



EQUALITY IMPACT ASSESSMENT TEMPLATE

PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

SECTION 1:

Title	Violence against Women & Girls (VAWG) Strategy
What are you analysing? <ul style="list-style-type: none"> • What is the policy/project/activity/strategy looking to achieve? • Who is it intended to benefit? Are any specific groups targeted by this decision? • What results are intended? 	<p>WCC is publishing it's second Violence against Women & Girls (VAWG) strategy which sets out the strategic direction of the Council and its partners in responding to and ending violence against women and girls from 2021-2026.</p> <p>The strategy is aimed at wide audience including residents, professionals, survivors of abuse.</p> <p>The intention is to create a consistent and coordinated approach to ending VAWG.</p>
Details of the lead person completing the screening/EIA	(i) Full Name: Shabana Kausar (ii) Position: Strategic VAWG Lead (iii) Unit: Community Safety (iii) Contact Details: Shabana.kausar@rbkc.gov.uk
Date sent to Equalities@westminster.gov.uk	10/11/2021
Version number and date of update	V1
<p><i>You will need to update your EIA as you move through the decision-making process. Record the version number here and the date you updated the EIA. Keep all versions so you have evidence that you have considered equality throughout the process. However <u>only</u> the most updated version will be saved in the Equalities SharePoint folder.</i></p>	

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p>2.1</p>	<p>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</p> <ul style="list-style-type: none"> <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i> <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i> 	
	<p>How many people use the service currently? What is this as a % of Westminster's population?</p>	<p>In 2020/21 901 people were referred to VAWG services (655 newly referrals and 246 repeat referrals). This is representative of 0.4% of Westminster's total population. However it is nationally recognised that VAWG is very much a hidden social challenge and consistent underreporting of VAWG issues, alongside inconsistent approaches to data collection across organisations means that using referrals to services as a measure of the problem is inaccurate and the true picture is much wider.</p> <p>Nationally we know:</p> <ul style="list-style-type: none"> In 2017/18 c.2 million adults aged 16 to 59 experienced domestic abuse, equating to a prevalence rate of approximately 6 in 100 adults. Women are around twice as likely to experience domestic abuse than men. In 2017/18 7.9% were female victims (1.3 million) and 4.2% were male victims (695,000) 2 women are killed every week (1 woman killed every 3 days) in England and Wales by a current or former partner 1 in 5 women have been subject to stalking or harassment at some point in their lives. c.750,000 children in the UK experience domestic abuse.

	Gender	<p>Data collected from new and repeat referrals, where the person engaged 2020/21.</p> <table border="1" data-bbox="724 304 1295 452"> <tr> <td>Male</td> <td>18</td> </tr> <tr> <td>Female</td> <td>588</td> </tr> <tr> <td>Transgender- identifies as male</td> <td>1</td> </tr> <tr> <td>Transgender- identifies as female</td> <td>3</td> </tr> </table> <p>VAWG affects all genders, however in Westminster is more likely to impact on women and this follows nationally identified trends. It is of note that whilst women are predominantly affected, the term VAWG is used to describe abuse against all genders but highlights the disproportionate impact on women and girls which can also be seen in the data.</p>	Male	18	Female	588	Transgender- identifies as male	1	Transgender- identifies as female	3								
Male	18																	
Female	588																	
Transgender- identifies as male	1																	
Transgender- identifies as female	3																	
	Race	<p>Data collected from new and repeat referrals, where the person engaged 2020/21.</p> <table border="1" data-bbox="724 882 1295 1173"> <tr> <td>White</td> <td>187</td> </tr> <tr> <td>Mixed</td> <td>27</td> </tr> <tr> <td>Asian</td> <td>65</td> </tr> <tr> <td>Black</td> <td>76</td> </tr> <tr> <td>Arabic</td> <td>115</td> </tr> <tr> <td>Moroccan</td> <td>39</td> </tr> <tr> <td>Other Ethnic Group</td> <td>31</td> </tr> <tr> <td>Not Stated</td> <td>71</td> </tr> </table> <p>VAWG impacts on all ethnic groups.</p> <p>Those who are white make up the largest single ethnic group. Data equates to 35% from non-ethnic minority groups, and 65% ethnic minority groups</p>	White	187	Mixed	27	Asian	65	Black	76	Arabic	115	Moroccan	39	Other Ethnic Group	31	Not Stated	71
White	187																	
Mixed	27																	
Asian	65																	
Black	76																	
Arabic	115																	
Moroccan	39																	
Other Ethnic Group	31																	
Not Stated	71																	
	Disability	<p>Data collected from new and repeat referrals, where the person engaged 2020/21.</p> <table border="1" data-bbox="724 1568 1295 1751"> <tr> <td>Physical disability</td> <td>47</td> </tr> <tr> <td>Mental Health Issue/ Need</td> <td>211</td> </tr> <tr> <td>Learning Disability</td> <td>13</td> </tr> <tr> <td>No Recourse to Public Funds</td> <td>45</td> </tr> <tr> <td>Problematic use of substances</td> <td>44</td> </tr> </table> <p>A high proportion of those referred to VAWG services identify with having a mental health need.</p>	Physical disability	47	Mental Health Issue/ Need	211	Learning Disability	13	No Recourse to Public Funds	45	Problematic use of substances	44						
Physical disability	47																	
Mental Health Issue/ Need	211																	
Learning Disability	13																	
No Recourse to Public Funds	45																	
Problematic use of substances	44																	
	Sexual orientation	<p>Data collected from new and repeat referrals, where the person engaged 2020/21.</p>																

	<table border="1"> <tr> <td>Heterosexual</td> <td>477</td> </tr> <tr> <td>Bisexual</td> <td>3</td> </tr> <tr> <td>Lesbian</td> <td>8</td> </tr> <tr> <td>GBT male</td> <td>18</td> </tr> <tr> <td>Not disclosed</td> <td>104</td> </tr> </table> <p>VAWG impacts on all. The largest group identifies as heterosexual and this is reflective of the wider Westminster Population.</p>	Heterosexual	477	Bisexual	3	Lesbian	8	GBT male	18	Not disclosed	104						
Heterosexual	477																
Bisexual	3																
Lesbian	8																
GBT male	18																
Not disclosed	104																
	<p>Age</p> <p>Data collected from new and repeat referrals, where the person engaged 2020/21.</p> <table border="1"> <tr> <td><18</td> <td>5</td> </tr> <tr> <td>18>25</td> <td>101</td> </tr> <tr> <td>26>35</td> <td>189</td> </tr> <tr> <td>36>45</td> <td>156</td> </tr> <tr> <td>46>55</td> <td>81</td> </tr> <tr> <td>56>65</td> <td>30</td> </tr> <tr> <td>65 or above</td> <td>18</td> </tr> <tr> <td>Not stated</td> <td>30</td> </tr> </table> <p>VAWG can happen at any age, however most persons referred are between the ages of 18 and 55.</p>	<18	5	18>25	101	26>35	189	36>45	156	46>55	81	56>65	30	65 or above	18	Not stated	30
<18	5																
18>25	101																
26>35	189																
36>45	156																
46>55	81																
56>65	30																
65 or above	18																
Not stated	30																
	<p>Religion or belief</p> <p>We do not collect information about religion or belief.</p>																
<p>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</p>	<p>The data demonstrates that VAWG can affect anyone, however in Westminster those who are ethnic minority women aged between 18 and 55, and of heterosexual orientation are most likely to be referred/engage with services.</p> <p>The Strategy recognises and responds to the fact that anyone can experience the abuses set out in the strategy however there is a national and local recognition that the abuses disproportionality impact women and girls. The strategy is therefore in direct response to this disproportionality.</p> <p>This strategy has been informed by the 2021 Home Office VAWG Strategy and the MOPAC VAWG strategy. It is aligned with the new Domestic Abuse Act 2021 and builds upon local and national best practice.</p>																
<p>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or</p>	<p>Men are under-represented in monitoring information, however this also follows national trends where women are around twice as likely to experience domestic abuse than men. In 2017/18 7.9% were female victims (1.3 million)and 4.2% were male victims (695,000).</p> <p>The Strategy is however for and inclusive of anyone who experiences abuse with services also open to anyone irrespective of gender or any other protected characteristic and is aimed to positively improve the lives of all.</p>																

there may be some form of direct or indirect discrimination occurring.

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?

	None	Positive	Negative	Not sure
Men or women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled ¹ people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

2.5 Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal

Yes No

¹ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

2.6	Provide brief reasons on how have you come to this decision?
	<p>The purpose of the VAWG Strategy is to outline the Coordinated Community Response (CCR) to VAWG. The CCR is the approach which recognises that it is everyone's responsibility to tackle VAWG, encouraging all agencies to work together to ensure the best support for survivors wherever they are on their journey. The VAWG strategy is a co-produced partnership document. Survivors, community voluntary and faith groups, multi-agency professionals, residents and businesses have all contributed to the development of the strategy. The Strategy will positively benefit everyone and is inclusive of all protected characteristics.</p>

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men	x	x	X				
	Women	x	X	x				
Race	White	x	x	X				
	Mixed/Multiple ethnic groups	X	x	x				
	Asian/Asian British	x	x	X				
	Black/African/Caribbean/Black British	X	x	x				
	Gypsies / travellers	x	x	X				
	Other ethnic group	x	x	X				
Disability	Physical	x	x	X				
	Sensory	x	x	X				
	Learning Difficulties	x	x	X				
	Learning Disabilities	x	x	X				
	Mental Health	x	x	X				

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual	x	x	X				
Age	Older people (50+)	x	x	X				
	Younger people (16 - 25)	x	x	X				
Gender Reassignment		x	x	X				
Impact due to pregnancy/maternity		x	x	X				
Groups with particular faiths and beliefs		x	x	X				
People on low incomes		x	x	X				

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
<i>Enter additional rows if required</i>						

THIS SECTION TO BE COMPLETED BY THE RELEVANT SERVICE MANAGER

SIGNATURE:

FULL NAME:Wayne Chance-McKay.....

UNIT:Public Protection & Licensing.....

EMAIL & TELEPHONE EXT:

DATE (DD/MM/YYYY):26/11/21.....

WHAT NEXT?

It is the responsibility of the service to complete an EIA to the required standard and the quality and completeness of EIAs will be monitored by EMT.

All EIAs for proposed changes to levels of service arising from budget proposals must be completed by (insert date).

All completed EIAs should be sent to Equalities@westminster.gov.uk