

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

SECTION 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Domestic Violence Support Services contract retender.
Lead officer(s) name(s) and contact details	Iain Hart 020 8132 0500 iain.hart@enfield.gov.uk
Team/ Department	Strategy and Resources Health and Adult Social Care People
Executive Director	Tony Theodoulou
Cabinet Member	Councillor Cazimoglu
Date of EqIA completion	20/10/22

SECTION 2 – Summary of Proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
 What are the reasons for the decision or change?
 What outcomes are you hoping to achieve from this change?
 Who will be impacted by the project or change - staff, service users, or the wider community?

In the year ending September 2021, there were 8,017 domestic abuse offences in Enfield. This the 5th highest rate in London.¹ It is vital that we have domestic abuse support services to provide women and children who are fleeing domestic abuse a safe place to go.

The current contracts for the domestic abuse support services ends in July 2022. Under the Domestic Abuse Act 2021 the local authority is required to ensure there is adequate refuge and support provision in the borough. The current refuge support arrangements will be combined with the Independent Domestic Violence Advocacy (IDVA) contract which co-terminates at the same time.

The refuge and support ensure that vulnerable women and children can be moved to a place of safety.

¹<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseprevalenceandvictimcharacteristicsappendixtables>

The refuge is a 21 bed unit with office space for additional support services. It is a purpose-built accommodation owned by Christian Action Housing. The separation of landlord and support function provides the opportunity to change support provider without the risk of losing the accommodation.

Survivors and their children are often transferred there from other parts of London to ensure they are removed from danger and placed in a safe location.

Solace Women's Aid support on average 60 survivors a year. Most survivors, on average, spend only 4 months with the service until they are found an alternative safe location. Average utilisation of the service has been 94%.

The new combined contract will fund a half post floating support worker; who works with survivors and their families, helping them establish in a new location and ensure that they are supported for an initial period.

The current Refuge contract is funded through the Housing Related Support budget and the IDVA through MOPAC and other funding streams.

The two contracts will be brought together for a limited time in order to allow the funding London Mayor's Office to complete pilot projects and agree a strategic approach for Domestic Support provision across London.

Once the joint extension period has expired Enfield will go to an open tender process. If any other boroughs take part in the tender they will be advertised as a separate Lot in the tender and will be issuing their own contract.

SECTION 3 – Equality Analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and, where possible, provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

The Crime Survey for England and Wales showed that an estimated 2.3 million adults aged 16-74 years experienced domestic abuse in the year ending March 2020. The national definition of domestic abuse states that domestic abuse is something that happens to those aged 16+.² Young People aged 0-18 who may experience abuse would be considered within child protection and safeguarding mechanisms rather than domestic abuse processes.

Anyone woman accessing the refuge will have to be 18+ with no upper age limit. Parents can access refuge along with their children, however, consideration would need to be given the ages of the children and the potential impacts on the dynamics of the refuge.

This service compliments the work that is happening elsewhere with young people. For example, healthy relationships are taught as the secondary curriculum, so that children and young people are aware of the signs of domestic abuse and how to report it. Below is the demographics for the last year.

Age Value	Value	%
16 - 20	2	2.99
21 - 25	13	19.4
26 - 30	17	25.37
31 - 35	12	17.91
36 - 40	11	16.42
41 - 45	8	11.94
46 - 50	2	2.99
51 - 55	1	1.49
56 - 60	1	1.49

Mitigating actions to be taken

No mitigating action identified.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include:

Physical impairment, hearing impairment, visual impairment, learning difficulties, long-

² <https://www.gov.uk/government/news/new-definition-of-domestic-violence>

standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

This service is not specifically aimed at individuals affected by disability, but supports vulnerable women requiring a place of safety due to domestic abuse.

People with a disability are disproportionately more likely to be affected by domestic abuse. Around 1 in 7 disabled people aged 16-59 experienced domestic abuse in the year ending March 2019, compared with about 1 in 20 non-disabled people. They are more likely to experience domestic abuse for longer periods of time and for the abuse to be much more severe and frequent than for non-disabled residents. However, domestic abuse experienced by those with a disability is even more underreported than domestic abuse in general.

We will work with the commissioned service to ensure that there is training to support individuals with complex needs. We will ensure that the service works in partnership with Barnet, Enfield and Haringey Mental Health Trust to ensure that we provide adequate mental health support and if a Service User has a named professional that we can offer joint support.

We will ensure that the service provider has accessible facilities which allow for wheelchair access.

Below is the demographics for the last year.

Disability	Value	%
Yes	9	13.43
None	58	86.57

Mitigating actions to be taken

No mitigating action to be taken.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

In the 2018 Stonewall Report, 28% of trans respondents had experienced domestic abuse in the last 12 months.³ Evidence also suggests prevalence rates of domestic abuse may be higher for trans people than any other section of the population.⁴

This service will specifically provide refuge for vulnerable cis-gender women⁵ requiring a place of refuge due to domestic abuse. There is a negative impact for trans people trying

³ https://www.stonewall.org.uk/system/files/lgbt_in_britain_-_trans_report_final.pdf

⁴ http://www.galop.org.uk/wp-content/uploads/Galop_RR-v4a.pdf

⁵ Cis-gender describes a person whose gender identity is the same their sex assigned.

to access this refuge as it does not provide any spaces for trans people. To reduce this impact, we will ensure that the police are aware of voluntary and community organisations which provide support and refuge service to trans people in Enfield for referral.

Mitigating actions to be taken

We will work with the police to promote voluntary and community organisations which support for Trans people that have suffered domestic abuse.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected

This service is designed to support vulnerable women and their children who may require a place of safety due to domestic abuse, regardless of their marital or civil partnership status.

A performance monitoring requirement for our new service will specifically record the relationship status of the service user.

Mitigating actions to be taken

No mitigating action to be taken.

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected

Pregnancy can sometimes be a trigger for the start of domestic abuse or an increase in severity. Both refuge and outreach provision in the Borough will provide support to women who are pregnant as well as those who are mothers with accommodation tailored fit the needs of parents with children. The refuge will support women during their pregnancy. The service will be linked into local Health Workers, Children's Services, GP services and schools to provide tailored support.

Therefore, there is a positive impact in terms of access for victims who are pregnant or have just had a baby.

Below is the demographics for the last year.

Pregnancy	Value	%
Don't know	1	1.49
No	60	89.55
Yes	6	8.96

Children	Value
Average number of children per client	1.24
Number of clients with children	55
Total number of children	68

Mitigating actions to be taken

No mitigating action to be taken.

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected

National data, in the year ending March 2020, shows that White women (7.7%) were more than twice as likely as White men (3.6%) to experience domestic abuse – they were also more likely than Asian women (4.4%) or Black women (4.6) to experience domestic abuse.⁶ This service is designed to support vulnerable women and their children who may require a place of safety due to domestic abuse. The service will be available to women through Police referrals, regardless of their ethnicity.

The experience of domestic abuse can be significantly different for victims from ethnic minority backgrounds; it can include issues relating to so-called honour based violence, forced marriage, language barriers, immigration status, and community and cultural practice.

All of these elements can increase risk, and therefore it is vital to ensure that agencies are culturally aware, including of cultural context in order to manage such risks. As part of our wider work to tackle violence against women and girls, we will work with the voluntary and community sector to support women in isolated communities to understand domestic abuse is a crime and improve their access to women's refuges. Where English is not their first language, this support will include promoting access to English language courses.

A performance monitoring requirement for our new service will specifically record the ethnicity of the service users. This information will be used to monitor and respond to any emerging trends so that our provision is fit for purpose.

Below is the demographics for the last year.

⁶ <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/domestic-abuse/latest>

Ethnicity	Value	%
White		
British	11	16.42
Irish	1	1.49
Eastern European	5	7.46
Roma	1	1.49
Other White	5	7.46
Mixed Ethnic		
White and Black Caribbean	2	2.99
White and Asian	1	1.49
Asian /Asian British		
Indian	3	4.48
Pakistani	3	4.48
Bangladeshi	4	5.97
Any other Asian	5	7.46
Black/African/Caribbean/Black British		
African	11	16.42
Caribbean	4	5.97
Any other black background	1	1.49
Other Ethnic		
Arab	8	11.94
Other ethnic	2	2.99

Mitigating actions to be taken

No mitigating action to be taken.

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

This service is for women and children of all religions and beliefs. We will ensure that the service provider has adequate training relating to religion and how best to respond to domestic abuse victims of different beliefs.

We will also work with the service provide to ensure that we can make practical adjustments to accommodate service user's religious practices, for example prayer rooms or separate food preparation areas in communal kitchen facilities.

We will ask the service provider to collect data on religion or belief. This information will be used to monitor and respond to any emerging trends so that our provision is fit for purpose.

Mitigating actions to be taken

No mitigating action identified.

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

Domestic abuse impacts on both men and women. An estimated 2 million adults in England and Wales aged 16-59 years experienced domestic abuse in the year ending March 2018, equating to a prevalence rate of approximately 6 in 100 adults. Women were around twice as likely to have experienced domestic abuse than men.⁷ Two women a week are killed by a current or former partner in England and Wales alone. This service will have a positive impact on vulnerable women experiencing domestic abuse by providing safe accommodation and support.

There is a negative impact for men trying to access this refuge as we do not provide any spaces for male victims. This is because the gendered nature of domestic abuse means that women and men have different safety and support needs. However, we will ensure the Police are aware of specific support and refuge services for men experiencing domestic abuse from their partner.

Mitigating actions to be taken

We will ensure that the Police are aware of specific support and refuge services, provided by the voluntary and community organisations, for men experiencing domestic abuse from their partner.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

⁷<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2018#understanding-domestic-abuse>

In England, it is estimated that more than 1 in 4 gay men and lesbian women and more than 1 in 3 bi people experience at least one form of domestic abuse since the age of 16. ⁸ This service does not preclude specific sexual orientation but supports any vulnerable females requiring support from domestic abuse.

There is a negative impact for gay men trying to access this refuge as we do not provide any spaces for male victims. This is because the gendered nature of domestic abuse means that women and men have different safety and support needs. However, we will ensure the Police are aware of specific support and refuge services for men experiencing domestic abuse from their partner.

We will ensure that our wider work to tackle domestic violence and abuse is inclusive of the needs of LGBT communities, by including LGBT-specific issues as part of our publicity campaigns and are considered as a part of all training on domestic violence and abuse.

Mitigating actions to be taken

We will ensure that the Police are aware of specific support and refuge services, provided by voluntary and community organisations, for men experiencing domestic abuse from their partner.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The service being retendered is for any vulnerable female from any socio-economic group who requires support from domestic abuse.

Below is the demographics for the last year.

Recourse to Public Funds	Value	%
Missing Data	1	2.50
No	10	25.00
Not asked	1	2.50
Yes	28	70.00

Mitigating actions to be taken.

⁸ http://www.galop.org.uk/wp-content/uploads/Galop_RR-v4a.pdf

No mitigating action identified.

SECTION 4 – Monitoring and Review

How do you intend to monitor and review the effects of this proposal?


Who will be responsible for assessing the effects of this proposal?

The service is monitored on a quarterly basis. Monitoring information contains demographic data to ensure that the services are not precluding any protected characteristic. This information will be used to monitor and respond to any emerging trends so that our provision is fit for purpose.

Julie Tailor and Tina Webb will be Enfield Council's representatives on the contract monitoring.

Where there is a specialist organisation which provides appropriate and tailored support for an individual protected group, will ensure that referrals to these organisations are promoted to the Police. This will help to reduce the impact of service only being able to vulnerable women and children.

SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
We will work with the police to promote voluntary and community organisations which support for Trans people that have suffered domestic abuse.	<p>Reminding Police that information is available from Stonewall </p> <p>And that Enfield Domestic Violence co-ordinator can assist also.</p> <p>The Enfield LGBTQ+ community in particular Tim Fellows is contactable for support.</p>	Julie Tailor	Ongoing	£0	
We will ensure that the Police are aware of specific support and refuge services, provided by voluntary and community organisations, for men experiencing domestic abuse from their partner.	<p>For men some of the above information is also relevant.</p> <p>There is also the refuge men's 24/7 national support line 0808 8010 327</p>	Julie Tailor	Ongoing	£0	

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