

APPENDIX 3

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where

a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Chief Execs	Title of the Lead Officer responsible for EIA	Head of Communities and Crime
Name of the policy or function to be assessed:		Serious Violence and Violence against Women and Girls Strategy	
Title of the Officer undertaking the assessment:		Head of Communities and Crime	
Is this a new or an existing policy or function?		Existing	
<p>1. What are the aims and objectives of the policy or function?</p> <p>This strategy sets out our commitment in response to the governments Domestic Abuse Act 2021, the Serious Violence Strategy 2018, and the Violence Against Women and Girls (VAWG) Strategy 2021 to reduce Violence and Domestic Abuse including violence against women and girls and to ensure victims and survivors are able to access quality support services.</p> <p>The Objectives are;</p> <ol style="list-style-type: none"> 1. Build on existing strong multi agency partnerships to deliver improved outcomes 2. Work in partnership to create safer streets and public spaces 3. Raise awareness of support available to improve reporting 4. Increase public confidence and feeling safe 5. Reduce the number of incidents through education and early intervention 6. Enable victims and survivors to access high quality support services 7. Promote positive outcomes for children and young people impacted by violence and exploitation. <p>This strategy recognises that women and girls are disproportionately affected by Domestic Abuse and Violence Against Women and Girls and that men, boys and non-binary people are also affected by issues which encompasses Domestic Abuse and Violence Against Women and Girls.</p> <p>It is important to ensure that appropriate service responses are in place for support and that age, gender, culture, race, religion, disability, sexual orientation and mental health may be an additional barrier to reporting or seeking help</p>			

2. What outcomes do you want to achieve from the policy or function?

Reduce the prevalence of serious violence in the borough including the prevalence of domestic abuse and violence against women and girls creating a place where people feel confident and safe. Create strong partnerships to raise awareness and provide access to early intervention and support for victims and those at risk of harm.

3. Who is intended to benefit from the policy or function?

Residents of Broxtowe, victims and those at risk from harm.

4. Who are the main stakeholders in relation to the policy or function?

Borough Council
Police
Domestic abuse organisations
Violence Reduction Unit
Victims and those at risk from harm
Residents

5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?

Data relating to the number of incidents of violence with injury reported within the borough however this is not broken down to different equality strands
Data relating to incidents of domestic abuse reported is recorded against specific crime type (violence with injury/violence without injury/stalking/harassment etc) however is not broken down to the different equality strands.

6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?

It is recognised that rape and other sexual offences, stalking, domestic abuse, 'honour-based' abuse (including female genital mutilation and forced marriage and 'honour' killings), 'revenge porn' and 'upskirting', disproportionately affect women and girls.

It is also recognised that men, boys and non-binary people are also affected by issues which encompasses Domestic Abuse and Violence Against Women and Girls.

It is widely understood that those with protective characteristics are more vulnerable to hate crime due to prejudice which may also involve serious violence and that they may be less likely to be able to protect themselves from harm.

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

Consultation on the content of the strategy took place with The Violence Reduction Partnership and with Broxtowe Womens Project

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

☐ Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?

The strategy targets all those who have been or may be the victim of Serious Violence regardless of equality group.

Some specific functions such as reporting and support are already accounted for within the Hate Crime Strategy and Action Plan.

It particularly focuses on women and girls to satisfy the legal duty set out by government to support a multi-agency approach to preventing and tackling serious violence.

☐ Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?

Yes the strategy will apply to all groups and communities however awareness raising is targeted at groups most at risk. Those with protective characteristics which may be a barrier to reporting and accessing services are considered at risk

☐ Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?

The strategy applies equally across all groups and communities however it is recognised that some groups with protective characteristics may be more reluctant to report incidents. The Hate Crime Strategy and Action Plan delivers activity to break down barriers and increase reporting across all groups with protected characteristics.

☐ Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?

Prevent serious violence between individuals and groups reducing violence to those with protected characteristics.

☐ What further evidence is needed to understand the impact on equality?

Statistical evidence on reported incidents broken down by equality strand however this data is not collected.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age:

Target boys for White Ribbon messaging through schools

Target girls through schools to raise awareness of reporting and support available

Disability:

Raise awareness of reporting and support available through targeted events and campaigns

Gender:

Target men for White Ribbon messages

Raise general awareness of reporting and support available through campaigns

Gender Reassignment:

Raise awareness of reporting and support available through targeted events and campaigns

Marriage and Civil Partnership:

Raise general awareness of reporting and support available through campaigns

Pregnancy and Maternity:

Raise general awareness of reporting and support available through campaigns

Race:

Raise awareness of reporting and support available through targeted events and campaigns

Religion and Belief:

Raise awareness of reporting and support available through targeted events and campaigns

Sexual Orientation:

Raise awareness of reporting and support available through targeted events and campaigns

Care Experience:

Raise general awareness of reporting and support available through campaigns

Chief Executive:

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature:

