

Appendix B



**Welwyn Hatfield Borough Council**

**Equality Impact Assessment**

Assessment completed by: Nuvin Ramiah

Name of policy/project/service to be assessed	Domestic Abuse Policy
At what stage of consultation has this EqIA been prepared?	Pre consultation <input type="checkbox"/> Post consultation <input type="checkbox"/> No consultation required <input checked="" type="checkbox"/>
Method of analysis undertaken and dates	Managers – desktop screening <input checked="" type="checkbox"/> Date: Feb 25 Employee Forum <input type="checkbox"/> Date: Stakeholder review <input type="checkbox"/> Date:
Who does the policy or service affect?	Customers (public) <input checked="" type="checkbox"/> Internal (staff/Members) <input checked="" type="checkbox"/> External (partners/contractors/agencies) <input checked="" type="checkbox"/> Other <input type="checkbox"/>
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	<ul style="list-style-type: none"> <li>To set out how we will deal with Domestic Abuse and violence against women and girls.</li> <li>To provide a consistent and supportive service to anyone who has experienced domestic abuse.</li> </ul>
What equality data is available relating to the use or implementation of the policy, project or service?	Hertfordshire Joint Strategic Needs Assessment on Domestic Abuse 2019 suggests; <ul style="list-style-type: none"> <li>One in four women and one in 6 men endure violence from a partner, ex-partner or family member.</li> <li>73.9% of Hertfordshire victims are female during 2016 &amp; 2017.</li> <li>Significant increase in victims aged between 17-26 and 27-36.</li> </ul>

	<ul style="list-style-type: none"><li>• Individuals from Black and Ethnic Minority Groups experienced the most DA in the Boroughs of Watford and Three Rivers during 2018 accounting for 16.6% of all Herts MARAC referrals.</li></ul>
What consultation has taken place in the development or review of the policy, project or service?	

Does the policy have a positive or negative impact on any of the following Protected Characteristic groups covered by the Equality Act 2010?

	<b>Positive Yes/No</b>	<b>Negative Yes/No</b>	<b>Neutral Yes/No</b>	<b>Evidence &amp; Comments</b>
Age	Y	Y		<p><b>Positive</b> Our DA Policy works in line with our Safeguarding Adults at Risk and Safeguarding Children Policy.</p> <p><b>Negative</b> Our DA Policy applies to anyone over the age of 16 as defined by the Government definition. Below that age group the Safeguarding Children Policy applies.</p>
Disability	Y	Y		<p><b>Positive</b> Signposting to support agencies where the victim/perpetrator has disabilities Completion of a Risk Assessment paying regard to protected characteristics Completion of a proportionality statement before taking legal action to demonstrate we have considered the needs of the perpetrator and are acting with regard to the Equality Act 2010.</p> <p><b>Negative</b> The perpetrator may be committing domestic abuse as a result of mental health issues. We will work with the perpetrators to help them, but it may also be necessary to take enforcement action to keep their victims safe. The perpetrator may not qualify for help as they do not meet the criteria for a particular agency. The perpetrator may not be able to understand and remember what is expected from them as a tenant or what is being said to them. They also may not have the ability to change their behaviour because of their mental health needs. A better relationship with the Mental Health Team is being developed to overcome this.</p>
Ethnicity	Y	Y		<p><b>Positive</b> Completion of Risk Assessment to assess the extent of harm and risk Domestic Abuse is having on the complainant/perpetrator due to their ethnicity and cultural traditions. Some forms of violence against women and girls is cultural.</p>

				<p>We will seek to provide an officer of the same ethnicity where possible.</p> <p><b>Negative</b>  Communication barrier if English is not the first language – translator services will need to be employed.</p>
Gender re-assignment			Y	The implementation of this policy will have no direct impact on this characteristic however our DA Policy specifically states that we will support any individual experiencing domestic abuse irrespective of any protected characteristics.
Marriage/Civil partnership			Y	The implementation of this policy will have no direct effect on this characteristic.
Pregnancy & Maternity			Y	The implementation of this policy will have no direct effect on this characteristic.

	Positive Yes/No	Negative Yes/No	Neutral Yes/No	Evidence & Comments
Religion or belief	Y			<b>Positive</b> The implementation of this policy will have no direct impact on this characteristic however our DA Policy specifically states that we will support any individual experiencing domestic abuse irrespective of any protected characteristics.
Sex			Y	The implementation of this policy will have no direct effect on this characteristic.
Sexual orientation	Y			<b>Positive</b> The implementation of this policy will have no direct impact on this characteristic however our DA Policy specifically states that we will support any individual experiencing domestic abuse irrespective of any protected characteristics.

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

For Steering Group use only:

Comments: