

Equality Impact Assessment- Stage 2 Template

Table 1: Defining the Policy

Title of Policy:	Redesign of Women’s Services in Clackmannanshire
Service:	Strategy and Customer Services
Team:	Strategy and Performance
<p>What is the purpose of the proposed policy or changes to established policy?</p> <p>To redesign existing women’s services in Clackmannanshire and tender new contract/s in 2018. Existing women’s services being funded by Clackmannanshire Council are Rape Crisis and Women’s Aid. An efficiency target of £20k saving has been proposed.</p> <p>Forth Valley Rape Crisis and Clackmannanshire Women’s Aid are both currently independently funding by Clackmannanshire Council although the amount of grant each receives varies significantly. Each have in place an annual Service Level Agreement with Clackmannanshire Council.</p> <p>In line with the Local Outcome Improvement Plan 2017/2027 we will be seeking to redesign services with a balance on both prevention and support/intervention in Clackmannanshire. The design of women’s services in Clackmannanshire will align with the LOIP and Scotland’s Equally Safe Strategy along with Clackmannanshire’s Violence Against Women Strategy.</p>	
<p>Who is affected by the policy or who is intended to benefit from the proposed policy and how?</p> <p>Rape Crisis and Clackmannanshire Women’s Aid will be affected as well as service users from both organisations and partners they deliver services in conjunction with.</p>	
<p>How have you, or will you, put the policy into practice? Who will be responsible for delivering it?</p> <p>The Head of Strategy and Customer Services will have responsibility for implementation.</p>	

Table 2

In the Stage 1 Screening you identified that the policy will impact on one or more of the protected characteristics.

What information do you have that tell you how this policy might have an impact.

Key Questions:

- Will the impact of the proposed policy/function be the same or different for each group identified.
- Is there any indication or evidence of higher or lower participation or uptake of services by different groups?
- Are there any groups of people who are not taking up services?

Protected Characteristic	What Evidence do you have and Consultation has been undertaken
Sex	<p>A meeting was held with both Forth Valley Rape Crisis and Clackmannanshire Women's Aid to discuss the proposal and the likely impacts of the proposal. Both organisations have submitted written representations as part of the consultation process and both have undertaken a detailed equality impact assessment.</p> <p>This information has been used to inform this assessment.</p> <p>Impacts on equality groups are set out below, however some general impacts are made here:</p> <p>The users of women's services in Clackmannanshire are extremely vulnerable. Many have additional barriers to accessing services through poverty; disability and poor mental health. Many are at risk of self harm or suicide, and many are at risk of physical, emotional and sexual abuse.</p> <p>It is likely that Forth Valley Rape Crisis will close the Stirling centre if they bear the majority of the efficiency target (£20k). They currently receive an annual grant of £13k. Clients/survivors will require to travel elsewhere for support/counselling and given the nature of the services provided and the barriers many face will create high additional impacts. For clients/survivors already receiving support/counselling the impact is likely to be significant for them.</p> <p>Clackmannanshire Women's Aid currently receive a grant of £160k each year. The impact of the efficiency target would be a reduction in the number of women's workers in Clackmannanshire. The impact of that would be women at risk of harm and abuse not receiving the support they require, when they require it, and women (and children) not being able to access refuge when they require it. The impact of continued domestic abuse and violence is severe on women (and men) and children and can even be fatal.</p> <p>Both Rape Crisis and Clackmannanshire Women's Aid work predominantly with women,, although not exclusively (both are involved in delivering some preventative work in addition to</p>

	directly supporting women (and some men) affected by abuse). It is considered that women however will be disproportionately impacted by the proposal.
Disability	Women who have a physical or mental disability are at higher risk of domestic violence and abuse. Both organisations work with women who are both physically and mentally disabled and this creates additional barriers to accessing support and being free from harm. It is considered that women with disabilities who experience domestic abuse will be directly impacted by the proposal. Accessing alternative means of support will also create additional impacts for women at risk of harm who have a disability.
Pregnancy and Maternity	Women are at a higher risk of abuse and violence from a partner during pregnancy. They are also more likely to try and hide abuse and violence from health care professionals during pregnancy because of concerns about social services involvement. It is considered that women who are pregnant who experience domestic abuse and violence will be directly impacted by the proposal.

Table 3: What is the impact on the protected characteristics identified? (see Step 3 of guidelines)

Protected Characteristic	Impact (H,M,L or U)*	Description of Impact
Sex	H	Impact of a reduced service across both organisations will be high.
Disability	H	Impact of a reduced service across both organisations will be high.
Pregnancy and Maternity	H	Impact of a reduced service across both organisations will be high.

Table 4: Does the policy need to be changed?(see step 4 of Guidelines)

Are there any changes?

Protected Characteristic		Description
Sex	Yes/ No	<p>If funding allows retain all funding to women's services in Clackmannanshire.</p> <p>If funding does not allow, phase the redesign to allow time for both organisations to look at alternative models of design and potential mitigations.</p>

Approved by:

Name (Head of Service)	Stuart Crickmar
Date	4 th December 2017 Updated 2 nd February 2018