

COMBINED EQUALITY ANALYSIS TEMPLATE AND GUIDANCE

Overview

This document contains both the [Equality Analysis Template](#) (section A) and accompanying [Equality Analysis Guidance](#) (section B).

All of our work decisions, policies and service delivery should be informed by Equality Analysis (EA) in order to comply with the [Equality Act 2010](#) and [Public Sector Equality Duty](#). Begin this during the early stages of your work to allow considerations to inform the work, revise options and ensure decisions are taken with the full understanding of the potential impacts.

Use the EA to think about how your work can be used to reduce discrimination, promote equal opportunities and foster good relations across all sections of the city's communities. The circumstances may be challenging, but your EA won't stop your work. It can however minimise negative impacts and maximise positive impacts.

The quality of [the data and intelligence informing your work is crucial](#) to being able to produce a robust EA. This information should show how people will be affected by your work and, wherever possible, be broken down according to the [nine protected characteristics](#). Where you don't have any or much intelligence and data, part of the EA process is to gather it.

Although the EA template focuses on the protected characteristics, you also need to think about other groups that could be affected, for instance people in deprived neighbourhoods, people that are socially isolated etc.

Equality Analysis Template

Part 1: Explain the decision, policy or change to service you are making, as well as what prompted it, who'll be affected by it etc. List the data and intelligence you're using to inform your decision and, importantly, explain how this information influenced your decision making. Essentially you're setting out what you're going to do, any changes, the rationale for it and supporting evidence.

Part 2: Summarise your analysis and interpretation of the data and intelligence according to the protected characteristics. What will the impact be on the people of Sunderland based on their, disability, gender etc.? Will there be a positive or negative impact or perhaps a neutral impact with no apparent harmful or less favourable effects. You must explain in each box the impact and what has caused it.

Part 3: Describe your next steps. Are you going to proceed with your intended course of action? You have four options:

- 1) Proceed with no major changes, with any small changes explained in the action plan at the end of the template
- 2) Continue despite negative implications - because these are proportionate and cannot be avoided or mitigated, with the overall outcome important and overwhelmingly positive
- 3) Adjust the proposal – there are some negative outcomes but you've identified actions to mitigate these - explain these in the action plan; or
- 4) Do not proceed – you've identified major problems with serious impacts that cannot be avoided.

Finally, prepare your action plan outlining any changes and mitigating actions you're taking to ensure maximum positive equality impact and minimum negative impact. You may need to review the impact of any changes in the future. If you're preparing a first draft of your EA you can use this section to list what needs to be done to take the EA forward e.g. gather further data, undertake consultations etc.

Section A - EQUALITY ANALYSIS TEMPLATE

You must complete this in conjunction with reading Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Sunderland Domestic Abuse Safe Accommodation Strategy

Date: 18 November 2021

Version Number: V1.3

Equality Analysis completed by:

Name: Helen Steadman

Job title: Assistant Director of Integrated Commissioning

Responsible Officer or Group:

Name: Executive Director for Public Health and Integrated Commissioning

Is the Activity:

New/Proposed (Y)

Changing/Being Reviewed (N.A.)

Other (N.A.)

Part 1. Purpose and Scope

Purpose

In this section draft briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

[Further Guidance](#)

Sunderland Domestic Abuse Safe Accommodation Strategy, 2021-2024

The Domestic Abuse Act 2021, passed in April 2021, aims to respond to domestic abuse in the UK by strengthening the support available to victims. Part 4 of the Domestic Abuse Act 2021 places a new duty on Sunderland City Council, as a Tier One local authority, to develop, publish and put in place a local strategy for safe accommodation and support services to provide support for victims and survivors of domestic abuse, who reside in relevant accommodation (also referred to as 'safe accommodation'). The Council is also required to conduct a needs assessment to determine the level and type of need for safe accommodation and support, includes identifying differing needs of victim groups, such as those from BAME backgrounds, and to reflect the needs within the strategy. Tier One local authorities also need to take steps to understand the barriers that prevent victims with certain protected characteristics and/or multiple complex needs from accessing and using support. The needs assessment needs to highlight gaps in provision for support to meet the needs of all victims who share protected characteristic(s) or who share a vulnerability requiring extra support.

Who is affected by the strategy?

Domestic abuse affects women significantly more than men. 7.3% of women are estimated to have been recent victims, compared to 3.6% of men. It is estimated that 757,000 men across England were survivors of domestic abuse in the year ending March 2020 (Office for National Statistics, 2020). Younger women (aged 16 to 19) are at greater risk than those in older age groups as well as those that are separated or divorced, those that have a disability and those that are unemployed or on long term/temporary sick leave (Office of National Statistics, 2021).

Residents of Sunderland experience high levels of domestic abuse incidents and crimes when compared to other nearby areas, and other areas of the country. During 2020/21, there were a total of 4,841 victims of domestic abuse, representing a rate of 23.7 victims per 1,000 residents. This was the highest rate across the Northumbria Police force area and represented an increase compared to 2019/20. Of the total number of victims in Sunderland, 73% were female; this was similar to the average across each of the Northumbria Police areas and clearly supports the view that domestic abuse remains a gendered crime (Women's Aid, 2021; Appendix 1, Table 1), though also indicates that there are a significant number of male victims in the area. Most commonly victims were female and between the ages of 18 and 55 (85%). The proportion of victims that were identified as being from Black, Asian and Minority Ethnic (BAME) groups was relatively low in Sunderland at around 3%. This is consistent with the population as a whole in Sunderland which has around 4% of the population estimated to be from BAME groups (Office for National Statistics, 2021).

This is an equality analysis of the draft Sunderland Domestic Abuse Strategy ('the Strategy'), 2021 to 2024 ("the Strategy") which the Council has developed in line with its statutory duty and consulted on with Sunderland's Domestic Abuse and Violence against Women and Girls Executive Board. The implementation of the Strategy would be overseen by the Board supported by the Operational Partnership, a multi-agency partnership group, which reports to the Board. A delivery plan and a financial plan will be developed and monitored quarterly. The Strategy would be reviewed within the context of the requirement to refresh the needs assessment.

Benefits

The Strategy will benefit all residents of Sunderland City Council who are victims of domestic violence and will be supported by an implementation and financial plan.

The Strategy acknowledges that domestic abuse/violence is a gender based crime and mainly affects females. It recognises the barriers to accessing services from people with protected characteristics – in particular those with a disability, black and minoritised women, LGBT+ and male victims. Engagement with women also highlighted the intersectional barriers survivors face in accessing services and also how these were used to sustain the abuse by their abusers - eg race /religion /disability – inter-generational issues

The Strategy aims to increase support for victims and survivors, and their children, through ensuring access to support appropriate to their need. The Strategy has 4 strategic priorities

1. Ensure that what we do is underpinned by a robust needs assessment.
2. Deliver quality service interventions which contribute to improving outcomes for survivors and children.
3. Increase our safe accommodation provision
4. Strengthen our approach in hearing the voice of survivors, and children and young people, including those with protected characteristics, to ensure their views are heard and influence what we do.

There are specific actions aligned to each strategic priority which supports the 'what we will do' to fulfil the Public Sector Equality Duty

eg Priority 3

What we will do - Increase provision for protected characteristic groups including, male victims and perpetrators

Outcome :There is evidence of increased capacity in meeting the demand of all survivors, in particular those who have protected characteristics, are male victims and perpetrators. Survivors who have teenage sons and survivors with additional needs

All of the above will address improving outcomes for survivors with protected characteristics.

Intelligence and Analysis

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged. Each of the aims of the equality act should be considered in relation to each of the protected characteristics.

Further Guidance

A full needs assessment has been carried out to inform the Strategy. This has used the following data sources:

- The Crime Survey for England and Wales
- Office for National Statistics publications on domestic abuse and census data
- Domestic abuse incident and crime data held by Northumbria Police (covering key demographics of victims)
- Local providers of support services for victims of domestic abuse (covering service activity, demographics of service users and intelligence in relation to prevailing needs)
- Data from Multi-Agency Risk Assessment Conferences (covering demographics of victims)
- Housing services (covering analysis of demand arising from domestic abuse victims, demographics and prevailing needs)
- Adult social care (covering analysis of demand arising from domestic abuse victims, demographics and prevailing needs)
- Children's social care (covering analysis of demand arising from domestic abuse victims, demographics and prevailing needs)
- Insight gathered directly from users of accommodation-based support for domestic abuse (17 survivors)
- Feedback from staff of local providers ((including outreach workers, IDVA's, counselling leads, directors and service managers) and 32 member of staff from statutory and non-statutory agencies including commissioners.
- Women's Aid. (2021, August 17). *Domestic abuse is a gendered crime*. Retrieved August 17, 2021, from Women's Aid: <https://www.womensaid.org.uk/information-support/what-is-domestic-abuse/domestic-abuse-is-a-gendered-crime/>
- Women's Aid. (2021). *Sunderland: profile of domestic abuse provision*. Women's Aid.

What did it tell us

- **Age**
Domestic abuse (DA) affects all age groups. 86% of victims-survivors in Sunderland during 2021/21 were between the ages of 18 and 55. Older women (over 55) comprised 12% of victims-survivors whilst just over 1% were aged 16 or 17.
Of the women who took part in the engagement exercise (34.4% were aged between 16 and 25; 50% between 26 and 35; 8.3% between 35 and 30; and 8.3% between 40 and 50.
- **Disability**
There is a strong correlation between poverty and those who experience domestic abuse.¹ It is noted that 70% of victims fleeing abuse who presented at Sunderland housing options service were recorded as either unemployed or unable to work due to long term sickness or disability. Additionally, around 8% were working less than 30 hours per week.²
None of the women who took part in the engagement identified as having a disability. Research highlights the fact that women with disabilities are at a higher risk of DA, however data is limited on those presenting for services with disabilities. Provision is limited for anyone needing wheel chair access.

¹ Evidence and policy review :Domestic Violence and Poverty :A Research Report for the Joseph Rowntree Foundation By Eldin Fahmy, Emma Williamson and Christina Pantazis, University of Bristol School for Policy Studies 2018

² Sunderland City Council needs assessment safe accommodation and specialist support

- **Pregnancy and maternity**

Using data provided by the provider of safe accommodation in Sunderland (Wearside Women in Need) covering a period from 01 February 2020 to 31 January 2021, we have a profile of the women presenting to the service in needs:

Outreach service: 99% of referrals were women with over 74% aged between 16 and 40 and 5% were pregnant at the time

Recovery unit Period April 2020 to February 2021): all service users were female aged between 21 and 40 (93%) with around 7% of those accessing the services were pregnant at the time.

Refuge: referrals accepted of women aged between 21 and 40 (80%) with around 10% being pregnant at the time.

- **Race**

The proportion of victims that were identified as being from Black, Asian and Minority Ethnic (BAME) groups was relatively low in Sunderland at around 3%. This is consistent with the population as a whole in Sunderland which has around 4% of the population estimated to be from BAME groups (Office for National Statistics, 2021). It was also similar to the proportion seen in most of the rest of the Northumbria Police area.

Black and minoritised women saw their race/ethnicity as a barrier to access services, (linguistic, cultural , religion). From the insight work with BAME women (29% were from BAME communities) they would specifically value support on immigration issues and benefit entitlement.

Immigration status is often misunderstood and used as a weapon by their abuser to sustain the abuse - coercive control, the threat of deportation and an inability to provide for basic needs such as food and shelter.

"I was threatened by my husband and his family that if I did not do as I was told they would report me to immigration, told no one would or can help me"

In addition, they expressed a need to be somewhere safe where staff understand and are able to act on the linguistic, cultural and generational complexities rooted in their abuse. This would help remove barriers in seeking help

- **Religion**

Some Muslim women who took part in the engagement were concerned that safe accommodation is respectful of their religious practice/customs. Religion was used as rationale by abusers to prevent survivors from fleeing to a place of safety by telling women refuges were a bad place - in a refuge you will become westernised.

"I was told by my abuser that if I went to a refuge I would be westernised and that he and his family will finish me off, kill me and no one will find me....that has not been the case and I am safe here with staff who understand what has happened to me and are trying to help me..."

- **Sex**

DA is a gender based crime predominantly female survivors. In the main data collected and collated for the needs assessment provides little information about the needs of male survivors of domestic abuse. Police incident data would suggest that the numbers of male victims are significant, although though they may typically be at lower risk than females. Development of a greater level of understanding of the needs of male victims would help to form any necessary future commissioning approaches.

- **Sexual orientation**

Available survey findings on prevalence suggest that LGBT+ people experience domestic abuse at levels equal to, or higher than, heterosexual and non-transgender people. However, as of 2019 there were only three specialised services nationally (Adisa, Allen, Costello, & Meehan, 2020).

Using data provided by the provider of safe accommodation in Sunderland:

Outreach service: just under 4% stated they were lesbian, gay or bi-sexual.

Refuge: around 4% identified themselves as bi-sexual.

Recovery unit: around 4% identified themselves as pansexual.

In addition to above:

- Not a protected characteristic but the issue of mental health and substance misuse needs to be included and considered. Health and wellbeing is a key characteristic which is integral to the outcomes we want to achieve for women and children who have experienced DA. Every woman spoken to reported having mental ill health issues notably anxiety and Post-traumatic stress disorder (PTSD).
- Addictions and mental ill health can act as a barrier to individuals receiving support – all stakeholders confirmed this. In addition, sometimes the perception of victims of abuse with substance misuse issues can be negative and lead to victim blaming.

Recommendations from the Needs Assessment

- Continue to design and develop **interventions** to help **engage those with complex needs** and review available capacity in the light of demand.
- Review provision of specialist support for those with complex needs to **identify opportunities to offer simpler access to support**.
- **Review capacity of refuge provision** and consider increasing available capacity.
- Consider how monitoring of domestic abuse interventions can encompass the ways in which outcomes for service users are progressed. Additionally, **broaden and more standardised approaches to data collection across services** would help to **develop a greater understanding of needs**.
- Ensure that **necessary adjustments to meet the needs of black and minoritized women** (and other excluded groups with protected characteristics, e.g. LGBT, disabilities) are possible and there is potential to enable placements within by and for me organisations if appropriate.
- Understand and develop ways to **gain a greater level of understanding of the needs of male victims** to help inform future commissioning approaches.
- **Establish** whether **additional dispersed accommodation capacity** is **required** to reduce usage of Bed and Breakfast and Hostel accommodation.
- Work with colleagues across the North East the region to enable **better mapping of demand and usage of services away from users' local communities**.

Insight and stakeholder engagement

Women with lived experience vocalised issues either directly or indirectly associated with protected characteristic groups. Key messages included;

- **Alternative accommodation** should be made available **for the perpetrator**. Women and their children should not have to leave their home. This is disruptive if you have children and unnecessary if safety plans can be put in place to protect the victim. They identified a key factor for their recovery would be provision of alternative accommodation for the perpetrator. All too often their experience was that the perpetrator would return to the family home and put pressure on the women to “take him back”.
- Trauma informed therapy and **support** with **substance misuse** and **mental health issues** are key requirements of specialist support.
- **BAME women** specifically valued **support** on **immigration issues** and benefit entitlement. Fundamental to their abuse was coercive control, the threat of deportation and an inability to provide for basic needs such as food and shelter. In addition, they expressed a need to be somewhere safe where staff understand and are able to act on the linguistic, cultural, religious and generational complexities rooted in their abuse. This would help remove barriers in seeking help.
- Support services should **reflect the needs of women from BAME communities**. Staff should have an understanding of the cultural, religious and linguistic context of their lives.
- **Advocacy** and **legal advice** in matters relating to **immigration status, housing, protection orders** and **family court orders**.
- **Support** needs to be **holistic** and not just about trauma - to **provide** women with **life skills** and **build confidence**.

- **Self-contained units with wrap around support** are preferred. However, there is recognition that this may not be suitable for all.
- **Pathways to employment**, to be offered. This should include assistance with CV writing, accessing job coach, ESOL training, and basic IT skills training
- Woman valued **peer support** and the ability to share their journey with women who had similar experiences.
- **Staff** who are able to form professional relationships with them which **help** to **rebuild their self-esteem**.

Conclusions and recommendations of the stakeholder engagement exercise

A. Safe Accommodation

The type of services stakeholders wanted to see provided can be categorised as accommodation which is

- Non institutional in presentation and is safe and secure
- Provides the opportunity for self-contained units and promotes independence
- Develops pathways to accommodation for perpetrators which enables victims to remain safely within their own homes and facilitates their ability to engage in a) recovery program interventions i.e. freedom program b)child parent relationships and c)strengthens their ability to seek protection through criminal justice remedies
- Pathways to safe accommodation which limit the number of moves survivors fleeing domestic abuse and violence have to endure to secure permanent accommodation.

Recommendation 1: Sunderland City Council and partners should explore delivery of increased dispersed accommodation which meet need and reflect what survivors have told us

Recommendation 2: Sunderland City Council and partners should specifically explore how a model for pathways into accommodation for perpetrators will reduce the impact of repeat abuse on victims and safeguard children

B. Specialist Support

The type of services stakeholders wanted to see provided can be categorised as

- Provides trauma-informed, needs-led, holistic, provides wrap-around support, which moves with survivors to help prevent further repeat victimisation.
- Seeks to encourage independence and emotional wellbeing for women by keeping their views at the heart of what they do
- Practical support which includes;
- Advocacy services and legal advice which covers matters relating immigration status, housing, protection orders and family court orders, welfare benefits
- Support to gain employment and live independently

Recommendation 3: Commissioned Services should have clear outcomes which reflect, achieving independence and stability for survivors and their children. Safety and improved emotional health and wellbeing.

Recommendation 4: Commissioned services should be trauma informed and evidenced based.

Recommendation 5: All commissioned services should have KPIs which enable commissioners and providers to monitor service impact, through contract monitoring arrangements

C. Future engagement and participation with survivors and children

- Women involved in the consultation exercise were keen to contribute to policy development, evaluation of services and decision making processes.
- Women recognised that participation and inclusion would need to include a) male victims of abuse, b) a range of survivors based on their point of journey in recovery – i.e. survivors recognition of abuse, and engagement with recovery services, b) survivors who were leading independent lives
- There was a general consensus by all stakeholders that women are experts in their own lives and should be listened to.

Recommendation 6: There is further exploration with survivors and specialist DA organisations to develop models of good practice to support the engagement of survivors and children and young people in decision making and processes which enable them to influence the design and delivery of domestic abuse services in Sunderland.

Recommendation 7: Sunderland City Council and partners should aim to ensure there is engagement from a diverse cohort of survivors which includes those with protected characteristics and survivors at different points in their journey of recovery.

Recommendation 8 Sunderland City Council and partner agencies involve survivors in the commissioning and contract monitoring of domestic abuse services.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

[Further Guidance](#)

Recommendation from the needs assessment:

1. Consider how monitoring of domestic abuse interventions can encompass the ways in which outcomes for service users are progressed. Additionally, broader and more standardised approaches to data collection across
2. Continue to **develop and design interventions** to help **engage those with complex needs** and review available capacity in the light of demand.
3. Review provision of specialist support for those with complex needs to **identify opportunities to offer simpler access to support**.
4. **Review capacity of refuge provision** and consider increasing available capacity.
5. Ensure that **necessary adjustments to meet the needs of black and minoritized women** (and other excluded groups with protected characteristics, e.g. LGBT, disabilities) are possible and there is potential to enable placements within by and for these organisations if appropriate.
6. Understand and develop ways to **gain a greater level of understanding of the needs of male victims** to help inform future commissioning approaches.
7. **Establish** whether **additional dispersed accommodation capacity** is **required** to reduce usage of Bed and Breakfast and Hostel accommodation.

Recommendation 1

Although a wide range of data sources are available to help give an understanding of the needs of victims-survivors of domestic abuse in Sunderland, some areas would benefit from additional data and/or development of more comprehensive, standardised approaches, e.g. the datasets collected, collated and reported on by the commissioned providers of the specialist services. In addition, there is currently limited information to inform an understanding of levels of need for out of area placements for Sunderland residents. Equally, most available service level data is activity based and provides limited information regarding outcomes from support services.

Whilst Northumbria Police provide a wide range of objective data to help describe levels of need, this could be supplemented by additional data from emergency health care provision to help provide an understanding of victims who do not report to the police.

The Strategy addresses this through its priorities 1 and 2:

Priority 1 - Ensure that what we do is underpinned by a robust needs assessment

What we will do?

- Improve our knowledge of need within Sunderland, regionally and nationally to better understand
 - a) The levels of need and demand, through the acquisition of robust data from local and regional partners, national specialist organisations and nationally held data sets
 - b) Barriers that prevent victims and survivors with diverse needs from accessing support within safe accommodation

c) The increase in unregulated accommodation and usage

- Engage with regional and national networks to facilitate the sharing of information. (To include networks initiated by local authorities and networks led by specialist Domestic Violence organisations)
- Work with providers to better understand capacity, levels of demand and agree core data requirements which provide insight.

Priority 2 - Deliver quality service interventions which contribute to improving outcomes for survivors and children

What we will do?

- Commission services which are evidence based, and can demonstrate impact through an evidence based outcome / progression tool e.g. outcome star, strengths and difficulties questionnaire (SDQ) or other recognised tools methodologies, to capture related data on outcomes for survivors and children,
- Commission services which meet needs identified by women with lived experience, giving priority to support services which address mental ill health, substance abuse and direct work with children
- Through our contract monitoring process put in place clearly defined outcomes to be achieved by services, and KPI's which support the measurement of impact against outcomes

Recommendations 2 to 7 - these will be addressed through the strategic priorities 1, 2 described above and in the remaining priorities below:

Priority 3 - Increase our safe accommodation provision

What will we do?

- Through the Operational Group develop and implement an action plan which will **increase** the availability of **dispersed** safe accommodation based on our needs assessment, regional and national intelligence.
- Increase provision for protected characteristic groups including male victims and perpetrators³
- Work with Safe Lives and partners to understand how accommodation pathways for perpetrators can be developed in Sunderland and learn from the current pilot project implemented through MOPAC⁴ across 5 London boroughs and the Making Safe Scheme in North Yorkshire⁵

Priority 4 - Strengthen our approach in hearing the voice of survivors, children and young people, including those with protected characteristics, to ensure their views are heard and influence what we do

- We will work with survivors, experts in the field of DA and service user participation and engagement, and co-production to develop and implement a range of methodologies of engagement and participation, which work
- Establish a diverse and inclusive survivors forum, and a forum for children and young people
- Establish survivor representation, including representation from protected characteristics, in commissioning processes

³ Nationally, there is a shift to enable victim/survivors to stay in their own home, with perpetrators moving into alternative provision

⁴ Mayor's Office for Policing and Crime

⁵ This project supports pathways into accommodation for perpetrators enabling women and children to remain in their homes.

- Identify and implement ways by which survivors can be engaged in the contract monitoring of services

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please draft any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

[Further Guidance](#)

This analysis has examined the impact of the Strategy on those with protected characteristics and how it addresses the recommendations from the needs assessment and insight from women with lived experience and stakeholders, which identifies needs and gaps.

The analysis highlights how the Strategy will also seek to meet the needs of service users with complex/additional needs, such as needs relating to substance misuse and mental health.

Although a gendered crime, the Strategy should benefit male victims and highlights a gap in understanding of the demand (level of unmet need) and needs related to LGBT+ victims-survivors due to the data collection and collation by services to be addressed through the Strategy (priorities 1 and 4). Additional benefits will be the proposal through the Strategy to provide holistic support for victims-survivors to enable independence and resilience.

Part 2. Analysis of Impact on People

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly draft any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Each of these aims must be summarised in turn in relation to the groups drafted below.

[Further Guidance](#)

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	<p>The Strategy reflects the findings from data analysis that domestic abuse affects victims-survivors in all age groups. Data analysis identifies subsets of age groups, for example over 55s, being a smaller proportion of the overall numbers of victims-survivors so further exploration is needed to improve understanding of need and/or barriers to access. The Strategy will seek to ensure needs are better understood and met through a range of activity:</p> <ul style="list-style-type: none"> - A broader, standardised approach to data collection - Survivor representation in the commissioning process. 		
Disability	<p>People with disabilities were not involved in the engagement undertaken. Existing data analysis identifies limited safe accommodation with wheelchair access and adaptations for survivors and or children with limited mobility.</p>		

	<p>The Strategy will ensure needs are better understood in relation to access and met through a range of activity:</p> <ul style="list-style-type: none"> - A broader, standardised approach to data collection - Survivor representation in the commissioning process. - A holistic and tailored approach to respond to individual and complex needs 		
Sex/Gender	<p>Whilst data analysis indicates that females are significantly more likely to become victims of domestic abuse, the needs of male victims-survivors must also be considered.</p> <p>The Strategy will seek to ensure needs are better understood and addressed through its strategic priorities, including:</p> <ul style="list-style-type: none"> - Increasing provision for protected characteristic groups, including male victims - Survivor representation in the commissioning process. - A holistic and tailored approach to respond to individual and complex/additional needs 		
Marriage & Civil Partnership	<p>Existing data analysis reveals a need for more intelligence in this area to improve understanding of need and barriers to access. The Strategy will seek to ensure needs are better understood and addressed through its priorities including, a broader, standardised approach to data collection and strengthening the approach in hearing the voice of survivors-victims to influence provision.</p>		

Pregnancy and maternity	<p>Existing data analysis presents a view of who is accessing the services, but the data is limited in knowing whether needs are being addressed. The Strategy will seek to ensure needs are better understood and addressed through</p> <ul style="list-style-type: none"> - Survivor representation in the commissioning process - A holistic and tailored approach to respond to individual and complex/additional needs - Increasing provision for protected characteristic groups - Working and engaging with survivors to ensure their views influence support provided 		
Race/Ethnicity	<p>Existing insight and data analysis shows that people from BAME communities are more likely to have specific needs and are at greater risk of abuse and potential homicide. The Strategy will seek to ensure needs are better understood and met through a range of activity including:</p> <ul style="list-style-type: none"> - strengthening the approach to hearing the voice of survivors to ensure their views influence support provided - A holistic and tailored approach to respond to individual and complex/additional needs 		
Religion/belief	<p>Existing insight and data analysis show a need for culturally competent services and approaches for victims-survivors from a diverse range of religious communities. The Strategy will seek to ensure needs are better understood and addressed through strengthening the approach to hearing the voice of survivors including those with protected characteristics to influence what we do</p>		

Sexual Orientation	Existing data analysis reveals a need for more intelligence in this area to improve understanding of the needs and barriers to access. The Strategy will seek to ensure needs are better understood and addressed through a broader, standardised approach to data collection and survivor representation in the commissioning process.		
Gender identity	Existing data analysis reveals a need for more intelligence in this area to improve understanding of needs and barriers to access. The Strategy will seek to ensure needs are better understood and addressed through a broader, standardised approach to data collection and involving survivors in the commissioning processes.		
Complex Needs	<p>Insight and data analysis reveals victims-survivors can exhibit a wide range of co-existing risks and complex/additional needs. Adequate provision of accommodation and support services that are holistic, and that are suitable for people with complex/additional needs are key in ensuring services are inclusive and victims-survivors can be kept safe and helped to recover. The strategic priorities of the Strategy seek to ensure these needs are addressed by:</p> <ul style="list-style-type: none"> - A broader, standardised approach to data collection - Survivor representation in the commissioning process. - A holistic and tailored approach to respond to individual and complex needs 		

Please add any additional groups mentioned in the “additional impacts” section above.

Part 3. Response to Analysis, Action Plan and Monitoring

In this section please draft what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change (☒)

Continue Despite Negative Implications (☐)

Adjust the Policy/Decision/Project/Activity (☐)

Stop (☐)

Action Plan

[Further Guidance](#)

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
To implement the Domestic Abuse Safe Accommodation Strategy	Sunderland's Domestic Abuse & Violence against Women and Girls Executive Board, supported by a multi-agency Operational Partnership, forums (e.g Provider, Practitioner, Survivor)	2021 to 2024	Quarterly

