

# **Equality Impact Assessment – the process for analysing the effects on equality**

**APPENDICES 1-3 TO ITEM 8  
CABINET 17 SEPTEMBER 2012  
Appendix 1**

## **Full EqIA**

# **Domestic and Sexual Violence Strategy and Needs Analysis 2012**

## EQUALITY IMPACT ASSESSMENT (EqIA)

### SECTION 1: SUMMARY OF EQUALITY IMPACT ASSESSMENT (EqIA)

#### 1.1 Details of the Policy, Strategy, Function, Project or Activity

**Title of EQIA: Domestic and Sexual Violence Strategic needs analysis**

**Date of EQIA: 7.06.2012**

**State whether EqIA is on a policy, strategy, function, project or activity or a combination:**

**The EQIA is on a strategy**

**Indicate whether it is a 'new' or an 'existing' policy, strategy, function, project or activity:**

**This is a new strategy**

#### 1.2 Details of the person responsible for the EqIA

**Full Name: Dwynwen Stepien**

**Position: Head of Early Intervention and Family Support Service**

**Department: Children Families and Learners**

**Telephone number: 020 8604 7007**

### 1.3

#### What is the aim and objective of the policy, strategy, function, project or activity?

The aim of the domestic and sexual violence strategic needs assessment is to identify and analyse the level of need in Croydon with a view to making recommendations and informing future strategy and commissioning decisions.

Croydon's aim is for all citizens to be free from all forms of domestic violence,

#### Outcomes

- An increase in the safety of survivors (adults and children) through an approach that maximises safe choices available and reduces the harm caused
- A reduction in the risk of harm from perpetrators through holding abusers accountable for their behaviour in such a way that reduces risk and which not only acts as a future deterrent for them, but also as a deterrent to potential abusers
- A decrease in social tolerance and approval of domestic violence, through awareness raising and challenging inaction by individuals, communities and organisations
- An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence.

Our outcomes will be achieved through the following core objectives; prevention; provision; partnership; protection.

**Prevention:** through our work to prevent violence, we will

- Change the attitudes, behaviours and practices which contribute to all domestic violence by means of appropriate and targeted challenge
- Increase public understanding of domestic violence by putting in place focussed awareness-raising initiatives which include looking at its root causes, hidden nature and economic cost to society
- Strengthen understanding of the unacceptability of domestic violence by ensuring our frontline partners can intervene early to challenge acceptability
- Develop understanding of family violence that addresses the issues of parent on child violence and child on parent violence by perpetrators under the age of 18
- Protect vulnerable children by working with frontline partners to make them aware of the tools and systems available to them to ensure the right first response.

**Provision:** through our work to provide adequate levels of support where violence does occur, we will

- Strengthen the basis for targeted appropriate services for all women and girls by creating a robust commissioning framework
- Send a clear signal to partners that support to victims of VAWG is a local priority
- Improve the support that women and girls get locally by enabling local communities to tailor service provision to meet their local needs; and
- Deliver better and more effective outcomes for victims by the provision of training to frontline partners to recognise domestic violence and understand the actions to be taken

**Partnership:** through working in partnership to obtain the best outcome for victims and their families, we will

- Improve outcomes for victims of domestic violence locally by supporting community and voluntary groups to take a stand against violence and helping them understand how to do this effectively
- Strengthen the role of the community in tackling domestic violence by encouraging people to help themselves and each other using community-based initiatives such as community coaching; and
- Improve the life chances of victims of domestic violence overseas by working with partners to tackle it on a collaborative basis.

**Protection and reduce the risk:** through our work to reduce the risk to women and girls who are victims of these crimes and ensure that perpetrators are brought to justice, we will

- Increase the numbers of women and girls who have the confidence to access the criminal justice system by seeking continued improvement in the effectiveness of its response to them
- Strengthen the framework to protect victims by ensuring the application of current legislative powers and risk management processes are both understood and effective; and
- Increase the number of offenders breaking out of a cycle of offending by ensuring the effectiveness of rehabilitation programmes.

This strategy and needs analysis will be developed in partnership with the statutory, voluntary, private sector and local communities in Croydon to address the issues and to provide accessible and appropriate responses for all women, men, children and young people experiencing domestic abuse.

In refocusing our approach through early help and intervention we will:

- Improve our co-ordinated response to domestic abuse currently
- Build effective and stronger partnership working
- Target our service delivery and ensure it is accessible for all and recognises the diversity within our communities
- Commission effective, evidence informed domestic violence services

- Respond appropriately to the needs of children and young people who have experienced and witnessed domestic abuse

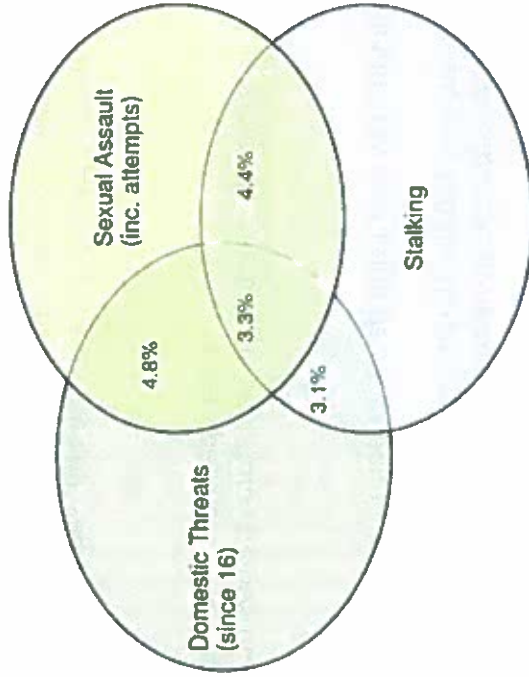
Developing an integrated response to domestic abuse through coordinated action across all agencies based on consistent and well informed policies, systems, resource sharing and leadership will enable us to create an environment where domestic abuse is not accepted or tolerated and is challenged and prevented within Croydon.

## SECTION 2: SCOPING THE ASSESSMENT

2.1 What information is currently available about the different protected groups that the policy, strategy, function, project or activity is likely to effect? (for examples see guidance)

There is now a greater understanding of interpersonal violence; that is the interconnected relationship between domestic violence, sexual assault and stalking. It is this increased understanding of the overlap between domestic and sexual violence that forms the rationale behind the Coalition Government decision to deal with both issues together in their national strategy, with predominantly women experiencing all three forms of inter-personal violence.

As figure 1 highlights 3.3% of women experienced all three forms of interpersonal violence at some point in their lives (compared to 0.3% for



men)

Analysis of domestic and sexual violence is a problematic area due to the fact that victims are less likely to report their experiences to the authorities because of beliefs that their abuse is not a matter for police involvement, their experiences too trivial, or from fear of reprisal. There is significant under reporting of domestic abuse by victims, and it is acknowledged that data on reported incidents and cases prosecuted, which has recently started being collected by the criminal justice system, represents only a small element.

Unlike other crimes, it is often difficult to separate occurrences of domestic violence into discrete 'incidents': abuse may be continuous (e.g. living under a threat), or may occur with such frequency that the victim cannot reliably count the instances.

Sexual violence is also greatly underreported due to the very private and personal nature of the offence (it is estimated that only 11% of rapes are actually reported).

The community being served comprises victims and survivors of domestic violence. A profile of domestic violence victims and survivors by protected characteristics is provided below.

### Gender

The national strategy identifies violence against women and girls as a gender based crime which requires a focused and robust cross-government approach underpinned by a single agreed definition. It is based on the United Nations (UN) Declaration (1993) on the elimination of violence against women to guide our work. It defines violence against women as:

**'Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life'.**

This model, views that domestic violence is supported by institutional sexism and an imbalance of power, including stereotypical beliefs and negative attitudes about the roles of men and women.

- The vast majority of domestic violence (73%) is perpetrated by men against women
- Although there is no agreed estimate of the scale of sex-trafficking in the UK Home Office estimated 4,000 women were trafficked into the UK for sexual exploitation
- A study of 207 women trafficked into prostitution found that 95 % suffered physical and sexual abuse, with the same number experiencing

symptoms of trauma similar to those suffered by torture victims

- In the UK it is estimated 66,000 women are affected by female genital mutilation (FGM); 24,000 young girls are at high risk of FGM, and as many as 6,500 girls are at risk of FGM within the UK every year
- The UK Forced Marriage Unit received 1,682 reports of forced marriage in 2009, 86 per cent involved females and 14 per cent involved males
- On average two women each week are killed by a current or former male partner: This constitutes around one-third of all female homicide victims
- 1 in 4 women experience domestic violence over their lifetimes and between 6-10% of women suffer domestic violence in a given year
- Women and girls abused through prostitution are at increased risk of violence and control. Gender inequality in society has a strong link to prostitution and trafficking of women and girls

#### **Men who experience domestic abuse**

The British Crime Survey 2001 highlighted that 1 in 7 men experience domestic violence in their life time (compared to 1 in 3 for women). Furthermore, 1 in 20 men experienced domestic violence over the last 12 months (compared to 1 in 8 for women)

Taboos around male victims of domestic abuse have disadvantaged male victims and their families. The strategy will seek to ensure domestic abuse against men is recognised and support and protection planned for.

- Men do experience repeat victimisation (defined as 4 more incidents) in regards to domestic violence, albeit at a significantly lower rate to women (1 in 10 men compared to 1 in 3 women who reported)
- Men can be victims of sexual attack regardless of their sexual orientation. While the attacker is more often male, men can be and are sexually assaulted by women
- Domestic violence against men can be perpetrated in a same sex relationship and by family members in the context of forced marriages and honour based violence

#### **LGBT**

Victims from LGBT communities are often victims of hate crimes in tandem with their domestic abuse. LGBT victims bear a double burden in this regard. Perpetrators may threaten to "out" victims

Surveys suggest there is domestic violence in one in four lesbian, gay and bisexual (LGBT ) adult relationships, and LGBT survivors'

experience of domestic violence may be compounded by issues specific to their sexuality or gender identity, abuse from past and present sexual partners, types of relationships, extended family members, carers, as well as abuse from entire communities.

### **Gender reassignment**

Surveys suggest there is domestic violence in one in four lesbian, gay and bisexual (LGBT) adult relationships, and LGBT survivors' experience of domestic violence may be compounded by issues specific to their sexuality or gender identity, abuse from past and present sexual partners, types of relationships, extended family members, carers, as well as abuse from entire communities.

### **Pregnancy and maternity**

Domestic violence can start or get worse during pregnancy, during which there is an increased risk of miscarriage, still or premature birth, foetal brain injury and fractures. Domestic violence is also associated with women's irregular or late attendance for ante-natal care. Poor attendance may be the result of low self esteem and depression or due to an abusive partner controlling and restricting women's use of medical services.

The links between teenage pregnancy and rape (often referred to as non-consensual sex) has yet to be specifically addressed in the substantial UK evidence base on risk factors, conducive contexts, interventions and outcomes, despite international research findings that demonstrate connections between sexual abuse, coercion and intimate partner violence and teenage conception rates. However many recent studies show that young women are subject to emotional pressure and manipulation to consent to sex and also experience high levels of sexual violence.

- During pregnancy is a key point where severity and frequency of abuse will increase. **30%** of domestic violence starts during pregnancy and up to **9%** of women are thought to be abused during pregnancy or after giving birth.

Research shows that pregnancy is a key risk factor in the onset and escalation in the severity and frequency of domestic violence. Domestic violence perpetrated during pregnancy can have a range of serious consequences for both the mother and babies and is associated with late take up of antenatal care. Violence in pregnancy is strongly associated with pre pregnancy violence.

### **Race**

The British crime survey 2009 identified little variation in the likelihood of being a victim of domestic violence between white and non white groups. While there is insufficient evidence to suggest that women and men from some ethnic or cultural groups experience more domestic violence than others; however, it is the cultural setting in which the abuse occurs which may affect the way it is perceived, experienced and responded to.

Survivors of domestic violence in BAME communities may face additional barriers to seeking help, such as racial discrimination, religious stereotyping, fear of community dishonour and rejection, and an insecure immigration status, all of which may prevent them from accessing protection.



For example, help seeking from the police differs significantly across BAMER communities. Some research does indicate that women from some BAMER groups are less likely to access existing services and there is generally a low level of awareness of refuge services among large numbers of BAMER women which leads them to endure abuse for longer periods.

Research also shows that Asian women in particular are likely to severely under-report abuse, and that women from BAMER communities are more likely to suffer from ongoing post-separation violence including threats through child contact arrangements and child abduction. This leads to many women underusing refuge and other domestic violence support services.

Language and culture are very important to women who are reluctant to access or approach services considered to lack an understanding of their experiences and needs. In particular, language can be a huge barrier in women accessing services.

Women may be unable to access written information about services, and interpreters are rarely present at police stations and hospitals; indeed women may be reluctant to fully recount their abuse to a stranger with whom they have no relationship of trust, or to an interpreter who is also a member of the local community.

The issue of so called 'honour killing', forced marriage and honour based violence (HBV) is of key relevance to BME communities

BME communities may experience barriers relating to the accessibility of language. The strategy acknowledges this need and considers emerging communities.

Domestic abuse is often experienced alongside hate crime, which would include that relating to race.

#### **Religion and belief**

Interpretation of beliefs by individual faith group members can be used to justify the subjugation of women. This includes female genital mutilation (FGM) The issue of so called 'honour killing', forced marriage and honour based violence is relevant to religion and belief.

Interpretation of beliefs by individual faith group members can be used to justify the subjugation of women and discriminated against groups such as lesbians, gay men and disabled people. Domestic abuse is often experienced alongside hate crime, which would include that relating to religion/belief

#### **Disability**

In Croydon there is limited data on the prevalence, experience and needs of disabled people experiencing domestic violence.

Research shows that disabled women experience a greater need for services – based on the nature and extent of the abuse they experience – but this is accompanied by far less provision than is generally available for non-disabled women; therefore the barriers and difficulties facing

disabled women who try to escape from abuse and find appropriate services are extensive.

For example, one study showed that disabled women with physical and sensory impairments comprise seven per cent of women using domestic violence services. Very few organisations for disabled people considered dealing with domestic violence to be part of their remit, and their limited resources made it difficult for them to address the issue. Impairments are frequently used in the abuse by perpetrators, who include intimate partners, personal assistants, and family members.

Research shows that rates of domestic violence may be twice as high for disabled women (50 %) as for non-disabled women (25%)

Disabled victims may have reduced access to information on support if their active sphere is reduced through disability or control by an abuser. Disabled victims may be less able to find opportunities to routes to disclosure Domestic abuse is often experienced alongside hate crime, which would include that relating to disability.

### Mental Health

According to the World Health Organisation, domestic and sexual violence and gender inequality has a higher toll on women's health: there is a strong association between gender based violence and mental, physical and sexual health problems; and gender inequality exacerbates the harmful effects that violence has on women's health. Between 50 and 60 per cent of women mental health service users have experienced domestic violence, and up to 20 per cent will be experiencing current abuse. Domestic violence and other abuse is the most prevalent cause of depression and other mental health difficulties in women. Between 35 and 73 per cent of abused women experience depression or anxiety disorders; this is at least three times greater than the general population

Women who experience domestic violence have twice the level of usage of general medical services and between three to eight times the level of usage of mental health services, yet their disclosure to medical professionals remains low

### Sexual orientation

Data on sexuality has been included in the self-completion module of the British Crime Survey since 2007. However, data around the prevalence of domestic violence by sexuality must be treated with some caution due to small sample sizes nationally. The findings, from both the 2007/08 and 2008/09 surveys however, show that people who were lesbian, gay or bisexual were more likely to have experienced any domestic abuse in the past year compared with heterosexual/ people (13 per cent compared with five per cent).

Those who responded 'do not know' or 'do not want to answer' to the question on sexuality were also more likely to have experienced any domestic violence in the past year compared with heterosexual people (seven per cent compared with five per cent). These results could be in part due to the large proportion of those identifying as lesbian, gay or bisexual who were in younger age groups, where risk of victimisation

through domestic violence is greater.

Surveys suggest there is domestic violence in one in four lesbian, gay and bisexual (LGBT ) adult relationships, and LGBT survivors' experience of domestic violence may be compounded by issues specific to their sexuality or gender identity, abuse from past and present sexual partners, types of relationships, extended family members, carers, as well as abuse from entire communities

Victims from LGBT communities are often victims of hate crimes in tandem with their domestic abuse. LGBT victims bear a double burden in this regard. Perpetrators may threaten to "out" victims. LGBT victims may yet to define their status or their relationship with their abuser

**Age**

### Children and young people experiencing domestic violence

There is limited data on the prevalence, experience and needs of young people experiencing domestic violence in their own relationships. There are well-established links between perpetrating adult domestic violence and child abuse. There is increasing evidence that women and men who have been abused as children are at increased risk of developing adolescent and adult substance problems – either drugs or alcohol.

Children's needs are often overlooked when the focus is on the needs of the parent, while a focus on child protection can result in the impact of domestic violence on the abused parent being overlooked, highlighting the need for research into what help children living with domestic violence are given and what is effective for supporting both the child and the abused parent.

The recent report by Nspcc and Refuge "Meeting the needs of children living with domestic violence in London "Nov 2011 and 4 Children's research shows a wider picture of conflict and violence that encompasses the whole family .

Evidence suggests that violence is more widespread within the family than was previously thought: Adolescent on parent violence , extended family violence and domestic violence carried out by perpetrators under the age of 18 is now a growing concern .

- In the 12 months to August 2011, the police recorded **47,297** domestic violence offences in London
- Domestic violence accounts for 29 per cent of violent crime in London . One in seven (**14.2 per cent**) children and young people under the age of 18 will have lived with domestic violence at some point in their childhood This is equivalent to at least 260,400 of London's children and young people
- Not all children will be affected in the same way, living with domestic violence can adversely affect children's healthy development, relationships, behaviour and emotional wellbeing although all children need to be safe, their need for support and help will vary

- Domestic violence is a central issue in child protection and , has been a factor in the family backgrounds of two-thirds of the serious case reviews (SCRs) where a child has died
- Work with children needs to develop beyond the focus on safety planning
- Children need support to cope and develop strategies for resilience
- Need to provide support to children and the parent who is the victim of domestic violence, in a range of settings appropriate to need
- Munro report found 69% of high-risk adult victims of domestic abuse have children
- Children living with their mother and the perpetrator are likely to have a high level of need, but are least likely to receive support
- Fear of the consequences of disclosure, for example at school, is a significant barrier for children seeking emotional support. In 2010, only 0.2 % (610) of the 265,438 ChildLine counselling contacts were identified as being from children living with domestic violence
- Children are most likely to be made homeless as a result of family violence (almost 18,000 children stayed in a domestic violence refuge in 2009/10, the largest single group of people who stayed there
- Children who are exposed to a family atmosphere of domestic violence are just as adversely affected in terms of their brain development as children who are directly subjected to physical violence
- Research from the the Journal of Epidemiology and Community Health emotional trauma may stunt intellectual development. The results suggest that [maltreatment and witnessing domestic violence] in early childhood, particularly during the first two years, has significant and enduring effects on cognitive development, even after adjusting for other risk factors
- These findings echo those of other researchers who have identified changes in brain circuitry and structure associated with trauma and adversity in early life. Changes in early brain development may have lifelong consequences. Ref

- Average of **56** children in England and Wales are killed at the hands of a family member every year
- Particular groups of children and young adults are also at greater risk of domestic violence – including lesbian, gay and bisexual young people
- Evidence that young people who reveal their sexuality while living at home can be subjected to significant physical, emotional and sexual abuse – making them more at risk of suicide attempts, more likely to end up homeless and more likely to suffer long-term emotional issues

A 2 year inquiry by the Office of the Children's Commissioner's Inquiry into Child Sexual Exploitation in Gangs and Groups (CSEGG0) was launched in 2011 to identify the scope, nature and extent of the sexual exploitation, victimisation and abuse that girls and boys in England are subjected by street gangs and loosely formed groups.

Specific actions outlined within the plan include: improving identification, early intervention and support for young women affected by gangs and sexual violence, developing safe reporting mechanisms for girls experiencing serious youth violence including rape and sexual exploitation, encouraging greater learning .

- Current data based on limited reporting indicates that up to **10,000** children may be affected. It is argued that the data available underestimates the extent of the problem
- Multiple perpetrator rape is less likely to be reported than other offences because of 'social links' between victims and perpetrators.
- Some young people tend to 'normalise' the sexual violence they experience in gangs and minimise the impact that it has upon them.
- **36%** cent of the victims of multiple perpetrator rape identified in 2008 were aged 15 or younger
- The number of reported multiple perpetrator rapes appears to be increasing. The Metropolitan Police Service identified **93** such rapes in 2008/9

- In 2008/09 8% of multiple perpetrator rape suspects were identified as white, 32% were identified as black and 24% were identified as 'different ethnicities'. The ethnicity of the remaining 36% is unknown.
- The proportion of white victims fell from 69% in 1998/99 to 50% in 2008. During the same period, the proportion of black victims rose from 17% to 34% (MPS 2009). In London, the boroughs with highest rates of multiple perpetrator rape are Lambeth, Croydon, Newham, Southwark, Westminster and Hackney.
- The Family Resilience Service (FRS) is a key part of the new staged intervention approach to working with children and families in CroydonFRS works with families in Croydon with multiple and complex needs in Croydon. In a recent snapshot of 70 cases, family violence was a feature in the majority of these families. Over a third of the families had a child or children with additional needs. There was also a significant number of incidents of child on parent violence, which supports the national findings on family violence outlined earlier in this report
- A random sample of 100 cases was selected for auditing from the total contacts during the week beginning 27<sup>th</sup> June to 1<sup>st</sup> July 2011. The total number of contacts for that period was 407. Domestic violence incidents account for 30% of the contacts

### Older people

Often domestic violence against older people is subsumed under the broader heading of "elder abuse", and so there is no firm data about the extent of domestic violence amongst older people.

An overview of the research by Women's Aid suggests that older women experiencing domestic violence are less likely to come to the attention of statutory agencies or specialist services, and that older women may be even less aware than younger women of the services and other options available to those experiencing domestic violence. Some older women may also think services are only for younger women, or for women with children.

Professionals tend not to consider domestic violence as an issue for older women and therefore rarely ask about it and they may assume that injuries are the results of age-related conditions. They may also assume that older men are not a serious threat, and/or that domestic violence lessens as people age.

Older victims in long standing relationships may feel less able to acknowledge options open to them

Older female victims may have reduced access to individual savings/pensions due to gender inequality in public policy.

**2.2 What are your information gaps? For example service user data, or employment data on a particular protected group.**

**What steps are you/have you taken to fill them as part of this assessment?**

The domestic violence partnership strategy group is reviewing how data is collected in relation to domestic and sexual violence and other associated issues of abuse and this will improve and inform future service redesign, as it recognizes that data currently in respect of key groups in relation to domestic violence is poor.

A multi agency training strategy in relation to domestic abuse is being developed and this will also be integral to the way data is collected on protected groups in relation to domestic violence.

The local needs analysis supports the national evidence and strategy in relation to domestic violence being a gendered crime with a higher proportion of women experiencing domestic abuse than men in Croydon. Further analysis is required to understand the breakdown of these statistics. Locally the need for accurate and consistent data across statutory and voluntary organisations and the effective collection analysis of disaggregated data across services is a significant gap that needs to be addressed urgently. This is essential to underpin future effective strategies to prevent and respond to domestic violence, and to ensure that trends are identified and specific needs of particularly vulnerable groups are. A multi agency training strategy in relation to domestic abuse is being developed and this will also be integral to the way data is collected on protected groups in relation to domestic violence.

In view of the issues relating to data collection and for the the purposes of this strategy we have taken what data is available nationally, Internationally , London wide and the likely trends for Croydon. We are continuing to consult with partners and will update this document as appropriate.

#### **Age**

#### **Children and young people**

The data does not accurately reflect the number of contacts received where domestic violence is a factor. This is because when recording the reason for the referral there is a wide range of choices which include:

- assessment of child in need
- child at risk
- child protection enquiry (section 47)

Any of these can be used when domestic violence is a factor. The child protection enquiry category is used when undertaking a S47 investigation and this also includes those where domestic violence is the main issue. The child at risk category is used when there are other factors but it is not a S47 e.g. concerns regarding the state of the home, parental mental health etc. It may also not be known that domestic

violence is a factor until the assessment is undertaken.

This means that the data vastly under represents the number of contacts and referrals we receive where domestic violence is an issue.

The domestic violence partnership strategy group is reviewing how data is collected in relation to domestic and sexual violence and other associated issues of abuse and this will improve and inform future service redesign.

### **Young people**

The homelessness review identified anecdotal evidence that an increased number of young women are approaching HAP<25, the housing advice service for young people as a result of family violence. There is a connection to partners being involved in gang violence. These incidents are under-reported; young women may not perceive the abuse as family violence and may be reluctant to report it due to their links with their partners' gang activity. The Metropolitan police have recorded 2211 family violence incidents per year in Croydon

The Metropolitan police have recorded 2211 family violence incidents per year in Croydon. In the last five years a number of services have been established in Croydon which have between them completely modernised our approach to assisting people fleeing family violence: the Family Justice Centre, specialist court, sanctuary scheme (making homes safe), short-term emergency accommodation, and supervised child contact centre have been developed.

Housing advisers at HAP<25 report an increased number of young people experiencing family violence; where the violence affects other members of the family home this becomes a driving factor behind some parental exclusions. Housing advisers report that young women do not generally perceive the violence as family violence and it remains under-reported and are currently looking at the reasons the reasons why young women fail to report family violence and how they can tackle the situation.

### **Mental health**

Despite domestic violence being closely linked to long-term mental illness, to significant physical and sexual health problems and to problematic substance misuse there is a lack of information available about domestic violence referrals, identification and response in these areas.

Socio-economic factors can influence crime rates and while domestic violence cuts across all social classes we also know there is a correlation between areas of high deprivation and crime rates in Croydon

In 2011 the number of charges against DV offenders exceeded that of cautions, when 51% of them had the more serious sanction levied. This may be an indication that DV incidents in 2011 were of a more serious nature. There were 563 charges compared to 550 cautions.

In each of the previous two years charges made up 43% of sanctions.

A more detailed analysis is required that can then be more usefully utilised in devising anti domestic violence strategies.



The information required to complete this would include crime type; location of the incident; date and time of the incident; victim name (required in order to identify repeat victims); victim age sex and ethnicity; accused name (required in order to identify repeat offenders); accuses age, sex and ethnicity. Additional information in the crime record comments for more context.

There were 5,972 allegations of domestic violence recorded in Croydon in the calendar year January to December 2011. Subsequently 2,267 offences (38% of total allegations) were charged from these allegations

The victims of domestic violence are primarily women and children, but some men are also victims

There was a total of 635 female victims of violence in the age range running from 20 to 39 where the suspects were aged 20 or over compared to 408 male victims

April 2010 – March 2011 supervised 352 young people of which 36% have either witnessed abuse and or witnesses violence in a family context of these 17 young people committed sexual offences

### 2.3 Who have you engaged with (staff, service users, community groups etc)?

Describe the methods of engagement you used

What are the issues arising from the engagement?

What are the outcomes of this engagement?

What engagement did not or could not take place?

Ongoing consultation on the strategy has taken place with partners on the strategic project development group, with representatives from Health, Housing, Commissioning, CAF/CASS, Probation, Police, CVA, Childrens and Adult social care, Community Safety, Family Justice Centre, Youth Offending Service, Integrated Youth Support service,

A strategy consultation event was held on the 10<sup>th</sup> May at CVA with over 60 partners present. The latest findings from research and best practice evidence from the NSPCC and Refuge on children living with domestic violence in London was presented and partners were asked to discuss each of the objectives of the strategy.

Evaluations from this event were completed and the findings are feeding into the service redesign. From this event further opportunities were made available to meet on an individual basis with the new strategic domestic violence manager and these meetings are currently ongoing.

A new domestic violence partnership bulletin has also been circulated to partners inviting further comments on the strategy.

A consultation event with head teachers regarding the new approach and an eg of good practice nationally of work with schools has been arranged.

A provider forum with wider partner agencies who provide dedicated specialist services in respect of domestic violence has been established and meets 6 weekly and the draft strategy had been circulated to partners for comments.

Dedicated resource from CVA is working with the strategic manager for domestic violence to undertake some further consultations with partner agencies and victims and survivors across the age spectrum to shape our strategy and inform service redesign and future commissioning.

Consultations are still ongoing.

### SECTION 3: ANALYSING YOUR EQUALITY INFORMATION

3.1	From the information you have gathered (including information gathered to fill existing gaps) and the engagement you have undertaken how are each protected group affected (positively or negatively, or not affected at all)? What changes could be made to the policy, strategy, function, project or activity to mitigate a negative impact?				
Age	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
0-18 years	Y			Positive - the strategy is aligning the work of the Safer Croydon Partnership and he Children and Families partnership so that the needs of children and young people affected by domestic and sexual violence are addressed and outcomes improved . Reducing the	

				<p>incidence of domestic abuse through an early intervention approach will improve the long term outcomes for children and young people. Develop understanding of family violence that addresses the issues of parent on child violence and child on parent violence by perpetrators under the age of 18</p> <p>Protect vulnerable children by working with frontline partners to make them aware of the tools and systems available to them to ensure the right first response</p>	
<p>19-35</p>	<p>Y</p>			<p>The strategy will have a positive impact</p> <p>The strategy is aligning the work of the Safer Croydon Partnership and the Children and Families partnership so that the needs of all people across this age group affected by domestic and sexual violence are addressed and outcomes improved . Reducing the incidence of domestic abuse through an early intervention approach will improve the long term outcomes for younger adults .</p> <p>Improved support for victims and survivors</p>	

36-65	Y			<p>The strategy will have a positive impact</p> <p>The strategy is aligning the work of the Safer Croydon Partnership and the Children and Families partnership so that the needs of all people across this age group affected by domestic and sexual violence are addressed and outcomes improved . Reducing the incidence of domestic abuse through an early intervention approach will improve the long term outcomes for adults .</p> <p>Improved support for victims and survivors</p>	
Over 65	y			<p>The strategy will have a positive impact</p> <p>The strategy is aligning the work of the Safer Croydon Partnership and the Children and Families partnership so that the needs of all people across this age group affected by domestic and sexual violence are addressed and outcomes improved . Reducing the incidence of domestic abuse through an early intervention approach will improve the long term outcomes for older adults and Croydon will be working with voluntary and community and faith groups for</p>	

					older people to improve services for this target group. Improved support for victims and survivors	
<b>Disability</b>						
				<b>None</b>	<b>Brief detail of impact</b>	<b>What changes could be made?</b>
<b>Learning disability</b>	Y				An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence The safer Croydon Hate Crime PDG have engaged with this group and are in the process of exploring how we might improve third sector engagement to support victims of hate crime	
<b>Physical disability</b>	Y				An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and	

				<p>respect, mutual understanding, shared power and a commitment to non-violence</p> <p>The safer Croydon Hate Crime PDG have engaged with this group and are in the process of exploring how we might improve third sector engagement to support victims of hate crime</p> <p>Ongoing consultations are taking place with partners and survivors and victims from this group to inform our approach and service redesign</p> <p>Improved support for victims and survivors</p>	
<p><b>Mental health</b></p>	<p>Y</p>			<p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p> <p>Improved support for victims and survivors</p> <p>Ongoing consultations are taking place with partners and survivors and victims from this group to inform</p>	

<p><b>Deaf or hard of hearing</b></p>	<p>Y</p>			<p>our approach and service redesign</p> <p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p> <p>Ongoing consultations are taking place with partners and survivors and victims from this group to inform our approach and service redesign</p> <p>Improved support for victims and survivors</p>	
<p><b>Visually impaired</b></p>	<p>Y</p>			<p>Ongoing consultations are taking place with partners and survivors and victims from this group to inform our approach and service redesign</p> <p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p>	

					Improved support for victims and survivors	
Other, incl carers	Y				<p>Ongoing consultations are taking place with partners and survivors and victims from this group to inform our approach and service redesign</p> <p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p> <p>Improving support for victims and survivors</p>	

**Gender/Sex**

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Female	Y			<p>Improve the support that women and girls get locally by enabling local communities to tailor service provision to meet their local needs;</p> <p>A reduction in the risk of harm from</p>	



				<p>perpetrators through holding abusers accountable for their behaviour in such a way that reduces risk and which not only acts as a future deterrent for them, but also as a deterrent to potential abusers</p> <p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p>	
<p><b>Male</b></p>	<p>Y</p>			<p>Change the attitudes, behaviours and practices which contribute to all domestic violence by means of appropriate and targeted challenge</p> <p>A reduction in the risk of harm from male perpetrators through holding abusers accountable for their behaviour in such a way that reduces risk and which not only acts as a future deterrent for them, but also as a deterrent to potential abusers</p>	

					<p>Increase the number of offenders breaking out of a cycle of offending by ensuring the effectiveness of rehabilitation programmes.</p> <p>An increase in the knowledge and skills of boys and male adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p>	
<b>Gender reassignment</b>	Y				<p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence.</p> <p>Improved support for victims as this group are at most at risk of hate crime</p>	
<b>Race/Ethnicity</b>						
		<b>Positive Impact</b>	<b>Negative Impact</b>	<b>None</b>	<b>Brief detail of impact</b>	<b>What changes could be made?</b>

<p><b>Asian</b></p>	<p>Y</p>			<p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p> <p>Improved support for victims as this group are at most at risk of hate crime</p>	
<p><b>Black</b></p>	<p>Y</p>			<p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p> <p>Improved support for victims as this group are at most at risk of hate crime</p>	
<p><b>White</b></p>	<p>Y</p>			<p>An increase in the knowledge and</p>	

					skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence  Improved support for victims	
<b>Mixed</b>	Y				An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence  Improved support for victims	
<b>Other, such as Travelers</b>	y				An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence	

Religious/Faith Groups						
					Improved support for victims as this group are at most at risk of hate crime	What changes could be made?
	Positive Impact	Negative Impact	None	Brief detail of impact		
<b>Buddhist</b>	Y			An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence		
<b>Christian</b>	Y			An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence		

<b>Hindu</b>	Y				An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence	
<b>Jewish</b>	Y				An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence	
<b>Muslim</b>	Y				An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence	
<b>Sikh</b>	Y				An increase in the knowledge and skills of children, young people and adults about forming healthy	

						relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence	
<b>No religion/faith</b>	Y					An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence	
<b>Other</b>	Y					An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence	
<b>Sexual Orientation</b>							
		<b>Positive Impact</b>	<b>Negative Impact</b>	<b>None</b>	<b>Brief detail of impact</b>	<b>What changes could be made?</b>	

<b>Heterosexual</b>	Y				Improved support for victims	
<b>Lesbian</b>	Y				Improved support for victims	
<b>Gay</b>	Y				Improved support for victims as this group are at risk of hate crimes	
<b>Bisexual</b>	Y				Improved support for victims as this group are at risk of hate crimes	
<b>Pregnancy and maternity</b>						
<b>Pregnancy and maternity</b>		<b>Positive Impact</b>	<b>Negative Impact</b>	<b>None</b>	<b>Brief detail of impact</b>	<b>What changes could be made?</b>
		Y			Work with partners in the health sector to ensure that policies incorporate all forms of violence against women and girls and effectively measure their implementation and that health services ensure that women and girls have access to information about the support available.	
<b>Marriage and civil partnership</b>						
<b>Marriage/civil partnership</b>		<b>Positive Impact</b>	<b>Negative Impact</b>	<b>None</b>	<b>Brief detail of impact</b>	<b>What changes could be made?</b>
		Y			An increase in the knowledge and skills of children, young people and adults about forming healthy	



				<p>relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p>	
<p><b>3.2 From the information you have gathered and the engagement you have undertaken describe how the policy, strategy, function, project or activity actively enables the council to meet its public duties to:</b></p>					
<p><b>Advance equality of opportunity between different groups of people by removing or minimizing disadvantages</b></p>	<p>The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics are:</p> <ul style="list-style-type: none"> <li>• age</li> <li>• disability</li> <li>• gender reassignment</li> <li>• marriage and civil partnership</li> <li>• pregnancy and maternity</li> <li>• race</li> <li>• religion or belief</li> <li>• sex</li> <li>• sexual orientation</li> </ul> <p>The Equality Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.</p> <p>The strategy identifies the diversity of needs relating to protected groups of people who experience domestic and sexual violence and will put support measures in place to help them improve their life chances.</p>				

<p><b>Advance equality of opportunity between different groups of people by taking steps to meet needs</b></p>	<p>The strategy identifies the diversity of needs relating to protected groups of people who experience domestic and sexual violence</p> <p>Croydon's aim is for all citizens to be free from all forms of domestic violence, by achieving the following</p> <ul style="list-style-type: none"> <li>• An increase in the safety of survivors (adults and children) through an approach that maximises safe choices available and reduces the harm caused</li> <li>• A reduction in the risk of harm from perpetrators through holding abusers accountable for their behaviour in such a way that reduces risk and which not only acts as a future deterrent for them, but also as a deterrent to potential abusers</li> <li>• A decrease in social tolerance and approval of domestic violence, through awareness raising and challenging inaction by individuals, communities and organizations.</li> <li>• An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</li> </ul>
<p><b>Advance equality of opportunity between different groups of people by encouraging participation in public life</b></p>	<p><b>Partnership:</b> through working in partnership to obtain the best outcome for victims and their families, we will</p> <ul style="list-style-type: none"> <li>• Improve outcomes for victims of domestic violence locally by supporting community and voluntary groups to take a stand against violence and helping them understand how to do this effectively</li> <li>• Strengthen the role of the community in tackling domestic violence by encouraging people to help themselves and each other using community-based initiatives such as community coaching; and</li> <li>• Improve the life chances of victims of domestic violence overseas by working with partners to tackle it on a collaborative basis.</li> </ul>

<p><b>Eliminate discrimination</b></p>	<ul style="list-style-type: none"> <li>• Increase the numbers of women and girls who have the confidence to access the criminal justice system by seeking continued improvement in the effectiveness of its response to them</li> <li>• Strengthen the framework to protect victims by ensuring the application of current legislative powers and risk management processes are both understood and effective; and</li> <li>• Increase the number of offenders breaking out of a cycle of offending by ensuring the effectiveness of rehabilitation programmes</li> <li>• An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</li> </ul>
<p><b>Eliminate harassment</b></p>	<ul style="list-style-type: none"> <li>• An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</li> <li>• Increase the numbers of women and girls who have the confidence to access the criminal justice system by seeking continued improvement in the effectiveness of its response to them</li> <li>• Strengthen the framework to protect victims by ensuring the application of current legislative powers and risk management processes are both understood and effective; and</li> <li>• Increase the number of offenders breaking out of a cycle of offending by ensuring the effectiveness of rehabilitation programmes</li> <li>• Better support for victims of hate crime and better engagement from the voluntary and community sector</li> <li>• Continue to develop and publicise third party reporting systems to assist hate crime victims who may not wish to go to the police.</li> </ul>
<p><b>Eliminate victimisation</b></p>	<ul style="list-style-type: none"> <li>• Developing an integrated response to domestic abuse through coordinated action across all agencies based on consistent and well informed policies , systems, resource sharing and leadership will enable us to create an environment where domestic abuse is not accepted or tolerated and is challenged and prevented within Croydon.</li> <li>• An increase in the knowledge and skills of children, young people and adults about forming</li> </ul>

	<p>healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</p> <ul style="list-style-type: none"> <li>• Increase the numbers of people who have the confidence to access the criminal justice system by seeking continued improvement in the effectiveness of its response to them</li> <li>• Strengthen the framework to protect victims by ensuring the application of current legislative powers and risk management processes are both understood and effective; and</li> <li>• Increase the number of offenders breaking out of a cycle of offending by ensuring the effectiveness of rehabilitation programmes</li> <li>• Better support for victims of hate crime and better engagement from the voluntary and community sector</li> <li>• Continue to develop and publicise third party reporting systems to assist hate crime victims who may not wish to go to the police</li> </ul>
<p><b>Foster good relations between different groups and communities by tackling prejudice</b></p>	<ul style="list-style-type: none"> <li>• An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</li> <li>• Developing an integrated response to domestic abuse through coordinated action across all agencies based on consistent and well informed policies , systems, resource sharing and leadership will enable us to create an environment where domestic abuse is not accepted or tolerated and is challenged and prevented within Croydon.</li> </ul>
<p><b>Foster good relations between different groups and communities by promoting understanding</b></p>	<ul style="list-style-type: none"> <li>• An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence</li> </ul> <p>Developing an integrated response to domestic abuse through coordinated action across all agencies based on consistent and well informed policies , systems, resource sharing and leadership will enable us to create an environment where domestic abuse is not accepted or tolerated and is challenged and prevented within Croydon..</p>

3.3 Having considered the potential or actual effect of the policy, strategy, function, project or activity on equality on equality make an informed judgment about what should be done (more than one may apply)?					
Outcome	Definition (more information is available in the guidance)				Judgment (Y/N)
<b>Outcome 1: no major change</b>	Your assessment demonstrates that the policy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.				Y
<b>Outcome 2: adjust the policy</b>	This involves taking steps to remove barriers or to better advance equality and introducing measures to mitigate the potential effect.				
<b>Outcome 3: continue the policy</b>	This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate.				
<b>Outcome 4: stop and remove the policy</b>	If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy altogether. If a policy shows unlawful discrimination it must be removed or changed.				
3.4 Planning actions – please record all actions arising from the assessment, with clear targets, milestone and lines of responsibility.					
Protected group <sup>1</sup>	Action (SMART)	Intended Outcome	Completion Date	Lead Officer	Lead Partner <sup>2</sup>
Race	Raise awareness amongst all professionals of the issues of domestic violence across BMER communities in	Reduction in the number of domestic violence incidents and incidents of hate crime experienced by people from BMER	Ongoing	Dwynwen Stepien	Council

<sup>1</sup> Enter in this column which of the protected characteristics that the action encompasses: race/ethnicity (r), disability (d), age (a), sexual orientation (so), gender/sex (g), religion/belief (rb), gender reassignment (gr), marriage and civil partnerships (m), pregnancy and maternity (pm).

<sup>2</sup> If appropriate.

<p>Age Children/Young people</p>	<p>Croydon and ensure best practice responses are developed and embedded level to ensure greater take up of services .</p> <p>Target our service delivery and ensure it is accessible for all and recognises the diversity within our communities</p> <p>Ensure that services are aware of immigration status issues and access correct services to ascertain support required</p> <p>Develop training and awareness on so called honour based violence and forced marriage</p>	<p>communities, A decrease in social tolerance and approval of domestic violence, through awareness raising and challenging inaction by individuals, communities and organisations</p>		
	<p>Educate young people on positive relationships and protective behaviours</p>	<p>An increase in the knowledge and skills of children, young people and adults about forming healthy</p>	<p>Dwynwen Stepien</p>	

<p><b>Older people</b></p>	<p>through the rolling out of a domestic violence education programme in schools</p>	<p>relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence.</p>			
<p>Work with adult services and partner agencies to better understand the scale the problem locally</p> <p>Identify best practice in respect of DV and older people and what works and ensure services commissioned reflect the distinctive support needs of this group.</p> <p>Ensure the personalisation agenda highlights DV</p>	<p>Older people living lives free from fear of domestic violence</p> <p>Greater take up of services relating to domestic violence by older people.</p> <p>Reduced nos of incidents relating to older people and domestic violence</p>				

<p><b>Disability</b></p>	<p>work with A nd E and other local health initiatives to improve responses to disabled people affected by DV</p>	<p>Disabled people are able to feel safe and confident in accessing the services for domestic abuse in Croydon and out of Borough</p> <p>Better understanding of the needs of disabled victims and survivors</p>		<p>Dwynwen Stepien</p>	
<p>Consultation with victims and survivors of domestic abuse who are disabled involved in the redesign of services</p> <p>Identify the service needs of survivors and victims who are disabled.</p> <p>Awareness raising with professionals as to the issues disabled victims and survivors face .</p> <p>Ensure the personalisation agenda highlights DV work with A nd E and other local health initiatives to improve responses to disabled people affected by DV</p>					



<p><b>Gender/sex</b> <b>Women and girls</b></p>	<p>Increase understanding of violence against women and girls, its nature, scale and impact assist service providers in identifying violence against women and girls build skills and knowledge about preventative approaches, early interventions and reducing the long term impacts of violence</p> <p>Improve the support that women and girls get locally by enabling local communities to tailor service provision to meet their local needs and set up locality based domestic violence forums to do this</p> <p>Develop a proactive link with national helplines and services</p>	<p>Improved outcomes for female victims of domestic violence locally by supporting community and voluntary groups to take a stand against violence and helping them understand how to do this effectively</p> <p>Better outcomes in the criminal justice system for women and girls who are the victims of domestic violence</p>	<p>Dywnwen Stepien</p>	
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<p><b>Boys and men</b></p>	<p>that work with men and women so that there is 24 hour local access to a helpline service</p> <p>Undertake prevention awareness work re domestic and sexual violence with boys</p> <p>Target preventative work with men and fathers re domestic and sexual violence</p> <p>Develop a proactive link with national helplines and services that work with men and women so that there is 24 hour local access to a helpline service</p>	<p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence.</p>		
<p><b>Sexual orientation</b></p>	<p>Further consult with groups from LGBT to understand the needs of persons experiencing domestic violence and identify best</p>	<p>People from LGBT are able to access accessible services responsive to their needs</p>	<p>Dwynwen Stepien</p>	

	<p>practice responses to inform service redesign</p> <p>Awareness raising amongst professionals as to the issues facing people from the LGBT community who experience DV</p> <p>Develop training and leaflets to incorporate gender and transgender work</p>				
<p><b>Marriage and civil partnerships</b></p>	<p>Change the attitudes, behaviours and practices which contribute to all domestic violence by means of appropriate and targeted challenge</p> <p>Increase public understanding of domestic violence by putting in place focussed awareness-raising initiatives which include looking at its root causes,</p>	<p>An increase in the knowledge and skills of children, young people and adults about forming healthy relationships, through prevention education and learning, so that they are better equipped to form relationships based on equality and respect, mutual understanding, shared power and a commitment to non-violence.</p>		<p>Dwynwen Stepien</p>	

<p><b>Pregnancy and maternity</b></p>	<p>hidden nature and economic cost to society</p>	<p>Reduced incidence of Dv in pregnancy</p>		<p>Dwynwen Stepien</p>	
<p>Work with partners in the health sector to ensure that policies incorporate all forms of violence against women and girls and effectively measure their implementation</p> <p>Health services should ensure that women and girls have access to information about the support available given the high rates of Dv that start in pregnancy</p> <p>Routine enquiry should be extended to cover a wider range of forms of violence in more of the health settings likely to be in contact with women and girls who have experienced violence.</p>					

	Ensure training on Dv is being accessed by midwives and health visitors in Croydon				
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3.5 Please indicate the risks and what will be done to address them? Risks may need to be recorded in your risk register.						
Risk/ issues identified	Action required	Resource implications	Timescales	Lead Officer	Expected outcome	Progress

#### SECTION 4: MONITORING AND REVIEW

4.1 Equality impact assessment is an ongoing process that does not end once a policy, strategy, function, project or activity has been agreed or implemented.	
Question	Response
How will you measure the effects of the policy on equality?	Monitoring and performance data will help to measure the equality impact and offer greater segmentation of need
When will the policy be reviewed?	The policy will be reviewed bi-annually
What type of equality information is needed for monitoring and how often will it be analysed?	Qualitative and quantitative monitoring data is required on all the protected groups in relation to DV and reviewed and analysed annually
How will stakeholders be engaged in the implementation, monitoring and review?	Stakeholders will be engaged through evaluations of any new services commissioned and through regular consultation for services that are being developed

5.1

Before sending the EqIA to be approved by the relevant director use the following checklist to ensure the process is completed. The completed initial EqIA should also be checked.

	Y/N
The EqIA clearly outlines the purpose of the policy, strategy, function, project or activity? (initial and full assessment template)	Y
The EqIA clearly outlines how the policy, strategy, function, project or activity relates to equalities and to the council's public duties? (initial and full assessment template)	Y
The EqIA clearly outlines the evidence available and the information gathered for the assessment? (full template only)	Y
The EqIA clearly outlines the community engagement undertaken for the assessment? (full template only)	Y
The EqIA clearly identifies the impact on each protected group based on the information available and how the policy, strategy, function, project or activity enables the council to meet its public duties? (full template only)	Y
Final judgement has been made based on the evidence available? (full template only)	Y
The EqIA identifies SMART actions and identifies risks? (full template only)	Y
The EqIA includes information on how the policy, strategy, function, project or activity will be monitored and reviewed? (full template only)	Y

**SECTION 6: DECISION MAKING AND PUBLICATION**

**6.1** I agree with the outcome of the above EqIA and actions arising, and have integrated the outcome into the policy decision

<b>Lead Officer</b>	
<b>Name</b>	
<b>Signature</b>	
<b>Date</b>	
<b>Lead Director</b>	
<b>Name</b>	
<b>Signature</b>	
<b>Date</b>	
<b>Date sent to corporate equalities and cohesion team (<a href="mailto:data.equalities@croydon.gov.uk">data.equalities@croydon.gov.uk</a>)</b>	

**THIS SECTION TO BE COMPLETED BY THE CORPORATE EQUALITIES AND COHESION TEAM**

<b>Publication Date (summary on website)</b>	
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