

Equality Impact Analysis to enable informed decisions

The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

Please make sure you read the information below so that you understand what is required under the Equality Act 2010

Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

Decision makers duty under the Act

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

Conducting an Impact Analysis

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

The Lead Officer responsibility

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

Summary of findings

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report. **Impact - definition**

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions "Who might be affected by this decision?" "Which protected characteristics might be affected?" and "How might they be affected?" will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You

must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such and an explanation as to why no steps can be taken to avoid that consequence must be included.

Proposals for more than one option If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances it may be more appropriate to complete an Equality Impact Analysis for each option.

The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.

Background Information

Title of the policy / project / service being considered	Domestic Abuse Support Services	Person / people completing analysis	Amy Smithson Programme Officer Public Health
Service Area	Public Health	Lead Officer	Robin Bellamy Interim Assistant Director, Public Health Commissioning
Who is the decision maker?	Portfolio Holder / Executive Member	How was the Equality Impact Analysis undertaken?	Discussion and email
Date of meeting when decision will be made	10.08.2017	Version control	V0.1

General overview and description of the proposed change	Overview
	To consider the impact of the re-procurement of a new Domestic Abuse Support Service.
	Background
	<ul style="list-style-type: none"> Lincolnshire County Council currently commissions Domestic Abuse Services in Lincolnshire. The current services comprise: Outreach support for adult victims and their

	<p>children and IDVA.</p> <ul style="list-style-type: none"> • Adult Care, Public Health division currently fund Outreach services. The Outreach services consist of four contracts delivered by three different providers as detailed below. The contracts were let with a 2.5 year initial term and the option to extend by two years (1 + 1). The IDVA service is currently funded by Safer Communities. The service is delivered by one provider and was let as a 2.5 year plus 2 additional years extended on a 1+1 basis. Both the Outreach services and the IDVA services are reaching the end of their maximum contract length. Funding has been agreed by Adult Care and Safer Communities to recommission these services.
<p>Is this proposed change to an existing policy/service/project or is it new?</p>	<p>Commissioned. The re-procurement is for a contract for a new commissioned service. There is no reduction of service</p>
<p style="text-align: center;">Evidencing the impacts</p> <p>In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.</p>	
<p>You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.</p> <p>Data to support impacts of proposed changes</p> <p>When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.</p> <p><u>Population data and the Joint Strategic Needs Assessment</u></p> <p>The Lincolnshire Research Observatory (LRO) holds a range of population data by the protected characteristics. This can help put a decision into context. Visit the LRO website and its population theme page by following this link: http://www.research-lincs.org.uk If you cannot find what you are looking for, or need more information, please contact the LRO team. You will also find information about the Joint Strategic Needs Assessment on the LRO website.</p> <p><u>Workforce profiles</u></p>	

You can obtain information by many of the protected characteristics for the Council's workforce and comparisons with the labour market on the [Council's website](#). As of 1st April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

Demographics

- The female population slightly outweighs the male population, males make up 49% of the population while females make up 51%.
- Lincolnshire has a 5% higher proportion of people aged 65 and over (23%) than the national average (England and Wales – 18%).
- The population aged 75 and over is growing at a much larger rate than other age groups. By 2039, it is estimated that there will be almost double the number of over 75s than there were in 2015. Please see the 'population projections' table below:

	0-15	16-64	65-74	75+	All ages
2015	125,211	443,783	94,028	73,643	736,665
2021	133,306	445,244	97,670	88,925	765,145
% Change	+6.5%	+0.3%	+3.9%	+20.8%	+3.9%

- In terms of marital status, 52% of the population of Lincolnshire are married, 28% single, 8% widowed, 10% divorced and 2% separated.
- Latest unemployment figures show Lincolnshire slightly below the national average for those of working age (16-64) who are unemployed (Lincolnshire 4.2%, Great Britain 4.9% [Nomis Oct 15 – Sept 16]).
- Rural areas make up 95% of the land area of Lincolnshire. In terms of population, 48% live in rural locations and 52% live in urban locations.
- 73% of households are adults with no children. The remaining are made up of adults with children (19%), single adults and children (6%) and multi-person [students and other] (2%).
- The most deprived areas of Lincolnshire are along the East Coast and parts of major towns like Grantham, Boston, Lincoln and Gainsborough.

General

There is a clear need to domestic abuse support services to be available in Lincolnshire:

- Domestic abuse has a significant impact upon the communities and public services of Lincolnshire. Estimates from the Crime Survey of England and Wales (CSEW) suggest that 1 in 15 adults aged between 16 and 59 years suffered at least one incident of domestic abuse in 2013/14. This meant that during 2013/14 alone there were more than 25,500 victims of domestic abuse in Lincolnshire.
- CSEW figures suggest that only 1 in 3 victims of abuse reported their most recent incident to somebody in an 'official position', while for every victim who reported their abuse to the police there was another victim who did not tell anybody about their abuse (not even family or friends).
- On average there are over 10,000 domestic abuse incidents reported to Lincolnshire Police every year. Of these, 6,500 are standard risk incidents, equivalent to around 3 in 5 domestic abuse incidents reported. A quarter of domestic abuse incidents are graded as medium risk while only 8% are high risk. The number of high and medium risk incidents has remained stable since 2010; however standard risk incidents have been on a steady increase.
- Though domestic abuse can affect individuals from any background or location at any time, there are some groups, locations and times where abuse is disproportionately likely:
 - Women, young people, those who are separated/divorced, single parents and those with a long term illness or disability were all significantly more likely to experience DA than the 'average' person. Of these groups, single parent mothers were most at risk, with nearly 1 in 4 becoming victims of DA in the last twelve months.
 - DA is more likely to be reported in certain locations of the county, particularly those suffering from high levels of deprivation (especially in parts of Gainsborough, Skegness and Lincoln). In fact those living in the most deprived areas of Lincolnshire are up to four times more likely to experience domestic abuse (either in a recorded police incident or in a non-police MARAC referral) than those living in the most affluent areas of the county.
 - Police data suggests that DA is more than twice as likely to be reported over the New Year period and during weekend evenings when compared to the average.
- The aim of the Outreach Service, for standard and medium risk victims, is to ensure that all victims of domestic abuse are able to access services in their local area in order to support early intervention and enable victims to live their lives free of controlling, coercive or threatening behaviour.
- For high risk victims, the Independent Domestic Violence Advisor (IDVA) Service is commissioned. IDVAs provide advice, information, advocacy and support to victims to minimise the risk they face, enhance their safety and rebuild positive lives.

Perceived positive impacts

- There is no proposal for a reduction in service. It is therefore anticipated that the new contracts will continue to deliver positive benefits for service users.
- The services will provide countywide coverage and will be accessible to any individual experiencing domestic abuse regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, sex or sexual orientation.
- The contract will have a well-defined service specification with clear outcomes and performance measures specified.
- Robust contract management will be implemented to ensure delivery is in line with the specification and outcomes/performance measures are being met.

If you have identified positive impacts for other groups not specifically covered by the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision

N/A

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures. If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'

No adverse impacts identified.

If you have identified negative impacts for other groups not specifically covered by the Equality Act 2010 you can include them here if it will help the decision maker to make an informed

None identified.

Stakeholders

Stake holders are people or groups who will be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them on engagement.cop@lincolnshire.gov.uk

<p>State clearly what (if any) consultation or engagement activity took place by stating who you involved under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the consultation and findings from the consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.</p>	
<p>Objective(s) of the consultation</p> <p>N/A, there is no public consultation planned for this re- procurement exercise.</p>	
<p>Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way? The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	
<p>Yes.</p> <p>If No, who needs to be involved and how do you intend to involve them?</p> <p>If yes, please explain the reason(s)</p>	
<p>Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?</p>	<p>Effective contract management throughout the live of the contract????</p>
<p>Further Details</p>	

Are you handling personal data?			
Actions required Include any actions identified in this analysis for on-going monitoring of impacts.	Action	Lead officer	Timescale
Signed off by			Date

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