

## 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.

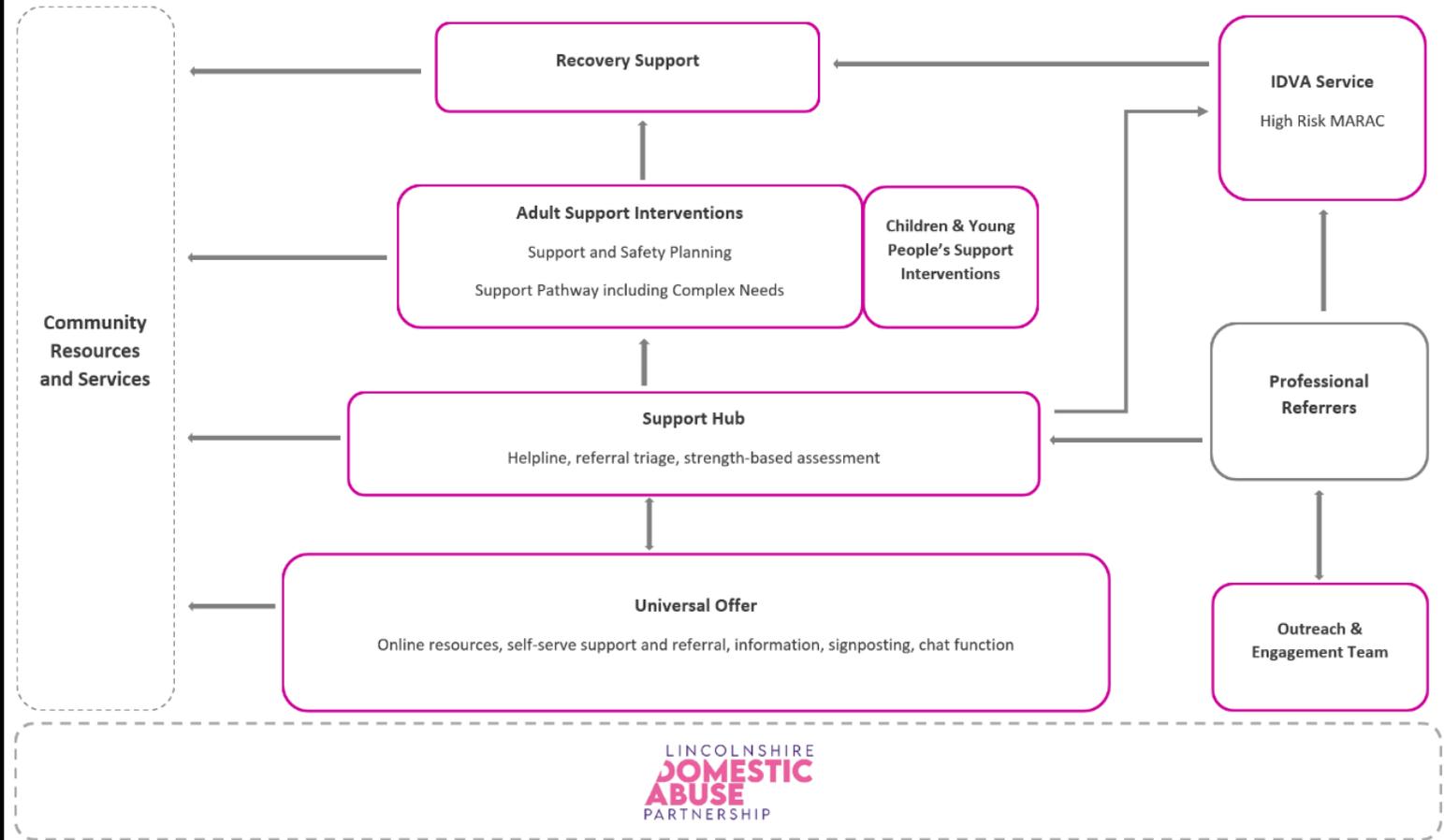
A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences 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.**

<b>Title of the policy / project / service being considered</b>	Domestic Abuse Support Services	<b>Person / people completing analysis</b>	Reena Fehnert Senior Commercial and Procurement Officer
<b>Service Area</b>	Safer Communities	<b>Lead Officer</b>	Sara Barry
<b>Who is the decision maker?</b>	Councillor Bradwell	<b>How was the Equality Impact Analysis undertaken?</b>	Discussion and email
<b>Date of meeting when decision will be made</b>	06/09/2022	<b>Version control</b>	V0.1
<b>Is this proposed change to an existing policy/service/project or is it new?</b>	Existing policy/service/project	<b>LCC directly delivered, commissioned, re-commissioned or de-commissioned?</b>	Re-commissioned
<b>Describe the proposed change</b>	<p>To consider the impact of the re-procurement of the new Domestic Abuse Support Services.</p> <p><b>Background</b></p> <ul style="list-style-type: none"> <li>Lincolnshire County Council (LCC) currently commissions Domestic Abuse Services in Lincolnshire. The current services comprise: A contract for Outreach support for adult victims and their children and another contract for IDVA services. The contracts are currently delivered by one provider.</li> <li>Safer Communities and Adult Care currently fund both Outreach and the IDVA provision. The contracts were let with a 3 year initial term and the option to extend by two years (1 + 1). 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 re-commission these services. The new Domestic Abuse Support service will include both the Outreach and IDVA services. This new service will be mainly funded by LCC and also part funded by the OPCC and Health.</li> </ul>		

The service and demand review, market engagement, stakeholder feedback and Lincolnshire’s Preventing Domestic Abuse Strategy 2021-24 have culminated in the development of the proposed countywide Domestic Abuse Support Service model for Lincolnshire as depicted below:



## Background Information

The key features of the revised and enhanced model are;

- A universal digitality based support offer to all victims of domestic abuse in Lincolnshire including self-serve information and referral, a chat function, and a range of online resources and signposting for victims, their family, friends, and colleagues.
- A Support Hub, including helpline, effective triage function and strength-based assessment provision.
- Community-based Specialist Support Interventions for Adults and Children and Young People, providing person-centred, outcome focused, support and safety planning whilst leveraging community assets and collaborating with other key partners to develop complex needs pathways alongside Substance Misuse, Mental Health, and Offender Management Services.
- An integrated IDVA Service supporting the highest risk victims including children and young people through specialist and community based IDVA workers embedded within the wider service elements and offer.
- Enhanced Recovery Support to victims managing civil injunctions, legal cases, transitions, or continuing complex needs support beyond the specialist interventions to build resilience and help prevent further victimisation.
- An Outreach and Engagement Team to proactively target known underrepresented victim groups and develop community support networks and peer support systems to identify and enhance the community response to domestic abuse.

### **Evidencing the impacts**

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.

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.

### **Data to support impacts of proposed changes**

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

#### Population data and the Joint Strategic Needs Assessment

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.

#### Workforce profiles

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 1<sup>st</sup> April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

**Positive impacts**

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state 'no positive impact'.

<p><b>Age</b></p>	<p>Annually there are approximately 30,000 Lincolnshire residents aged 16-74 years who will be victims of domestic abuse. The demand and prevalence analysis clearly identified lower than anticipated referrals from health sources and some demographic profiles which the new DASS will seek to address, the relative success of engagement activities will therefore directly influence future demand. This has been partly mitigated by the enhanced budget secured for the delivery of the remodelled DASS and the tripartite in-principal agreement to collectively consider and fund additional volume delivery if required during the contract term.</p> <p>The recommissioned service will be available to victims of domestic abuse [for children’s interventions the age range is 5-16, for adults interventions the age range is 16 and over. SEND XX age range]</p> <p>The over 45’s are underrepresented in the current service user demographic. The new model includes an outreach and Engagement team proactively targeting under-represented groups.</p> <p>The new model will therefore have a positive impact on the over 45’s.</p>
<p><b>Disability</b></p>	<p>The new model includes an Outreach and Engagement Team to proactively target known underrepresented victim groups and develop community support networks and peer support systems to identify and enhance the community response to domestic abuse. The new model also has a universal digital offer to all victims including self-serve information and referral a chat function and a range of online resources signposting victims, their family, friends and colleagues. This will have a positive impact on persons with disabilities.</p>
<p><b>Gender reassignment</b></p>	<p>The new model includes an Outreach and Engagement Team to proactively target known underrepresented victim groups and develop community support networks and peer support systems to identify and enhance the community response to domestic abuse. The new model also has a universal digital offer to all victims including self-serve information and referral a chat function and a range of online resources signposting victims, their family, friends and colleagues, this will have a positive impact on persons who have undergone gender reassignment</p>
<p><b>Marriage and civil partnership</b></p>	<p>No perceived positive impact. This protected characteristic should not face barriers in accessing the service should they need it, and stand to benefit from it in the same way as other eligible people without a protected characteristic.</p> <p>According to the latest census, over half the population of each district in Lincolnshire is married: Almost 57% in North Kesteven and 49% in Boston. Figures for civil partnerships was much lower with a mean of only 0.17% across all districts in a civil partnership, however this figure is likely to be higher now.</p>

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<b>Pregnancy and maternity</b>	Health are now contributing to the funding of the service, this along with the new model which includes the Outreach and Engagement Team and the requirement for the new provider to work with GP's to increase awareness of the service and thus will have a positive impact on pregnant women and those on maternity.
<b>Race</b>	The new model includes an Outreach and Engagement Team to proactively target known underrepresented victim groups and develop community support networks and peer support systems to identify and enhance the community response to domestic abuse. The service will also use translation services to enable better communication with those that find it difficult to access the service because language is a barrier. The new service will therefore have a positive impact on persons who identify under race as a protected characteristic.
<b>Religion or belief</b>	The new model includes an Outreach and Engagement Team to proactively target known underrepresented victim groups and develop community support networks and peer support systems to identify and enhance the community response to domestic abuse. This will have a positive impact on persons who identify under race as a protected characteristic which in turn can have an impact on those who identify under religion or belief as a protected characteristic.
<b>Sex</b>	The new model also has a universal digital offer to all victims including self-serve information and referral a chat function and a range of online resources signposting victims, their family, friends and colleagues. Men are underrepresented in the current service user cohort. It is known that a better digital offer will improve engagement from men who are victims of domestic abuse. The new service therefore will have a positive impact on persons with sex as a protected characteristic.
<b>Sexual orientation</b>	The new model includes an Outreach and Engagement Team to proactively target known underrepresented victim groups and develop community support networks and peer support systems to identify and enhance the community response to domestic abuse. This will have a positive impact on persons who identify under race as a protected characteristic.

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

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n/a People without children
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**Adverse/negative impacts**

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.

**Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.**

<b>Age</b>	No perceived adverse impact as the new model supports adults and children of the non-perpetrator adult as part of the service. There is a separate contract that supports work with the perpetrator that is commissioned by the Office of the Police Crime Commissioner.
<b>Disability</b>	No perceived adverse impact due to disability.
<b>Gender reassignment</b>	No perceived adverse impact due to gender reassignment.
<b>Marriage and civil partnership</b>	No perceived adverse impact as the new model supports adults and children of the non-perpetrator adult as part of the service. There is a separate contract that supports work with the perpetrator that is commissioned by the Office of the Police Crime Commissioner.

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<b>Pregnancy and maternity</b>	No perceived adverse impact due to pregnancy and maternity.
<b>Race</b>	There is no perceived adverse impact due to race.
<b>Religion or belief</b>	There is no perceived adverse impact due to religion or belief.
<b>Sex</b>	There is no perceived adverse impact due to sex.
<b>Sexual orientation</b>	There is no perceived adverse impact due to sexual orientation.

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

Victims who are not online, for example those in very rural areas, older victims or those in poverty and without access to broadband or a device could potentially be excluded from the universal digitally based offer support if it is primarily available online. The new service must offer an alternative, such as written or telephone based support to ensure they are not further excluded. There have been stark warnings about this, particularly in the spring of 2020 when the coronavirus pandemic has forced many services to use virtual gatherings, from Government, advisors and engagement specialists, such as the Consultation Institute.

Add reference to the domestic abuse partnership, all agencies that support the domestic abuse agenda in Lincolnshire, plus the Lincs DA strategy which includes as key delivery priorities, early intervention, community and neighbourhood engagement, working with the VCS to improve access. Work directed through the partnership to implement the strategy will also help to address and mitigate this potential negative impact.

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Children of the perpetrator are not covered by this service, however the service can refer into other services, provided by LCC Children's Services, to support people in this group.

### Stakeholders

Stake holders are people or groups who may 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 at [engagement@lincolnshire.gov.uk](mailto:engagement@lincolnshire.gov.uk)

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA 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 EIA consultation and findings from the EIA 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.

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### Objective(s) of the EIA consultation/engagement activity

The Objective of the activity is to recommission the Domestic Abuse Support Service through a tender process. This will involve going out to the market for the Most economically advantageous Tender. A project team was set up consisting of stakeholders from Safer Communities, Commercial, Legal, Health, Childrens and the OPCC. The project team carried out a robust analysis of the current contract delivery, this including a national review and benchmarking of the current services to identify issues and gaps in delivery.

An engagement activity with the Domestic Abuse Partnership which consists of District Councils, Health, Police and Suppliers in the County also supported the review of the current services. The Domestic Abuse Manager then carried out one to one engagement with a number of service users. The new model was developed following this and was market tested through the issue of a Prior information notice and a pre-market engagement questionnaire. Following this supplier one to ones were carried out and provided an opportunity to gather best practice information as well as sense check the proposed model and commercials. The model was then further refined and used to populate the specification for the new service.

Further engagement is on-going through the governance process and development of the Invitation to Tender documents

**Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic**

<b>Age</b>	<p>See above approach detailing who was involved in the engagement activity.</p> <p>Demographic analysis and engagement activity have identified that the over 45's are underrepresented in the current service user demographic. The new model includes an outreach and Engagement team proactively targeting under-represented groups.</p>
<b>Disability</b>	See above approach detailing who was involved in the engagement activity.
<b>Gender reassignment</b>	See above approach detailing who was involved in the engagement activity.
<b>Marriage and civil partnership</b>	See above approach detailing who was involved in the engagement activity.
<b>Pregnancy and maternity</b>	See above approach detailing who was involved in the engagement activity.
<b>Race</b>	See above approach detailing who was involved in the engagement activity.

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<p><b>Religion or belief</b></p>	<p>See above approach detailing who was involved in the engagement activity.</p>
<p><b>Sex</b></p>	<p>See above approach detailing who was involved in the engagement activity.</p> <p>Demographic analysis and engagement activity have identified that men are underrepresented in the current service user cohort. The new model includes an improved digital support offer, which will improve engagement from men who are victims of domestic abuse.</p>
<p><b>Sexual orientation</b></p>	<p>See above approach detailing who was involved in the engagement activity.</p>
<p><b>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?</b> The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	<p>Yes, this includes the Project Team, the Programme Board and the Domestic Abuse Partnership</p>
<p><b>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?</b></p>	<p>This can be evidenced through a robust contract management framework captured on a quarterly basis including but not limited to:</p> <ul style="list-style-type: none"> <li>- The reporting of key performance indicators.</li> <li>- Close monitoring of the delivery of the specification and continuous improvement plan.</li> <li>- Extensive wider community and partnership engagement.</li> <li>- The demonstration of value for money.</li> <li>- Case studies demonstrating overall framework outcomes.</li> <li>- The recovery following the pandemic</li> </ul>

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**Further Details**

**Are you handling personal data?**

Yes

Personal data is held as part of both Provider's and commissioner case management systems, however all data used within the re-commissioning exercise, including this impact analysis is anonymous.

In relation to the new service and contract, the information governance team will advise on the appropriate data management relationship to ensure ongoing compliance by both parties with data protection legislation. The contract terms and conditions will be updated with the appropriate contractual clauses to ensure the correct handling of personal data during the term of the contract.

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<b>Actions required</b>	<b>Action</b>	<b>Lead officer</b>	<b>Timescale</b>
Include any actions identified in this analysis for on-going monitoring of impacts.	Effective contract management throughout the life of the contract	Kelly Wells	1 <sup>st</sup> April 2023 to 31 <sup>st</sup> March 2028

<b>Version</b>	<b>Description</b>	<b>Created/amended by</b>	<b>Date created/amended</b>	<b>Approved by</b>	<b>Date approved</b>
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0.1	EIA form filled in and circulated	Created by Reena Fehnert	9 <sup>th</sup> June 2022 Amended 27 <sup>th</sup> June 2022		
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