

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



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Title of Policy/ Proposal	Review of provision of VAWG Services in East Lothian and Midlothian – Stage 1
Completion Date	25 October 2016 and updated 28 November 2016
Completed by	Veronica Campanile, Violence Against Women and Girls Strategy Coordinator on behalf of the VAWG Review Group
Lead officer	Anne Thompson, Public Protection Service Manager

Type of Initiative:

Policy/Strategy ☐

Programme/Plan ☐

Project ☐

Service ☐

Function ☐

Other **Stage 1 of the Review of the VAWG Services in East and Midlothian**

New or Proposed ☐

Changing/Updated ☐

Review or existing ☐

1) Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

A report to CSOG on the 7th April 2016 noted that an estimate of 1 in 4 women will experience domestic abuse in their lifetime and when applied to the female population in East Lothian and Midlothian this equates to 20,132 women. In 2014-15, there were 2,093 domestic abuse incidents reported to Police Scotland for both local authority areas. The report further noted research estimating the cost of domestic abuse to the public purse in the UK of £2.3 billion and that the impact of domestic abuse and associated service related costs mean that even small improvements in processes and practice could deliver savings and improved outcomes for individuals, families and communities.

The majority of funding for domestic abuse support services in both East Lothian and Midlothian comes from the Scottish Government Violence Against Women and Girls Funding Programme. The Violence Against Women and Girls (VAWG) Services obligations have expanded over the last three years with the development of the Multi-agency Risk Assessment Conference (MARAC) function, Domestic Abuse Referral Pathway and Domestic Abuse Advocacy Service (DAS). Whilst external funding is in place for the majority of DAS, these arrangements are time limited and require 'in kind' contributions. Both the MARAC Co-ordinator and the VAWG Strategy Co-ordinator posts support the ongoing delivery of the VAWG obligations. The VAWG Strategy Co-ordinator role includes the responsibility for managing staff and resources secured from the Scottish Government and the Big Lottery which was not an original feature on creation of the

post.

The VAWG budget has traditionally been ring fenced with funding ultimately agreed by the East Lothian and Midlothian Critical Services Oversight Group (CSOG). The budget contains contributions from both local authorities and Police Scotland, with the Police Scotland contribution exclusively for the MARAC Co-ordinator post. At the CSOG meeting on 3rd December 2015 members were asked to prioritise setting the VAWG budget for 2016-17 and subsequent meetings identified that there was a shortfall in funding to maintain the MARAC Co-ordinator and VAWG Co-ordinator posts at current levels within current budgets. As a result of the shortfall and potential impact on the service moving forward a decision was taken by CSOG to initiate a full review of the VAWG service provision with a view to incorporating both co-ordinator roles into the total funding in future (e.g. finding provision within the £1.1 million overall budget). A decision to extend the current funding for both the VAWG Strategy Co-ordinator and MARAC Co-ordinator posts until 31st March 2017 was also agreed in order to facilitate a full review of the VAWG service.

The overall aim of the project is to ensure that the redesigned service and successful implementation delivers the following 5 key aims:

- 1) A VAWG service with the people we work with at the heart of what we do, driving a focus towards preventative interventions and ensuring equality of access and experience;
- 2) A fit for purpose remit and structure for the VAWG service, supported by clear outcomes, targets and measures of success which reflect the National Framework;
- 3) Confidence that the total funding allocated is supporting an efficient, effective and sustainable service going forward and which provides best value;
- 4) A VAWG strategy and plan with clear and visible links to the wider planning framework / structure of the Single Outcome Agreements, Community Planning Partnerships and Health and Social Care Partnership Strategic Plans as well as readily demonstrating delivery on the Equally Safe Strategy;
- 5) A transparent, cohesive and robust partnership framework with roles and responsibilities clearly identified and demonstrated. The framework should also ensure ease of access and contribution from a multi-agency perspective such as Education.

The review project has 4 objectives:

- To identify and deliver a service structure with a sustainable funding model which meets the current level of funding and best value
- To perform a robust strategic and operational review of the service which supports short, medium and long term planning
- To establish, across the partnerships, the service purpose, objectives and priorities
- To review the existing landscape and framework in which the VAWG service operates to capture and respond to gaps and links which are not formally identified as part of the current framework in which public protection and / or VAWG service operates
- To raise the profile of the service within the public protection arena and across universal services

2. What will change as a result of this policy?

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3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	Y
2. The policy/proposal has potential to make a significant impact on equality	Y
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Y
4. The policy/proposal is likely to have a significant environmental impact	N
Low Relevance	
5. The policy/proposal has little relevance to equality	N
6. The policy/proposal has negligible impact on the economy	N
7. The policy/proposal has no/ minimal impact on the environment	Y
<p>If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.</p> <p>This is a social project and will not affect the physical or natural environment</p>	

If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.

If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.

4. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	
Data on service uptake/access	
Data on quality/outcomes	
Research/literature evidence	
Service user experience information	
Consultation and involvement findings	
Good practice guidelines	
Other (please specify)	
Is any further information required? How will you gather this?	We are currently at the evidence gathering Stage 1 check of the Services Review; the complete review process will gather most of the above.

5. How does the policy meet the different needs of groups in the community?

	Issues identified and how the strategy addresses these
<p>Equality Groups</p> <ul style="list-style-type: none"> • Older people, people in the middle years, • Young people and children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) • Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) • Refugees and asylum seekers • People with different religions or beliefs (includes people with no religion or belief) • Lesbian, gay, bisexual and heterosexual people • People who are unmarried, married or in a civil partnership 	<p>We have not specifically addressed these groups within the services review but we intend to undertake an exercise on equalities through the Service Review Group</p> <p>The focus groups which have yet to be carried should include a question about potential equalities groups</p>
<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners • Looked after children • Those leaving care settings (including children and young people and those with illness) 	<p>We recognise that all our service users have increased vulnerability as a result of domestic abuse (or other forms of gender based violence);</p> <ul style="list-style-type: none"> - many are already in poverty and are vulnerable to falling into deeper poverty. - many become homeless or at least

<ul style="list-style-type: none"> • Homeless people • Carers (including young carers) • Those involved in the community justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People misusing services • People with low literacy/numeracy • Others e.g. veterans, students 	<p>require to be rehoused</p> <ul style="list-style-type: none"> - some have co-occurring issues (mental health, substance misuse, low literacy, etc.) - many have children and other caring responsibilities. <p>Our services currently take all of this into consideration and provide extensive support</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi rural communities • Urban Communities • Coastal communities 	<p>The Services Review has not specifically considered/ addressed these issues.</p> <p>Our services are already available across all communities in East and Midlothian with staff/officers travelling to any community as required.</p> <p>The needs of geographical communities will be built into future contracts.</p>

6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

- Potential change of provider may affect staff (TUPE)
- The review seeks to establish a cohesive/consistent approach to the services across East Lothian and Midlothian and specifically address the fragmented approach to funding
- The review seeks to increase the reach into/across communities

7. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

This will be built into the Terms and Conditions of any contracts relating to this service. Current standard questions can be expanded.

8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

- The Review is internal although it already includes input from service users. The policy arising from the review will be made fully accessible. The lack of a communication plan has already been identified as a gap.

9. Please consider how your policy will impact on each of the following?

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	VAWG services already focus on this and the review seeks to improve access to and quality of services with sustainable funding to ensure the services reach all those who require them.
Promotes good relations within and between people with protected characteristics and tackles harassment	The services help to address gender imbalance, to promote personal and collective change and they directly tackle harassment within the framework of gender based violence.
Promotes participation, inclusion, dignity and self control over decisions	This will be build into future contracts It is already integral to the approach to current domestic abuse services provided through DAS and Women's Aid
Builds family support networks, resilience and community capacity	Future services will have this approach as part of Equally Safe
Reduces crime and fear of crime	The current service seeks to reduce the fear of crime through risk mitigation (supporting survivors and dealing with perpetrators). Future services will focus on prevention which should reduce crime and fear of crime.
Promotes healthier lifestyles including <ul style="list-style-type: none"> • diet and nutrition, • sexual health, • substance misuse • Exercise and physical 	Current services already help build resilience and independence and future services should enhance this aspect.

activity. <ul style="list-style-type: none">Lifeskills	
Environmental	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	NO – no negative or positive impacts on any of these
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms of transport	
Improves the physical environment e.g. housing quality, public and green space	
Economic	
Maximises income and /or reduces income inequality	Yes - supporting victims with access to income they are entitled to
Helps young people into positive destinations	Yes - reducing domestic abuse is likely to improve the educational outcomes and the confidence of young people
Supports local business	
Helps people to access jobs (both paid and unpaid)	No impact
Improving literacy and numeracy	Yes – supporting survivors by improving their employability through the Routes to Independence programme
Improves working conditions, including equal pay	No
	Yes – this will be built into any contracts

Improves local employment opportunities	Yes – this will be built into any contracts
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10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
No specific reference to the needs of people from different groups within the community and human rights in the evidence gathering through Stage 1 Check	The services already focus on gender inequality and on the range of vulnerabilities people present and staff are likely to have this approach in mind. Service user views have been sought as part of the review process however service users are self selecting	1. Include questions on the needs of people from different groups and geographic areas and human rights in the remaining focus groups	Sept 2016	Veronica Campanile / Helen Smart
		2. Consider the needs of people from different groups/ geographic areas/ human rights as part of the agenda analysing check results with VAWG Service	Nov 2016	Anne Thompson / Andrew Main

		Review Group		
	Work on the new contract has only just begun	3. Build the needs of people from different groups / geographic areas / human rights into new contracts	Oct-Mar 2017	Hayleigh Bell
	There is currently no communications plan for this area of work which has already been identified as a gap	4. Build accessibility into a future communications plan to publicise the results of the Service Review and any future services	Mar-Jul 2017	Anne Thompson/ Veronica Campanile

11. Sign off by Head of Service

Name Sharon J. Saunders
Date 2/12/16

