16,000 are female and 15,000 male. This represents around 1 in 5 (20%) of the working age population, a higher rate than found across London (16.9%) though lower than that found in England (20.5%). 2012 data finds that across the borough some 10,350 residents claim disability living allowance with rates tending to be higher in the southern and middle wards of the borough though this data should only be treated as a rough indicator of the prevalence of disability. As at January 2012, some 1,299 children and young people had a statement of Special Educational Needs in Waltham Forest.

(Source: 2011 Census, 2011/12 Annual Population survey, Office for National Statistics, Department for Work and Pensions, Department for Education) Notes: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Disability Click and hover over the questions to find more details on what is required

Additional Equalities Data (Service level or Corporate) Include data analysis of the impact of the proposals
Of the high risk domestic abuse cases discussed at the Multi-Agency Risk Assessment Conferences (MARAC) between January and December 2013, almost one in ten cases (9.9%) related to a person with a disability (see table below). This was significantly higher than the London (7.5%) and national (3.5%) averages. This may be a positive indicator that the disability services in Waltham Forest are adequately supporting domestic abuse victims to report crimes, but this is still an important insight which can be used to further shape and enhance the support for these groups.

<table>
<thead>
<tr>
<th>Number of cases discussed</th>
<th>Waltham Forest</th>
<th>CAADA’s recommendation</th>
<th>Met Police</th>
<th>Most Similar Force group</th>
<th>Nationally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases per 10,000 of the adult female population</td>
<td>22.8</td>
<td>40</td>
<td>25.4</td>
<td>26.6</td>
<td>27.4</td>
</tr>
<tr>
<td>Referrals where the victim has a disability (%)</td>
<td>9.9%</td>
<td>5%</td>
<td>7.5%</td>
<td>4.8%</td>
<td>3.5%</td>
</tr>
</tbody>
</table>

**What is the proposal’s impact on the equalities aims?** *Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact*

Given that Waltham Forest has a higher percentage of disabled people referred to as victims to MARAC in comparison with the National figure, the re-commission is likely to provide positive benefits for this group. The re-commissioning of domestic violence support and counselling services will ensure continued support for victims of domestic violence with disabilities and expanding the range and availability of services will improve access.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

The intention of the proposal is to increase the capacity and quality of the services within existing resources, which would enable the service to be delivered to more victims and their children. The use of a market place of therapeutic services will promote access and flexibility of provision tailored around the individual’s needs.

Ensure that the service specification and evaluation of services and refuges to be commissioned will include a requirement for providers to demonstrate how they are able to meet the needs of people with a disability.

Ensure continuation of positive outcomes for people from different equality groups through a standard contract monitoring procedure.

Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions.

Require new services to monitor if service users have a disability and track any issues in relation to service access.
Pregnancy and Maternity

Key borough statistics: According to the 2011 census, 8.1% (20,839) of the Waltham Forest population is aged 0-4 compared to 7.2% across London and 6.2% across England and Wales. For those aged 0-1 these percentages are respectively 3.3% (Waltham Forest), 3% (London) and 2.5% (England & Wales).

The Total Fertility rate for Waltham Forest in 2011 is 2.69 (3rd highest across London) compared to a London and England figure of 1.99. The teenage pregnancy rate in Waltham Forest (2010) is 45.7 per 1,000 of the female population aged 15-17 compared with 37.1 across London and 35.5 across England and Wales. Source: 2011 Census, Conception statistics and Birth Summary Tables, Office for National Statistics.

NB: The total fertility rate measures the projected number of births born to a woman over her lifetime. These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data.”

Pregnancy and Maternity

Additional Equalities Data (Service level or Corporate) Include data analysis of the impact of the proposals.

Type response here

What is the proposal’s impact on the equalities aims? Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact.

Domestic violence during pregnancy puts a pregnant woman and her unborn child in danger. It increases the risk of miscarriage, infection, premature birth, low birth weight, foetal injury and foetal death.

The national charity Refuge reports (2014) that nationally:

- Over a third of domestic violence starts or gets worse when a woman is pregnant
- One midwife in five knows that at least one of her expectant mothers is a victim of domestic violence
- A further one in five midwives sees at least one woman a week who she suspects is a victim of domestic violence

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Ensure new services maintain specialist advocacy and support based in maternity unit.
**Key Borough Statistics:** According to 2011 census data, Waltham Forest’s White British population is 92,999, 36% of the total borough population. All other ethnic groups constitute 64% of the population (165,250). Broken down by specified ethnicity: White Other (37,472/14.5%), Pakistani (26,347/10.2%), Black Caribbean (18,841/7.3%), Black African (18,815/7.3%), Indian (9,134/3.5%), Other Black (7,135/2.8%), Any other ethnic group (6,728/2.6%), Bangladeshi (4,632/1.8%) and Chinese (2,579/1%). Note: The more detailed ethnicity breakdown goes into more detail and data for more recent arrivals includes: Polish (6,944/2.7%), Other Eastern Europe (6,020/2.3%) and Baltic states (3,011/1.2%). Data on arrivals from other countries over the last 8 years show that Poland, Pakistan and Lithuania have supplied the greatest number of migrants. (Source: 2011 Census, Office for National Statistics, Department for Work and Pensions)

NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

**Additional Equalities Data (Service level or Corporate)** Include data analysis of the impact of the proposals

Waltham Forest has become increasingly diverse in the decade between the last two Census surveys; whilst the proportion of White British and Irish residents has fallen, the share of all other ethnic groups has increased. The most significant increase has been in the “White Other” category, which includes the EU accession countries. By comparison the proportion of White British and Irish residents in London is 47% and in England and Wales as a whole is 82%.

Officers consulted and involved a wide range of stakeholders, including all statutory partners, local and regional voluntary sector groups and community representatives, when developing and launching the VAWG Strategy.

The ethnicity of victims and children affected by DV vary across different cohorts. However, it is notable that Black victims and victims from A10 EU accession countries are significantly over represented across most cohorts. The data shown is for the year 2013/14.
The profile for white, black, and Asian women is slightly different with concentrations of reporting seen amongst:
- White women aged 20-39;
- Black women aged 20-29; and
- Asian women aged 20-34.

The community profile shown above suggests the need for specialist refuge provision to be accessible to a range of community needs: current specialist provision is targeted for Asian, Turkish, and Iranian victims of domestic violence.

**What is the proposal’s impact on the equalities aims?** Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact.

Domestic violence affects people from a large variety of ethnic backgrounds in the Waltham Forest. However, the data shows that BAME victims are over-represented compared to the borough profile in the following cohorts (see table above):
- High risk cases discussed by the MARAC
- Support services provided by the IDVA service
- Single reports

Given this, the proposal to increase the capacity of the services and commission therapeutic support to victims of DV and their children which can be based around the individual’s specific needs (including taking into account ethnicity and cultural background) through a market place is likely to have a positive impact on this group.

The additional proposal to recommission and refocus DV refuge services towards

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

The intention of the proposal is to increase the capacity and quality of the services within existing resources, which would enable the service to be delivered to more victims and their children. The use of a market place of therapeutic services will promote access and flexibility of provision tailored around the individual’s needs.

Ensure that the service specification and evaluation of services and refuges to be commissioned will include a requirement for providers to demonstrate how they are able to meet the needs of people from BAME and other ethnic backgrounds.

Ensure continuation of positive outcomes for people from different equality groups through a standard contract monitoring procedure.

Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions.

Ensure that the market place of provision for therapeutic services is able to meet the
Race  

Click and hover over the questions to find more details on what is required

non-culturally specific provision for victims and children who are assessed as high risk is likely to have a have a mixed impact on this group.

The proposal is to continue to commission specialist provision for women at risk of forced marriage in recognition of the requirement for culturally specialist provision to address needs but to refocus the 2 contracts for single women and women and children to universal services. This will enable the provision to meet the wider range of community needs indicated in the needs analysis.

Consultation with current specialist refuge providers has highlighted a range of potential risks including:-

Provider organisation
- loss of refuge bedspaces to the current providers subject to the outcome of the tender
- risk to complementary funding e.g. funding from London Councils for “No recourse to public funds” (NRPF) bedspaces will be jeopardised as not all NRPF cases are forced marriage cases and MOPAC funding
- underfunding
- risk to the provider organisations as the refuge provision is the providers’ core service and any reduction in this provision will have a financial impact and the ability to attract new funding.
- possibility of closure of the organisations leading to loss of other complementary services in the borough e.g. advice, prevention subject to outcome of the tenders
- tendering for a generic service will entail a review of providers’ constitutions

Service users
- Under represented women would be competing for refuge spaces therefore limited in the help that they can access and understanding their rights in the UK
- Lack of language support and other cultural barriers
- House dynamics/ issues arising in relation to different religions - for example issues around non halal food being cooked in the communal area/sharing utensils, issues around alcohol being consumed openly /sharing communal kitchen facilities /fridge /microwave etc.
- Sensitivity around current media and residents having perceptions of needs of individuals by providing support that is specific to or takes account of the individual’s race, ethnicity or cultural background.

Refuge provision mitigation

Re-commissioning intentions includes the culturally specific forced marriage provision and ensures the offer delivered by the other 2 refuge services addresses a wider range of community needs.

Consultation has been undertaken with the current specialist providers to assess impact and confirm ability to participate proposed procurement for non-culturally specific services subject to Board decisions/ constitution review. Both providers currently offer other services wider than the Asian community.

Ensure the specification and tender evaluation include the ability of bidders to respond to cultural needs including management of refuge provision, meeting the needs of users, cultural understanding and awareness and access to language skills.

Ensure the transfer of the knowledge and skills base in relation to Asian culturally specific refuges is not lost and is transferred from the current service to the new provider through effective transition planning and implementation.

Ensure support staff training includes cultural diversity needs.

Require new services to monitor ethnicity of service users and track any issues in relation to service access.

Ensure assessment of financial standing of bidders

Ensure continued work with market on complementary funding opportunities
Race

Click and hover over the questions to find more details on what is required
other religions

Staff

- Staff for specialist services have knowledge of cultural factors, language, cultural taboos, staff are thus able to deal with issues and challenges with a clear understanding of the cultural factors thereby making it likely that service users will find their needs met and most importantly feel understood by the professional. Better understanding of needs and trust will develop. As a result of being understood, clients are likely to engage with the service. A generic service, even with a BME element, will not be able to provide this

Evidence from a national survey of refuge provision indicates that more than half of national refuge bed spaces were occupied by Black, Asian, and Minority Ethnic (BAME) women during the period from October 2013 to June 2014. Moreover, BAME women were more likely to be successful in gaining a bed space than their white counterparts.

The proposal to move away from Asian specific refuges towards non-culturally specific refuges therefore has a potential negative impact on Asian women as there will be less culturally specific refuge services available to them.

This is justified on the basis that evidence from the national survey suggests that the barriers which once existed to BAME women accessing specialist refuge provision have diminished. Instead, the changing demographic profile of the borough overtime suggests that provision for a more diverse cross-section of the community is now required. Through the proposal Asian women will be able to access the non-culturally specific refuges, as well as culturally specific therapy through the market place. Furthermore, the proposal will retain the existing provision for victims of Forced Marriage, which is a particular cultural issue for this cohort.

The proposal is likely to have a positive impact on other ethnic groups through commissioning non-culturally specific refuges which they will be able to access. This will be of particular benefit to women from the A10 EU Accession Countries, which accounted for 9% of high risk victims discussed at the MARAC and 20% of multiple reports of DV in 2013/14.
Religion or Belief
double click here to add impact / hide

Key borough statistics: According to the 2011 Census the borough has 48.4% of its population stating their religion to be Christian, Muslim 21.9%, Hindu 2.3%, Jewish 0.5%, Sikh 0.5%, Buddhist 0.8% and other 0.4%. Some 18% of residents claimed no religion whilst 7.3% did not state an answer. The multi-faith nature of Waltham Forest is evidenced by more recent data which shows that Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple. NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Additional Equalities Data (Service level or Corporate)
Include data analysis of the impact of the proposals
See ethnicity breakdown above. Currently there is no breakdown of service users by religion/belief.

What is the proposal’s impact on the equalities aims? Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact

Domestic violence support and counselling services have a positive impact for people with a diverse range of community and faith needs, providing culturally sensitive services. The proposed re-commissioning plans to address gaps in services including provision for children and ensure services are flexible to meet needs including community diversity such as the growing Eastern European communities.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The intention of the proposal is to increase the capacity and quality of the services within existing resources, which would enable the service to be delivered to more victims and their children. The use of a market place of therapeutic services will promote access and flexibility of provision tailored around the individual’s needs.

Ensure that the service specification and evaluation of services and refuges to be commissioned will include a requirement for providers to demonstrate how they are able to meet the needs of people of different religions and beliefs.

Ensure continuation of positive outcomes for people from different equality groups through a standard contract monitoring procedure.

Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions.

Require new services to monitor religion or belief of service users and track any issues in relation to service access.
Key borough statistics: The 2011 census put the gender split of Waltham Forest as Male: 128,970 (49.94%) and Female 129,279 (50.06%). (Source: 2011 Census, Office for National Statistics).

NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Sex

Additional Equalities Data (Service level or Corporate) Include data analysis of the impact of the proposals

A 2014 review of domestic violence victims in Waltham Forest found 76% of domestic violence crimes are reported by women.

A total of 2,019 individuals reported a total of 2,252 domestic violence crimes to the Police in 2013/14. Of those 76% (1534) were women and 26% (525) were men.

Of those that reported DV crimes to the police, 1,782 reported once only, and 237 people reported twice or more. This indicates a repeat victimisation rate of 10.5%.

Of the 1,782 single reporters of DV crimes, 1,335 (75%) were female and 447 (25%) were male. Of the 237 multiple reporters, 199 (84%) were female and 38 (16%) were male.

For the year 2013, 9% of referrals to the Waltham Forest MARAC involved a male victim. This compares to 4.2% for the Metropolitan Police Force area and 4.3% nationally.

What is the proposal’s impact on the equalities aims? Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact

The re-commissioning of domestic violence support and counselling services will benefit women who report the majority of domestic violence crimes. The re-commissioning of these services also provides the opportunity to ensure that the needs of male victims of domestic violence are addressed.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The intention of the proposal is to increase the capacity and quality of the services within existing resources, which would enable the service to be delivered to more victims and their children. The use of a market place of therapeutic services will promote access and flexibility of provision tailored around the individual’s needs.

Ensure that the service specification and evaluation of services to be commissioned will include a requirement for providers to demonstrate how they are able to meet the needs of women and men.

Ensure continuation of positive outcomes for people from different equality groups through a standard contract monitoring procedures.
Sex  Click and hover over the questions to find more details on what is required

Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions.

Require new services to monitor religion or belief of service users and track any issues in relation to service access.

**Sexual Orientation and Gender Reassignment**  Double click here to add impact / Hide

| Key borough statistics: National estimates of LGBT population range from 0.3% to 10% using different measures. A study commissioned by Waltham Forest Council suggested the population to be somewhere between 7,000 to 10,000 people in 2007 (this is 4-6% of the adult population). The study also suggested that there may be at least 35 transgender individuals in the borough (Source: Measuring Sexual Identity – Office for National Statistics, Waltham Forest LGBT Matters). NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”. |

**Additional Equalities Data (Service level or Corporate)**  Include data analysis of the impact of the proposals

The MARAC reporting data suggest a low level of LGBT referrals:

<table>
<thead>
<tr>
<th></th>
<th>Waltham Forest</th>
<th>CAADA’s recommendation</th>
<th>Met Police</th>
<th>Most Similar Force group</th>
<th>Nationally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of cases discussed</td>
<td>233</td>
<td>410</td>
<td>7,470</td>
<td>16,144</td>
<td>64,966</td>
</tr>
<tr>
<td>LGBT referrals (%)</td>
<td>0.0%</td>
<td>5%</td>
<td>1.6%</td>
<td>1.2%</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

What is the proposal’s impact on the equalities aims?  Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact

The re-commissioning of the domestic violence support and counselling services provides an opportunity to ensure the services are accessible for LGBT referrals and reflect the needs of the local LGBT population.

**Marriage and Civil Partnership**  Double click here to add impact / Hide

Check box if NOT applicable

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See pages 1 and 2 for full details of these two aims. This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the 8 protected characteristics covered by these aims. Remember, marriage and civil partnership is not covered.

Key borough data: From our 2011 Cohesion Survey, a third of our respondents believe that differences are ‘definitely respected’. A further 46% believe this is the case most of the time, and just 6% feel this is not the case. By age group, a higher proportion of older residents feel differences are respected ‘definitely/most of the time’ (86% aged 66+ years). Residents with a disability are less likely to feel differences are respected (74%) than those without a disability (80%). The survey also shows that participation in community activity is 75% for Asian residents and residents in North Chingford (72%). Participation is lowest amongst South Chingford residents (63%).

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Additional Equalities Data (Service level or Corporate)

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

Support given in domestic violence support and counselling services includes linking service users with cultural, leisure and faith opportunities and this has a positive impact on social cohesion. Events in schemes include celebration of culture and religion which helps to promote understanding and prevent prejudice.

These services enable domestic violence victims to establish and maintain independent living which promotes community cohesion.

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

Ensure continuation of positive outcomes for people from different equality groups through standard contract monitoring procedures:

Outcomes measurement continues to monitor impact of reductions

Contract Management meetings with new provider

Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions
**Conclusion**

Consider the Guidance below and set out your conclusions from the equalities analysis of the 8 protected characteristics. If there are negative equalities impacts, but you think that the proposals should still proceed in the current or amended form, explain what the objective justification for this is, providing evidence as appropriate. If it is helpful, refer to other documents e.g. the Cabinet report. You may find it helpful to identify one of the 4 outcomes below as being closest to your current proposals. (Use your conclusions as a basis for the “Equalities Implications” in the Cabinet report.)

**This analysis has concluded that...**

Outcome 2: The re-commissioning of domestic violence support and counselling services should have positive impacts for victims of domestic violence including women and children and address gaps in needs including specific provision for children and men and ensure the diverse needs of the community are addressed including support for victims of domestic violence from Eastern European communities. Domestic violence support and counselling services have a positive impact for vulnerable people in line with the Council’s priority to support the most vulnerable residents and the VAWG (Violence Against Women and Girls) Strategy and Homelessness Strategy. The potentially negative impacts of the re-modelling and re-commissioning of services should be mitigated through the planned re-commissioning process to maintain quality of services and ensure this is continued through contract monitoring procedures.

**Outcome of Analysis**  
Check one that applies

- **Outcome 1**  
  No major change required when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

- **Outcome 3**  
  Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have ‘due regard’. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

- **Outcome 2**  
  Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

- **Outcome 4**  
  Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Head of Service:  
Name:  
Date: