

Equality Impact Assessment Number

Part A

Initial Impact Assessment

Proposal name

Annual Report: Addressing Domestic and Sexual Abuse / Violence Against Women and Girls 2022/23

Brief aim(s) of the proposal and the outcome(s) you want to achieve

To propose that the Annual Report on Addressing Domestic and Sexual Abuse / Violence Against Women and Girls 2022/23 is noted and endorsed.

Proposal type

- Budget Non Budget

If Budget, is it Entered on Q Tier?

- Yes No

If yes what is the Q Tier reference

Year of proposal (s)

- 21/22 23/23 23/24 24/25 other

Decision Type

- Coop Exec
- Committee (e.g. Health Committee)
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Lead Director for Proposal

Greg Fell

Person filling in this EIA form

Alison Higgins

EIA start date

21/09/2023

Equality Lead Officer

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Beverley Law
- Ed Sexton
- Louise Nunn

Lead Equality Objective ([see for detail](#))

<input type="radio"/> Understanding Communities	<input type="radio"/> Workforce Diversity	<input type="radio"/> Leading the city in celebrating & promoting inclusion	<input checked="" type="radio"/> Break the cycle and improve life chances
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Portfolio, Service and Team

Is this Cross-Portfolio

- Yes
- No

Portfolio

Public Health and Integrated Commissioning

Is the EIA joint with another organisation (eg NHS)?

- Yes
- No

Please specify

Consultation

Is consultation required (Read the guidance in relation to this area)

- Yes
- No

If consultation is not required please state why

This is a backward look but the Annual Report has been shared with commissioned providers and other partners and stakeholders

Are Staff who may be affected by these proposals aware of them

- Yes
- No

Are Customers who may be affected by these proposals aware of them

- Yes
- No

If you have said no to either please say why

Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<input checked="" type="radio"/> Health	<input checked="" type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input checked="" type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input checked="" type="radio"/> Voluntary/Community & Faith Sectors
<input checked="" type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input checked="" type="radio"/> Race	<input checked="" type="radio"/> Partners
<input checked="" type="radio"/> Religion/Belief	<input checked="" type="radio"/> Poverty & Financial Inclusion
<input checked="" type="radio"/> Sex	<input type="radio"/> Armed Forces
<input checked="" type="radio"/> Sexual Orientation	<input type="radio"/> Other
<input type="radio"/> Cumulative	

Cumulative Impact

Does the Proposal have a cumulative impact

- Yes No

<input type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

Proposal has geographical impact across Sheffield

- Yes No

If Yes, details of geographical impact across Sheffield

It refers to responses to addressing domestic and sexual abuse and violence against women and girls across the city.

Local Area Committee Area(s) impacted

- All Specific

If Specific, name of Local Committee Area(s) impacted

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

The annual report describes the impact of the work to address domestic and sexual abuse and violence against women and girls on key groups with protected characteristics in 2022/23

Is a Full impact Assessment required at this stage? Yes No

If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Initial Impact Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed Name of EIA lead officer

Part B

Full Impact Assessment

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes No

Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on the ability to live a healthy life and can have catastrophic impact on health. Sheffield's responses described have mitigated some of this potential impact on its citizens.

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes N

**Name of Health
Lead Officer**

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people of all ages including older and young people. Sheffield's responses described have mitigated some of this potential impact on its citizens.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people who are disabled. Sheffield's responses described have mitigated some of potential impact on its citizens. Many users report that they are disabled indicating a link between experience of abuse and impact on health.

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on pregnant women and new mothers. Sheffield's responses described have mitigated some of this potential impact on its citizens.

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people how are black and minoritized people as well as white people. Sheffield's responses described have mitigated some of this potential impact on its

citizens. Black and minoritized users make up to 57% of users in women's refuges with the lowest proportion – 16% being in perpetrator support

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people of all faiths and those who have no faith. Sheffield's responses described have mitigated some of this potential impact on its citizens.

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people both sexes. Sheffield's responses described have mitigated some of this potential impact on its citizens. Most service users are women but male service users are up to 12% of users in victim / survivor services for adults.

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people who are LGBT+ as well as heterosexual. Sheffield's responses described have mitigated some of this potential impact on its citizens. Services work with between 4% and 30% of users who are LGBT+.

Gender Reassignment (Transgender)

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people who are transgender as well as cisgender. Sheffield's responses described have mitigated some of this potential impact on its citizens. Transgender users are still a small minority however 2% of sexual abuse counselling clients identify as transgender and 1% of users of community based domestic abuse support.

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people who have caring responsibilities. Sheffield's responses described have mitigated some of this potential impact on its citizens.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Please explain the impact

This is a backward look at the work undertaken during 2022/23 to address domestic and sexual abuse and violence against women and girls. These issues impact on people living in poverty. Sheffield's responses described have mitigated some of this potential impact on its citizens.

Cohesion

Staff

Yes No

Customers

Yes No

Details of impact

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Responses to domestic and sexual abuse / violence against women and girls are multi agency involving health, criminal justice, employers, education, and council services such as social care and housing.

Armed Forces**Impact on Staff**

Yes No

Impact on Customers

Yes No

Details of impact

Some users of commissioned services will be connected to the armed forces.

Other

Please specify

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Action Plan and Supporting Evidence

What actions will you take, please include an Action Plan including timescales

Commissioned services will continue to provide detailed demographic information regarding their users. This will be discussed in performance management meetings and areas of concern addressed. Issues regarding particular groups will be identified and consulted on as part of the development of a new domestic and sexual abuse / violence against women and girls strategy for the city over the coming year. Efforts will be made to consult widely with stakeholders from affected groups and communities including people with lived experience.

Supporting Evidence (Please detail all your evidence used to support the EIA)

Reported performance from commissioned providers. Information from Domestic Homicide Reviews

Detail any changes made as a result of the EIA

Following mitigation is there still significant risk of impact on a protected characteristic. Yes No

If yes, the EIA will need corporate escalation? Please explain below

Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed

DD/MM/YYYY

Name of EIA lead officer

Review Date

DD/MM/YYYY

