

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
V2	Claire Jones/Elinor Wellington	Strategic Manager Partnerships & Community Cohesion/Principal Officer Community Safety	16 June 2020

1. Details of the initiative

	Title of the Initiative: Neath Port Talbot Healthy Relationships For Stronger Communities Strategy
1a	Service Area: Partnerships & Community Cohesion
1b	Directorate: Assistant Chief Executive and Chief Digital Officer
1c	Summary of the initiative: The Strategy is an overarching plan which outlines the priority areas and strategic direction around healthy relationships and the implementation of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 within Neath Port Talbot. It has been developed with the involvement of partner agencies and survivors. It aims to tackle all forms of violence in relationships, responding to the growing number of referrals being received by specialist providers; reducing harm and improving the lives of those affected.

	<p>This therefore will be the second 'Healthy Relationships for Stronger Communities' strategy, implementing the Violence Against Women Domestic Abuse and Sexual Violence (Wales) Act 2015. Since this time, changes have been made and there has been much progress.</p> <p>Neath Port Talbot County Borough Council (NPTCBC) and Swansea Bay University Health Board has worked with a wide range of partner agencies to develop this strategy and will continue to work with partner agencies to provide services to all victims of crime and to bring all offenders to justice. We have also worked closely with Swansea City Council, to establish areas of work which are best delivered on a regional basis and these will be highlighted throughout the strategy.</p> <p>This strategy encourages partners to further work together to achieve positive outcomes for all victims of VAWDASV.</p>
<p>1d</p>	<p>Who will be directly affected by this initiative?</p> <p>Any person who is impacted by violence or abuse, statutory partners, service providers, courts, voluntary and community organisations. We recognise that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender and marital status.</p>
<p>1e</p>	<p>When and how were people consulted?</p> <p>In developing this strategy we involved a range of partners from across the sector, including South Wales Police, Swansea Bay University Health Board (with whom this will be a joint strategy), specialist providers, criminal justice, the courts, etc. through the VAWDASV Leadership group and any appropriate subgroups. We will also endeavour to listen to survivors. The draft strategy will be consulted upon before being presented for formal approval.</p> <p>During 2019, a regional review of VAWDASV services was undertaken. As part of this process, a range of means were put in place to allow partners and survivors to contribute. This has provided a rounded view of what works well, where there are gaps in provision and opportunities for improvement to be formed. A workshop was held with members of the VAWDASV Leadership Group as an opportunity to discuss the current working arrangements and priorities.</p> <p>While a wide range of stakeholders were consulted during the development of the Strategy further public consultation and engagement was held during February/March 2020 to ensure that the Strategy had wide support.</p>

	The consultation included an on-line survey, face to face consultation with survivors, and distribution of the draft Strategy through various partnership networks, including the Supporting People Regional Commissioning Group, Area Planning Board, Community Safety Partnership and the Public Services Board.
1f	<p>What were the outcomes of the consultation?</p> <p>Responses to the consultation did not identify any material change</p> <p>Responses to the consultation supported the objectives contained in the strategy; expressing support for less generic support, more communication and 'education!' to assist in preventing and reducing VAWDASV.</p> <p>Respondents considered an excellent service would be holistic; providing person centred support; gender sensitive support and emotional and practical support.</p> <p>22 survivors said they had children who had witnessed or been affected by domestic abuse, and 7 of these said their children had accessed services in relation to their experiences. Experiences of the service were mainly positive with support from school and health cited as examples. The majority of respondents considered that there was little if anything that could have been done differently/improved on.</p>

2. Evidence

What evidence was used in assessing the initiative?

A range of evidence will be used, including

- Best practice
- Legislative requirements, national reviews, NICE guidelines, relevant strategies, etc.
- Case Reviews (Domestic homicide reviews); for lessons learnt
- Resource and service mapping to understand services available, how funding is utilised and demand on services
- Quantitative information e.g. number of referrals to MARAC, IDVA, Specialist providers & National hotline (key data would be collected including e.g. age – see below); numbers trained; supporting people information, service reviews, homelessness presentations, et al.
- Qualitative information e.g. consultation and engagement including events, feedback and questionnaire

Section 5 (1) of the **Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015** places a duty on Local Authorities and Local Health Boards to jointly prepare and publish a Local Strategy which aims to end VAWDASV and ensure consistent consideration of preventative, protective and supportive mechanisms in the delivery of services. This strategy has a key role to play in ensuring compliance with the Act.

A suite of statutory guidance has also been issued under the Act, which sets out how relevant authorities should exercise their functions. This includes the Whole Education approach, National Training Framework (including 'Ask and Act'), multi-agency working, commissioning and working with and responding to perpetrators.

There are also various other pieces of legislation, guidance and research that have shaped the strategy.

- The requirement to undertake a local needs assessment aligns with Section 14 of the **Social Services and Well-being (Wales) Act 2014** (SSWBA), which also requires a 'population needs assessment'
- A local authority and Local Health Board is exercising functions in relation to children under SSWBA, must also have regard to Part 1 of the United Nations Convention on the Rights of the Child.
- The Well-being of Future Generations Act requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change. The work of the local VAWDASV partnership contributes to meeting the 7 wellbeing goals, in particular 'A healthier Wales' and 'A Wales of Cohesive Communities', and the five ways of working.
- The **Housing (Wales) Act 2014** enshrines in legislation the role of the local authority in preventing and alleviating homelessness, this will change the way that services are delivered to survivors of violence who flee their home seeking a safe place to live.
- Adverse Childhood Experiences (ACE's) is now a widely recognised term which shows a correlation between childhood trauma and adult health outcomes. Evidence suggests that experiencing 4 or more types of adverse childhood experiences leads to a person being 14 times more likely to be a victim of violence. Ultimately the provision of effective support and early intervention for those impacted by ACE's will have a longer term impact on the reduced demand and costs to health and social services. This research is shaping the strategy and implementation.
- NICE guidelines highlights that Domestic Abuse is a complex issue that needs sensitive handling and highlights benefit of early intervention.
- **South Wales Police and Crime Commissioners' Tackling Violence against Women and Girls Strategy 2019 – 2024** sets out four key priority areas for action including working collaboratively and with perpetrators.
- New safeguarding guidelines for children and adults at risk which set out the essential roles and responsibilities for anyone working with children or adults who are experiencing, or at risk of, abuse, neglect or other kinds of harm.

- Wales Audit Office have examined how the new duties and responsibilities of the VAWDASV Act are being rolled out and delivered. Their report concludes that victims and survivors of domestic abuse and sexual violence are often let down by an inconsistent, complex and fragmented system.

Welsh Government has framed its legislation and guidance on Violence Against Women, Domestic Abuse and Sexual Violence alongside the UK and EU legislation;

- Ending Violence Against Women and Girls (2016-2020)
- European Union (EU) Directive on Victims' Rights¹
- The Council of Europe Convention on Preventing and Combating Violence against Women, and Domestic Violence (Istanbul Convention)
- Welfare Reform

Other evidence includes

- Hester, M. and Westmarland, N. (2006) *Service Provision for Perpetrators of Domestic Violence*, University of Bristol; HM Government (2010) '*Call to End Violence Against Women and Girls*', Home Office The Respect document, published in 2010 – 'Domestic Violence Perpetrators: Working with the cause of the problem – is available at http://www.respect.uk.net/data/files/lobbying/lobbying_tool_with_refs_30.11.10.pdf: **in regard to perpetrators**
- Research published and carried out by Dr Jane Monckton Smith which looked at 372 cases of intimate partner homicide through interviews with bereaved families and public protection professionals which highlights the shift in emphasis that is needed to intervene and prevent homicide
- The findings of SafeLives' research, which provides evidence from over 4,000 victims supported in hospital and community settings, show that we are missing opportunities to identify victims of domestic abuse.
- Evidence around people reporting (or not reporting incidences of violence)

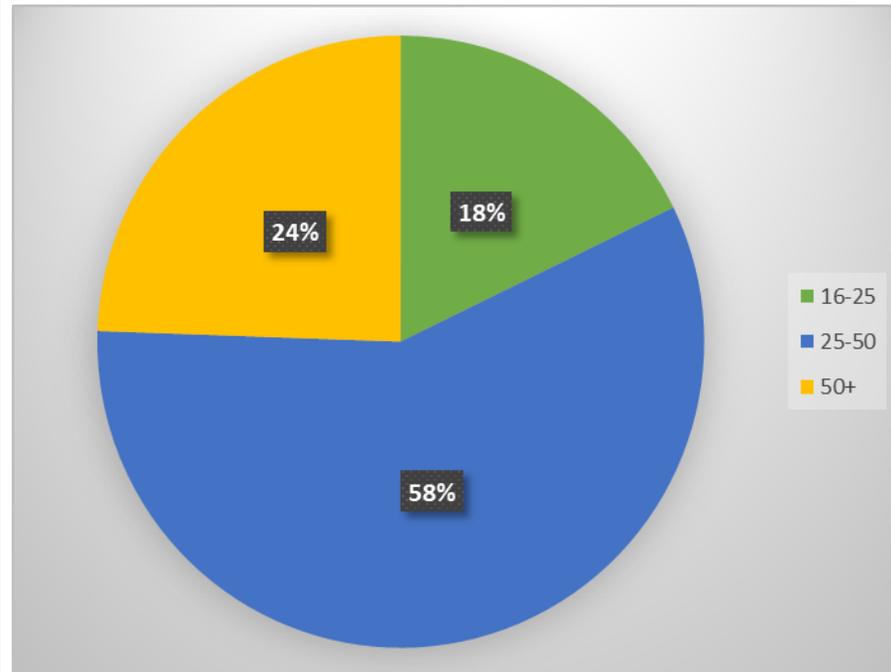
3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	✓			<p>Children and young people are likely to be a priority especially in terms of prevention and education and awareness as children are affected by domestic abuse and consequently the impact of the strategy is positive for the protected characteristic of age. Some respondents to the consultation thought services to children were inadequate, but this was not the majority view. In the same survey the majority of respondents felt a person centred approach is what an excellent service would look like.</p> <p>The over-all impact is designed to be positive in respect of those who suffer abuse (either directly or indirectly). It is anticipated that the strategy will have a positive impact on all people who experience domestic abuse regardless of age.</p> <p>Data on age is monitored.</p> <p>Calon DVS: NPT community and refuge between 01/04/2019- 31/3/2020</p> <p>14-17 - 1.2% 18-25 - 18.6% 26-35 - 31.1% 36-45 - 23.6% 46-55 - 18.6% Over 55 - 5.6% Unassigned - 1.2%</p>

Thrive highlights that the most typical age range for service users is between 25 – 34 years, followed then by ages 35 – 44.

Furthermore NPT IDVA Service - Victim Age Data. Quarter 1 – 2020/21



It is recognised that domestic abuse goes unreported, so this is not necessarily a complete picture of everyone who suffers abuse.

Having a better understanding of the ages of victims, and perpetrators, will provide an opportunity to tailor advice and support services as well as taking into account the subtleties of age, for example victims over 50.

The basis of the strategy is to enable positive outcomes for those experiencing/have been affected by domestic abuse -

			<p>Adults – specific initiatives, such as Bright Sky and Ask Angela will help provide positive outcomes in raising awareness, access to advice and support services and while the use of new technologies are being encouraged it is likely that some people may not be able to access them for example due to their age, financial circumstances, etc. Information to the needs and the requirements of older people who have been/are victims of abuse is limited and has necessitated actions in the strategy to address this.</p> <p>Children and Young people – The development and introduction of awareness raising initiatives in schools have been identified as some of the most effective interventions around domestic abuse. With the Whole School Approach in four of our schools it is anticipated that it will raise awareness and provide support while reinforcing the importance of safe, equal and healthy relationships amongst all children/young people whether or not they are directly affected by domestic violence.</p> <p>By increasing the numbers undertaking training, we and our partners will provide a resource to identify and provide support to all who have experienced/are experiencing domestic abuse.</p> <p>Working with the police, solicitors and the courts it is anticipated that improvements in the court system will have a positive impact for victims and their families; providing better support victims and appropriate responses in family court situations.</p>
Disability	✓		<p>While it is anticipated that the Strategy will have a positive impact for anyone who experiences abuse, directly or indirectly, it is acknowledged that its implementation has the potential for the reverse in relation to people with disabilities. Accessible advice and support services will be essential to enable all those intended to benefit from the strategy to do so.</p> <p>This will be particularly important when facing court proceedings and children and young people participating in the whole school approach and other initiatives.</p>
Gender reassignment		✓	<p>While it is anticipated that the Strategy will have a positive impact for anyone who experiences abuse, directly or indirectly, it is recognised that there may be particular additional issues for those who have undergone/are undergoing gender</p>

			reassignment. This will require further investigation in order to fully understand the impact of the strategy on people who share this protected characteristic.
Marriage & civil partnership	✓		<p>The strategy recognises the role of understanding healthy relationships, and the corrosive effect on victims and families of abusive ones.</p> <p>The Strategy, nor the legislation which it is governed by, are limited to those who are married or in civil partnerships. However, there is potentially a clear distinction of the impact on those who are in an abusive relationship but live separately to those who don't.</p> <p>Initiatives to raise awareness, protect those who experience abuse and provide advice and support to both victims and perpetrators, are likely to be positive for all concerned.</p> <p>The promotion of Clare's Law provides a greater positive impact for those in the early stages of a relationship by allowing people to find out if their partner has an abusive or violent past.</p> <p>The promotion of Ask Angela (a sexual violence prevention campaign which aims to help individuals feel safe when they are on a night out) (more likely to be used by those not in a relationship) has a positive impact.</p> <p>For those not in a relationship it could be easier to access support /advice services as not under the watchful eye of a partner. However for those in relationships access to services and advice is made as safe and easy as possible e.g. advice on deleting browsing history.</p>
Pregnancy and maternity	✓		<p>It is likely that women seeking help will be pregnant or have children.</p> <p>The evidence that early identification in healthcare and social care settings, particularly with universal screening for domestic abuse in pregnancy leads to</p>

			<p>improved practices and disclosure. The implementation of the actions to ensure this takes place will have a positive impact on women who are pregnant.</p> <p>In addition the various strands of the Strategy, working with providers, early interventions by health and social care services, training programmes and education programmes all combine to provide mechanisms to support and protect.</p>
Race		✓	<p>The strategy recognises that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender and marital status.</p> <p>While it is anticipated that the overall impact of the strategy will be positive there is currently limited insight into the potential impact on people from BAME communities. Therefore we will explore initially in the planned consultation exercise and in more detail over the life of the Strategy and as a result has been included as an action in the strategy</p>
Religion or belief		✓	<p>The Strategy recognises that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender and marital status.</p> <p>It is acknowledged that there is limited insight into seldom heard groups and we need to explore this in more detail over the coming years.</p> <p>While it is anticipated that the overall impact of the strategy will be positive there is currently limited insight into the potential impact on people from BAME communities. Therefore we will explore this initially in the planned consultation exercise with more detailed consideration as part of the Strategy itself.</p>
Sex	✓		<p>The Strategy uses the nationally used term “Violence Against Women” which refers to the range of crime types which are predominantly, but not exclusively, experienced by women and girls.</p>

			<p>It is important to note that the strategy is a gendered response – so it will significantly impact on women and girls, whilst also giving an assurance it will also address the needs of everyone else affected by this agenda.</p> <p>Having a co-ordinated approach to addressing these issues does not mean that the Strategy neglects to address abuse directed towards men and boys or other groups and individuals who experience these forms of violence, or neglects to deal with violence perpetrated by women.</p> <p>Therefore there is likely to be a positive impact</p> <p>By implementing the various actions to raise awareness, provide advice and support, address the lack of progress in court proceedings, etc., it is anticipated that those affected by abuse will have a positive outcome as a result.</p> <p>However, as abuse is experienced predominantly (although not exclusively) by women and girls services etc., have been established to address their particular circumstances and as a result the Strategy is likely to have a greater positive impact for them.</p> <p>This imbalance has been recognised in the Strategy with actions to raise awareness of healthy relationships in schools and well as to identify the needs of and appropriate engagement with male victims. These are likely to have positive outcomes for those affected although not to the extent of those for women.</p> <p>Programmes identified in the strategy to address the abusive nature of perpetrators are male orientated, reflecting the evidence that perpetrators are predominantly male. The successful implementation of the actions would suggest that positive impacts would be evident for male perpetrators while there is little evidence to support this in relation to women in this role</p>
Sexual orientation		✓	<p>The strategy is likely to recognise that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender, and marital status. The strategy does not neglect abuse directed towards other groups and individuals who</p>

			<p>experience these forms of violence, nor neglects to deal with the perpetrators of violence/abuse</p> <p>While it is anticipated that the Strategy will have a positive impact for anyone who experiences abuse, directly or indirectly it is recognised that this is an area that requires further investigation in order to fully understand the impact of the strategy on people who share this protected characteristic</p>
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What action will be taken to improve positive or mitigate negative impacts?

A consultation exercise will be undertaken to help confirm/ identify alternative impacts
 Actions will be included in the Strategy to continue to achieve a better understand the needs and requirements of various groups within our communities. The outcomes will inform future reviews of actions and objectives.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	+			<p>Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour. We recognise that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender and marital status</p> <p>The whole ethos of the Healthy Relationships For Stronger Communities Strategy is</p>

To advance equality of opportunity between different groups	+		to eradicate or prevent <i>gender based violence</i> .
To foster good relations between different groups	+		<p>Underpinning the Strategy are the fundamental principles to eliminate discrimination, harassment and victimisation as well to advance equality of opportunity between different groups. Actions has been developed 'to <i>prevent and eradicate gender based violence by promoting: equality; safety; respect; and, independence to enable everyone to live free from abuse and the attitudes that perpetuate it</i>'.</p> <p>Our commitment to engagement with different organisations, groups and communities in the development of the objectives has allowed greater understanding between groups, a shared sense of purpose, and a sense of increasing confidence to tackle these issues.</p>

What action will be taken to improve positive or mitigate negative impacts?

The strategy has been developed In partnership but Consultation is required to identify any actual impact, to highlight any unintended consequences and to explore potential mitigating actions for consideration.

4. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
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Community Cohesion	✓		<p>Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour</p> <p>Working with our partners and survivors we will help provide support and assistance to those who experience isolation and exclusion due to their previous or current circumstances.</p>
Social Exclusion	✓		<p>The strategy will have a positive impact on social exclusion by helping address the negative experiences of victims and perpetrators, helping rebuild confidence to take a more active and positive role within family and community life</p>
Poverty	✓		<p>Over recent years we have become increasingly aware of the various aspects of poverty within our area and have identified work streams to address some of these; our work to address adverse childhood experiences is one such work stream.</p> <p>There are many forms of poverty; financial, social, emotional and the lack of opportunity. With the successful implementation of the strategy we anticipate there will be a positive impact on the various aspects of poverty particularly emotional poverty.</p>

What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

5. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language			✓	We will continue to improve the availability and quality of our services through Welsh. Where practicable providers and partners will look to improve the availability and offer of Welsh language services Opportunities for staff will continue to be promoted so that the Welsh language is treated no less favourably than the English Language.
– treating the Welsh and English languages equally			✓	We will continue to treat Welsh no less favourably than English as required by the Welsh language standards.

What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

6. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?

To maintain and enhance biodiversity			It is not expected that the strategy will have any adverse effect on biodiversity or Eco-system resilience.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			It is not expected that the strategy will have any adverse effect on biodiversity or Eco-system resilience.

What action will be taken to improve positive or mitigate negative impacts?

Consultation is required to identify any actual impact and to explore potential mitigating actions for consideration

7. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	In line with the requirements of the Well-Being of Future Generations (Wales) Act 2015, the aims and key principles of the strategy will be developed to meet the 5 ways of working which will help us to work together better, avoid repeating any past mistakes and tackle some of the long term challenges we are facing. This strategy is about cultural change as well as education and recognises some things will take time to effect and maintain change

<p>ii. Prevention – preventing problems occurring or getting worse</p>	<p>Prevention and early intervention will be at the very heart of this strategy, and embedded in the actions moving forward, whether this be by education, engagement or in re-directing resources to ensure that victims and perpetrators can access help and support at the earliest possible time and to prevent cases reaching a point of crisis</p>
<p>iii. Collaboration – working with other services internal or external</p>	<p>Collaboration is integral to the development and delivery of this strategy and is embedded within the governance arrangements, including strengthening the partnerships, working regionally where it makes sense to do so, and being collaborative in the way that we commission.</p>
<p>iv. Involvement – involving people, ensuring they reflect the diversity of the population</p>	<p>Survivors, support services, et al will be involved in the development of this strategy and will continue to be involved in its delivery.</p> <ul style="list-style-type: none"> • To ensure our service delivery is person centred • To ensure the voices of people affected by violence and abuse are heard and that more opportunity is created to develop services that are evidence based and include survivor involvement
<p>v. Integration – making connections to maximise contribution to:</p>	<p>This strategy will be developed within the well-established and strengthened VAWDASV leadership group and by the nature we will be taking a holistic approach and promoting that this is everyone’s business. No-one agency has the solutions and therefore we all need to work together to achieve the best outcomes.</p>
<p>Council’s well-being objectives</p>	<p>The objectives as developed will help meet the Council’s Wellbeing objectives and complement the anticipated priorities and steps in the revised Corporate Plan 2020-2023</p> <p>Obj 1: improve well-being of children and young people - “All of our children and young people have the best start in life, so they can be the best they can be”</p> <p>Obj 2: To improve the well-being of all adults who live in the county borough - “Everyone participates fully in community life – socially and economically”</p>
<p>Other public bodies objectives</p>	<p>This is a shared duty with the Swansea Bay Health Board, but is an issue that requires all public bodies to play their role, including Police, Probation, Housing, Fire, etc.</p>

	<p>The NPT Public Service Board identified key objectives to improve the well-being of the people who live in the Neath Port Talbot area with the work to tackle VAWDASV in Neath Port Talbot contributing to achieving the following objectives;</p> <p>Objective 1: Support children in their early years, especially children at risk of adverse childhood experiences</p> <p>Objective 2: Create safe, confident and resilient communities, focusing on vulnerable people</p> <p>Objective 3: Put more life into our later years - Ageing Well</p> <p>Objective 4: Promote well-being through work and in the workplace</p>
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8. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

The strengthened partnership arrangements and planned consultation and engagement in the development of this strategy will enable people to highlight any unintended negative consequence of the strategy, which will then be considered when determining whether to continue to recommend the strategy.

The Leadership Group will continue to establish annual priorities drawn from this Strategy that will be progressed through clearly agreed actions plans. A delivery plan will be developed to highlight which aspects of the work will be delivered locally and regionally and to allow the Leadership Group to easily monitor progress

The measures listed in this strategy will be regularly reported to the Leadership Group by the designated leads for each objective.

An annual report will be published to highlight progress made on all areas of the Strategy with a regional annual event to discuss progress made and agree priority areas for the following year.

The intended impact of the Strategy will be monitored and the outcome reported in the above annual report

9. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	The over-all intention is Positive, it is anticipated that the strategy will have an important contribution recognising that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender, and marital status. There are areas where it is recognised that further investigation is required in order to fully understand the impact of the strategy on people who share specific protected characteristics
Community Cohesion/ Social Exclusion/Poverty	The over-all impact is positive. The Council's Wellbeing Objectives aim to improve the wellbeing of children, young people and adults, as well as the general wellbeing of the area, by developing the local economy and environment. Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour. By tackling violence and abuse the strategy should have a positive impact.
Welsh	It is anticipated that that there will be both positive and negative impacts due to the ability of and statutory requirements for partners and providers to provide services n Welsh.
Biodiversity	The strategy will not have any adverse effect on biodiversity or Eco-system resilience

Well-being of Future Generations	There will be a positive impact as the strategy has been developed in line with the five ways of working.
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Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

The over-all intention and impact is Positive, in respects of equalities, Community Cohesion/ Social Exclusion/Poverty, Biodiversity and wellbeing and future generations.

It is anticipated that the strategy will have an important contribution recognising that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender, and marital status.

Within equalities there are areas where it is recognised that further investigation is required in order to fully understand the impact

of the strategy on people who share specific protected characteristics, for example LGBT

Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour. By tackling violence and abuse the strategy should have a positive impact **in respect of Community Cohesion/ Social Exclusion/Poverty**.

There will be a positive impact in respect of **Well-being of Future Generations** as the strategy has been developed in line with the five ways of working.

In respect of Welsh is anticipated that that there will be both positive and negative impacts due to the ability of and statutory requirements for partners and providers to provide services n Welsh.

While the anticipated outcome of the Strategy will be positive, some potential negative impacts have been identified and mitigating actions have been developed to address these. In addition, it is acknowledged that potential negative impacts are likely if implementation of the Strategy is not fully achieved or undertaken sensitively.

Please provide details of the overall conclusion reached in relation to the initiative

10. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Undertake a public consultation exercise to test the impact of the objectives on	PO Community Safety	April 2020	Consultation responses received

those who share protected characteristics.			
Ensure the Strategy is appropriate to meet need	As above	May 2020	Strategy amended in light of responses received during the consultation
Include in the Strategy actions to continue to understand the needs and requirements of various groups within our communities.	VAWDASV Leadership Group	May 2020	Actions are developed and included in the final version of the Strategy
The outcomes of the actions to inform future reviews of actions and objectives	VAWDASV Leadership Group	June 2021	Progress and outcome of actions to be included in annual report and considered as part of future review of objectives and /or actions

11. Sign off

	Name	Position	Signature	Date
Completed by	Claire Jones	Strategic Manager Partnerships & Community Cohesion	SCJones	16 June 2020
Signed off by	Karen Jones	Asst Chief Executive and Chief Digital officer	K Jones	16 June 2020