



Equality Impact Assessment Summary

Summary

Name of Product	Ministry of Justice Uplift Funding 2021/22
Description of Product	The distribution of uplift funding for Domestic Abuse and Sexual Violence Services across the Cleveland Police area as a result of the COVID-19 pandemic.
Department	OPCC
Assessment Writer	Rachelle Kipling
Date Started	19 April 2021
Head of Dept Sign Off	Michael Porter 28/04/2021
EDI Manager Sign Off	Jenni Salkeld 29/04/2021
Review Date	29/07/2021

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	April 2021	Initial draft written.	RK

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	N/A

Stage Two – Identify Scope

You must list the specific sources of evidence that you have used within the EIA to ensure your product is inclusive. Please including links to any sources and details of any consultation work you have undertaken.

- As a result of the COVID-19 pandemic, Cleveland OPCC have been in regular contact with specialist Domestic Abuse and Sexual Violence Services across the Cleveland area, monitoring referral levels on a monthly basis and understanding the additional pressures they have faced as a result (for example the need to purchase additional cleaning equipment to manage infection control and the additional complexities displayed by service users due to government restrictions).
- Cleveland Police 2020/21 Recorded Incidents and Recorded Crime Data (+794 recorded incidents (+4.3% increase) on previous year and +771 recorded crime (6.5% increase) on previous year).
- <https://safelives.org.uk/sites/default/files/resources/Safe%20Later%20Lives%20-%20Older%20people%20and%20domestic%20abuse.pdf>
- <https://safelives.org.uk/practice-support/resources-marac-meetings/latest-marac-data> - 2019/20 MARAC dataset
- https://www.safelivesresearch.org.uk/Comms/2020_21%20Practitioner%20Survey%20Final%202.pdf
- Ongoing dialogue with the VAWG Sector across Cleveland
- OPCC led consultation with our local Black, Asian and Minority Ethnicity communities and service providers regarding Honor Based Violence (HBV), Forced Marriage (FM) and Female Genital Mutilation (FGM) victim services.



HBV FM FGM Support
Provision Consultation



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Stage Three – Impact	
What potential positive or negative impacts has your research and consultation revealed?	
Age	
Positive Impacts	Negative Impacts
<p>People of all ages in our force area will benefit from uplifted funding. The definition of domestic abuse (DA) relates to those aged 16 and over, however children’s safeguarding applies to those under 16 including those affected by DA.</p> <p>Funding enables services to offer online chats and digital reporting functions which is expected to particularly encourage more young people to engage and receive the necessary support.</p>	<p>Children and young people under 16 generally are not the direct victims of DA, they are however indirectly affected. Whilst they will not directly benefit from the uplifted services, the OPCC ensures that appropriate support is provided through other external commissioning arrangements for those under 16.</p>
Disability	
Positive Impacts	Negative Impacts
<p>Services provided COVID-19 funding are inclusive and engage with victims across all protected characteristic groups including disability. This is promoted through services websites and through local commissioning arrangements led by our Local Authorities.</p> <p>In support of this services funded have been awarded level one disability confident committed (Harbour Support Services) and level 3 disability confident leader and mindful (Foundation Redcar) employer status.</p> <p>COVID-19 has impacted on service users mental health which has created a rise in demand and some capacity challenges within services. The uplift funding will enable services to increase capacity and provide additional emotional support in line with current demand.</p>	<p>No negative impacts were identified at the time of writing.</p>
Gender Reassignment	
Positive Impacts	Negative Impacts



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<p>A service provided COVID-19 funding has been awarded LGBT Ally status which is displayed on their website, which aims to improve trust and confidence for members of the LGBT+ community to use the service.</p>	<p>Not all services advertise LGBT support. It can be hard for LGBT domestic violence victims to seek help because they may not want to disclose their gender identity or reassignment to police or other organisations due to historic challenges between police and our LGBT communities.</p>
Marriage and civil partnership	
Positive Impacts	Negative Impacts
<p>No positive impacts were identified at the time of writing.</p>	<p>No negative impacts were identified at the time of writing.</p>
Pregnancy and maternity	
Positive Impacts	Negative Impacts
<p>No positive impacts were identified at the time of writing.</p>	<p>Pregnancy can be a trigger for domestic abuse, and existing abuse may get worse during pregnancy or after giving birth. Additional capacity across services enables pregnant women to access support to protect themselves and baby in a timely way to manage and reduce risk.</p>
Race	
Positive Impacts	Negative Impacts
<p>Black, Asian and Minority ethnicity individuals are most likely to experience FM, FGM and HBV. The services allocated funding offer support to victims of domestic violence, including those at risk of FM, FGM and HBV and provide culturally sensitive advice and support.</p> <p>All services funded have access to interpreters through Everyday Language Solutions and access to British Sign Language interpreters.</p> <p>Funding also enables victim choice through providing a range of services to remove the concern relating to confidentiality and discretion which has been highlighted in consultation as an area requiring improvement.</p>	<p>No negative impacts were identified at the time of writing.</p>



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Religion or Belief	
Positive Impacts	Negative Impacts
<p>The services allocated funding through this fund offer support to victims of domestic violence including those at risk of Honour Based Violence or Forced Marriage including culturally sensitive advice and support across all BAME backgrounds.</p> <p>Victim choice through a range of services to remove the concern relating to confidentiality and discretion.</p>	<p>No negative impacts were identified at the time of writing.</p>
Sex	
Positive Impacts	Negative Impacts
<p>Data shows that females are disproportionately affected by Domestic Abuse. Due to this, the funded services offer women only spaces on certain days/times along, with gender being considered to be a genuine occupational requirement in accordance with paragraph 1 of schedule 9 of the equality act 2010. This ensures a female member of staff is available for those who would be unable to engage with a male member of staff.</p>	<p>Due to the gendered nature of Domestic Abuse males may not feel comfortable reaching out to services.</p>
Sexual Orientation	
Positive Impacts	Negative Impacts
<p>A service provided COVID-19 funding has been awarded LGBT Ally status (Harbour Support Service and Foundation UK) which is displayed on their website, which aims to improve trust and confidence for members of the LGBT+ community to use the service.</p>	<p>Not all services advertise LGBT support. It can be hard for LGBT domestic violence victims to seek help because they may not want to disclose their sexuality to police or other organisations due to historic challenges between police and our LGBT communities.</p>
Other – Please clarify	
Positive Impacts	Negative Impacts
<p>None identified at the time of writing.</p>	<p>None identified at the time of writing.</p>

Stage Four – Mitigation – Actions

What can be done to mitigate/minimise negative impacts?

Action	Action Owner	Action Status
Encourage local commissioners to consider children and young people who are indirect victims of DA when commissioned their DA services.	Rachelle Kipling / Tracey Britain	Ongoing
A further expression of interest has been submitted to the Ministry of Justice for additional funding for a dedicated male IDVA	Rachelle Kipling	Ongoing
DA Funded services are encouraged to become LGBT Allys and promote on their websites and other promotional materials	Tracey Britain / Sarah Wilson	Ongoing
The OPCC has provided a partnership funding contribution to the Identification and Referral to Improve Safety (IRIS) Project. This project seeks to upskill medial professionals in primary care setting (including midwives) to identify, support and refer victims on to specialist DA services.	Tracey Britain	Ongoing
Victims Needs Assessment – The OPCC have commissioned a victims needs assessment which will take into account the demographic profile of Cleveland including needs and barriers to accessing services.	Rachelle Kipling	Report to be presented July 2021

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.

Impacts we cannot mitigate	N/A
Does your head of department approve of tolerating this risk?	Yes/ No – <i>delete / add to business area risk register as appropriate.</i>

Stage 5 – Sign Off

Once you have completed your assessment and product you must request your head of department sign them off. You then need to send your completed EIA summary and the product you have assessed to the EDI team:

everyonematters@cleveland.pnn.police.uk



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