



Equality Impact Toolkit (new version July 2011)

Section 1: Your details

Council officer: Ian Lowrie
Email address: ianlowrie@wirral.gov.uk
Head of Service: Steve McGilvray
Department: Law, HR and AM
Date: 12th October 2011

Section 2: What Council function / proposal is being assessed?
Domestic Homicide Review Policy

Section 3: Is the Council function / proposal relevant to equality? (please tick relevant boxes)

- In services**
- In the workforce**
- In communities**
- Other** (please state)
- None** (please stop here and email this form to your Head of Service who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Within the Equality Duty 2010, there are 3 legal requirements. Which of the following are relevant to the Council function / proposal? (please tick relevant boxes)

- To eliminate unlawful discrimination, harassment and victimisation
- To advance equality of opportunity
- To foster good relations between groups of people

Section 5: Will the function / proposal have a favourable or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

Please list in the table below and include actions required to mitigate any negative impact.

| Protected characteristic | Favourable or negative impact | Action required to mitigate any negative impact | Lead person | Timescale | Resource implications |
|--------------------------|--|--|-----------------|-----------|-----------------------|
| All | <p>Negative</p> <p>The death of a person aged 16 or over has, or appears to have, resulted from violence, abuse or neglect by-</p> <p>(a) a person to whom he/she was related or with whom he/she was or had been in an intimate personal relationship; or</p> <p>(b) a member of the same household as himself/herself</p> | <p>Overall responsibility for establishing a DHR rests with Wirral CSP. When a domestic homicide occurs, the Merseyside Police will inform the Chair of Wirral CSP in writing of the incident.</p> <ul style="list-style-type: none"> - Establish what lessons are to be learned from the case about the way in which local professionals and organisations work individually and together to safeguard victims. - Identify clearly what those lessons are both within and between agencies, how and within what timescales they will be acted on, and what is expected to change as a result; - Apply these lessons to service responses including changes to policies and procedures as appropriate; - Prevent domestic violence homicide and improve service responses for all domestic violence victims and their children through improved intra and inter-agency work. | Steve McGilvray | Ongoing | Staff costs |

Appendix 7

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| <p>Disability</p> | <p>Negative People with a long-term illness or disability are more likely to be a victim of domestic abuse and stalking than people without. It should be noted that this does not imply causation and these findings should be treated as indicative rather than conclusive. Further research indicates that disabled women or those with mental health problems are at a higher risk of victimisation. Disabled women may be around twice as likely to be assaulted or raped, and more than half of all women with a disability may have experienced some form of domestic violence in their lifetime. In addition, at least half of all women in touch with mental health services have experienced violence and abuse, yet the level of awareness amongst mental health professionals can be low and women are rarely asked about their experience of violence.</p> | <p>Working with agencies through the MARAC process and CSP / CSP Executive means that relevant agencies are engaged with their clients and risk is reduced.</p> | <p>Jill Barr</p> | <p>Dec 2011</p> | <p>Funded through CSP and various funding streams together with investment by partner agencies.</p> |
| | | | | | |
| <p>Gender Gender reassignment</p> | <p>Positive In line with Community Safety Partnership target, referrals of male clients has increased (3.4%) compared to 1% last year. National average is 3.4%. Positive service user feedback.</p> | <p>Provision of Independent Domestic Violence Advocate (IDVA) for male clients.</p> | <p>Jill Barr</p> | <p>Completed but 6 monthly review</p> | <p>JCST Information, Communication, Evaluation Team – staff costs absorbed as part of the Strategic Assessment.</p> |

Appendix 7

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| | <p>Tackling domestic violence is a priority <i>Call to End Violence Against Women and Girls</i> and the supporting Action Plan published on 8th March 2011, This provision is closely aligned with the focus on 'prevention' which is at the heart of our approach to tackling violence against women and girls: to prevent such violence from happening by challenging the attitudes and behaviours which foster it and intervening early where possible to prevent it</p> | <p>Provision of male Independent Domestic Violence Advocate (IDVA) and Independent Sexual Violence Advocate (ISVA) for female clients.</p> | | | |
| <p>Race, Religion, Belief</p> | <p>Negative Victims of domestic violence from a black, minority-ethnic (BME) background may find it more difficult to leave an abusive situation due to cultural beliefs or a lack of appropriate services. Forced marriages, female genital mutilation (FGM) and so called 'honour'-based violence (HBV) are more likely to be prevalent in (although are not limited to) certain communities, including BME communities, although the data we have on these crimes is limited. Careful consideration must be given to individuals selected for the review process to provide specialist cultural</p> | <p>Use of CAADA Dash (risk assessment tool) allows for identification of Honour Based Violence (HBV) cases and safety planning takes HBV into account. HBV training conducted for FSU and JCST managers.</p> | <p>Jill Barr</p> | <p>Completed but 6 monthly review</p> | <p>Staff costs – as part of duties.</p> |

Appendix 7

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| | <p>knowledge, as there may be issues of confidentiality with regards to using individuals from local communities. As outlined above, domestic violence and homicide cuts across geographical, religious, ethnic and national boundaries. Certain types of violence do disproportionately impact women from some communities.</p> | | | | |
| | <p>Negative Raised awareness of domestic abuse can increase risk and challenge cultural issues within certain communities.</p> | <p>Equality and Diversity Action Plan 2011-2012 factors this gap into account and sets out clear plan to address any gaps which may arise. Which includes education and collaboration. Effectively managed safety planning and close links with Corporate Services and multi-agency links, including DV and Hate Crime MARAC's, reduce this risk.</p> | Jill Barr | Ongoing | Staff costs – as part of duties. |
| All | <p>Positive FSU is pro-actively focussed on providing a safe, non-discriminatory service equally accessible to all eligible clients.</p> | <p>Regular, quality assurance checks through dip sampling and scrutiny through Departmental Equality Group, Section representative.</p> | Ian Lowrie | Completed but 6 monthly review | Staff costs – as part of duties. |
| | <p>Negative Owing to staff capacity currently at maximum effort, the FSU would not be able to manage further increase in case load.</p> | <p>Temporary IDVA post until 31 March 2012 is with Human Resources in order to recruit to manage any increase, if required.</p> | Jill Barr | Monthly | Funding secured from existing budget. |

Where and how will the above actions be monitored?

Community Safety Management meeting and Departmental Equality Group meeting.
 Community Safety Partnership – Executive Group.

If you think there is no negative impact, what is your reasoning behind this?

Section 6: What research / data / information have you used in support of this process?

Home Office Crime and Policing Group - Violent and Youth Crime Prevention Unit, reported on a Full Equality Impact Assessment arising out of legislation. The means by which the DHR is proposed is based upon recommended good practise and following guidelines for transparency.

The mutual arrangements are recommended for support through both Local Authorities in that, In order to minimise costs to the Council, a reciprocal agreement has been made with Chester West and Cheshire Council over the Chair of a DHR Panel and the author of the DHR overview report. A memorandum of understanding has been drawn up by legal officers from the two Authorities it follows, therefore, that costs are reduced and process more effective.

Accomodation issues - Family Safety Unit clients require good public transport links and access onto ground floor accomodation as they generally have pushchairs and young children so would have difficulty negotiating stairs.

Secure offices are required for our own computer systems and taking into account partnership arangements and agreements in regard to Data Protection legislation to protect client's data.

Secure enviornment for staff working late and to protect the public from excess noise pollution.

Representation – Preliminary monitoring has identified that the following groups are under-represented in accessing the FSU service ;

- Sri Lankan
- Muslim
- Chinese

Section 7: Are you intending to carry out any consultation with regard to this Council function / policy?

Yes – (please delete as appropriate)

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:
(please stop here and email this form to your Head of Service who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place?

Consultation with Asset Management to provide the most suitable accomodation for all the needs of Community Safety.

In addition, consultation with partners in regard to Equality for all their staff requirements and client groups.

Appendix 7

Utilising community links with Multicultural Centre, Wirral Change and other BME support Services for education and awareness raising of reporting in respect of domestic abuse.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Head of Service who needs to email it to equalitywatch@wirral.gov.uk for publishing)