

Domestic Abuse Equality Impact Assessment

Introduction

This report summarises how the Equality Impact Assessment was used when reviewing and updating the Domestic Abuse Policy and Procedure for Landlord Services and the key findings.

The assessment was undertaken by 2 officers from Landlord Services, a 'critical friend' (Margaret Dunn, Senior Probation Officer for Hampshire Probation Service), and was overseen by the council's Equality and Inclusion Consultant, Ian Barrett.

The assessment took place between 23 February 2010 and 6 April 2010 and involved two meetings.

Impact Assessment

The group began by discussing the current policy and procedure in conjunction with the scoping and screening template and systematically assessed the document/service against each customer issue and group listed and considered what impact there was.

The age groups were amended to reflect the services offered by Adult and Children's services as a duty is owed to those until the age of 18 by this authority.

We had a number of sources of information available to us when considering the impact of Domestic Abuse for each issue / group. These were:

- The Housing Services Equality Monitoring data. Information is drawn from the Orchard Information System and ReACT database and then analysed.
- National information/findings relating to Domestic Abuse.
- Policies and Procedures from other organisations.

Findings & Recommendations

The group did not find any evidence to suggest that any of the customer issues / groups are negatively impacted by the Domestic Abuse Policy and Procedure. The domestic abuse service is considered to have a positive impact for our customers. This is supported by the very positive feedback we have received from customers and professionals from other organisations who we regularly work with on such cases. The Policy and Procedure together with other services/sources of information relating to domestic abuse such as the tenants handbook, tenancy conditions, supports the services available to our customers and promote equality.

The group concluded that a detailed assessment was not required but a several actions would form the improvement plan, namely the updating of the Policy and Procedure.

They were:

- Updating the Policy and Procedure to reflect current service/practices, these include:
 - MARAC
 - Safeguarding

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- Service directory
- Reporting form
- Flowchart with timescales for action
- Training for staff

The attached Improvement Plan lists the actions required to address the areas where the recommendations for improvement that came out of the assessment process.

The majority of the actions have been addressed as the Policy and Procedure has been updated. A draft copy has been distributed to external partners and the Housing Management Group (made up of tenants and leaseholders) for comment.

Monitoring

The Domestic Abuse Improvement Plan will be monitored by the Head of Landlord Services and the Housing Equality Group. Action points have a target date for completion and will be included in Service Business Plans where appropriate.

Conclusions

Detailed Assessment - No detailed assessment is required.

Improvement Plan - 8 actions were identified to address the issues that arose during the assessment. These are summarised in the table below.

If you have any comments on this impact assessment contact the officer responsible for Tenancy Services: Amber Crosskey, Tenancy Services Manager, acrosskey@winchester.gov.uk 01962 848229.

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Improvement Plan for Tenancy Services:

Actions Required to Achieve Improvement	Responsibility		Target Date	Resource Implications	Links
	Lead	Support			
Update P&P					
1. Ensure the P&P reflects the current service/practices					
1.1 Include reference to the MARAC and how it relates to the Domestic Abuse service	Landlord services		Completed	None	
1.2 Include reference to Safeguarding and how it relates to the Domestic Abuse service	Landlord Services	Community Well Being / Corporate	December 2010	Staff time. Research may need to be commissioned.	
1.3 Update the Service Directory listing support agencies relevant to the different equality groups	Landlord Services		October 2010	None	
1.4 Improve the Reporting Form for Domestic Abuse to reflect the guidelines of the P&P	Landlord Services		Completed		
1.5 Produce a flowchart giving clear timescales for actions	Landlord Services		Completed	None	
2. Training					
Ensure officers receive training and are aware of equality and diversity issues					
2.1 The Community Relations Officer requires MARAC training	Landlord Services	Hampshire Constabulary	December 2010	None	
2.2 All staff require training on Safeguarding	Landlord	Community Well Being /	2010/11	Cost of training	Corporate training

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Actions Required to Achieve Improvement	Responsibility		Target Date	Resource Implications	Links
	Lead	Support			
procedures and protocols	Services	Corporate			programme
2.3 Refresher training relating to Domestic Abuse procedure	Landlord Services		October 2010	None	