

## Equalities Analysis in Lambeth

### **Proposal Title:**

Lambeth Made Safer Violence Against Women and Girls Strategy 2021-2027

### **Author:**

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### **Who will sign off the assessment?**

Abi Onaboye – Director of Children's Commissioning and Community Safety,

**Q1a. What is changing?** *(What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?)*

This is a new strategy setting out a change in vision, strategic priorities, commitments and goals to the previous strategy. This is happening because the previous strategy needs updating and has expired. To produce the strategy we have reviewed: VAWG prevalence data and analysis, learning from previous VAWG strategies, other VAWG strategies (local, regional and national), what services are available in the borough and findings from our stakeholder engagement, including residents, practitioners, expert organisations and victims of violence. The strategy itself does not represent a change in resident facing service provision; however the strategy will produce a variety of deliverables and these may be individually assessed for their impact on equality as necessary.

**Q1b. Who will be involved in approving this decision?** *(Who else will be involved in signing-off this decision?)*

EIA Panel

**Q2a. What do we know about the people who will be impacted by this change?** *(What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?)*

All protected groups can be impacted by violence against women and girls and are therefore can be impacted by the new strategy.

Lambeth Council and its partners hold various data sets on victims and perpetrators of VAWG (and their children) and there is significant research into all strands of VAWG. This gives us a robust understanding of prevalence, who is impacted by these types of violence and of their experiences.

We know that there is over and under-representation of some groups of Lambeth's residents in services. For example, Black and disabled women are over-represented in our specialist VAWG services when compared to the population of Lambeth (in 2020/21, of all engaged clients supported by our community based VAWG support service, the Gaia Centre: 44%

identified as Black and 40% identified as having a disability). National research evidences that whilst Black and multi-ethnic women are disproportionately impacted by specific forms of violence against women and girls – such as forced marriage and “honour”-based violence – their experiences of violence are often intersecting and overlapping (Thiara, 2012). D/deaf and disabled women are twice as likely as their hearing and non-disabled peers to suffer domestic abuse (British Crime Survey, 2020). Trans and non-binary residents are underrepresented in our specialist services (in 2020/21, only 0.2% of referrals were for trans or non-binary residents). Current studies estimate that almost 80% of LGBT+ victims and survivors have never reported incidents to the police or attempted to find advice or protection from services (Galop, 2019) and that trans women are at particularly high risk from domestic and sexual violence (Galop, 2019).

In 2020/21, of all engaged clients supported by the Gaia Centre:

- 95% were women, 5% men and 0.2% were trans and non-binary
- Ethnicity of engaged clients:

<b>Ethnicity</b>	<b>No. of clients</b>	<b>%</b>
Asian or Asian British Any other Asian background	14	2.15%
Black African - Nigerian	2	0.31%
Black African - Other	5	0.77%
Black Caribbean	114	17.54%
Black or Black British African	92	14.15%
Black or Black British Black or Black British	58	8.92%
Black other	15	2.31%
Central Asian Afghan	1	0.15%
Central Asian other	1	0.15%
Dual Heritage other	31	4.77%
Dual Heritage White - African	6	0.92%
Dual Heritage White Bangladeshi	1	0.15%
Dual Heritage White Caribbean	26	4.00%
Dual Heritage White Indian	1	0.15%
Dual Heritage White Pakistani	1	0.15%
European Other – Albanian	2	0.31%
European Other - Hungarian	2	0.31%
European Other - Lithuanian	2	0.31%
European Other - Polish	11	1.69%
European Other - Romanian	1	0.15%
European Other - Slovakian	2	0.31%
Latin American	27	4.15%
Middle Eastern Iranian	3	0.46%
Middle Eastern Iraqi	1	0.15%
Middle Eastern Israeli	1	0.15%
Middle Eastern Saudi Arabian	1	0.15%
Middle Eastern Turkish	1	0.15%
North African – Algerian	1	0.15%
Not asked	8	1.23%
Not Disclosed	5	0.77%
South American - Brazilian	1	0.15%
South Asian Bangladeshi	10	1.54%
South Asian Indian	8	1.23%
South Asian Pakistani	10	1.54%
South Asian Sri Lankan	1	0.15%
South East Asian Chinese	3	0.46%

Traveller - Bulgarian	1	0.15%
Traveller - Russian	1	19.69%
White British	128	19.69%
White Irish	2	0.31%
White Other	49	7.54%
<b>Total</b>	<b>650</b>	<b>100.00%</b>

- 7% required an interpreter
- 40% identified as having a disability
- 4% identified as LGBT+
- 6% were aged under 18; 10% were 18-25; 37% were 26-35; 25% were 36-45; 13% were 46-55; 5% were 56-65; and 2% were over 66.
- 63% were single; 20% married; 5% co-habiting; 3% divorced; 1% widowed; 7% separated; 1% not known.

The Gaia Centre does not routinely record data on socio-economic status, religion, or language, however, alternative measures and/ or national evidence are used to assess impact in these areas.

Gathering evidence for the strategy development made it clear that the quality of data is dependent on help-seeking patterns and the data source e.g., police reports, specialist service referrals, social care involvement etc. Most data sources have provided evidence to inform the development of this strategy and this does include information broken down by protected characteristics. However, there are gaps in both recording and reporting of data and this effects visibility of some groups. We are aware of these gaps and aim to address this over the period of this strategy. Similarly, in terms of equalities considerations, we have committed to further understand how experiences of support differs for residents based on certain protected characteristics – this moves away from looking at data to monitor prevalence and visibility/access and moves to a more complex and robust process to examine difference in experience.

We consulted with survivors of all forms of VAWG through independent one-to-one interviews and surveys as well as residents and practitioners from across the borough in the creation of the strategy. We also utilised a 'critical friends' model in the development of the final document: specialist organisations were asked to comment on the draft strategy, ensuring that this was a robust, inclusive and representative as possible. The below organisation provided feedback, representing specialist services based within Lambeth and pan-London services who work with Lambeth residents:

- Africa Advocacy Foundation
- Asha
- Black Thrive Lambeth
- Disability Advice Service Lambeth
- Fulfilling Lives Lambeth, Southwark and Lewisham
- The Gaia Centre
- Galop
- Healthwatch
- Lambeth Council Equalities Forums (Black, Asian and multi-ethnic staff forum; LGBT staff forum; and Women's staff forum)
- Milk Honey Bees
- RedThread
- Respeito

- Signhealth
- Solace Women's Aid
- Tender
- Women in Prison

**Q2b. How will they be impacted by the change?** *(Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty')*

We would assess that this new strategy is the most comprehensive to date in terms of commitments to equality of access and experience.

The strategy commits to create equal access to support and ensure that the outcomes achieved are equitable for all victims and survivors. To do this we need to better understand the needs of all our communities. We need to better understand these differences and individual experiences. We will improve our data collection and act on the expertise of those who have lived experience to ensure that our strategy and delivery are inclusive and representative. This includes people from Black, Asian and multi-ethnic communities; migrant residents; those with no recourse to public funds; those with insecure immigration status; Gypsy, Roma and Traveller communities; trans, non-binary and gender non-conforming residents; those who are LGBTQ+; those with disabilities; working class residents; younger and older people; and those experiencing multiple disadvantage.

The strategy has also made it clear that other wider forms of structural inequality, discrimination and disadvantage impact on individual experiences of VAWG, access to support, and experiences within services, and that these must be tackled alongside this strategy in order to maximise its impact. This includes a commitment to align with the Borough Plan in taking an anti-racist approach when tackling inequality within the borough.

**Q3a. How do you plan to promote and deliver any positive impacts of the proposal?** *(How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?)*

The principles of fairness and equality of opportunity have been built into the strategy commitments and this needs to be communicated to our residents; we have a comprehensive communications plan in place in order to deliver this.

The strategy will sit alongside an annual action plan which, for the first time, will be published.

We will create multiple resident forums as well as utilising existing forums (namely Lambeth Made Communities) to both inform our work, scrutinise the strategy delivery and report to on outcomes. This aims to ensure we are held to account on the commitments to address inequalities that we have set out and that we are required to regularly report to our residents, stakeholders and communities.

**Q3b How do you plan to address and mitigate any negative impacts of the proposal?** *(What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?)*

N/A

**Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this? (Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?)**

We have a governance structure in place to oversee the delivery of the strategy; from a Strategic Partnership Board, priority workstreams and forums. One of the first roles of the Strategic Partnership Board, once established, will be to consider how we will evaluate impact on protected characteristics.

**Section to be completed by Sponsor/Director/Head of Service**

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

**Comments from Sponsor/Director/Head of Service**

**Executive Approval**

07.09.2021 – Abi Onaboye