

Diversity impact assessment

TITLE Name / description of the issue being assessed	Kent & Medway Domestic Abuse Strategy
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DATE Date the DIA is completed	28/10/2020
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LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Aeilish Geldenhuys Head of Public Health Programmes
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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?

This is an updated Domestic Abuse Strategy for all of Kent and Medway to replace the previous strategy that was in place from 2016 until 2020. The Strategy better reflects new national definitions and policies that have been developed since the previous version.

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

See consultation report, JSNA on Domestic Abuse.

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 (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	
Disabilty		✓	
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?

The impact of abuse can result in a range of negative and harmful effects on health, wellbeing and outcomes in life. Domestic abuse impacts upon future generations and their ability, capacity and attitude towards relationships, parenting, self-esteem and mental health. Domestic abuse affects the whole family, and prevention or responses must recognise both the immediate impacts which domestic abuse may have on an individual or family, and also its long-term consequences. This is a strategy document about how we want to develop and improve our services over the next 3 years.

The strategy recognises the more encompassing definition of Domestic Abuse set out by the government in that it is not just defined by physical violence but can also include:

coercive control and 'gaslighting'
 economic abuse
 online abuse
 threats and intimidation
 emotional abuse
 sexual abuse

This means that more victims than before can be identified for support.

Diversity impact assessment

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

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

This is an overarching strategy with commitment from statutory partners across Kent and Medway. The aim of the Strategy is to reduce prevalence of domestic abuse by working in a preventative way to support all victims (regardless of gender, ethnicity or sexuality). The Strategy will be supported with an annual strategic assessment which will help shape an action plan to deliver the 5 strategic priorities. This annual assessment will help ensure that any at risk or hard to reach groups are identified and services developed to support them more appropriately.

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

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.

Proceed with the adoption of the strategy supported by locally developed action plan.

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

Assistant Director

James Williams

Date

28/10/20

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

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