



## Equality Impact Assessment

### What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Variations to Stop Domestic Abuse Contract utilising New Burdens Funding from DLUHC
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Domestic Abuse Victim Services currently provided by Stop Domestic Abuse
Description of the service/policy/project/project phase	Domestic Abuse support services for victims of domestic abuse (adults and children): advice; community and safe accommodation based support including advocacy, referring to safeguarding, education, health, housing, legal; support also to prevent re-victimisation by recognising healthy relationships and improve mental wellbeing and safety for adults and children.
New/changed service/policy/project	Increase in capacity to provide this support provided above for those accessing safe accommodation.

Engagement
<p>The Safe Accommodation Needs assessment 2021/22 identified gaps of provision for groups with particular protected characteristics and multiple disadvantages. Data and information for the Needs Assessment was gathered from relevant sources where available including but not limited to specialist domestic abuse services (victims services), crime data, ambulance data, health data and housing data.</p> <p>The needs assessment concluded that:</p> <ol style="list-style-type: none"> <li>1. For residents in Hampshire seeking refuge in refuges are the sole type of safe accommodation for victims of DA: <ul style="list-style-type: none"> <li>o There are currently no services specifically for people with protected characteristics or services led by those that also share the protected characteristic (also known as 'by and for' support) e.g., ethnic minorities</li> <li>o Other groups of people with needs includes victims with complex needs (e.g., mental health needs, substance misuse needs), where the current provision could be improved to further meet the needs .</li> <li>o Other groups whose needs may not be able to be met locally include those with No Recourse to Public Funds (NRPF); Large families; Families with adolescent sons, Men aged 17 and above, gay and bisexual men, and men with children, Transgender people</li> <li>o Current limitations in no move-on provision or pathway or dispersed accommodation provision for victims of Domestic Abuse</li> </ul> </li> </ol> <p>The proposed additional spend will develop services to start to address these gaps in safe accommodation service provision so that it is more accessible to a diverse population. Consultation has taken place with a wide range of multi-agency partners (including the provider Stop Domestic Abuse) on the needs assessment and related strategy before they were finalised. Consultation with the service provider Stop Domestic Abuse also took</p>

place regarding these additional spend proposals and outcome measures were agreed.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Safe Accommodation Needs Assessment 2021/22 identified gaps of provision for groups with particular protected characteristics and multiple disadvantages. These would be addressed by these proposed changes to this service. The evidence base shows that vulnerable groups such as older people aged over 65 are more likely to attend Emergency Departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring older people whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>Additionally 'target hardening' services funded under this proposal would enable older victims to remain in their own home once it is secured and is appropriate and safe to do so.</p>
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral

Rationale	<p>This proposal covers the funding of new dispersed accommodation which are self-contained units (and unlike refuges, have no shared living areas e.g. kitchen and bathroom) and as such will be accessible to people with disabilities.</p> <p>The evidence base shows that vulnerable groups are more likely to attend Emergency Departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring disabled people whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>Additionally 'target hardening' services funded under this proposal would enable disabled victims to remain in their own home once it is secured and when it is appropriate and safe to do so.</p>
Mitigation	

## Gender Reassignment

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This proposal covers the funding of new dispersed accommodation which are self-contained units (and unlike refuges, have no shared living areas e.g. kitchen and bathroom) and as such will be accessible to people with gender re-assignment.</p> <p>The evidence base shows that some vulnerable groups are more likely to attend Emergency Departments with acute health needs rather than community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring people with gender reassignment whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>Additionally 'target hardening' services funded under this proposal would enable</p>

	victims with gender reassignment to remain in their own home once it is secured and when it is appropriate and safe to do so.
Mitigation	

## Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This proposal covers the funding of new dispersed accommodation which are self-contained units (and unlike refuges, have no shared living areas e.g. kitchen and bathroom) and as such will be accessible to women who are pregnant or with young children.</p> <p>The evidence base shows that vulnerable groups such including those who are pregnant are more likely to attend Emergency Departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments and Maternity and Gynaecology Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring pregnant women and with young children whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>Additionally 'target hardening' services funded under this proposal would enable pregnant women and victims with young children to remain in their own home once it is secured and when it is appropriate and safe to do so.</p> <p>This proposal also includes funding children and young peoples workers so would ensure this vulnerable group is supported in accessing safe accommodation services.</p>
Mitigation	

## Race

Impact on public	Positive
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Impact on staff	Neutral
Rationale	<p>The evidence base shows that vulnerable groups are more likely to attend Emergency Departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring people from ethnic minority needs backgrounds whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>'Target hardening' services funded under this proposal would enable people from minority backgrounds to remain in their own home once it is secured and when it is appropriate and safe to do so.</p> <p>Additionally, this proposal seeks to fund a specialist post for migrants who have experienced domestic abuse and who have No Recourse to Public Funds.</p>
Mitigation	

## Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The evidence base shows that vulnerable groups are more likely to attend Emergency Departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring people with diverse religions or beliefs whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>'Target hardening' services funded under this proposal would enable people with diverse religions or belief to remain in their own home once it is secured and when it is</p>

	<p>appropriate and safe to do so.</p> <p>Additionally, this proposal seeks to fund a specialist post for migrants who have experienced domestic abuse and who have No Recourse to Public Funds.</p>
Mitigation	

## Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Women are at higher risk of homelessness due to being disproportionately affected by domestic abuse and will benefit from these proposed increases in safe accommodation services capacity.</p> <p>Ensuring the Domestic Abuse advocates in Maternity and Gynaecology Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring women whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way.</p> <p>Compared to women, men and trans people are less likely to disclose that they are victims of domestic abuse and less likely to access support. Consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring men and trans people whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service accessible to men, women, and trans people.</p> <p>This proposal covers the funding of new dispersed accommodation which are self-contained units (and unlike refuges, have no shared living areas e.g. kitchen and bathroom) and as such will be accessible to men and trans people with children.</p> <p>'Target hardening' services funded under this proposal would enable women, trans people, and men to remain in their own home once it is secured and when it is appropriate and safe to do so.</p>

Mitigation	
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## Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This proposal covers the funding of new dispersed accommodation which are self-contained units (and unlike refuges, have no shared living areas e.g. kitchen and bathroom) and as such will accessible to people of all sexual orientations with children.</p> <p>The evidence base shows that vulnerable groups are more likely to attend Emergency Departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring people who are diverse sexual orientations whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>'Target hardening' services funded under this proposal would enable people of all sexual orientations to remain in their own home once it is secured and when it is appropriate and safe to do so.</p>
Mitigation	

## Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>More vulnerable groups including people who are married or in civil partnerships and therefore could have been exposed to domestic abuse (e.g. economic abuse) for longer may</p>



	<p>be more likely to attend Emergency Departments and other hospital departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring this group whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>'Target hardening' services funded under this proposal would enable people who are married or in civil partnership (and thereby possibly exposed to higher proportions of economic abuse) to remain in their own home once it is secured and when it is appropriate and safe to do so.</p>
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Socioeconomic status is related to increased risk of domestic abuse and of homelessness.</p> <p>The evidence base shows that vulnerable groups including people who are living in poverty may be more likely to attend Emergency Departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring this vulnerable group whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>'Target hardening' services funded under this proposal would enable people who are from this vulnerable group to remain in their own home once it is secured and when it is appropriate and safe to do so.</p> <p>Due to the proposed additionally funded refuge workers, people experiencing poverty would be able to access the appropriate support earlier in order to move into stable, affordable, long-term accommodation more quickly.</p> <p>Additionally, this proposal seeks to fund a specialist post for migrants who have experienced domestic abuse and who have No Recourse to Public Funds.</p>

Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>People living in areas where there is a higher prevalence of domestic abuse have fewer accessible facilities and support resources due to rurality.</p> <p>The evidence base shows that vulnerable groups including people who are from rural areas may be more likely to attend Emergency Departments than they are community services - consequently ensuring the Domestic Abuse advocates in Emergency Departments (Andover and Winchester hospitals) are funded (under this proposal) is key to training hospital staff and ensuring this vulnerable group whose domestic abuse is otherwise hidden have an opportunity to disclose their abuse and access the appropriate support in a more timely way. Further work with other relevant hospitals e.g. Basingstoke is also being considered to provide a similar service.</p> <p>'Target hardening' services funded under this proposal would enable people who are from rural areas to remain in their own home once it is secured and when it is appropriate and safe to do so.</p>
Mitigation	

Geographical Impact: All Hampshire

## Equality Statement

### Additional information:

Consultation has occurred with the provider.

Risks have been identified and mitigations plans are in development due to potential short term funding.

Performance measures have been agreed with the provider.

People with mental health and substance misuse histories will have their needs addressed due to this proposed funding of substance misuse and mental health workers in safe accommodation settings.

## Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00268

Date of production of EIA for publication: 05/07/2022