

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
Version 1	Elinor Wellington	Principal Officer, Community Safety	March 2023
Version 2	Elinor Wellington	Principal Officer, Community Safety	June 2023

1. Details of the initiative

	Title of the Initiative: Healthy Relationships for Stronger Communities Strategy 2023-2026
11	Area: Community Safety
1b	Directorate: SSHH
1c	<p>Summary of the initiative:</p> <p>The revised 'Healthy Relationships for Stronger Communities Strategy (2023-2026)' outlines the work that the council, local health board and partners will undertake over the next 3 years to better protect and support victims of all forms of Violence Against Women, Domestic Abuse and Sexual Violence. This strategy enables the authority to discharge its duties under the Violence Against Women, Domestic Abuse and Sexual Violence Act (Wales) 2015.</p> <p>This is the council's and local health board's 3rd version of this strategy, with the first being launched in 2017 and the second in 2020.</p>

1d	Is this a 'strategic decision'? Yes
1e	Who will be directly affected by this initiative? All victims of VAWDASV and their families. Perpetrators of abuse. The wider community.
1f	<p>When and how were people consulted?</p> <p>In developing the strategy, a survey was prepared by the Community Safety team to ascertain the views of those who have experienced any form of domestic abuse or sexual violence, and those who have accessed local services due to their experiences. The responses have been integrated into the revised strategy.</p> <p>The VAWDASV Leadership are the strategic partnership group that oversee and own this strategy. They have been consulted on the actions contained in the revised strategy, with their feedback taken into account and appropriate amendments made.</p> <p>A two week public consultation was agreed by Cabinet, and was undertaken from 29th May -12th June 2023.</p> <p>A wide range of stakeholders and local survivors were consulted during the development of the Strategy. A further 2 week consultation and engagement exercise was undertaken to ensure that Strategy had wide support.</p> <p>The consultation included an on-line survey, face to face consultation with the local community, and distribution of the draft Strategy through various partnership networks, including the Area Planning Board, Community Safety Partnership, the Public Services Board and the Violence Against Women, Domestic Abuse & Sexual Violence Leadership Group, with its wider network.</p> <p>The consultation exercise focused on Chapter 7 of the strategy, as this is where the amendments for 2023-26 have been made; outlining the work we will undertake to achieve each of the objectives.</p> <p>As the strategy was developed in partnership from the outset, we had not anticipated many suggested changes, nor a high level of responses.</p> <p>Of the online responses received, 100% were in agreement that each of our objectives were the right matters to focus on. 100% of respondents also agreed that all of the actions contained within the strategy were appropriate and fit for purpose.</p>

	<p>Respondents were given the opportunity to provide any additional comments or feedback. The following comments were shared;</p> <p><i>'This is such an important area of work for our young people within Neath Port Talbot'</i></p> <p><i>'Consistency and commitment to VAWDASV within the Criminal Justice System for all victims'</i></p> <p><i>'Excellent Work'</i></p> <p><i>'This strategy shows great commitment from NPTCBC and Partners to tackling VAWDASV'</i></p> <p>As there were no concerns raised by partners or residents, or any suggested amendments; there have been no changes made to the final version of the strategy.</p>
<p>1g</p>	<p>What were the outcomes of the consultation?</p> <p>As per above.</p>

2. Evidence

<p>What evidence was used in assessing the initiative?</p>
<p>A range of evidence will be used, including</p> <ul style="list-style-type: none"> <input type="checkbox"/> Best practice <input type="checkbox"/> Legislative requirements, national reviews, NICE guidelines, relevant strategies, etc. <input type="checkbox"/> Case Reviews (Domestic homicide reviews); for lessons learnt <input type="checkbox"/> Resource and service mapping to understand services available, how funding is utilised and demand on services <ul style="list-style-type: none"> <input type="checkbox"/> 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 4 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' Rights
- 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	✓			The strategy recognises everyone can be a victim of domestic abuse, regardless of their protected characteristics.
Disability	✓			
Gender reassignment	✓			The strategy dedicates a whole chapter to children and young people, and developing appropriate service provision or lesson delivery from 0-25.
Marriage & civil partnership	✓			The strategy recognises more work is needed to better support marginalised groups in our society and this includes older people, male victims, people with disabilities, those going through gender reassignment, victims from all different backgrounds, cultures and faiths and all genders .
Pregnancy and maternity	✓			
Race	✓			
Religion or belief	✓			
Sex	✓			
Sexual orientation	✓			It is well documented that the level of risk posed to victims of abuse significantly increases during pregnancy. The strategy will explore ways of communicating key messages to everyone who is affected by domestic abuse, including more targeted messaging for specific cohorts of people.

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

There should be no negative impacts to those with protected characteristics – the VAWDASV Leadership Group and its sub groups will ensure that all victims have equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional and responsive services across Wales, in line with the WG National Strategy, and Objective 6 of our local strategy.

A consultation exercise was 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 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	✓			Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour.
To advance equality of opportunity between different groups	✓			We recognise that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender and marital status. The whole ethos of the Healthy Relationships For Stronger Communities Strategy is;
To foster good relations between different groups	✓			To advance equality of opportunity between different groups To foster good relations between different groups + to eradicate or prevent gender based violence. Underpinning the Strategy are the fundamental principles to eliminate discrimination, harassment and victimisation as well to advance equality of opportunity between different groups.

			<p>Actions have been developed ‘to 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’.</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>
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What action will be taken to improve positive or mitigate negative impacts?

The strategy has been developed in partnership, but Consultation was required to identify any actual impact, to highlight any unintended consequences and to explore potential mitigating actions for consideration – there were no concerns raised during the consultation, either from partner organisations or from members of the public.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>This strategy will have a positive impact on the Council meeting its socio-economic duty, as the strategy is designed to ensure that the Council and its strategic partners are best placed to support all those affected by VAWDASV, and provides high level objectives and a series of actions, in order to further strengthen the Councils approaches to VAWDASV.</p> <p>Priorities such as the below helps to improve the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage:</p> <ul style="list-style-type: none"> • We will ensure services available to deliver targeted prevention for all victims • We will look at how people currently access services and explore the potential to shift more resources from crisis interventions to prevention.

	<ul style="list-style-type: none"> We will ensure all staff are appropriately trained to recognise the signs of domestic abuse and how to refer into local services <p>We will build on, and further develop relationships with partners, to help us develop and implement robust responses for those experiencing VAWDASV</p>
Negative/Disadvantage	-
Neutral	-

What action will be taken to reduce inequality of outcome

The VAWDASV Leadership Group will oversee the implementation of this strategy. This should help to identify if the implementation of this Strategy is having a negative socio-economic impact on people. Furthermore providers of services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is improving the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage:

There is a requirement to undertake a three year review of the strategy and compile an annual report, which will involve feedback and consultation with stakeholders. This should help to identify if the implementation of this Strategy is improving the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	✓			Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour.

				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.
Social Exclusion	✓			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.
Poverty	✓			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. 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.

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

Consultation was required to identify any actual impact and to explore potential mitigating actions for consideration – no concerns were identified by partner organisations or members of the public.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language	✓			The strategy will be available in Welsh. Any services commissioned will be delivered in both Welsh and English.
– treating the Welsh and English languages equally	✓			The strategy will be available in Welsh. Any services commissioned will be delivered in both Welsh and English.

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

Regular monitoring of the strategies implementation should help to identify if work is having a negative impact on the Welsh Language. Furthermore providers of local services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is having a negative impact on the Welsh Language.

There is a requirement to undertake a three year review of the strategy and to compile an annual report, which will involve feedback and consultation with stakeholders. This should help to identify if the implementation of this Strategy is having a negative impact on the Welsh Language.

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

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

N/A

8. 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, our aims and key principles within this strategy have been developed to meet the following 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.

	<p>Long Term</p> <p>To ensure there is a strong focus on education and work with young people with the aim of eradicating violence and abuse over the long term</p> <p>To work with communities and employers to bring about a cultural shift in attitudes towards violence and abuse so that it is no longer tolerated or considered acceptable</p> <p>To provide services that offer best value for money</p>
ii. Prevention – preventing problems occurring or getting worse	<p>Early Intervention & Prevention</p> <p>To refocus funding and remodel services so that victims and perpetrators can access help and support at the earliest possible time and to prevent cases reaching a point of crisis</p>
iii. Collaboration – working with other services internal or external	<p>Collaboration</p> <p>Continue to build and develop a confident, strong partnership</p> <p>To develop regional and national collaborative approaches where this is more effective than a local response</p> <p>To work towards a collaborative commissioning model for all VAWDASV services in the NPT area</p>
iv. Involvement – involving people, ensuring they reflect the diversity of the population	<p>Involvement</p> <p>To ensure our service delivery is person centred</p> <p>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>Integration</p> <p>To adopt a holistic approach so that the wellbeing of people affected by violence and abuse is considered in service responses</p> <p>To ensure this work is recognised as everyone’s business</p>
Council’s well-being objectives	The objectives as developed will help meet the Council’s Wellbeing objectives and complement the anticipated priorities and steps in the revised Corporate Plan 2022-2027
Other public bodies objectives	Chapter 4 of the strategy outlines all of the relevant legislation and statutory guidance that we have had regard to in its development and future working

9. 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

10. Assessment Conclusions

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

	Conclusion
Equalities	The indication is that the Strategy will have a positive impact; however, processes are in place to review whether the Strategy is delivering the intended outcomes and is not creating any unintended negative consequences for people with a protected characteristic.

Socio Economic Disadvantage	The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regard to social economic disadvantages.
Community Cohesion/ Social Exclusion/Poverty	The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regard to community cohesion, social exclusion and/or poverty.
Welsh	The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regard to their use of the Welsh Language.
Biodiversity	N/A
Well-being of Future Generations	The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regard to the five ways of working.

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.

11. 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	Senior Policy and Engagement Officer, Community Safety	April 2023 (COMPLETE)	Consultation responses received

those who share protected characteristics	PO Community Safety		
Ensure the Strategy is appropriate to meet need	As above	May 2023 COMPLETE – This work will be ongoing for the life of the strategy	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 2023 COMPLETE	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 2023 ONGOING	Progress and outcome of actions to be included in annual report and considered as part of future review of objectives and /or actions

12. Sign off

	Name	Position	Signature	Date
Completed by	ELINOR WELLINGTON	PO COMMUNITY SAFETY		June 2023
Signed off by	CHELE HOWARD	Head of Service/Director		