

## Equality Impact Assessment Template

To complete the template, please refer to the Equality Impact Assessment Process & Guidance Notes. Section 5 (5.1 to 5.8) in pages 11 to 17 provides a step-by-step guide on how to carry out initial, partial and full impact assessments.

- (1) The General Information section must be completed in all assessments.
- (2) For an Initial Impact Assessment, complete Sections 1 - 4
- (3) For a Partial Impact Assessment, proceed to complete Section 5
- (4) For a Full Impact Assessment, proceed to complete Sections 6- 8

<b>General Information</b>	
Name of function/policy	<b>Domestic Violence Procedure</b>
Subsidiary/Directorate	<b>PCHA</b>
Officer completing the assessment	
Name	Job title <b>Assessment &amp; Support Coordinator</b>
Tel. no	Email address
Date of assessment <b>Nov 2008</b>	
Is this an existing or proposed function/policy? (existing / <del>proposed</del> ) please delete as appropriate	
<b>Initial Impact Assessment (Sections 1- 4)</b>	
<b>Section 1. Responsibility and Ownership</b> (refer to 5.1 in pages 11 & 12 in guidance notes)	
1.1 Who is responsible for this function/policy at senior management level? (this could be a named individual or a group e.g. DAG)	
Deputy Director, PCHA	
1.2 Who is responsible for this function/policy on a day-to-day basis? (this could be a named individual or a group)	
Neighbourhood Liaison Manager Tenants Support Manager	
1.3 Who else, both internally and externally, influences delivery of this function/policy?	
ASB Team & Tenants Support Team	

**Section 2. Aims and Objectives of the Function or Policy**  
**(refer to 5.2 in page 12 in guidance notes)**

2.1 What are the aims and objectives of this function/policy?

The Domestic Violence Procedure is a working document for PCHA and it should be used in conjunction with the Group’s Domestic Violence Policy. Most of the equality and diversity information is contained in the DV Policy.

The DV Procedure is designed to guide managers/officers who are responsible for DV on the necessary actions to be undertaken following a DV incident having been reported to housing management. The actions include recording and investigating the incident, supporting victims in a prompt and systematic way and taking any legal action that may be necessary.

2.2 Who are the target groups that will benefit from this function/policy?

PCHA tenants who are victims (or potential victims) of DV  
 Other people who are related to the tenants in a DV situation  
 PCHA staff who are responsible for DV issues

2.3 What are the intended outcomes of this function/policy?

The Domestic Violence Procedure is intended to provide appropriate information to staff who handle issues of domestic violence so that they are able to support, advise and provide protection to customers who experience domestic violence. It also provides information on the victim’s rights to occupy their home and other housing options, as well as management and legal action to protect victims and deal with perpetrators.

The Procedure will increase staff and customer confidence in dealing with DV and improve safety of tenants.

**Section 3. Relevance to the General Duty:**  
 ○ **Eliminating Unlawful Discrimination,**  
 ○ **Promoting Equality of Opportunity, and**  
 ○ **Promoting Good Community Relations**  
**(refer to 5.3 in pages 12 - 15 in guidance notes)**

3.1 Is there any evidence that this function/policy may have/had had positive, adverse or neutral impact upon the General Duty on the following groups of people:

	Positive		Adverse		Not sure
	Yes	No	Yes	No	
3.1.1 Ethnic Groups					√

List the evidence:

The procedure recognises that anyone can be a DV victim and it impacts equally on all ethnic groups.

According to the Home Office Research, risks of DV do not differ significantly by ethnic origins. However, it is unclear to what extent DV impacts on our tenants by ethnic groups due to lack of substantial data in Group/subsidiaries.

PCHA provides interpretation service to BME tenants who do not speak English as their first language and asylum seekers who suffer DV. The service also involves external agencies e.g. Women's Aid and Westminster Domestic Violence Group as and when necessary. Staff who deal with DV are given proper induction and training in DV.

3.1.2 Gender (including transgender)					√
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List the evidence:

The procedure recognises that anyone can be a DV victim and it impacts equally on all gender groups including men, women and transgender people.

Although National Research shows that women are more likely than men to be victims of DV, it is unclear to what extent DV impacts on our tenants by gender due to lack of substantial DV data in Group/subsidiaries.

3.1.3 Disability					√
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List the evidence:

The procedure recognises that anyone can be a DV victim and it impacts equally on all groups including disabled people.

There is little statistics about the effects of DV on disabled people. There is a concern that disabled people suffer from multiple forms of discrimination or violence. However, it is unclear to what extent DV impacts on our tenants who have disabilities due to lack of substantial DV data in Group/subsidiaries.

PCHA has established links with other external bodies including Westminster Learning Difficulties Team and call on their support as and when necessary. Other forms of support e.g. the use of sign language interpreters, are also available.

3.1.4 Age					√
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List the evidence:

The procedure recognises that anyone can be a DV victim and it impacts equally on all age groups.

There is little statistical evidence to show that older people experience higher levels of DV. Its worth noting that there is a fine dividing line between DV against elderly people and domestic abuse against the elderly, so that staff who deal with DV can take correct actions.

Children can often be the victims of DV. PCHA works with local authority's Children's Services to ensure child protection issues are considered. There are different procedures for dealing with children including a separate reporting form which is available on GENIE.

3.1.5 Sexual orientation					√
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List the evidence:

It is recognised that people in same sex relationship can experience DV and the Domestic Violence Policy makes reference to this particular group of people and where appropriate external support is available.

However, it is unclear to what extent DV impacts on our tenants by sexual orientation due to lack of substantial DV data in Group/subsidiaries.

3.1.6 Religion or belief					√
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List the evidence:

The procedure recognises that anyone can be a DV victim and it impacts equally on all religion and faith groups.

Although there is no statistical data to show that people who follow a particular religion are more likely to experience DV, it is accepted that women in abusive relationships may be more adversely affected by DV due to cultural/religious factors.

3.2 Is there any evidence to believe that some or all of the groups in 3.1.1 – 3.1.6 could be differently affected by the function/policy?

	Yes	No	Not Sure
			√

Please specify:

Although the procedure is applicable to all groups of people, but we are not able to ascertain the level of impact on different equality groups due to lack of robust/comprehensive DV statistics.

3.3 What are the risks and/or benefits to the Genesis Housing Group of the positive or adverse impacts identified above? Please specify.

Risks:

Having a procedure may not help to address DV effectively if the monitoring system does not include systematic collection and analysis of data.

Staff working on DV do not have access to DV data thus unable to identify trends/patterns or to target services appropriately.

PCHA should adopt a multi-agency approach to address DV in order to pull resources/expertise together.

Benefits:

PCHA acknowledges that DV is a real concern and is taking necessary steps to deal with it

The procedure also impacts on wider equality issues e.g. Language Line, disability access formats and staff training etc, which should be monitored and well resourced.

**Section 4. Assessment of Equality Impact**  
**(refer to 5.4 in pages 15 - 16 in guidance notes)**

4.1 It is possible to determine the equality impact of the function/policy by answering the following questions:

	Yes	No
4.1.1 Is any of the adverse impacts identified in 3.1.1 – 3.1.6 justified?		
4.1.2 Is the differential treatment identified in 3.2 significant and justifiable in the wider policy objectives?		
4.1.3 Is the risk identified in 3.3 justified?		√
4.2 If any of the answers in 4.1.1 to 4.1.3 is 'no', is there a better opportunity to meet the General duty by amending the function/policy?		
	Yes	No
		√

4.3 This next stage of assessment for this function/policy is: (please choose either 4.3.1, 4.3.2 or 4.3.3)

- If any of the answers in 4.1.1 to 4.1.3 is 'no', then a partial assessment should be undertaken.
- If additional evidence will be needed in order to support the amendments in Section 5, and an action plan is also needed in order to implement the amendments, then proceed to a full assessment

	Yes	No
4.3.1 It will not be assessed further but will continue to be monitored		
4.3.2 It will proceed to a partial assessment (Section 5)		
4.3.3 It will proceed to a full assessment (Sections 5 to 8)	√	

The DV Procedure is due to be reviewed in 2009. Issues to be considered should include:

- Relationships between DV/ASB/harassment be clearly defined and coordinated
- Systems/processes for collecting and analysing DV/ASB/harassment data be established
- Adopt a multi-agency approach to address DV/ASB/harassment
- Liaise with the Corporate Policy Team to make the DV Policy into a more 'user friendly' document in the next review.

Partial Impact Assessment		
Section 5. Consideration of Alternatives (refer to 5.5 in page 16 in guidance notes)		
5.1 What amendments are proposed for this function/policy in order to mitigate the adverse impacts or for positive impacts?		
Amendments	Who By	When by
5.2 Will more evidence be needed for supporting the amendments?		
	Yes	No
5.3 If 'yes', what the additional evidence will be? e.g. Who has expert knowledge of the issues? Which groups have a direct interest?		
5.4 How will the additional evidence be acquired? ( e.g. through consultation, commission new research etc)		
5.5 Will experts or partners be involved in the assessment at this stage?		
	Yes	No
5.6 If 'yes', who are they? What are their roles?		
5.7 The next stage is to decide whether a full assessment will be necessary. This decision can be based on the answers to the following questions:		
	Yes	No
5.7.1 Has significant adverse impact on some groups of people been identified in 3.1.1 – 3.1.6?		
5.7.2 Will significant amendments (refer to 5.1) be needed to mitigate the adverse impacts, without affecting the policy's overall aims?		
5.7.3 Could the adverse impact result in unlawful discrimination?		
5.7.4 Could the adverse impact hinders equality of		

opportunity?						
5.7.5 Could the adverse impact lead to tension between different groups?						
5.8 Based on the evidence gathered in 5.71 to 5.75, will this function/policy be subject to a full assessment?						
		Yes	No			
5.8.1 Date by which the Full Impact Assessment will be completed:						
5.8.2 Officer responsible for carrying out the Full Impact Assessment:						
<b>Full Impact Assessment</b>						
<b>Section 6. Action Plan for Implementing Proposed Changes to the Function or Policy within the next 12 months</b> (refer to 5.6 in page 16 in guidance notes)						
Action	Target Group	Intended Outcome	Monitoring Arrangement	Responsible Officer	Completion Date	Action Completed Yes/No
<b>Section 7. Consultation on Action Plan</b> (refer to 5.7 in page 16 in guidance notes)						
7.1 Groups that have been consulted:						
<u>Groups Consultation</u>	Ethnicity	Gender	Disability	Age	Sexual Orientation	Religion/Belief
How consultation is carried out?						
When consultation is done?						
How many people are consulted?						

Which organisations are consulted?						
Consultation findings						

7.2 Amendments or changes, if any, proposed as a result of consultation.

7.3 When the amendments will be carried out? By who?

**Section 8. Publication of Results of Assessment, Consultation and Monitoring (refer to 5.8 in page 17 in guidance notes)**

8.1 How the results will be published?

Method (e.g. Genie, customer newsletters)	Date

8.2 Will access and language issues be considered? If yes, how?


Name of officer completed this assessment: Assessment and Support Co-ordinator

Signature:

Date: Nov 2008

(Instruction : On completion of this assessment, please attach it to the function/policy and submit to the Senior Manager for approval).