

## **Appendix 2**

### **Equality Impact Assessment (EIA) Report Form**

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

**Please refer to the ‘Equality Impact Assessment Guidance’ while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.**

<b>Where do you work?</b>					
Service Area: Corporate Strategy and Democratic Services					
Directorate: Chief Executive's Office					

**(a) This EIA is being completed for a...**

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Y	<input type="checkbox"/>	<input type="checkbox"/>

**(b) Please name and describe below...**

Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy 2016-2019

**(c) It was initially screened for relevance to Equality and Diversity in February 2017**

**(d) It was found to be relevant to...**

Age .....	Y	Race .....	<input type="checkbox"/>
Disability .....	<input type="checkbox"/>	Religion or belief.....	<input type="checkbox"/>
Gender reassignment .....	<input type="checkbox"/>	Sex .....	Y
Marriage & civil partnership .....	<input type="checkbox"/>	Sexual orientation.....	<input type="checkbox"/>
Pregnancy and maternity .....	<input type="checkbox"/>	Welsh language.....	<input type="checkbox"/>

**(e) Lead Officer**

**Name:** Karen Jones

**(f) Approved by Head of Service**

**Job title:** Head of Corporate Strategy and Democratic Services

**Date:** July 18<sup>th</sup> 2017

## **Section 1 – Aims (See guidance):**

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project

### **What are the aims?**

To improve arrangements for the prevention of VAWDASV; improvement arrangements for the protection of victims of VAWDASV and to improve support for people affected by VAWDASV

### **Who has responsibility?**

The local authority and the ABMU Health Board jointly

### **Who are the stakeholders?**

Victims, survivors, other people affected by VAWDASV, providers of services, Welsh Government, Staff and their representatives, commissioners of service, potential providers of service, the general community

## **Section 2 - Information**

### **(a) Service Users**

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age .....	<input type="checkbox"/> Y	Race .....	<input type="checkbox"/> Y
Disability .....	<input type="checkbox"/> Y	Religion or belief.....	<input type="checkbox"/> N
Gender reassignment .....	<input type="checkbox"/> N	Sex .....	<input type="checkbox"/> Y
Marriage & civil partnership .....	<input type="checkbox"/> N	Sexual orientation.....	<input type="checkbox"/> Y
Pregnancy and maternity .....	<input type="checkbox"/> N	Welsh language.....	<input type="checkbox"/> N

### **What information do you know about your service users and how is this information collected?**

Personal details which record the characteristics identified in a) are recorded on service records and these are collated for use by the Leadership Group

### **Any Actions Required?**

Yes, build in all protected characteristics

## **Section 3 – Impact**

### **(a) Impact on Protected Characteristics**

Please consider the possible impact on people with different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	→ <input type="checkbox"/> Y	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Y
Gender reassignment	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Y

Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Thinking about your answers above, please explain (in detail) why this is the case.  
Include details of any consultation (and/or other information) which has been undertaken to support your view.**

Current record keeping does not enable all protected characteristics data to be developed.

## (b) Impact on the Welsh Language

**What is the likely impact of the policy on:**

- Opportunities for people to use Welsh
- The equal treatment of the Welsh and English languages

**Please give details**

There has been limited consideration of the Welsh Language to date within this agenda but this can now be factored into service developments and research as the Strategy is further developed

**Could the policy be developed to improve positive impacts or lessen negative impacts? Please give details**

Yes through further engagement with different groups of people to discern which aspects of service need further tailoring to meet individual needs

**Actions (to increase positive/mitigate adverse impact).**

Plan to conduct further research and engage with a wider group of people across all protected characteristics and those who prefer to receive services through the medium of Welsh

## Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

### (a) Equalities

Public Sector Equality Duty (PSED)

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity between different groups; and
- to foster good relations between different groups

**Please explain any possible impact on meeting the Public Sector Equality Duty**

The impact should be positive on all three aspects however, it is acknowledged that further tailoring of further responses is likely to be needed and further research is needed to establish areas for focus

**What work have you already done to improve the above?**

We have consulted with a diverse groups of people and have received feedback suggesting that there needs to be more work done to cater for male victims and for older people affected by violence.

**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

The performance management framework will include actions to plug gaps in knowledge about other groups as the Strategy moves into implementation

**(b) Reduce Social Exclusion and Poverty****Please explain any possible impact**

Violence affects people from all backgrounds and consequently where people are also socially excluded or on lower income, ensuring good service access and a tailored response should impact positively on social exclusion and poverty.

**What work have you already done to improve the above?**

Financial advice and preventing homelessness is an integral feature of the support available to people who seek services

**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

None identified

**(c) Community Cohesion****Is the initiative likely to have an impact on Community Cohesion?**

There is a need to address the attitudes of society generally to this agenda and consequently if that is done in an appropriate way then there should be a beneficial impact on community cohesion

**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

Through communications, engagement, education and training

## **Section 5 Consultation**

### **What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support the views in section 3 and 4?**

There was wide ranging engagement with a range of stakeholders at the beginning of the process. A wide range of agencies comprise the membership of the Leadership Group and there has been a further period of Public Consultation on the draft strategy.

As part of the objectives there is a commitment to development a strategic communications and engagement plan as well as actions to ensure the voices of survivors is at the centre of the partnership's work.

### **Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)**

Implement the agreed strategy

## **Section 6 – Post Consultation**

What was the outcome of the consultation?

Broad agreement but areas for further consideration include: regional working; male victims; older people and the need to strengthen performance management

## **Section 7 - Monitoring arrangements:**

Please explain the arrangements in place (or those which will be put in place) to monitor the impact of this function, service, policy, procedure, strategy, plan or project:

### **Monitoring arrangements:**

Through the Leadership Group and the Council's Cabinet Board/Scrutiny Committee and the Health Board equivalents.

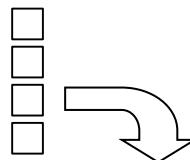
### **Actions:**

None required

## **Section 8 – Outcomes:**

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...
- Outcome 4: Stop and remove the initiative...



For outcome 3, detail the justification for proceeding here

Adjust the initiative to take on board the comments made during the public consultation phase.

## **Section 9 - Publication arrangements:**

Information on the publication arrangements for equality impact assessments is available in the guidance notes

## Action Plan:

<b>Objective What are we going to do and why?</b>	<b>Who will be responsible for seeing it is done?</b>	<b>When will it be done by?</b>	<b>Outcome How will we know we have achieved our objective?</b>	<b>Progress</b>
Review the feedback at the Scrutiny Committee	Head of Corporate Strategy and Democratic Services	27 <sup>th</sup> July 2017	Minutes of meeting	Work scheduled
Amend the report in line with comments received from the scrutiny committee and present to ABMU Health Board and Cabinet Board	Head of Corporate Strategy and Democratic Services	22nd September 2017	Minutes of meeting	In work programme
Monitor the implementation of the Strategy	Head of Corporate Strategy and Democratic Services	6 monthly	Through the agreed performance management framework	To be scheduled
All equalities actions have been included in the final strategy and are clearly identifiable (Male Victims, LGBT, Older Persons) and will be monitored	Head of Corporate Strategy and Democratic Services	Annually	Through the agreed performance management framework	Include in updated Strategic Equality Plan in 2018/19