

Equality Analysis

To be completed following the initial screening sheet

Carrying out an Equality Analysis (EA) involves assessing the likely (or actual) effects of change on people in respect of protected or additional equality characteristics (full list below). This includes looking for opportunities to promote equality, diversity and inclusion that may have previously been missed or could be better, as well as identifying negative or adverse impacts that can be removed or mitigated where possible.

EAs should be carried out prior to implementing a policy, with a view to identifying its potential impact on equality.

This template aims to guide you through the following 4 stages of your Equality Analysis:

1. **Evidence** - Identification of who is affected by your proposal, demonstrated through data.
2. **Analysis** – Understanding the impact of your work on groups of people with protected characteristics.
3. **Action** – The steps to be taken to promote equality and/or mitigate any negative impact(s)
4. **Outcome** – What difference has your EA made? If the proposal cannot be changed to adequately mitigate negative impact, what justification, if any exists, to support the proposal.

Please complete the sections and boxes in blue. Add more rows or columns if required.

Equality Analysis Summary

Name of proposal, policy, service function, or restructure requiring an Equality Analysis	Recommissioning domestic abuse services						
Brief summary of your proposal	Southend on Sea City Council have aligned with Essex County Council, the Police Fire and Crime Commissioner and Thurrock Council to recommission domestic abuse services for victims, survivors and perpetrators across the whole of Essex.						
Department	Adults and Communities						
Service Area	Communities						
Date Equality Analysis Begun:							
At what stage of the proposal is this Equality Analysis being conducted?	<table border="0"> <tr> <td>Planning Phase</td> <td>Y/N</td> </tr> <tr> <td>Midway Point</td> <td>Y/N</td> </tr> <tr> <td>Reflective Analysis</td> <td>Y/N</td> </tr> </table>	Planning Phase	Y/N	Midway Point	Y/N	Reflective Analysis	Y/N
Planning Phase	Y/N						
Midway Point	Y/N						
Reflective Analysis	Y/N						

Names and roles of staff carrying out this Equality Analysis:

EAs are most effective when they take a wide range of views into consideration. You may wish to discuss your EA with your wider team and/or members of the [staff forums](#)

Name	Role	Service Area
Katrina Wickes	Domestic Abuse Strategy and Commissioning Manager	Communities
Tracy Harris	Head of Communities	Communities

1. Evidence

1.1 Sources of information

It is important that you demonstrate, with evidence (data), that you are aware of the people impacted by your proposal. Please list the sources of information, including data and results from consultation exercises, that will inform this Equality Analysis.

Useful data sources include:

- Internal Staff Forums
- [The Southend Equality Analysis Dashboard](#)
- [SmartSouthend](#)
- [Index of Multiple Deprivation](#) – expected to be updated sometime next year
- [Nomis – Labour Market Profile](#)
- [ONS](#)
- [Public Health Fingertips](#)
- [Poppi - Projecting Older People Population Information System \(poppi.org.uk\)](#)
- [Pansi - Projecting Adult Needs and Service Information System \(pansi.org.uk\)](#)
- [Gov.uk \(general advice and good practice\)](#)
- [Residents' Perception Survey - 2021](#)
- [Internal Staff Forums](#)

Please note that the [Policy Team](#), [Operational Performance and Intelligence](#), and the [Insights Team](#) can direct you to more specific or tailored data sources if needed.

If you are conducting a staffing restructure, you must include an anonymised equalities profile of the affected staff. HR can provide this data to help assess potential equality-related issues. After the restructure is complete, conduct another equalities profile for comparison. The Equality Analysis may need updating based on the restructure's outcomes.

Table 1

Source of information	Reason for using (e.g., likely impact on a particular group).
SETDAB Commissioned TONIC Report	This was a review of domestic abuse services across the whole of the Southend, Essex and Thurrock footprint.
Southend Needs Assessment	This was undertaken to inform our strategy and the needs of residents of Southend when it comes to domestic abuse.
Southend Domestic Abuse Strategy 2023-2026	This is the strategy for how we wish to address domestic abuse in Southend for 2023-26

Southend Domestic Abuse Action Plan	This is the working document action plan we are using to meet the priorities of the Southend Domestic Abuse Strategy.
Domestic Abuse Act 2021	This is the legislation which was brought in defining domestic abuse and safe accommodation.
Indices of Multiple deprivation 2019	The index of multiple deprivation (IMD) is a measure which is used to determine deprivation in every small area in England.
SafeLives Spotlights	National UK Charity working with stakeholders to transform response to domestic abuse. Spotlights provide an insight to groups of victims who may be hidden from services or face additional barriers

Please Note: Reports, data, and accompanying evidence can be added as appendices.

1.2 Gaps in information or data

Are there any information gaps and data?

Yes / No / Maybe

Do the gaps relate to any protected characteristics?

Yes / No / Maybe

Describe any gap(s) and the impact this has on your ability to complete the EA. (Please also indicate in your action plan, section 5, whether you have identified ways to fill these gaps.)



2. Analysis: How people with protected characteristics will be impacted by your proposal

2.1 Impact assessment

Use the table below to record the expected impact of your proposal on each of the characteristics. To help you understand more about the disadvantages experienced by the different protected groups, this [checklist](#) provides a source of prompts to consider.

Table 2

	Impact - Please tick				
	Yes			Not Impacted	Impact Unclear
	Positive	Negative	Neutral		
Age (including looked after children)	✓	✗	✗	✗	✗
Disability	✓	✗	✗	✗	✗
Gender reassignment	✗	✗	✗	✗	✓
Marriage and civil partnership	✗	✗	✗	✗	✓
Pregnancy and maternity	✓	✗	✗	✗	✗
Race	✓	✗	✗	✗	✗
Religion or belief	✓	✗	✗	✗	✗
Sex	✓	✗	✗	✗	✗
Sexual orientation	✓	✗	✗	✗	✗
Carers	✓	✗	✗	✗	✗
Socio-economic	✓	✗	✗	✗	✗
Armed Forces Service Personnel & Veterans	✗	✗	✗	✗	✓
Care Experience	✗	✗	✗	✗	✓

2.2 Results of your analysis

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration where a proposal has the potential to have a substantial effect on discrimination or equality of opportunity, and less consideration where the potential effect on equality is slight.

Where relevant, please now describe how the protected group(s) could be impacted and the degree of impact. Completing this table demonstrates that you are aware of the impact of your proposal.

Table 3

	Potential Impact
Overarching comments	<p>Domestic abuse can impact anyone. We have a diverse population within Southend but are lacking in by and for services to help support this population. This has been encouraged through the procurement process for this piece of work, including through market engagement and networking events to encourage partnership working, particularly with grass roots, by and for, local providers.</p>
Age	<p>The Domestic Abuse Act 2021 continues to define victims of domestic abuse as individuals over the age of 16, however it has also recognised children as direct victims in their own right.</p> <p>A study of 13- to 17-year-olds by NSPCC suggests this abuse can begin even earlier in adolescence for large numbers of young people. A quarter (25%) of girls and 18% of boys in the study reported having experienced some form of physical violence from an intimate partner. SafeLives Children’s Insights data found that nearly all (95%) of young people experiencing intimate partner violence were female.</p> <p>PEDACC require providers to drive the delivery of the expansion of commissioning of core services to ensure tailored and specialist pathways are funded for children and young people.</p> <p>There is a high prevalence of domestic abuse within the older community across greater Essex. Through the Southend Essex and Thurrock Domestic Abuse Board we have been targeting campaigns to raise awareness of DA within this cohort.</p> <p>Older victims experience abuse for twice as long before seeking help as those aged under 61. A significant proportion of over 60s (44%) primary abuser is a family member, in comparison to under 60s (6%).</p>

	<p>Our needs assessment highlights the age of victims seeking help and support and some of the different needs of different age groups.</p> <p>PEDACC require providers to drive the delivery of the expansion of commissioning of core services to ensure tailored and specialist pathways are funded for older adults.</p>
Disability	<p>Public Health England (2015) suggest around one in five of the population are disabled. The 2021 Census found that 17.8% of people in England and Wales are disabled.</p> <p>Research has shown that ‘disabled women are twice as likely to experience domestic abuse and are also twice as likely to suffer assault and rape. However MARAC data shows that nationally only 8.8% of referrals were for disabled victims, significantly lower than the SafeLives recommendation of 16% or higher, (SafeLives, 2022). Research shows that the number of disabled people referred into domestic abuse services is also low. This picture is reflected locally.</p> <p>A significant proportion of disabled people (31%) are living with their perpetrator compared to non-disabled victims (18%). We know locally we need to improve how we record disability data to strengthen our ability nuance our responses to this cohort.</p> <p>The Domestic Abuse Action 2021 places duties on local authorities to provide safe accommodation to individuals experiencing domestic abuse. It is a requirement of the contract that this be accessible to all.</p>
Gender reassignment	<p>There is little information about the impact of domestic abuse on this group in Southend, however we have started to collect this data and this will be considered further as part of the mobilisation and contract monitoring of the contract.</p>
Marriage and civil partnership	<p>Marital status is not collected as standard, but police data shows a low level of victims (17.5%) are single. This is something to consider as part of the mobilisation and contract monitoring.</p>
Pregnancy and maternity	<p>There is little information about the impact of domestic abuse on this group in Southend, however we have started to collect this data and this will need to be considered further as part of the mobilisation and contract monitoring of the contract. Pregnancy is a risk factor for domestic abuse as it is known that abuse can start or escalate during pregnancy.</p> <p>There is some anecdotal data within children's social care on DA, however this is often overtaken by other presenting concerns leading</p>

	<p>to social care involvement. DA is often identified alongside other concerns such as neglect or physical abuse and isn't the main issue.</p> <p>Domestic abuse is considered and explored as part of routine ante and post-natal appointments with the Midwife, hospital safeguarding and health visitors.</p>
Race	<p>There is a common issue locally with the collection of ethnicity data for DA incidents.</p> <p>The total non-white population in Southend is 36,488 which is around 12.5% of the total population. Using this figure alongside the estimated prevalence of domestic abuse we can estimate that around 710 victims of domestic abuse in Southend will be from a Black, Asian or Ethnically minoritised group.</p> <p>Stakeholder taking part in the TONIC research noted that there are challenges to identification in Essex when working with culturally diverse and transient populations including travellers, asylum seekers, refugees and those in resettlement programmes. These communities were described as more 'closed' with very limited contact with services. As well as significant language barriers, it is also rare for women from some of these communities (e.g., resettled Afghan community) to have any contact with or access to services without the presence of a male family member. Furthermore, there were no female interpreters or support workers in the resettlement service, thus limiting direct access for women and girls even further. There is a clear need for a more culturally competent approach and use of more oblique methods of safeguarding such as via health (e.g., midwives, health visitors) and education (e.g., schools) within 'closed' communities.</p> <p>The CSEW (2020) showed:</p> <ul style="list-style-type: none"> ● those in the Mixed ethnic group were significantly more likely to experience domestic abuse within the last year than those in the Black or Asian ethnic groups ● White ethnic women were significantly more likely than men to have experienced domestic abuse in the year ending March 2020 (7.7% of women, compared with 3.6% of men). ● Familial abuse was more likely in the White and Mixed ethnic groups than those in the Black ethnic group. <p>Analysis by SafeLives (2020) of a dataset of over 42,000 clients, showed that individuals from minoritised ethnic communities suffered abuse for 1.5 times longer before seeking help compared to those from a White British or Irish background. In addition, women from minoritised ethnic groups are also over-represented refuge spaces; occupying 6 in 10 spaces despite only representing 13% of the general population (Interventions Alliance, 2021). Victims from minoritized ethnic communities, may also be at risk of specific types</p>

	<p>of abuse such as so called Honour-Based Abuse (HBA), which has a higher risk of serious harm or murder compared to other types of abuse (SafeLives, 2020).</p> <p>Anecdotally we know that understanding of the impact of Domestic Abuse varies across the community. We have run a number of market engagement events to encourage collaboration with local by and for organisations to help improve the support and understanding of this cohort.</p> <p>PEDACC require providers to drive the delivery of the expansion of commissioning of core services to ensure tailored and specialist pathways are funded for minoritised ethnic communities.</p>
Religion or belief	<p>This information is currently collected and will be collected as part of this contract.</p> <p>Anecdotally we know that some communities are resistant to reporting for other crimes, and this is likely to be the same for DA. Also culturally DA is seen as more acceptable, so reporting is challenging.</p> <p>We have run a number of market engagement events to encourage collaboration with local by and for organisations to help improve the support and understanding of this cohort.</p>
Sex	<p>It is generally accepted that the majority of DA victims are female, (73% female, 27% male victims reporting to Essex police) however there is still a perceived stigma of DA against males which leads to under reporting.</p> <p>There are currently no advertised specialist services for male victims in Essex who are instead typically referred to national helplines such as Mankind or Respect. Although support can be offered locally via the specialist domestic abuse services, women's aid accreditation means that men cannot attend the buildings and the workforce is female only. While workarounds to this have been established, (e.g., seconding a male IDVA to Housing), the core service remains non-inclusive of male victims.</p> <p>This is likely to have an impact on the visibility of men throughout domestic abuse services in Southend. TONIC research compared the estimated prevalence of domestic abuse victims/survivors to the reports of domestic abuse received by Essex Police. The analysis estimated that 40% of female and 48% of male victims/survivors report domestic abuse to the police. The small percentage difference suggests that gender does not play a part in accessing support from the police.</p>

	<p>A considerable number of men also experience domestic abuse. Mankind (2021) describe male victims as:</p> <ul style="list-style-type: none"> -invisible; -often unaware of existing support; -not being referred/signposted to appropriate support, and, -unable to access dedicated services including accommodation services. <p>From their estimates around 300 men across the UK may be rough sleepers due to domestic abuse. Men are less likely to access services with men making up only 4.4% of victims of domestic abuse being supported by local domestic services.</p> <p>PEDACC require providers to drive the delivery of the expansion of commissioning of core services to ensure tailored and specialist pathways are funded for male victims.</p>
Sexual orientation	<p>We can estimate that there are around 10,250 individuals in Southend that identify as lesbian, gay, bisexual, transgender, or queer/questioning.</p> <p>Based on this we estimate in Southend that there will be around 950 victims of domestic abuse within the LGB+ community every year.</p> <p>The national charity SafeLives (2018) report that:</p> <ul style="list-style-type: none"> ● LGBT+ victims of domestic abuse are almost twice as likely to have attempted suicide ● LGBT+ victims are more than twice as likely to have self-harmed ● LGBT+ victims of domestic abuse are more likely to be abused by multiple perpetrators (15per cent compared to 9per cent of non-LGBT+ victims) <p>PEDACC require providers to drive the delivery of the expansion of commissioning of core services to ensure tailored and specialist pathways are funded for LGBTQ+ victims.</p>
Carers	<p>Individuals are classed as experiencing domestic abuse if they are a 'personally connected' to the individual perpetrating the abuse. Family members with caring responsibilities would fall under this definition but carers outside of this definition would not.</p>
Socio-economic	

	<p>Domestic Abuse is more prevalent in the most deprived areas. The highest occurrence (37.9%) occur in Southend central wards (Milton, Victoria and Kursaal). Neighbourhoods in these wards are between 10-30% most deprived across England.</p> <p>This demonstrates the link between poverty and domestic abuse, alongside associated links with substance misuse in higher deprivation areas.</p> <p>Coercive and controlling behaviour is considered to be domestic abuse under the Domestic Abuse Act 2021. This includes controlling someone's finances.</p> <p>Individuals of local socio-economic status may be concerned that accessing support and leaving their perpetrator will leave them worse off financially. Support services are there to offer support, as well as refer to relevant organisations who may be able to help with applications for jobs or relevant benefits.</p>
<p>Armed Forces Service Personnel & Veterans</p>	<p>There is no specific provision around Armed Forces Service Personnel and Veterans.</p>
<p>Care Experience</p>	<p>There is no specific provision around care experience.</p>

- **Action: Can we mitigate negative impact?**

3.1 Steps taken to mitigate any impact(s)

As a local authority, we are required by the Equality Act 2010 to comply with the [Public Sector Equality Duty](#)¹. We need to ensure that all our strategies, policies, services and functions, both current and proposed, give proper consideration and due regard to the needs of diverse groups in order to:

- eliminate discrimination
- advance equality of opportunity and access; and
- foster good relations between different groups in the community

Please describe the actions you will take following your assessment, including your assessment of the degree of impact (proportionality consideration), to mitigate any adverse impact, advance equality, and/or to foster good relations, including the timescale for each action and who will be responsible for the action:

Table 4

Planned action and the outcome it will achieve	Owner	When	How will this be monitored (e.g., via team/service plans)
<p>Lot 1 – commission SET-wide central point of contact for all referrals</p> <p>People who are impacted by domestic abuse will:</p> <ul style="list-style-type: none"> ○ Feel heard, listened to and not judged ○ Have increased awareness of domestic abuse ○ Have a better understanding of risk and safety ○ Have increased understanding of support available ○ Feel more confident to make informed choices. <p>Perpetrators of domestic abuse will:</p> <ul style="list-style-type: none"> ○ Feel heard, listened to and not judged 	<p>PEDACC</p>	<p>2025-2030</p>	<ul style="list-style-type: none"> ○ Quarterly contract monitoring meetings ○ PEDACC board

¹ Link disabled for sharing purposes

<ul style="list-style-type: none"> ○ Have improved understanding of abusive behaviours and healthy relationships ○ Have increased understanding of support available. <p>Professionals accessing the CPOC will:</p> <ul style="list-style-type: none"> ○ Have increased awareness of domestic abuse and risks ○ Be more confident in how to support people impacted by domestic abuse ○ Have an improved awareness of domestic abuse services ○ Have improved understanding of referrals pathways. 			
<p>Lot 2 (North) and Lot 3 (South) – commission pan Essex community and safe accommodation services</p> <ul style="list-style-type: none"> ○ Support in safe accommodation for adult and child victims in an emergency or crisis through the provision of relevant safe accommodation, such as refuse, dispersed units and move on accommodation ○ Community based support for victims (child and adult), which will also include support from specialist Independent Domestic Violence Advisors (IDVAs) ○ Victims are and feel safer ○ Victims have access to a varied offer of community support and safe accommodation within the SET area ○ Victims have improved mental and physical health, including improved emotional wellbeing, resilience, empowerment, 	<p>PEDACC</p>	<p>2025-2030</p>	<ul style="list-style-type: none"> ○ Quarterly contract monitoring meetings ○ PEDACC board

<p>an improved outlook for the future and can process their experiences – utilising such approaches as psychoeducation, psychotherapy and play therapy (non-exhaustive list)</p> <ul style="list-style-type: none">○ Victims with complex needs, including, but not limited to, drug and alcohol, neurodevelopmental disorders and mental health issues have access to community support and support in safe accommodation that fully meets their needs, bringing in specialist NHS and Social Care services where appropriate. Community/IDVA Support and Support in Safe Accommodation○ Victims from underrepresented and marginalised groups have access to assessment, community support and safe accommodation in a way that is inclusive and considerate of their unique characteristics and needs, including but not limited to: male victims, underrepresented ethnic victims, older victims, LGBTQ+ victims, victims from the traveller community, victims with a disability○ Victims have improved understanding of the dynamics of abuse and healthy/unhealthy relationships and avoid entering future abusive relationships○ Victims have the skills to improve their parenting capacity, rebuild family relationships, understand the impact on babies, children and young people			
---	--	--	--

<p>and have the tools to support children and young people impacted by domestic abuse</p> <ul style="list-style-type: none"> ○ Victims can represent themselves through self-advocacy and/or have access to the support of an advocate where needed ○ Children and young people are engaged and supported in education, achieve good levels of development and have access to positive activities ○ Victims understand what legal support is available to them and are informed about their options. ○ Victims experience an improvement in their social interactions and social relationships and have established support networks ○ Victims do not misuse drugs and alcohol as a coping mechanism ○ Victims achieve financial independence through support including, but not limited to, managing finances, employment and training and access to welfare benefits ○ Victims are supported to move back home safely / or secure new accommodation and can live independently ○ Victims are transferred to the Community service to put in place a package of transitional support after leaving Safe Accommodation ○ Victims find solutions that are led by them and have access to 'Flexible Funding' to help them achieve this. 			
<p>Lot 4 – commission perpetrator early intervention service</p>	<p>PEDACC</p>	<p>2025-2030</p>	<ul style="list-style-type: none"> ○ Quarterly contract monitoring meetings ○ PEDACC board

<ul style="list-style-type: none"> ○ Community based support for perpetrators and those who are concerned about their own behaviours ○ Feel heard, listened to and not judged ○ Have improved understanding of abusive behaviours ○ Have improved understanding of healthy relationships ○ Have increased understanding of support available ○ Have a pro-social lifestyle ○ Be able to identify and change abusive and controlling behaviours for the reduction of domestic abuse and improved victim safety 			
<p>High level outcomes across all four lots are:</p> <ul style="list-style-type: none"> ○ People who have been impacted by domestic abuse will: ○ Feel and be safer ○ Have improved health, psychical and emotional wellbeing ○ Have improved education, financial and economic wellbeing ○ Have increased resilience, self-esteem and confidence ○ Have improved relationships and engagement with personal networks, local communities, and support ○ Benefit from positive behaviour change ○ Have access to assessment and support in a way that is inclusive and considerate of their unique characteristics and needs 	<p>PEDACC</p>	<p>2025-2030</p>	<ul style="list-style-type: none"> ○ Quarterly contract monitoring meetings ○ PEDACC board

--	--	--	--

- **Outcome: What difference has your Equality Analysis made?**

What is the outcome of your Equality Analysis? Has your proposal taken into consideration steps to mitigate any negative impact? If it hasn't, and your proposal will continue to go ahead, you will need to outline a justification.

4.1 Outcome

Please choose the most relevant option:

- ✓ No change – the assessment is that the policy/practice/service is/will be robust.
- ✗ Adjust the policy/ practice proposal – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.
- ✗ Continue the policy/ practice proposal despite the potential for adverse impact, and which can be mitigated/or justified
- ✗ Stop the policy/ practice proposal as adverse effects cannot be mitigated or justified.

4.2 Justification

If an EA identifies potential adverse impacts or missed opportunities to promote equality, provide a clear and evidence-based justification for proceeding with the proposed action. A justification could include:

- **Legitimate Aim:** It serves a justifiable purpose, such as public health and safety, resource fairness, social cohesion, or contributes to a legal obligation.
- **Proportionality:** Demonstrate that the policy or action is a proportionate means of achieving the identified aims.
- **Mitigation Efforts:** Emphasise the Council's efforts to mitigate adverse impacts identified in the EA. This could involve implementing measures, providing alternatives, or offering support services.
- **Ongoing Monitoring:** Highlight any continuous monitoring of the proposal's impact to assess its effectiveness and identify any unintended consequences or adverse impacts. This ongoing assessment will guide future adjustments or interventions.

It is vital to demonstrate that all alternatives have been explored before deciding that the negative impact is justified, and that this is documented below.

Your Head of Service or Director is required to sign-off your analysis and outcome

Signed (lead officer):

Signed (Executive/Director/Head of Service):.....

Once signed, please send a copy of the completed EA to Angela Dress

Angeladress@southend.gov.uk.

All Equality Analyses are recorded on Pentana and reported to CMT and DMT's on a quarterly basis.