



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Summary

Name of Product	Home Office Perpetrator Programme
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Brief Description of Product	<p>In July 2021 the Office of the Police and Crime Commissioner for Cleveland (OPCC) was awarded funding by the Home Office to deliver a programme that ‘address[es] known issues in relation to domestic abuse (‘DA’) offending’.</p> <p>Using a ‘Team around the Couple’ trauma-informed, holistic and systems-based approach, our proposed model will build on and scale up the successful work of the Multi-Agency Tasking and Co-ordination (MATAC) process. Specifically supporting cases that do not meet the Multi-Agency Risk Assessment Conference (MARAC) criteria and that fall outside of the MATAC ‘top 20’ and include evidence of additional complex and unmet needs. Specifically, and for clarity this approach will target the below Domestic Abuse Perpetrators:</p> <ul style="list-style-type: none">• Serial and prolific perpetrators that show signs of multiple and complex needs which may prevent engagement with traditional perpetrator interventions (i.e. drug and alcohol issues)• Those in a continued relationship with the victim• Those identified as not meeting the MARAC/ MATAC criteria and are involved in no other protective safeguarding forum
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Product / Product Summary Attached	No
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Department	Office of the Police and Crime Commissioner for Cleveland
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Assessment Writer	Chris Guttridge
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Date Started	23 rd November 2021
CEO/ACE Sign Off	Rachelle Kipling - 16/12/2021
EDI Manager Assurance	Jenni Salkeld – 08/12/2021
Review Date	June 2022

Version Control

This is a living document and should be updated as we update our products and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author
1.0	23/11 /2021	Initial draft	Chris Guttridge
1.1	06/12 /2021	Updated draft following feedback	Chris Guttridge

Please ensure you consult the Equality Impact Assessment Guidance while completing this document

Stage One – Early Thinking

Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our [Equality Consideration Checklist](#).

Is an EIA required at this time?	Yes
If no, what is your rationale?	NA

Stage Two – Identify Scope

Please consult the [Equality Impact Assessment Guidance](#) for suggestions as to consider how you might evidence both positive and negative impact. Where possible please provide references or links.

Sources	The Code of Practice for Victims of Crime sets out the services and a minimum standard for these services that must be provided to victims of
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crime by organisations in England and Wales. Right 4 relates to victims having the right to be referred to services that support victims and have services and support tailored to their needs.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974376/victims-code-2020.pdf

Additional reading material considered:

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwalesoverview/november2021>

Domestic abuse in England and Wales overview: November 2021, Office for National Statistics

https://galop.org.uk/wp-content/uploads/2021/05/Galop_domestic-abuse-03a-low-res-1.pdf

LGBTQ+ People's Experiences of Domestic Abuse: A Report on Galop's Domestic Abuse Advocacy Service, Dr Jasna Magić and Peter Kelley

<https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/domestic-abuse/latest>

Domestic Abuse, Gov.uk

<https://www.justiceinspectorates.gov.uk/hmicfrs/wp-content/uploads/increasingly-everyones-business-domestic-abuse-progress-report.pdf>

Increasingly Everyone's Business: A Progress Report on the Police Response to Domestic Abuse, Her Majesty's Inspectorate of Constabulary

<http://driveproject.org.uk/wp-content/uploads/2020/01/Call-to-Action-Final.pdf>

A Domestic Abuse Perpetrator Strategy for England and Wales, Call to Action

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/480942/Disability_and_domestic_abuse_topic_overview_FINAL.pdf

Disability and Domestic Abuse: Risk, Impacts and Response, Public Health England

https://www.stonewall.org.uk/system/files/stonewall_and_nfpsynergy_report.pdf

Supporting Trans-women in Domestic and Sexual Violence Services: Interviews with Professionals in the Sector, Stonewall


<https://www.refuge.org.uk/our-work/forms-of-violence-and-abuse/domestic-violence/domestic-violence-the-facts/>

The Facts, Refuge



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<p>Consultation</p>	<p>A key objective of the Police and Crime Commissioner (PCC), as outlined in the Police and Crime Plan, is to ensure that there is Effective Quality Support to Victims and Witnesses of Crime in Cleveland. Public consultation was undertaken as part of the development of the plan. As part of this consultation public feedback was obtained as to what is needed from a victim support service. Specific work was undertaken with hard to hear groups as part of the consultation.</p> <p style="text-align: center;">  Police%20and%20Crime%20Plan%20-%20 </p> <p>Grant specific consultation with the community could not be conducted due to the lead-in time of the successful funding applicants being announced (end of July 2021) and the four-week 'implementation' phase which ended at the end of August 2021. This EIA is consistent of the research/ data in the field, and discussions with professionals with extensive experience in the sector, from both victim and perpetrators perspectives, across Cleveland throughout the bid development process, and initial implementation discussions.</p> <p>Within the grant agreement we emphasise that there will be a requirement for the service provider to continue to seek feedback from victims and offenders that engage with the service that will be used to shape future delivery as part of continuous service improvement. This will include highlighting the needs of, and any barriers to access from diverse communities as part of delivering a more accessible service across all protected characteristics.</p>
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Stage Three - Impact
<p>What potential positive or negative impacts has your research and consultation revealed? Consult the Equality Considerations Checklist for previously identified impacts that may be relevant.</p>
Age
Data & Background Information
<p>This is an entirely new programme which the OPCC is commissioning, as-well as a new approach to domestic abuse (DA) more broadly, and as a result there is no previous participant data to include across all of the characteristics of this Equality Impact Assessment. To keep this document reflective of local need/ occurrences, perpetrator information from the OPCC commissioned Route 2 DA programme will be used. Supplemental national data will be used to bridge any data gaps as part of initial scoping.</p>



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The service providers will be required to provide this information as part of programme delivery, governance and scrutiny requirements.

Performance information for current service delivery between April 2021 and September 2021 reported the following age demographic of service users:

- Under 18 (9%)
- 18 – 21 (9%)
- 22 – 25 (18%)
- 26 – 35 (55%)
- 36 – 45 (0%)
- 46 – 55 (0%)
- 56 – 65 (0%)
- Over 65 (9%)

Route 2 data for this financial year has not supported anyone between the ages of 36 and 65, but this is a reflection of low referral numbers, and not a lack of provision. Reviewing Cleveland Police offending data and national research [as cited in the reading list], we know that domestic abuse occurs across the spectrums of all age groups for both perpetrators and victims, and service delivery will be responsive to need across the age spectrum.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across age demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • Home visits will be conducted by the team, or a meeting at an alternative public building will be arranged in agreement with the service user for those who are unable to travel. • It is recognised that third sector agencies may be better placed to provide additional support to service users with these 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



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<p>characteristics. Signposting and referral mechanisms to these services will be include in the service model.</p> <ul style="list-style-type: none"> The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	
Disability	
Data & Background Information	
<p>A literature review has highlighted that people with disabilities are at a higher risk of becoming a victim of domestic abuse, and access additional barriers when accessing support services. In addition to this; some victims are effectively trapped in an environment they are unable to escape.</p> <p>This data was not previously been reported back to the OPCC as part of Route 2’s quarterly reports and has been identified as a gap in reporting which will be reviewed as part of future delivery and this will form part of future governance.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.</p>	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> It is acknowledged that people with disabilities are more likely to experience travel related issues – including a lack of available 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.



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<p>parking, suitable public transport and links</p> <ul style="list-style-type: none">• Home visits will be conducted by the team, or a meeting at an alternative public building will be arranged in agreement with the service user for those who are unable to travel.• There will be an expectation for speech interpreters to be provided for the hearing impaired• The providers will be required to produce reading materials in a variety of formats – including easy-read and braille.• It is recognised that where an individual has high needs that third sector agencies may be required to provide additional support to service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model.• The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment.• Victims will be provided with the contact details of their Navigator which can be used in an emergency, and the Navigator will conduct welfare checks.	
Gender Reassignment	
Data & Background Information	
<p>This data is recorded under Route 2’s reporting requirements, but the service has not supported an individual that has disclosed they are undergoing/ have undergone gender reassignment.</p>	



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Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.

From research, we know that transgender individuals are victims and perpetrators of domestic abuse, but these are underreported. The expectation will be for the service providers to support people with this characteristic, and encourage them to engage with the service.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> It is recognised that where an individual has high needs that third sector agencies may be required to provide additional support to service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.

Marriage and civil partnership

Data & Background Information

Performance information for current service delivery between April 2021 and September 2021 reported the following marriage demographic of service users:

- Married: 10%



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- Separated: 20%
- Cohabiting: 20%
- Living apart: 50%

The Home Office funded perpetrator programme will focus on perpetrators who remain in the relationship, so the number of those defining as separated, or living apart will be lower over the course of this programme. Due to these circumstances, safeguarding must ensure victims who remain residing with the perpetrator receive an additional level of support.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. • Information and contract details for professionals and support services will be provided to those who remain in a relationship and residing with the perpetrator in the event of any further offending. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.

Pregnancy and Maternity

Data & Background Information



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Performance information for current service delivery between April 2021 and September 2021 reported no service users were pregnant, and that 27% had a child that resided with them.

Due to the risk of harm and trauma to children, there is an expectation on the service providers to provide support and safeguarding for children. This will be more critical as there is an expectation that the victim will remain in a relationship with the perpetrator.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> Information and contract details for professionals and support services will be provided to those who have children and remain in a relationship and residing with the perpetrator in the event of any further offending. The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.

Race

Data & Background Information



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Performance information for current service delivery between April 2021 and September 2021 reported the following race demographic of service users:

- White: 82%
- Other ethnicity: 18%

From research, and feedback from professionals within the local sector, we are aware of the different cultural forms of domestic abuse, which the service will be aware of, and responsive to.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across race demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • There will be a requirement for the service provider to provide a translation service so that the support can be provided in the service user’s first language. This will include providing reading materials in their first language. • It is recognised that where an individual has high needs that third sector agencies may be required to provide additional support to service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



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<p>and that the service user must feel safe and comfortable in the environment.</p>	
<p>Religion or Belief</p>	
<p>Data & Background Information</p>	
<p>This data has not previously been reported back to the OPCC and has been identified as a gap in reporting which will be reviewed as part of future delivery and this will form part of future governance.</p> <p>From research, and feedback from professionals within the local sector, we are aware of the different cultural forms of domestic abuse, which the service will be aware of, and responsive to.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<ul style="list-style-type: none"> • It is recognised that where an individual has high needs that third sector agencies may be required to provide additional support to service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



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<p>accessibility measures in place, and that the service user must feel safe and comfortable in the environment.</p>	
Sex	
Data & Background Information	
<p>Performance information for current service delivery between April 2021 and September 2021 reported the following age demographic of service users:</p> <ul style="list-style-type: none"> • Male: 91% • Female: 9% <p>The majority of DA perpetrators are male, but the programme will be required to be responsive to the needs of the perpetrator, and their sex.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across sex demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.</p>	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • It is recognised that victims may wish to be supported by a professional of the same/ opposite sex, which will be dependent on their sexual orientation, due to the trauma and impact of the domestic abuse. The service provider must make these considerations into account to assist the victim in engaging with the service, and negating any instances of further harm and trauma • It is recognised that where an individual has high needs that 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



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<p>third sector agencies may be required to provide additional support to service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model.</p> <ul style="list-style-type: none"> • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	
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Sexual Orientation

Data & Background Information

Performance information for current service delivery between April 2021 and September 2021 reported the following sexual orientation demographic of service users:

- Heterosexual: 100%

From research, and consultation with professionals in the sector, we know that not all perpetrators and victims of domestic abuse identify as heterosexual. Data informs us that people identifying as lesbian, gay, and bisexual or disproportionately likely to become victims of domestic abuse at rates of 30%, 38% and 26% respectively [where the DA has occurred with their 'current intimate partner']. The service provider is expected to deliver a service that is responsive to couples across all sexual orientations, that is responsive to specific needs within this characteristic.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of 'Undisclosed' responses. This will allow the OPCC to monitor equal and effective provision across sexual orientation demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics.



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Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> It is recognised that victims may wish to be supported by a professional of the same/ opposite sex, which will be dependent on their sexual orientation, due to the trauma and impact of the domestic abuse. The service provider must make these considerations into account to assist the victim in engaging with the service and negating any instances of further harm and trauma. It is recognised that where an individual has high needs that third sector agencies may be required to provide additional support to service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.
Other – Please clarify	
Data & Background Information	
<p>The grant agreement for delivery has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. In the instances where impact has been identified to other characteristics not included within this EIA, the document will be updated to factor in these developments, along with any positive, and negative impacts.</p>	
Positive Impacts	Negative Impacts



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<ul style="list-style-type: none"> No positive impacts were identified at the time of writing. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.
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Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
<p>Gaps in data need to be closed. This includes data on characteristics not previously captured and in areas where data was captured but a proportion of people chose to not disclose or record data.</p> <p>The Commissioning Officer will include regular monitoring of demographic details as part of the contract management process.</p>	Chris Guttridge, OPCC	Ongoing
<p>Dip sampling exercises will be conducted to ensure that the service providers have suitable and appropriate foreign language and hearing impaired provision in place as part of equality and quality of service monitoring. This will include reviewing that locations of meetings have appropriate accessibility arrangements in place.</p>	Chris Guttridge, OPCC	Ongoing

To be filled in by CEO / ACE	
Stage Four – Mitigation – Risk Tolerance	
Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here – these should be added to the relevant departmental risk register.	
Impacts we cannot mitigate	N/A
Which Risk Register have these impacts been added to?	N/A

Stage 5 – Sign Off

Once complete, you must send your completed EIA and the product or product summary to the EDI team at edi@cleveland.pnn.police.uk

The team will review your EIA and will either: provide final sign off, OR, return your document with further considerations and recommendations for you to implement.