

Diversity impact assessment

TITLE
Name / description of the issue being assessed

Domestic Violence Policy

DATE
Date the DIA is completed

1ST June 2017

LEAD OFFICER
Name, title and dept of person responsible for carrying out the DIA.

Katherine Bishop – Business Policy Officer

1 Summary description of the proposed change

- *What is the change to policy / service / new project that is being proposed?*
- *How does it compare with the current situation?*

In order to ensure that staff know how to support members of the public or other members of their team who require support with DA it has been decided to introduce a Domestic Abuse policy.

The proposed policy will outline the service the Council Housing Services will provide to members of the public and members of Medway Council staff seeking advice and support for domestic abuse issues. Perpetrator support can also help to change the mentality of the victim in terms of what should be deemed acceptable and unacceptable.

2 Summary of evidence used to support this assessment

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

Since 2006 over 20,000 domestic violence incidents have been reported to Kent police every year. This number is rising and during 2013-14 there were 25,365 incidents reported. This is an increase of 8.4% from 2012-13.

Table 1: Report Domestic Violence incidents to Kent Police.

District	Domestic Violence 1000 population Nov 09 to Oct 10	Domestic Violence per 1000 population November 10 to October 2011	Domestic Violence per 1000 population April 12 to March 13	Domestic Violence per 1000 population April 13 – March 14
Medway	15	16	18	20

During the first two quarters of 2014-15 (the second year of the service) the Kent

Diversity impact assessment

and Medway Independent Domestic Violence Advisors (IDVA) service received 1,411 referrals. This amounts to a 64% increase on the same period in 2013-14.

Between July 2013 and June 2014, 1,835 people were assisted at domestic violence one stop shops across Kent. This is an increase of 46% on the previous year.

Multi Agency Risk Assessment Conferences (MARACs)

MARACs are designed for victims and families assessed at high risk of significant harm or murder. In MARAC meetings, agencies share information and agree to an action plan to support victims.

MARACs started running in Kent and Medway during July 2008, going live across all Kent Police Areas by August 2009.

Table: MARAC comparison data for Medway (data relating to 12 months up to October 2014).

Total Number of cases	432
Number of Repeat cases	141
Repeat cases %	33
Number of children in households	534
Number of BME cases	26
Number of LGBT cases	2
Number of cases with a registered disability	5
Number of male victims under 18	8
Perpetrators under 18	2

3 What is the likely impact of the proposed change?

Is it likely to:

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			
Disability			
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			

Diversity impact assessment

Race

Religion/belief

Sex

Sexual orientation

Other (eg low income groups)

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

Some groups have a negative impact in relation to domestic violence, including children, women (as more likely victims), men (fewer services are available for support), and disabled people (barriers to accessing support). This policy will help address these issues by making its target audience more aware of these issues.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- Are there alternative providers?
- What alternative ways can the Council provide the service?
- Can demand for services be managed differently?

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Conduct consultation with customer sounding board and advice groups.	Housing Manager	June 2018
Review DIA following consultation with the Customer Sounding Board.		
Produce Referral Guide for staff detailing key contacts and advice agencies.		
Draft policy and send to customer sounding board and advice group		
Provide staff with appropriate training in relation to domestic violence.	Housing Manager	June 2018

Diversity impact assessment

Develop a communications plan to ensure staff across the Housing Services will have an improved understanding and knowledge of domestic violence

Housing
Manager

June 2018

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Authorising Officer



Marc Blowers
Head of Housing Management

Date

18-12-17

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 email: annamarie.lawrence@medway.gov.uk

C&A: (Children's Social Care) contact your normal P&I contact

C&A (all other areas): phone 4013 email: chrismckenzie@medway.gov.uk

BSD: phone 2472/1490 email: corppi@medway.gov.uk

PH: phone 2636 email: david.whiting@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication (corppi@medway.gov.uk)