


# Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

## 1. RESPONSIBILITY

<b>Department</b>	Communities & Wellbeing	
<b>Service</b>	Corporate Policy on behalf of the Communities Team	
<b>Proposed policy</b>	Domestic Abuse Strategy 2015 -2018	
<b>Date</b>	25 June 2015	
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	Jackie Summerscales (for Communities Manager, Communities and Community Safety).
	<b>Post Title</b>	Principal Officer Corporate Policy
	<b>Contact Number</b>	0161 253 7652
	<b>Signature</b>	
	<b>Date</b>	25 June 2015
<b>Equality officer consulted</b>	<b>Name</b>	
	<b>Post Title</b>	
	<b>Contact Number</b>	
	<b>Signature</b>	
	<b>Date</b>	

## 2. AIMS

<b>What is the purpose of the policy/service and what is it intended to achieve?</b>	<p>This Strategy supports the ambitions of the Community Safety Plan and is intended to provide direction to organisations working in the Borough with residents at risk of, experiencing and/or perpetrating domestic abuse over the next three years.</p> <p>It aims to tackle domestic abuse at an early stage and reduce repeat abuse in order to divert more people away from the risk of harm and high cost statutory interventions.</p> <p>It will help focus where all resources available will need to be used, maximising the benefits to residents, the Council and other public services.</p> <p>The Strategy has four key objectives which make the most of existing assets and emerging opportunities:</p> <ol style="list-style-type: none"> <li>1. Improving prevention and early intervention</li> <li>2. Changing behaviours and attitudes</li> </ol>
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	<p>3. Strong leadership and management</p> <p>4. Reducing repeat victimisation</p>
<b>Who are the main stakeholders?</b>	<p>Service users</p> <p>Bury Council</p> <p>Community Safety Partnership</p> <p>Domestic Violence Steering Group</p> <p>Greater Manchester Police</p> <p>Probation Services – Community Rehabilitation Company and National Probation Services.</p> <p>Pennine Acute</p> <p>Six Town Housing</p> <p>Pennine Foundation Trust</p> <p>Victim Support</p> <p>WHAG</p> <p>IDVA Services</p> <p>One Recovery</p> <p>Early Break</p> <p>Clinical Commissioning Group</p> <p>General Practitioners</p> <p>Schools</p> <p>Colleges</p> <p>Children’s centres</p>

### 3. ESTABLISHING RELEVANCE TO EQUALITY

**3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics.**

**If you answer yes to any question, please also explain why and how that group of people will be affected.**

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	<p>Police systems data show that figures of domestic violence and abuse (in relation to both victims and perpetrators) broadly represent the population profile of the Borough. This Strategy aims to reduce domestic violence and abuse across all communities within the Borough.</p> <p>Analysis undertaken by the Greater Manchester Female Genital Mutilation (FGM) Steering Group shows that whilst FGM is practised in various forms across all races and cultures, the majority of FGM takes place in 29 African and Middle Eastern Countries.</p> <p>This means that some UK communities with links to these countries may be more at risk. Greater Manchester is one of six hotspot areas for FGM in the UK.</p> <p>This strategy includes an action to build an improved understanding of FGM within the Borough and communities which maybe most at risk.</p>
Disability	Yes	No	<p>Research undertaken by Women's Aid showed that those with a disability (mainly women) were twice as likely to experience domestic violence than non-disabled individuals. (British Crime Survey, also confirmed by data from other countries). They are also likely to experience abuse over a longer period of time and to suffer more severe injuries as a result of the violence.</p>

			<p>Women with a disability may find it harder to protect themselves or to access sources of help. This may be due to feelings of isolation, because it is harder for them to disclose without an abuser being present, or reliance for care, or they may have concerns about moving out of their home if it has been specially adapted.</p> <p>This strategy aims to make it easier for all those who are (or feel) subjected to abuse to access information and advice.</p>
Gender	Yes	No	Nationally, it is estimated that domestic violence will affect one in four women, but it also affects men. One in six men will be affected at some point in their lives. During 2014/15, Bury MARAC (Multi Agency Risk Assessment Conference) dealt with 247 high risk cases of domestic abuse, 96% involved female victims. This reinforces the need for a multi-agency response to build confidence in reporting for both women and men.
Gender reassignment	Yes	No	The Strategy aims to reduce domestic abuse across the Borough. This includes all forms of domestic abuse perpetrated against individuals who are/have undergone gender reassignment.
Age	Yes	No	The Strategy will have a positive effect on residents of all ages including children. Every year, at least 950,000 children witness some form of domestic abuse which can have a long term impact upon their emotional and physical development. This Strategy plans to engage with communities, children's centres, schools and other young people's settings to raise awareness and increase capacity for effective early interventions. □□□□
Sexual orientation	Yes	No	The relatively high proportion of male victims with female offenders (8%), and victims with same gender offenders (10%) is a reminder that domestic abuse requires tackling on multiple fronts. The Strategy aims to

			reduce all forms of domestic abuse perpetrated against individuals because of their sexual orientation.
Religion or belief	Yes	No	Honour based violence and forced marriage is common in some cultures and it is important that we engage with communities to raise awareness in order to prevent and challenge all forms of abuse.
Caring responsibilities	Yes	No	<p>There is growing recognition that those with caring responsibilities (parents and grandparents) can be victims of domestic violence and abuse. The Domestic Abuse Profile undertaken by New Economy shows that interfamilial violence accounts for 14% of crimed cases (where a relationship has been recorded). These involve children offending against parents/grandparents.</p> <p>The research undertaken through Women's Aid shows that disabled women are twice as likely to be victims as non disabled women; carers and PAs can sometimes be perpetrators.</p> <p>This Strategy aims to improve the way we work with both victims and perpetrators to reduce domestic violence and abuse. A review will be carried out of existing provision in terms of quality and effectiveness, identifying gaps and duplication in services.</p>
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.**

<b>General Public Sector Equality Duties</b>	<b>Relevance (Yes/No)</b>	<b>Reason for the relevance</b>
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Yes	The Strategy aims to address domestic abuse in the Borough, including harassment and victimisation of Bury Residents.
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	No	
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	Yes	Reducing repeat victimisation is a key priority within the Strategy. This will involve working across communities to understand needs and harness strengths. The Strategy aims to build resilient communities where domestic abuse will not be tolerated.

**3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.**

**4. EQUALITY INFORMATION AND ENGAGEMENT**

**4a.** For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
<p>Bury Domestic Abuse Theme Analysis – 2014 (New Economy) provides a profile of domestic abuse related issues across the Borough, based upon both qualitative and quantitative information and research.</p> <p>Consultation with internal and external partner agencies including Greater Manchester Police, Pennine Acute, Pennine Foundation Trust and Six Town Housing, that come into contact with those at risk of experiencing and/or perpetrating domestic abuse.</p>		October 2014
<p>Consultation with the Domestic Violence Steering Group 10 April 2015 and 10 July 2015.</p>		
<p>Consultation with the Community Safety Partnership – 21 Jan 2015, 29 April 2015 and 29 July 2015.</p>		

**4b.** Are there any information gaps, and if so how do you plan to tackle them?

The Strategy includes an action to build a better understanding of the prevalence of Female Genital Mutilation (FGM) and Honour Based Violence (including forced marriage) in the Borough. Further work will be undertaken through the Domestic

Violence and Abuse Steering Group to develop this work.

There is a lack of a multi-agency common data collection and recording system across all DVA risk categories. Improving our current approach should allow us to better understand and monitor DVA in the Borough across all agencies. The Strategy includes an action to establish a multi-agency common data collection and recording system to facilitate monitoring and future decision making. This includes adoption of a common assessment and referral process.



## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p><b>What will the likely overall effect of your policy/service plan be on equality?</b></p>	<p>The Strategy will have a positive effect on equality. Mechanisms to reduce levels of domestic abuse are intended to protect and help all communities in the Borough. Furthermore, it will ensure that appropriate services are in place for those at risk of, experiencing and/or perpetrating domestic abuse.</p>
<p><b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b></p>	<p>N/A</p>
<p><b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b></p>	<p>The Strategy aims to raise awareness of domestic abuse and build confidence in reporting. It will also encourage greater understanding across communities. A generic training programme has been developed to ensure a collaborative approach towards addressing domestic abuse across the Borough.</p>
<p><b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b></p>	<p>Submit Strategy to the Community Safety Partnership for approval on the 29 July 2015.</p> <p>Submit Strategy for support from SMT/SLT and Cabinet August/September 2015. Implementation is expected September/October 2015.</p> <p>The Domestic Violence Steering Group will develop a SMART 'Delivery Plan' to support the strategic objectives of the Strategy.</p> <p>Equality considerations will continue to be taken into account as the Strategy is applied, for example in decision-making processes about funding for services and promotion of activities.</p>

## 6. MONITORING AND REVIEW

**If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.**

The Strategy will be monitored by the Domestic Violence Steering Group and Community Safety Partnership supported by the Communities Team, to ensure effective implementation of the Strategy and delivery objectives.

Decision making and financial administration processes will be subject to scrutiny by

Internal Audit.

The Strategy will be reviewed in 2018 to take account of any changes in legislation and working practices.

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX ([equality@bury.gov.uk](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**