



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
Julia Waters	Public Health Principal Adults' Health and Care	julia.waters@hants.gov.uk Tel:TBA

Title:	Grants to Tier 2 Housing Authorities utilising New Burdens Funding from DLUHC
Related EIAs:	EIA Number: 268

EIA for Savings Programme:	No
Service affected	Tier 2 Housing Authorities becoming Domestic Abuse Housing Alliance Accredited.
Description of the service/policy/project/project phase	The Domestic Abuse Housing Alliance (DAHA) improves the housing sector's response to domestic abuse through the introduction and adoption of an established set of standards and an accreditation process. Obtaining accreditation not only enhances how housing providers interact with victim/survivors, it also strengthens the local area's coordinated community response to domestic abuse. DAHA Accreditation is an intrinsic element of the Whole Housing Approach (WHA) which is part of the Council's Domestic Abuse Safe Accommodation Strategy (2021-2023).
New/changed service/policy/project	Tier 2 Housing Authorities will become domestic abuse accredited so able to better identify and respond to the needs of domestic abuse victims and prevent homelessness that is related to domestic abuse. Tier 2 District Authorities will be responsible for equality outcomes related to becoming DAHA accredited along with any equality data collection, monitoring, and evaluation as a standard.

Engagement
<p>Consultation has taken place with the Tier 2 Housing Authorities on Hampshire County Council's Domestic Abuse Safe Accommodation Needs Assessment and related strategy which supports the implementation of the Domestic Abuse Housing Alliance (DAHA) Accreditation as part of a phased delivery of a Whole Housing Approach. The needs assessment concluded that:</p> <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"> 1. For residents in Hampshire seeking support, refuges are the sole type of safe accommodation for victims of domestic abuse <ul style="list-style-type: none"> 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

- o Other groups of people with needs include victims with complex needs (e.g., mental health needs, substance misuse needs), where the current provision could be improved to further meet the needs .
- 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
- o Current limitations in no move-on provision or pathway or dispersed accommodation provision for victims of domestic abuse

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 Tier 2 Housing Authorities has also taken place on the implementation of the DAHA accreditation and Expressions of Interest have been collected.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>Historically, older people (60+) experiencing domestic abuse have formed part of a 'hidden' group. There is a need to focus on their experiences and the barriers they face when being identified as victims (or perpetrators) and also in being provided with safe and appropriate services. Victims may be more reluctant to engage with services due to their age, as they may see services as being for younger people. They may be isolated, or in the position of being the perpetrator's carer, or cared for by the perpetrator. Health issues may mean they can't physically access support, or the health issues of the perpetrator may mean there is additional pressure to remain in the relationship and in the home. Identification can also be a challenge, as older victims may not recognise they are experiencing abuse. There may be a cultural misconception by professionals that older victims do not experience these issues. Housing, Hospitals and care settings may have a lack of awareness of the dynamics of domestic abuse within older people's relationships.</p> <p>Victims and perpetrators may have jointly owned a home for a long time. This can be</p>

challenging, proving harder for the victim to move away, especially if they have long term support networks nearby. Financial issues can exacerbate this situation which may be increased with the victim never having coped alone or been financially independent, or the perpetrator controlling the finances as part of the abuse, particularly if the victim has other issues such as dementia. This can include the perpetrator having legal control of the finances through either an Ordinary or Lasting Power of Attorney.

In Hampshire, there are estimated to have been 734 men and 2,306 women aged 60-65 and 1,345 men and 5,615 women aged 66 affected by domestic abuse - a total of 10,000 victims over the age of 60. However, only 392 victims accessed our commissioned victim support services in 2021/22. It is unlikely that this population are receiving appropriate support for their domestic abuse and following DAHA accreditation, Tier 2 Housing Authorities will be equipped with the necessary knowledge and skills to recognise the barriers that victims face that are related to their age. Housing Authorities will take an intersectional approach that recognises a person's unique experience.

Mitigation

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>In Hampshire there are estimated to have been 13,296 women and 5,799 men with some degree of limiting disability or health problem affected by domestic abuse in the previous year.</p> <p>Disabled women, who experience disproportionate levels of all forms of violence, also face additional barriers to accessing support: for example, a recent report showed that less than 2% of refuges are wheelchair accessible. Research shows that disabled women are twice as likely to experience domestic abuse than non-disabled women and they are likely to experience abuse over a longer period of time and to suffer more physical injuries as a result of violence; compared with non-disabled victims, victims with disabilities were more likely to be living with the perpetrator and to have multiple perpetrators compared with non-disabled victims.</p> <p>When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, the response to those with disabilities who are living with domestic abuse is consistent and</p>

<p>services are accessible for all regardless of their identity or protected characteristics. Domestic abuse is different for everyone and will never be all of one person's experience. Housing providers recognise that victims may face barriers related to their identity such as disability. Housing providers will take an intersectional approach that recognises a person's unique experience.</p> <p>The standards for this approach are:</p> <p>Standard 1: Embedding intersectional practice through values, principles, and policies.</p> <p>Standard 2: Creating intersectional awareness and understanding through staff training, development & support</p> <p>Standard 3: Understanding the intersectional needs of residents/tenants through effective case management and data collection</p> <p>Standard 4: Providing victim/survivor-led support that considers the intersectional needs of each victim/survivor</p> <p>Standard 5: Publicity and awareness raising</p> <p>Standard 6: Removing systemic barriers</p> <p>Standard 9: Supporting by (people with disabilities) and for (people with disabilities) services.</p>
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Mitigation	
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Gender Reassignment

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, the response to those living with domestic abuse is consistent and services are accessible for all regardless of their identity or protected characteristics. Domestic abuse is different for everyone and will never be all of one person's experience. Housing providers recognise that victims may face barriers related to their identity such as gender reassignment. Housing providers will take an intersectional approach that recognises a person's unique experience.</p>

	Priority areas and standards include inclusive practice such as Standard 9: Supporting by (people with gender reassignment) and for (people with gender reassignment) services.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>National research shows that domestic violence has overtaken gestational diabetes and pre-eclampsia as the leading cause of foetal death. Domestic abuse affects an estimated 1.3 million women each year – 8.2% of the population. Around 30% of domestic abuse begins during pregnancy, while 40–60% of women experiencing domestic abuse are abused during pregnancy (Friend. J (1998), 'Responding to violence against women: a specialist's role', Editorial, Hospital Medicine, September, Vol 59, No. 9, pp 98-99.)</p> <p>Many women are reluctant to involve the criminal justice system because they fear reprisals. If a woman does not have adequate community support to allow her to protect herself, then arrest and prosecution of her assailant may result in more severe violence on their release. Thus it is important for advocacy and housing services to have good liaison with local agencies, including police, social services and solicitors, as each woman's journey to safety may require different tailored interventions.</p> <p>The Hampshire Domestic Abuse Safe Accommodation Needs Assessment highlighted barriers to refuge access particularly for victims with large families, victims with adolescent boys, male victims with children, LGBTQ+ victims with children, victims and children with disabilities, and victims with complex needs who also have children.</p> <p>When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, Housing Authorities would be better equipped to identify domestic abuse and responsively ensure that they are supported in partnership with relevant agencies to enable all women (including pregnant women), parents, and families with diverse needs to access safe, affordable, stable accommodation.</p>

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Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>In Hampshire there are estimated to have been 1000 women and 368 men of Asian origin and 481 women and 323 men of Black origin affected by domestic abuse in the previous year.</p> <p>When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, the response to those living with domestic abuse is consistent and services are accessible for all regardless of their identity or protected characteristics. Domestic abuse is different for everyone and will never be all of one person's experience. Housing providers recognise that victims may face barriers related to their identity such as race. Housing providers will take an intersectional approach that recognises a person's unique experience.</p> <p>Priority area and standards include intersectional and anti-racist practice e.g.:</p> <p>Standard 1: Embedding intersectional and anti-racist practice through values, principles, and policies.</p> <p>Standard 2: Creating intersectional & anti-racist awareness and understanding through staff training, development & support</p> <p>Standard 7: Identifying and responding to all forms of Violence against Women and Girls</p> <p>Standard 8: Understanding the needs of your local communities</p> <p>Standard 9: Supporting by (people of ethnic minority background) and for (people of ethnic minority background) services.</p>
Mitigation	

Religion or Belief

Impact on public	Positive
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Impact on staff	Neutral
Rationale	<p>When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, the response to those living with domestic abuse is consistent and services are accessible for all regardless of their identity or protected characteristics. Domestic abuse is different for everyone and will never be all of one person's experience. Housing providers recognise that victims may face barriers related to their identity such as faith, religion, or belief. Housing providers will take an intersectional approach that recognises a person's unique experience.</p> <p>Relevant standards in the accreditation are:</p> <p>Standard 7: Identifying and responding to all forms of Violence against Women and Girls e.g. Forced Marriage, Female Genital Mutilations.</p> <p>Standard 8: Understanding the needs of your local communities</p> <p>Standard 9: Supporting by (similar religion or beliefs) and for (similar religion or beliefs) services.</p>
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>In Hampshire there are estimated to have been 15,607 men and 30,083 women aged 16-59 who have been affected by domestic abuse in the previous year. This contrasts with 1001 men, 6,450 women and 22 transgender people of this age group accessing Hampshire's domestic abuse victims' support service in 2021/22.</p> <p>Fears of homelessness and being forced to live in unsuitable or unsafe housing features as one of the challenges facing female domestic abuse victims. The Safe at Home: Homelessness and Domestic Abuse (Safe Lives Spotlight Report 2018) highlights that:</p> <ul style="list-style-type: none"> • 32% of homeless women said domestic violence contributed to their homelessness. •

Over half (52%) domestic abuse victims need support to secure new accommodation or to stay safe in their own home. Without receiving this support at the right time, survivors of domestic abuse can easily become homeless.

- Over 10% of those supported with housing were moved out of their local authority area.
- After receiving support, survivors of domestic abuse are unlikely to be living in sustainable housing, with 87% of women leaving refuges for continued temporary accommodation according to research by Solace Women’s Aid.
- Women experience higher rates of repeated victimisation and are much more likely to be seriously hurt or killed than male victims of domestic abuse.

Data suggests that only 4.4% of victims of domestic abuse that are being supported in domestic abuse services are men. The Hampshire picture reflects this as the data shows that 5% of medium and high risk clients supported from 2019-21 were men. The Office for National Statistics figures show every year that one in three victims of domestic abuse are male, but only one in 20 victims accessing high risk services are male.

There is an under representation of male victims nationally and across Hampshire in domestic abuse services and no access to refuge in Hampshire, or across London and the home counties. Mankind^[1] reports that half of male victims do not tell anyone they are a victim of domestic abuse and are two and a half times less likely to tell anyone than female victims. They also estimate that around 300 men are sleeping rough because of partner abuse every night.

When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, the response to those living with domestic abuse is consistent and services are accessible for all regardless of their gender as Housing Authorities will recognise the particular barriers that victims face related to their gender and Housing Authorities are better equipped to ensure access to stable, affordable, long-term, independent, and safe accommodation.

Relevant standards are:

Standard 7: Identifying and responding to all forms of Violence against Women and Girls

Standard 9: Supporting by (same gendered people) and for (same gendered people) services.

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Sexual Orientation

Impact on public	Positive
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Impact on staff	Neutral
Rationale	<p>Hampshire's assessment of needs for LGBT+ victims shows that this group is underrepresented among medium and high risk services provision and in refuge. This is reflective of the national picture as SafeLives estimates that only 1% of IDVA-supported victims identify as LGBT+. Hampshire does not have any specialist LGBT+ provision which again is indicative of the national picture. There are no LGBT+ specialist refuges in England and less than 1% of refuges nationally provide specialist support to LGBT+ survivors.</p> <p>There are additional barriers to accessing support for LGBT+ victims which may include being refused support based on gender identity or perceived gender identity, and there is a gap in provision for gay and bisexual men fleeing violence and abuse when refuge spaces are only allocated to women and children. From the assessment of need in Hampshire and from national indications it is likely that there is an unmet need in the LGBT+ population who are affected by domestic abuse.</p> <p>In Hampshire, there are estimated to be at least 544 men and 705 women who identify as lesbian, gay or bisexual who have been affected by domestic abuse in the previous year.</p> <p>When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, the response to people of all sexual orientations and who are living with domestic abuse will be more timely in ensuring appropriate support in partnership with relevant agencies to enable access to safe, affordable, stable accommodation. Housing providers will recognise that victims may face barriers related to their sexuality and will take an intersectional approach that recognises a person's unique experience.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>There may be familial, cultural or generational attitudes towards marriage and family life which present barriers to domestic abuse victims who are married or in a civil partnership. When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, the response to the particular needs of people who are married or in civil partnerships and who</p>

	are living with domestic abuse will be more timely in ensuring appropriate support in partnership with relevant agencies to enable access to safe, affordable, stable accommodation. Housing providers will recognise that victims may face barriers related to their marital status and will take an intersectional approach that recognises a person's unique experience.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Poverty is associated with domestic abuse as both a cause and a consequence. It prolongs women's exposure to abuse by reducing their ability to leave and it makes women poorer on leaving the relationship. Poorer households show higher rates of domestic abuse. Women in households with low incomes are 3.5 times more likely to experience domestic violence than women in slightly better-off households. Disabled women have even fewer resources due to their lower rates of employment and wider gender pay gaps compared to disabled and non-disabled men. Disabled women will face additional barriers to leave due to inaccessible services, transport and available adapted homes, but also because their abusive partner is often their carer. Many migrant women have what's called 'no recourse to public funds'. This means they cannot use the social security, housing or women's refuge services available to other women. Women with no recourse to public funds by virtue of their migration status are a group that is economically very vulnerable to domestic abuse. Their options on leaving are even worse than for other women, as they can't access benefits and only a reduced number of refuges and shelters can accommodate them.</p> <p>When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited as part of a co-ordinated community response, appropriate and up-dated policies and pathways will utilised and timely support can be provided to those who are economically vulnerable to domestic abuse. Housing providers will take an intersectional approach that recognises a person's unique experience.</p>
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Rural communities nationally and in Hampshire are more vulnerable to domestic abuse.</p> <p>For many victims in rural areas, their nearest specialist can be up to two bus-rides away from their home. If the partner controls access to a car, denies the victim petrol money, checks the victim's mileage, or demands an explanation every time the victim leaves home, that distance can mean a victim is unable to get to a specialist support worker.</p> <p>Similarly, in a small community where a new vehicle would be noticed, a victim cannot be safely visited by a support worker on a regular basis, in case the perpetrator is informed that a strange car has been seen at their home.</p> <p>When Tier 2 Housing Authorities are Domestic Abuse Housing Alliance Accredited, they would work with the community, raise community awareness about domestic abuse, and empower neighbourhoods to recognise and report domestic abuse. Housing providers will recognise that victims may face barriers related to living in an isolated rural area and will take an intersectional approach that recognises a person's unique experience.</p> <p>Priority area and DAHA standards include for example:</p> <p>Standard 1: Embedding intersectional practice through values, principles, and policies.</p> <p>Standard 2: Creating intersectional awareness and understanding through staff training, development & support</p> <p>Standard 5: Publicity and awareness raising</p> <p>Standard 6: Removing systemic barriers</p> <p>Standard 7: Understanding the needs of your local communities</p>
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

none

Overview Statement:

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

EIA reference number: 00269

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