

Equality Impact Assessment

The Council has a duty to consider the needs and requirements of the community who are affected by our policies and procedures. This checklist has been developed to ensure that relevant groups are neither directly or indirectly discriminated against in the planning and delivery of Council services in compliance with legislation and good practice.

An impact assessment is a systematic way of finding out the impact of a policy or proposed policy on different groups. Officers are required to identify the likely outcomes/impacts that may result from introducing a policy/procedure.

Examples of groups that can be disadvantaged if their specific needs are not considered are women/parents/carers, people from different ethnic minorities, people with disabilities/impairments and Welsh speakers.

How should you assess impact?

1. Identifying the objectives of your policy and how it will work
2. Examining the data and research available
3. Assessing the likely impact on equality
4. Consulting people who are likely to be affected by your policy
5. Making arrangements to monitor and review your policy and its impact
6. Publishing the results of the assessment

It is the responsibility of the Head of Service or Operational Manager responsible for each policy to ensure that an assessment has been completed for the policy identified.

The form should be completed electronically and returned to the Equalities Section :

LJBrown@valeofglamorgan.gov.uk

If you have any queries, telephone: 01446 709362

Policy/practice title: Priorities relating to domestic abuse and violence against women

Who is responsible for developing and implementing the policy/practice?

Name: Deborah Maurer	Job Title: Principal Community Safety Officer
Directorate: Legal and Regulatory	Division: Community Safety
Assessment Date: 8 April 2010	

1. Objectives

What are the objectives of the policy/practice being developed or reviewed?

To reduce the impact of domestic abuse on individuals, families and the community

2. Background data:

Who is intended to benefit from this policy/practice?	Please ✓
All residents of the Vale of Glamorgan	✓
Internal departments (please state): VOG Council	✓
Customers/residents in a specific geographical location	
Specific customers (age, gender, etc.) Please identify: People over 65 dementia related illnesses and resultant residential needs.	
Other Please specify:	
What research or baseline information do you have about how your service is used by various groups of people?	
Baseline information collated by the Police	

3. Gender

Will the policy/practice have a **negative impact** directly or indirectly on different genders?

Please ✓	Yes	No
Women		✓
Men		✓

Will the policy/practice have a **positive impact** directly or indirectly on different genders?

Please ✓	Yes	No
Women	✓	
Men	✓	

Please give details of the negative impact?

Not identified

Please give details of the positive impact?

The aim of the strategy is to reduce repeat offending in the long term

What action(s) can you take to mitigate the negative impact?

Not applicable

What action(s) can you take to have a more positive impact?

The monitoring of services that are commissioned will ensure effectiveness
What supporting evidence do you have?
Evaluations of commissioned services; information from multi-agency risk assessment conferencing

4. Race

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place).

Will the policy/practice have a **negative impact** on the following groups?

Please ✓	Yes	No
Black and minority ethnic population		✓
Economic migrants		✓
Asylum seekers and refugees		✓

Will the policy/practice have a **positive impact** on the following groups?

Please ✓	Yes	No
Black and minority ethnic population	✓	
Economic migrants	✓	
Asylum seekers and refugees	✓	

Please give details of the negative impact?
None identified
Please give details of the positive impact?
There will be specific targeting of black and minority ethnic groups as identified by the Health Service
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Link with Cardiff Sex Workers Forum to identify any issues that exist or arise regarding trafficking in the Vale of Glamorgan.
What supporting evidence do you have?
Equality monitoring at MARIC level. Data will be reviewed to rule out any double counting.

5. Disability

Will the policy/practice have a **negative impact** on people with disabilities?

Disability: please ✓	Yes	No
Visually impaired		✓
Hearing impairment		✓
Physically disabled		✓
Learning disability		✓
Mental health problem		✓
Other:		✓

Will the policy/practice have a **positive impact** on people with disabilities e.g. will services be more accessible?

Disability: please ✓	Yes	No
Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other:	✓	

Please give details of the negative impact?
None identified
Please give details of the positive impact?
Aim is to ensure that services will be accessible. Disability issues have been raised with the Welsh Assembly Government regarding the abuse of disabled people.
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Lobbying of the Welsh Assembly Government and the Home Office
What supporting evidence do you have?
The property section of the Council has been involved in ensuring that services are physically accessible.

6. Welsh language

Will the policy/practice have a **negative impact** on the Welsh language?

Please ✓	Yes	No
		✓

Will the policy/practice provide a **positive impact** on the Welsh language, in accordance with the Council's Welsh Language Scheme, e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms, etc.?

Please ✓	Yes	No
	✓	

Please give details of the negative impact?
None identified
Please give details of the positive impact?
Welsh language delivery will be provided, targeted at Welsh schools and in bilingual literature
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Community focus; schools coordinator to facilitate training of teachers in Welsh schools

What supporting evidence do you have?

No additional evidence

7. AgeWill the policy/practice have a **negative impact** for younger/older people?

Please ✓	Yes	No
Under 25 years		✓
Over 50 years		✓

Will the policy/practice provide a **positive impact** for younger/older people?

Please ✓	Yes	No
Under 25 years	✓	
Over 50 years	✓	

Please give details of the negative impact?

None identified

Please give details of the positive impact?

Awareness will be raised in the Older People's Forum and in schools' campaigns.

What action(s) can you take to mitigate the negative impact?

Not applicable

What action(s) can you take to have a more positive impact?

Monitoring of younger people in the Youth Offending Service

What supporting evidence do you have?

Atal-y-Fro young persons intervention programme

8. Religion and beliefWill the policy/practice provide a **negative impact** for people with different religions or beliefs?

Religion/belief: please ✓	Yes	No
		✓

Will the policy provide a **positive impact** for people with different religions or beliefs?

Religion/belief: please ✓	Yes	No
	✓	

Please give details of the negative impact?

None identified

Please give details of the positive impact?

Individuals will be referred to specific support agencies

What action(s) can you take to mitigate the negative impact?

Not applicable

What action(s) can you take to have a more positive impact?

Professionals will receive specific training, and awareness raising on faith issues will take place

What supporting evidence do you have?

Future monitoring will take place via Police and Health Service, combined with specialist training.

9. Sexual orientation

Will the policy provide a **negative impact** for gay men/lesbians/bisexuals

Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals		✓

Will the policy provide a **positive impact** for gay men/lesbians/bisexuals?

Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals	✓	

Please give details of the negative impact?
None identified
Please give details of the positive impact?
LGBT people will be directed to specific support services, seeking to remove them from abusive environments at an early stage.
What action(s) can you take to mitigate the negative impact?
Not applicable
What action(s) can you take to have a more positive impact?
Raising awareness, specifically amongst professionals.
What supporting evidence do you have?
Monitoring will be on-going

10. Consultation

What arrangements have been made to consult with:

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)
Domestic Abuse Forum: additionally a 2 week written public consultation exercise will take place.
Who was consulted?
To take place.
How have the results of the consultation been implemented?
Not yet available.

11. Monitoring

How will you monitor the impact of this policy on service users?
Data will be captured on the Council's relevant database systems, analysed and reported upon.

What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?

Via Police data – disability, ethnic origin, gender, sexuality, age, religion/belief.

Publication of policy

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?

Details: Intranet, Internet, press, awareness sessions, distribution to other agencies, monitoring at Safer Vale, by the Welsh Assembly Government and the Home Office.

12. Further action

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

Community Safety to investigate service implementation issues in the Gypsy and Traveller community, and the provision of training provided in Welsh language.

13. Completed Impact Assessments:

Email a copy of this form to the Corporate Equalities Officer. Completed forms will be published on the Council's website.

14. Authorisation

(This form should be authorised by the relevant Head of Service or Operational Manager for the department).

Approved by (name):	Date:
Designation:	