

Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Rebecca Haycock **Role:** Regional Adviser (VAWDASV)

Head of Service: Sally Jenkins **Date:** 28/02/2018

I confirm that the above Head of Service has agreed the content of this assessment

Yes

When you complete this FEIA, it is your responsibility to submit it to
impact.assessment@newport.gov.uk

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

The Gwent Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy is a requirement under the VAWDASV (Wales) Act 2015. The Strategy has been prepared by the Gwent VAWDASV Partnership Board of which Newport City Council is a member and the lead organisation for the Regional Coordination Team.

This first joint strategy for Gwent aims to tackle VAWDASV by supporting victims and survivors, tackling perpetrators, ensuring professionals have the tools and knowledge to act, increasing awareness of VAWDASV and the support available, and helping children and young people to understand inequality in relationships and that abusive behaviour is always wrong.

2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal

The Gwent VAWDASV Partnership Board is responsible for developing and delivering this strategy. Membership includes; the five local authorities, Gwent Police, and the Office of the Police and Crime Commissioner, Aneurin Bevan University Health Board, Wales Ambulance Service Trust, Probation Services, Registered Social Landlords, Supporting People Regional Collaborative Committee, Fire and Rescue Service, Gwent Adult and Children Safeguarding Boards, VAWDASV specialist sector partners and voluntary sector organisations.

Regular victim/survivor/service-user engagement and input into the delivery of the strategy is an essential requirement for informing the Partnership Board on the effectiveness of its work.

Local survivor engagement has informed the development of this Strategy and will continue to be an important aspect for delivery for the Partnership Board. Without the input and opinion of service users providers cannot shape service provision to be responsive to the very individual needs of victims and survivors.

Engagement and consultation was carried out with survivors, specialist service providers, generic service providers, commissioners, stakeholders and Partnership Board members.

Activity has included:

- Oversight/steer at quarterly Board meetings
- Data collection to inform a VAWDASV needs assessment and an associated strategic analysis
- One to one engagement/interviews
- Survivor focus groups to develop the strategy (through specialist VAWDASV organisations)
- Survivor focus groups to consult on the draft strategy (through specialist VAWDASV organisations)
- Public online consultation on the draft strategy

The structures for continued survivor engagement in the delivery of this strategy are being developed as a distinct work-stream that will provide the Partnership Board with the mechanisms to ensure the voice of survivors in Gwent is central to all work.

3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

Needs Assessment data/Strategic Analysis Document
 Engagement interviews
 Focus group data
 Public consultation feedback
 Board minutes

4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Children 0-10 Young people 11-25 Older people Census categories 0-9 10 - 24 25 - 34 35 - 44 45 - 54 55 - 64 65-74 75+
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Disabled including: Hearing Impaired Learning Difficulties Physical/ Mobility Impaired Speech Impaired Visually Impaired Other impairment Not disabled
Gender reassignment/transgender	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	



Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Marriage or civil partnership	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> • Never married and never registered in a same-sex civil partnership • Married • Separated, but still legally married • Divorced • Widowed • In a registered same-sex civil partnership • Separated but still legally in a same-sex civil partnership • Formally in a same-sex civil partnership which is now legally dissolved • Surviving partner from a same-sex civil partnership
Pregnancy or maternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>In employment a woman is protected from discrimination when she is pregnant and during a period of compulsory or additional maternity leave.</p> <p>In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination when she is pregnant and for 26 weeks from when she has given birth.</p>
Race	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>A White</p> <ul style="list-style-type: none"> <input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Gypsy or Irish Traveller <input type="checkbox"/> Any other white background <p>B Mixed/ Multiple</p> <ul style="list-style-type: none"> <input type="checkbox"/> White and Asian <input type="checkbox"/> White and Black African White and Black Caribbean???? <input type="checkbox"/> Any other mixed background..... <p>C Asian or Asian British</p> <ul style="list-style-type: none"> <input type="checkbox"/> Indian <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Chinese <input type="checkbox"/> Pakistani <input type="checkbox"/> Any other Asian background <p>D Black or Black British</p>

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				<input type="checkbox"/> African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other Black background E Other ethnic group <input type="checkbox"/> Arab <input type="checkbox"/> Any other ethnic group
Religion or Belief or non-belief	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Buddhist Christian Hindu Jewish Muslim Sikh Other religion or belief Humanist No religion nor belief
Sex/ Gender Identity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Female Male Prefer to self- describe e.g. Intersex
Sexual Orientation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Gay / Lesbian Heterosexual/ Straight Prefer to self-describe Bisexual
Welsh Language	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	What are the Welsh language related impacts/

Protected characteristic	Impact:			<p>Provide further details about the nature of the impact in the section below. Does it:</p> <ol style="list-style-type: none"> 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				<p>effects (whether positive or negative or both)?</p> <p>How does it mitigate any adverse impacts/ effects on the Welsh language?</p> <p>Does it promote and facilitate the use of the Welsh language?</p> <p>Does it increase the number of people speaking Welsh?</p>

5 How has your proposal embedded and prioritised the sustainable development principle in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term needs</p>	<p><i>We are required to look beyond the short term timescales for financial planning and political cycles and instead plan with the longer term in mind (guidance says at least 10 years, but preferably 25). Consider what impact this will have on the community in the long term.</i></p> <p>This VAWDASV Strategy seeks to consider the long term outcomes for victims, survivors and their families and in particular any children and young people exposed to VAWDASV.</p> <p>We will approach regional commissioning and the implementation of an agreed sustainable funding model pragmatically and ensure that the short term needs of survivors continue to be met whilst any longer term reconfiguration is undertaken.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p><i>Have you considered how acting in collaboration with any other person, organisation or any other part of our organisation could help meet this proposal and meet our well-being objectives?</i></p> <p>The Gwent VAWDASV Partnership will work collaboratively with partners and stakeholders to ensure that the actions, objectives and targets of this strategy are met.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do you plan to involve them in the future? Do those people reflect the diversity of the area which is served?</i></p> <ul style="list-style-type: none"> • Residents • Local businesses • Community groups • partners <p>Integral to the development and on-going review of this strategy is: Listening to victims, survivors and their families to understand their experiences of support offered to them to continually review and make improvements in responses; Involving all partner agencies that are able to make an impact on VAWDASV.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p><i>When developing this proposal have you considered what the root causes of the issue are? Does this proposal address the root causes and prevent them from occurring?</i></p> <p>Understanding and preventing the occurrence of VAWDASV and preventing poor outcomes for victims, survivors and their families. This strategy recognises that early intervention is the primary overarching principle to tackling VAWDASV and improving outcomes for victims and those closest to them, particularly children.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><i>How does this proposal impact on the Well-being Goals, the council's Well-being Objectives and Well-being Objectives from other organisations</i></p> <p>Well-being Goals</p> <ul style="list-style-type: none"> • A prosperous Wales • A resilient Wales • A healthier Wales • A more equal Wales • A Wales of more cohesive communities • A Wales of vibrant culture an thriving Welsh Language • A globally responsible Wales <p><i>It is important to refer to the definitions of each of these goals to ensure that you are considering the full implications of each goal. These can in the guidance.</i></p> <p>Newport City Council Well-being Goals</p> <ul style="list-style-type: none"> • To improve skills, educational outcomes and employment opportunities • To promote economic growth and regeneration whilst protecting the environment • To enable people to be healthy, independent and resilient • To build cohesive and sustainable communities

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The Gwent VAWDASV Strategy contributes to the Well-being Goals set out in the Well-being of Future Generations (Wales) Act 2015:

- A prosperous Wales
- A resilient Wales
- A healthier Wales
- A more equal Wales
- A Wales of more cohesive communities

The Gwent VAWDASV Strategy contributes to the Newport City Council Well-being Goals:

- *To enable people to be healthy, independent and resilient*
- *To build cohesive and sustainable communities*

7 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

No. This strategy aims to ensure a consistent approach across Gwent.

8 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission

The purpose of this strategy is to address violence against women, domestic abuse and sexual violence recognising that it is a violation of human rights and a cause and consequence of inequality between women and men.

Whilst it is important that this Strategy acknowledges and communicates the disproportionate experience of women and girls it recognises that anyone (women, men, children and young people) can experience and be affected by domestic abuse, rape and sexual assault, sexual abuse, forced marriage, child sexual abuse, stalking and harassment, sexual harassment and exploitation. This can happen in any relationship regardless of sex, age, ethnicity, gender, sexuality, disability, religion or belief, income, geography or lifestyle. A significant number of those who experience VAWDASV will have one or more 'protected characteristics', under the Equality Act 2010 and will face additional vulnerabilities and increased barriers to support. This Strategy aims to tackle all forms of VAWDASV.

9 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

There are challenges to ensuring that all groups are effectively involved. It is important to note that there was limited consultation with male survivors during the development of the strategy which has highlighted significant gaps in knowledge. The Partnership Board are aware of the challenges for engaging with particular groups and will endeavour to consult widely with all people from a range of different circumstances including male victims and others who are affected by VAWDASV (including community support networks).

Survivor consultation underpinned by best practice guidance for the Region, will continue to inform the delivery of this strategy.

10 Monitoring, evaluating and reviewing

How and when will the impact of the proposal/ policy be monitored and reported on?

The Strategic Delivery Plan which accompanies this strategy is a working document that outlines the annual commitment to achieving the strategic priorities. The Partnership Board through its Strategic Delivery Group will be responsible for implementation and monitoring.

On-going and emerging issues around equality and diversity will be a priority focus across all work-streams and the delivery of the strategy will be informed by these.

Survivor and service user perceptions provide the continuous opportunity to inform, refine and improve services.

11 Involvement

How will people be advised of the changes and of the FEIA?

The outcome of this FEIA will be reported to each relevant authority partner organisation and will be published on Newport City Council's equalities page.

12 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language

The purpose of this strategy is to address inequalities inherent in all forms of violence against women, domestic abuse and sexual violence. There are no identified inequality implications either intended or unintended as a result of this strategy.

The strategy has been made available in Welsh throughout consultation. All required partner organisations will be responsible for their obligations under the Welsh language

Act

Through on-going monitoring, evaluation and review the VAWDASV Partnership will ensure issues around equality are consistently raised and delivery of the strategy adapted.

Wellbeing of Future Generations (Wales) Act 2015

[The Well-Being of Future Generations \(Wales\) Act 2015](#) sets out seven wellbeing goals relevant to the prevention of violence against women, domestic abuse and sexual violence and support of survivors. The Act puts in place a “sustainable development principle” which requires public bodies to follow five ways of working to ensure they work collaboratively with people and communities, avoid repeating past mistakes and to tackle some of the long term challenges being faced. The five ways of working in the context of VAWDASV are:

- **Prevention:** Understanding and preventing the occurrence of VAWDASV and preventing poor outcomes for victims, survivors and their families.
- **Integration:** Integrating activity across the statutory and third sector and ensuring the coordination of programmes of work such that they achieve the maximum benefit.
- **Collaboration:** Collaborating through the Gwent VAWDASV Partnership Board, the Strategic Delivery Group and Sub-groups and between the partner bodies.
- **Involvement:** Listening to victims and survivors to understand their experiences of the support offered to them to continually review and make improvements in responses. Involving all agencies that are able to make an impact on VAWDASV.
- **Long Term:** Considering the long term outcomes for victims, survivors and their families and in particular any children and young people exposed to VAWDASV.