

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Children Affected by Domestic Abuse – Home Office Bid
Directorate and Service Area	Adults, Children, Education and Public Health – Care and Support
Name of Lead Officer	Vanessa Catterall

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

Bristol Children and Families Services have submitted a bid to the Home Office for funding to support children affected by domestic abuse. If successful, we intend to use the money to develop our existing support for these children by training a range of practitioners in evidence-informed interventions to support children and their parents to recover from the trauma of experiencing domestic abuse.

The proposal will impact on service users by increasing their access to support services to help them recover from the impact of domestic abuse. It will impact on staff as they will be being trained in a range of evidence-informed interventions and delivering them in their work settings. It will impact on the wider community by raising awareness of domestic abuse, the support services available and, hopefully, breaking the inter-generational cycle of domestic abuse that impacts on many children and families in Bristol.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

We have an up to date Domestic abuse and sexual violence needs assessment that details the prevalence of domestic abuse in our city, including analysis of people experiencing domestic abuse by gender, age, ethnicity and disability.

2.2 Who is missing? Are there any gaps in the data?

We do not have accurate information about some protected characteristics including sexual orientation and gender reassignment.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

We will involve communities that are going to be offered this service by working with existing service providers to consult with service users and communities.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Our bid proposal involves adding more resources to existing services within Bristol to ensure that all children affected by domestic abuse get services to help them recover. We do not think the bid has the potential to impact negatively on people with protected characteristics however it is important that we meet the needs of all groups who are in need of the support and so further analysis of the needs of people with protected characteristics will be reviewed by the project coordinator if we are successful.

3.2 Can these impacts be mitigated or justified? If so, how?

Existing quality assurance processes ensure compliance with the Equality Act and the Public sector Equality Duty.

Our service delivery plan will be developed to ensure we meet the needs of people with protected characteristics in terms of the workforce and service users.

We will ensure that accessible communications are provided and available in community languages to promote accessibility.

We will ensure all buildings used to deliver the interventions are accessible.

When we buy in training we will ensure that there is a focus on equalities issues including addressing unconscious bias.

We believe that some young boys will benefit by having interventions delivered by a male worker and will factor this into our service delivery plan.

3.3 Does the proposal create any benefits for people with protected characteristics?

Yes this will be great for everyone affected by domestic abuse including those with protected characteristics.

3.4 Can they be maximised? If so, how?

We will undertake targeted work and interventions with people with protected characteristics.

We will develop materials tailored to certain groups to ensure their needs are met.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?

Consideration of equalities has been a thread of discussion that has run throughout the formulation of this bid

4.2 What actions have been identified going forward?

We will ensure seconded workers and those trained to deliver interventions within the community reflect the characteristics of the communities that they are working with.

A strand of the project will focus on the needs of boys and young men and how they can be met.

We have a focus on supporting young parents to be with experience of trauma and will develop a targeted 'wraparound' offer for young expectant parents.

4.3 How will the impact of your proposal and actions be measured moving forward?

We will report on delivery of the project and develop and comply with performance indicators in respect of protected characteristics to ensure we are meeting needs.

Our review of how we are meeting the needs of the diversity communities we are working will form part of the formal quarterly review process.

We will quality assure our training providers to ensure that they are delivering in line with the Equality Act.

--

<p>Service Director Sign-Off:</p> <p></p> <p>Ann James</p>	<p>Equalities Officer Sign Off:</p> <p></p> <p>Duncan Fleming</p>
<p>Date: 08/10/2018</p>	<p>Date: 8/10/2018</p>