

Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

Assessor(s) Name and job title:	
<p>Laura Johnson</p> <p>Domestic Abuse Board Manager and Service Lead</p>	
Directorate and Team/School Name:	
<p>Public Health</p>	
Name, aim, objective and expected outcome of the programme/ activity:	
<p>Name: Integrated Domestic Abuse and Sexual Violence Commissioned Services and Domestic Abuse Partnership Board</p> <p>Aim: This EIA is being submitted in relation to completing a needs assessment in relation to domestic abuse and sexual crime across the island to identify best practice, gaps in provision</p> <p>Objective: The objective is to use the data collected to support the evaluation of the Integrated Domestic Abuse and Sexual Crime Service and it's recommissioning for 2023 via the creation of a service specification based on evidence collated. Additionally, as part of the Domestic Abuse Act 2021 and the statutory requirement for a Domestic Abuse Partnership Board, it will support the development and implementation of a new Domestic Abuse Strategy and Action plan for the board.</p> <p>Expected outcome: The specification for the re-commissioning of domestic abuse and sexual violence services on the Island will be evidenced based on the results of the needs assessment, meeting the current needs of the Isle of Wight community. The Domestic Abuse Partnership Board strategy will also be informed by these results.</p>	
Reason for Equality Impact Assessment (tick as appropriate)	
This is a new policy/strategy/service/system function proposal	X
This is a proposal for a change to a policy/strategy/service/system function proposal function (<i>check whether the original decision was equality impact assessed</i>)	X
Removal of a policy/strategy/service/system function proposal	
Commencing any project/programme	X

<p>Age (restrictions/difficulties both younger/older)</p>	<p>Potentially negative, if the needs of people within this cohort are not recognised, specifically in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to engagement may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.</p>	<p>No</p>	<p>The needs assessment will seek to determine whether the current domestic abuse & sexual violence service specification for commissioned services currently meets the needs of people who identify within this category, and also identify any gaps regarding how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy</p>	<p>Confidentiality (Mitigation is to offer an online survey and some individual face to face interviews) Trauma Informed approach (Mitigation will include utilisation of researchers who will utilise a trauma informed approach) Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid</p>	<p>National reports/research detailing specific information re age and domestic abuse, including: https://www.ageuk.org.uk/discover/2021/december/domestic-abuse-more-needs-to-be-done-to-support-older-people/ https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/age_uk_no_age_limit_sept2020.pdf https://www.womensaid.org.uk/information-support/the-survivors-handbook/children-and-domestic-abuse/ https://www.actionforchildren.org.uk/our-work-and-impact/policy-work-campaigns-and-research/policy-reports/domestic-abuse-policy-report/</p>	<p>Yes, we anticipate that gaps in relation to this protected characteristic (and specifically in relation to the experience of Island residents) will be identified through this needs assessment. They will be addressed through the resulting service specification and strategy that this needs assessment will inform.</p>	<p>We will ensure any communication barriers are explored prior to participation, and ensure any reasonable adjustments such as hearing aid loop systems, interpreters etc are put in place. We will also use straightforward language and clarify definitions.</p>	<p>Please see mitigations in column 5</p>
--	---	-----------	---	---	---	---	---	---

				re-traumatisation. The research focus will be on partnership working and experience of relevant service delivery, rather than experience of domestic abuse or sexual violence. We will also ensure there is specialist DA support available for participants for those potentially triggered by the process, or for those whom would welcome exploring support options.				
Disability a) Physical b) Mental health (must respond to both a & b)	a) Potentially negative, if the needs of people within this cohort are not recognised, specific	No	The needs assessment will seek to determine whether the current domestic abuse & sexual violence service specification for commissioning	Confidentiality (Mitigation is to offer an online survey and some individual face to face interviews) Trauma Informed approach	National reports/research, including: https://safelives.org.uk/practice_blog/disability-and-domestic-violence https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/480942/Disability_and_domestic_abuse_topic_overview_FINAL.pdf	Yes, we anticipate that gaps in relation to this protected characteristic (and specifically in relation	We will ensure any communication barriers are explored prior to participation, and ensure any reasonable	Please see mitigations in column 5

	<p>ally in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to engagement may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.</p> <p>B) Potentially negative, if the needs of people within this cohort are not recognised,</p>		<p>d services currently meets the needs of people who identify within this category, and also identify any gaps regarding how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy and ensure the needs of people with disabilities are considered. This is particularly important as we know that people with disabilities are twice as likely to be victims of domestic abuse.</p>	<p>(Mitigation will include utilisation of researchers who will utilise a trauma informed approach)</p> <p>Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid re-traumatisation. The research focus will be on partnership working and experience of relevant service delivery, rather than</p>		<p>to the experience of Island residents) will be identified through this needs assessment. They will be addressed through the resulting service specification and strategy that this needs assessment will inform.</p>	<p>le adjustments such as hearing aid loop systems, interpreters etc are put in place. We will also use straightforward language and clarify definitions.</p>	
--	---	--	---	---	--	---	---	--

	<p>specifically in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to engagement may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.</p>			<p>experience of domestic abuse or sexual violence. We will also ensure there is specialist DA support available for participants for those potentially triggered by the process, or for those whom would welcome exploring support options.</p> <p>The needs assessment will seek to determine whether the current domestic abuse & sexual violence service specification for commissioned services currently meets the needs of people who identify within this category, and also identify any gaps regarding how</p>				
--	---	--	--	--	--	--	--	--

			<p>appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy and ensure age is incorporated.</p> <p>We are particularly keen to seek further information in relation to the older population, who are not currently proportionately represented within commissioned services user cohorts (in comparison with Island demographics) and in relation to children, who are recognised as victims in their own right under the Domestic Abuse Act 2021. We will seek to</p>					
--	--	--	---	--	--	--	--	--

				<p>remove barriers to participation for people who fall within the older/younger generation by making sure that</p> <ul style="list-style-type: none"> - face to face interviews/focus groups are held in accessible locations - straightforward language is utilised - reasonable adjustments are ensured such as access to hearing loop systems - Relevant consent protocols are in place for children - Consideration of mental capacity 				
Race (including ethnicity and nationality)	Potentially negative, if the needs of people within this cohort are not	No	The needs assessment will seek to determine whether the current	Confidentiality (Mitigation is to offer an online survey and	National reports/research including: https://www.ons.gov.uk/aboutus/transparencyandgovernance/freedomofinfor	Yes, we anticipate that gaps in relation to this	We will ensure any communication barriers	Please see mitigations in column 5

	<p>recognised, specifically in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to engagement may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.</p>		<p>domestic abuse & sexual violence service specification for commissioned services currently meets the needs of people who identify within this category, and also identify any gaps regarding how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy and ensure needs in relation to race are considered.</p>	<p>some individual face to face interviews) Trauma Informed approach (Mitigation will include utilisation of researchers who will utilise a trauma informed approach) Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid re-traumatisation. The research focus will be on</p>		<p>protected characteristic (and specifically in relation to the experience of Island residents) will be identified through this needs assessment. They will be addressed through the resulting service specification and strategy that this needs assessment will inform.</p>	<p>are explored prior to participation, and ensure any reasonable adjustments such as hearing aid loop systems, interpreters etc are put in place. We will also use straightforward language and clarify definitions.</p>	
--	---	--	--	---	--	--	---	--

				<p>partnership working and experience of relevant service delivery, rather than experience of domestic abuse or sexual violence. We will also ensure there is specialist DA support available for participants for those potentially triggered by the process, or for those whom would welcome exploring support options.</p>				
<p>Religion or belief (different faith groups/those without a faith)</p>	<p>Potentially negative, if the needs of people within this cohort are not recognised, specifically in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce</p>	<p>No</p>	<p>The needs assessment will seek to determine whether the current domestic abuse & sexual violence service specification for commissioned services currently meets the needs of people who identify</p>	<p>Confidentiality (Mitigation is to offer an online survey and some individual face to face interviews) Trauma Informed approach (Mitigation will include utilisation of researchers who will</p>	<p>National reports/research</p>	<p>Yes, we anticipate that gaps in relation to this protected characteristic (and specifically in relation to the experience of Island residents) will</p>	<p>We will ensure any communication barriers are explored prior to participation, and ensure any reasonable adjustments such as hearing aid loop</p>	<p>Please see mitigations in column 5</p>

	<p>barriers to engagement may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.</p>		<p>within this category, and also identify any gaps regarding how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy and ensure needs in relation to religion and belief are considered.</p>	<p>utilise a trauma informed approach) Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid re-traumatisation. The research focus will be on partnership working and experience of relevant service delivery, rather than experience of domestic abuse or sexual violence. We will also</p>		<p>be identified through this needs assessment. They will be addressed through the resulting service specification and strategy that this needs assessment will inform.</p>	<p>systems, interpreters etc are put in place. We will also use straightforward language and clarify definitions.</p>	
--	--	--	---	---	--	---	---	--

				<p>ensure there is specialist DA support available for participants for those potentially triggered by the process, or for those whom would welcome exploring support options.</p> <p>We will also seek to engage with local faith groups to promote the opportunities to feed into the needs assessment.</p>				
<p>Sex (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)</p>	<p>Potentially negative, if the needs of people within this cohort are not recognised, specifically in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to</p>	<p>No</p>	<p>The needs assessment will seek to determine whether the current domestic abuse & sexual violence service specification for commissioned services currently meets the needs of people who identify within this</p>	<p>Confidentiality (Mitigation is to offer an online survey and some individual face to face interviews)</p> <p>Trauma Informed approach (Mitigation will include utilisation of researchers who will utilise a</p>	<p>National reports/research</p>	<p>Yes, we anticipate that gaps in relation to this protected characteristic (and specifically in relation to the experience of Island residents) will be</p>	<p>We will ensure any communication barriers are explored prior to participation, and ensure any reasonable adjustments such as hearing aid loop systems,</p>	<p>Please see mitigations in column 5</p>

	<p>engagement may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.</p>		<p>category, and also identify any gaps regarding how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy and ensure needs in relation to a person's sex are considered.</p>	<p>trauma informed approach) Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid re-traumatisation. The research focus will be on partnership working and experience of relevant service delivery, rather than experience of domestic abuse or sexual violence. We will also ensure</p>		<p>identified through this needs assessment. They will be addressed through the resulting service specification and strategy that this needs assessment will inform.</p>	<p>interpreters etc are put in place. We will also use straightforward language and clarify definitions.</p>	
--	--	--	--	---	--	--	--	--

				<p>there is specialist DA support available for participants for those potentially triggered by the process, or for those whom would welcome exploring support options.</p> <p>Inclusive language will be used during the needs assessment and analysis of data.</p>				
<p>Sexual orientation (is your language inclusive of LGB groups?)</p>	<p>Potentially negative, if the needs of people within this cohort are not recognised, specifically in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to engagement may not be identified and also not represented</p>	<p>No</p>	<p>The needs assessment will seek to determine whether the current domestic abuse & sexual violence service specification for commissioned services currently meets the needs of people who identify within this category, and also identify any gaps regarding</p>	<p>Confidentiality (Mitigation is to offer an online survey and some individual face to face interviews)</p> <p>Trauma Informed approach (Mitigation will include utilisation of researchers who will utilise a trauma informed approach)</p>	<p>National reports/research</p>	<p>Yes, we anticipate that gaps in relation to this protected characteristic (and specifically in relation to the experience of Island residents) will be identified through this needs</p>	<p>We will ensure any communication barriers are explored prior to participation, and ensure any reasonable adjustments such as hearing aid loop systems, interpreters etc are put in place. We will</p>	<p>Please see mitigations in column 5</p>

	<p>within the wider Isle of Wight strategy that will be developed.</p>		<p>how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy and ensure needs in relation to sexual orientation are considered.</p>	<p>Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid re-traumatisation. The research focus will be on partnership working and experience of relevant service delivery, rather than experience of domestic abuse or sexual violence. We will also ensure there is specialist DA support available for</p>		<p>assessment. They will be addressed through the resulting service specification and strategy that this needs assessment will inform.</p>	<p>also use straightforward language and clarify definitions.</p>	
--	--	--	---	---	--	--	---	--

				<p>participants for those potentially triggered by the process, or for those whom would welcome exploring support options.</p> <p>We will also seek to engage with local organisations representative of/connecte d to local LGBTQIA+ communities to promote the opportunities to feed into the needs assessment.</p> <p>All language used during the needs assessment data collection and analysis will be inclusive.</p>				
Pregnancy and maternity	Potentially negative, if the needs of people within this cohort are not recognised, specifically in	No	The needs assessment will seek to determine whether the current domestic abuse &	Confidentiality (Mitigation is to offer an online survey and some individual	National reports/research	Yes, we anticipate that gaps in relation to this protect ed	We will ensure any communication barriers are explored	Please see mitigatio ns in column 5

	<p>relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to engagement may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.</p>		<p>sexual violence service specification for commissioned services currently meets the needs of people who identify within this category, and also identify any gaps regarding how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy and ensure the needs of this cohort are considered. This is important as some evidence suggests that pregnancy is reported as a time when abusive behaviour starts within some relationships, and also a time when access to</p>	<p>face to face interviews) Trauma Informed approach (Mitigation will include utilisation of researchers who will utilise a trauma informed approach) Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid re-traumatisation. The research focus will be on partnership working</p>		<p>characteristic (and specifically in relation to the experience of Island residents) will be identified through this needs assessment. They will be addressed through the resulting service specification and strategy that this needs assessment will inform.</p>	<p>prior to participation, and ensure any reasonable adjustments such as hearing aid loop systems, interpreters etc are put in place. We will also use straightforward language and clarify definitions.</p>	
--	---	--	---	---	--	--	--	--

			professionals who can support/sign post in increased.	and experience of relevant service delivery, rather than experience of domestic abuse or sexual violence. We will also ensure there is specialist DA support available for participants for those potentially triggered by the process, or for those whom would welcome exploring support options.				
Marriage and Civil Partnership	Potentially negative, if the needs of people within this cohort are not recognised, specifically in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to engagement	No	The needs assessment will seek to determine whether the current domestic abuse & sexual violence service specification for commissioned services currently meets the needs of people who identify within this category,	Confidentiality (Mitigation is to offer an online survey and some individual face to face interviews) Trauma Informed approach (Mitigation will include utilisation of researchers who will utilise a trauma	National reports/research	Yes, we anticipate that gaps in relation to this protected characteristic (and specifically in relation to the experience of Island residents) will be identified	We will ensure any communication barriers are explored prior to participation, and ensure any reasonable adjustments such as hearing aid loop systems, interpret	Please see mitigations in column 5

	<p>may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.</p>		<p>and also identify any gaps regarding how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse Partnership Board Strategy and ensure any factors in relation to marriage or civil partnership are considered.</p>	<p>informed approach) Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid re-traumatisation. The research focus will be on partnership working and experience of relevant service delivery, rather than experience of domestic abuse or sexual violence. We will also ensure there is</p>		<p>ed through this needs assessment. They will be addressed through the resulting service specification and strategy that this needs assessment will inform.</p>	<p>ers etc are put in place. We will also use straightforward language and clarify definitions.</p>	
--	---	--	---	---	--	--	---	--

				specialist DA support available for participants for those potentially triggered by the process, or for those whom would welcome exploring support options.				
Gender reassignment	Potentially negative, if the needs of people within this cohort are not recognised, specifically in relation to domestic abuse and sexual violence, as appropriate service provision may not be available, opportunities to reduce barriers to engagement may not be identified and also not represented within the wider Isle of Wight strategy that will be developed.	No	The needs assessment will seek to determine whether the current domestic abuse & sexual violence service specification for commissioned services currently meets the needs of people who identify within this category, and also identify any gaps regarding how appropriate provision can be provided/enhanced. It will also inform the Domestic Abuse	Confidentiality (Mitigation is to offer an online survey and some individual face to face interviews) Trauma Informed approach (Mitigation will include utilisation of researchers who will utilise a trauma informed approach) Utilising a trauma informed approach means recognising that trauma may have occurred, and the diverse	National reports/research	Yes, we anticipate that gaps in relation to this protected characteristic (and specifically in relation to the experience of Island residents) will be identified through this needs assessment. They will be addressed through the resulting	We will ensure any communication barriers are explored prior to participation, and ensure any reasonable adjustments such as hearing aid loop systems, interpreters etc are put in place. We will also use straightforward language and clarify definitions.	Please see mitigations in column 5

			<p>Partnership Board Strategy and ensure the needs of this cohort are considered, specifically in relation to refuge provision and safe accommodation.</p>	<p>range of impacts that this may have for different people. We will therefore ensure our researcher actions and questions are phrased considerately to avoid re-traumatisation. The research focus will be on partnership working and experience of relevant service delivery, rather than experience of domestic abuse or sexual violence. We will also ensure there is specialist DA support available for participants for those potentially triggered by the process, or for those whom would welcome exploring</p>			<p>service specific ation and strategy that this needs assessment will inform.</p>		
--	--	--	--	--	--	--	--	--	--