

Cabinet – Equality Impact Assessments	
Wednesday 22 December 2021 10.00 am	
AGENDA	

Item	Discussion	Portfolio
7	Mini-Competition to procure a call-off contract under Lot 3 of the Gloucestershire Framework Agreement for Domestic Abuse (Pages 1 - 22)	Cabinet Member - Adult Social Care Delivery
10	Accessibility Improvements to the Council Chamber (Pages 23 - 34)	Deputy Leader and Cabinet Member - Finance and Change

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Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Adults
Service area	Prevention, Wellbeing and Communities Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Gloucestershire Domestic Abuse Commissioning Framework: Lot 3 Perpetrator Service
Brief outline of the proposal(s)	<p>Gloucestershire County Council intends to carry out a mini-competition with the Providers on Lot 3 for the purposes of re-commissioning the Domestic Abuse Perpetrator Service (known as PRG)¹ prior to the end of the current contract on 30th June 2022.</p> <p>This activity will support the Domestic Abuse Local Partnership Board (DA LPB) to fulfil the strategic vision and priorities of the Gloucestershire Domestic Abuse Strategy</p> <p><u>Vision:</u> For Gloucestershire to be a county where domestic abuse is not tolerated and everybody can live free from abuse and harm, where healthy relationships are the norm and where victims/survivors and their children have access to the right support at the right time.</p> <p>For domestic abuse to be everybody's business, where a collaborative approach creates lasting change across our systems and communities, where the voice of the victim is at the heart of our response.</p> <p><u>Priorities:</u></p> <ol style="list-style-type: none"> 1. Prevention and early intervention

¹ Positive Relationships Gloucestershire

	<ul style="list-style-type: none"> 2. Multi-agency working and DA pathway development 3. Workforce development 4. High quality service provision for victims and their families 5. Working to break the cycle of perpetrator behaviour
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	To seek Cabinet approval to conduct a mini-competition between all the providers on Lot 3 of the Gloucestershire Framework for Domestic Abuse (GFDA) for the procurement of a four-year contract with an initial term of three years, with the option to extend for a further year, for services to address domestic abuse perpetrator behaviour. GCC Cabinet
Person(s) responsible for completing this assessment	Tina Hemingway, Outcome Manager for Domestic Abuse, Gloucestershire County Council Kate Richardson, Commissioning Officer, Gloucestershire County Council Maria Arthurs-Hartnett, Commissioning Officer, Gloucestershire County Council
Date of this assessment	

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021 Gloucestershire Domestic Abuse Strategy 2021- 24 which includes feedback from consultation with service users, providers and the wider communities in Gloucestershire
Workforce	N/A
Partners	

	Members on the Gloucestershire Domestic Abuse Local Partnership Board have been consulted on the proposals
Other	GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf Gloucestershire Domestic Abuse Needs Assessment 2021

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	<p>The new Lot 3 contract for Addressing Perpetrator Behaviour will provide specialist support to perpetrators of domestic abuse aged 18+ but it is expected that the service will predominately be accessed by service users aged 18 – 40 which reflects the national pattern for the age of perpetrators. Group work will take place with mixed age cohorts allowing for challenge and consideration of any generational views and ideas. Group leads will ensure that everyone is able to contribute to, and learn from, the conversations.</p> <p>Young people 13 – 19 who display lower risk harmful relationship behaviours will largely be supported by the Young People’s contract on Lot 4</p>	N/A GCC workforce not impacted
Disability	<p>Based on data the current Lot 4 PRG service is accessed by a higher percentage of people who identify themselves as disabled (19.7%) compared to the county population (18.8%). The intention with the new Lot 3 contract for Addressing Perpetrator Behaviour is to increase capacity in the service which would allow for a greater provision of 1:1 behavioural change work which can adapt to meet clients’ individual needs. People with a disability will be able to take part in group work where this is the best support offer for them, which will help to eliminate discrimination and promote good relations between people with and without a disability, and between people with different disabilities.</p>	

Sex	<p>The new Lot 3 contract for Addressing Perpetrator Behaviour will continue to support a greater percentage of male clients (82% in the current service), reflecting the gendered nature of domestic abuse where the majority of perpetrators are male.</p> <p>The service will offer an accredited Domestic Violence Perpetrator Programme (DVPP) to heterosexual male clients only, this is due to the specific requirements and theories of the accredited behavioural change programme, and reflects the gendered nature of domestic abuse.</p> <p>Female perpetrators and same sex perpetrators will be offered 1:1 behavioural change work. The service will provide a group work or 1:1 offer (as appropriate) on Healthy Relationships for both male and female clients.</p>	
Race	<p>Support though the new Lot 3 contract for Addressing Perpetrator Behaviour will remain available to all ethnicities. The current service is largely accessed by service users identifying as White British, though at a lower percentage than the wider County population. In general, the service has a higher proportion of service users who have identified themselves as White Other, BAME or mixed than the county population.</p> <p>The service will primarily provide group work which will enable clients from different communities to hear and learn from each other which will help to promote good relations and eliminate discrimination. There will also be 1:1 support provided where this will enable equal access to support where a group work offer may not be appropriate such as if there is a language barrier</p> <p>Additionally, there is underrepresentation in the data from the current Lot 4 PRG service of people engaging with support from some Black, Asian and Ethnic Minority communities. The need to improve links to the Black, Asian and Ethnic Minority community to encourage access to specialist support has been highlighted in the needs assessment and will be considered as part of the wider work of the DA Local Partnership Board/ Consultation Group rather than in this EIA.</p>	
Gender reassignment	<p>Currently 0.2-0.7% of services users in domestic abuse services have stated that their gender is not the same as they were assigned at birth. This is estimated to be</p>	

	<p>slightly lower than the percentage of the wider population.</p> <p>The new Lot 3 service for Addressing Perpetrator Behaviour will continue to support a greater percentage of male clients, reflecting the gendered nature of domestic abuse and is limited to providing the accredited Domestic Violence Perpetrator Programme to heterosexual males due to the nature of the behavioural change work.</p> <p>The service will provide tailored 1:1 behavioural change work to support the needs of clients who identified that their gender is not the same as they were assigned at birth.</p>	
Marriage & civil partnership	<p>Support through the new Lot 3 contract for Addressing Perpetrator Behaviour will continue to work with perpetrators of domestic abuse regardless of current relationship status to provide support where domestic abuse has occurred in current or past relationships. PRG also provide support to former and current female partners of clients on the DVPP.</p> <p>Clients in group work for healthy relationships and DVPP will benefit from peer support and challenge from others with a variety of relationship statuses.</p>	
Pregnancy & maternity	<p>The new Lot 3 contract for Addressing Perpetrator Behaviour will continue be able to support pregnant women and new mothers as part of their 1:1 behavioural change work, healthy relationship support and some support to the partner/ ex partners of men attending the DVPP, but they are only expected to make up a very small percentage of those accessing the service.</p>	
Religion and/or belief	<p>The current data collected by PRG suggests that religion is not a barrier to accessing the service and there is nothing to suggest this would change under the new contract.</p> <p>The service was not accessed by any Sikh, Jewish, or Buddhist service users but this is reflective of the County population. Clients in group work for DVPP and healthy relationships will benefit from peer support and challenge from others with a range of religions/ beliefs or lack thereof, and staff provide support to promote good relations between clients.</p>	

Sexual orientation	<p>The new Lot 3 contract for Addressing Perpetrator Behaviour will continue to offer the DVPP to only heterosexual males as this reflects the gendered nature of domestic abuse and the make-up of the client group.</p> <p>Should there be a need for behavioural change work with an LGBT+ perpetrator, that would be offered through 1:1 behavioural change work and healthy relationship programmes which would be tailored to the specific needs of the client. The proposal will consider increasing the capacity of this part of the service to better support LGBT+ clients, without detracting from the core DVPP offer or 1:1/group support for clients in heterosexual relationships.</p>	

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Negative impact: Absence of specialist services for higher risk perpetrators of harmful relationship behaviours aged 13-18 as this age range falls outside of the Lot 3 specification	Remains under review by the DA LPB who are considering undertaking a children's DA needs assessment as a supplement to the statutory needs assessment which	TBA	Gloucestershire Domestic Abuse Local Partnership Board

	focused on adult victims of domestic abuse.		
Positive impact: 1:1 support for perpetrators of domestic abuse who identified that that they have a learning difficulty	The current provider has reflected that there may be scope for a larger piece of research in the future to explore how individuals who have had difficulty adapting to a formal education setting may be more likely to demonstrate anger and frustration in unhealthy ways in their relationships.	TBA	Gloucestershire County Council and future Lot 3 provider

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
<p>Progress will be reported via the DA LPB.</p> <p>The DA LPB will consider how to increase reporting amongst specific groups currently underrepresented in data, to understand the true prevalence of domestic abuse and participation from these groups. This may include an analysis of the potential barriers to reporting amongst these groups and targeted campaigns to encourage reporting.</p> <p>There will be consultation and communication with relevant stakeholders, including through the Gloucestershire DA LPB: Strategic Group, Operational Group and Consultation Group</p> <p>Implementation of the Gloucestershire DA Strategy (which includes relevant activity) managed via the Delivery Plan and reporting through the DA LPB.</p>

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Professor Sarah Scott, Executive Director of Adult Social Care and Director of Public Health
Date	11.11.21

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Councillor Kathy Williams, Cabinet Lead for Adult Social Care Delivery
Date	15.11.21

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	Gloucestershire Context:

Source: *GCC Population Profile (2021)*:
<https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

In 2019, the resident population of Gloucestershire was estimated to be 637,070 people of which:

- 22.4% were aged 0-19;
- 56.0% were aged 20-64;
- 21.6% were aged 65 and over.

Gloucestershire has a lower proportion of 0-64year olds and a higher proportion of people aged 65+ compared to England. There is considerable difference at district level with the highest proportion of children and young people in Gloucester, exceeding the county and national figure and a higher proportion of people aged 65+ in Cotswolds, Forest of Dean, Stroud and Tewkesbury, again exceeding the county and national figure.

Service User Context: Perpetrators of Domestic Abuse

Source: *Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021*

The current service offers; a voluntary Domestic Violence Perpetrator Programme (25 weeks) for men aged 18 and over, healthy relationship group work and 1:1 sessions for both men and women 18 and over.

61% of service users are aged between 25 and 39, with a further 15.8% aged 18 - 24. 23% were aged between 40 and 59. Only 0.4% were aged over 60.

People in all age brackets under the age of 40 are overrepresented in the service compared to the Gloucestershire population. This is in line with the expected age pattern for DA perpetrators. People aged 40 to 54 are slightly underrepresented and people aged 55 and over are significantly underrepresented. This representation of client age has a strong correlation to the proportion of referrals received from Children's Social Care, where often young children are in younger families.

Information to provide further context on Domestic Abuse and Age

According to the CSEW year ending March 2020, women aged 16 to 19 years were more likely to be victims of any domestic

	<p>abuse in the last year than women aged 25 years and over. For men there were few differences by age.² Though abuse can begin earlier; a survey of 13 to 17-year olds found that a quarter of girls and 18% of boys reported having experienced some form of physical violence from an intimate partner. Younger people experiencing domestic abuse may have additional vulnerabilities associated with transitioning to adulthood and abuse may look different with the use of technology and social media. A SafeLives study found that almost a quarter of young people in contact with specialist domestic abuse services were demonstrating harmful behaviours.³</p> <p>Research around children and domestic abuse suggests 1 in 5 children are exposed to domestic abuse.⁴ Evidence on Adverse Childhood Experiences (ACEs) indicates that exposure to domestic abuse and other traumatic events as a child increases the likelihood that they will demonstrate health harming behaviours, have poorer educational outcomes and are more likely to be a perpetrator or a victim of violence in the future.⁵</p> <p>There is limited data on the numbers and experiences of domestic abuse amongst older people (60+); however, it is acknowledged that older people are often 'hidden' victims of domestic abuse. People aged 60+ are more likely to be abused by a current partner or adult family member and, on average, experience abuse for longer, than those aged 60 and under.⁶</p> <p>Gloucestershire Police data indicates that the majority of offenders are aged 25-34, followed by 35-44.⁷</p>
<p>Disability percentage/profile of service users who have a disability</p>	<p>Gloucestershire Context Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p>

² <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicscenglandandwales/yearendingmarch2020>

³ <https://safelives.org.uk/sites/default/files/resources/Safe%20Young%20Lives%20web.pdf>

⁴ (Radford, L et al. (2011): Child Abuse and neglect in the UK Today

⁵ <https://gov.wales/sites/default/files/publications/2019-08/cafcass-cymru-impact-on%20children-experiencing-domestic-abuse.pdf>

⁶ Safe Lives: Safer Later Lives Older people and domestic abuse:
<http://safelives.org.uk/sites/default/files/resources/Safe%20Later%20Lives%20-%20Older%20people%20and%20domestic%20abuse.pdf>

⁷ Add in link to needs assessment

In the 2011 Census, 16.7% of Gloucestershire residents (all ages) and 18.8% of adults reported having a long-term limiting health problem or disability. 7.3% reported that their activities were limited 'a lot' and 9.5% reported their activities were limited 'a little'. The Forest of Dean had the highest proportion of residents reporting a long-term limiting health problem at 19.6% of the total population, and was the only district that exceeded the national figure of 17.6%. Cheltenham had the lowest proportion of residents reporting a long-term limiting health problem at 15.1%.

As age increases, the proportion of respondents reporting a limiting health problem increases. In Gloucestershire 18.3% of people aged 50-64 reported a limiting long-term health problem, this increased to 49% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.

Estimated projections suggest that in 2021 in Gloucestershire, there will be:

- 12,095 people aged 18+ living with a learning disability equating to 2.3% of the adult population. Of this group, about 2,473 are estimated to have moderate or severe learning disabilities, equating to 0.5% of the adult population.
- 10,076 people 65 + living with dementia.

In 2020, approximately 1.4% of the 16+ population in Gloucestershire reported blindness or partial sight. During the same period, 6.9% of the population in Gloucestershire aged 16+ reported deafness or hearing loss.

Service User Context: Perpetrators of Domestic Abuse

Source: *Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021*

19.7% of service users identified themselves as having a disability, higher than the county population profile, especially as service users are predominantly in the 25-39 age group. 10.4% recorded mental health issues, 6.5% recorded a learning disability and 2.5% a physical disability.

It is believed by PRG that a significant proportion of those disclosing a learning disability have included dyslexia. There may be scope for a larger piece of research in the future to

explore how individuals who have had difficulty adapting to a formal education setting may be more likely to demonstrate anger and frustration in unhealthy ways as some of the clients do.

Recently there has been an expansion of service provision to include 1:1 support which can be more flexible to meet the accessibility needs of service users, including tools and handouts, session timings, and venues.

Information to provide further context on Domestic Abuse and Disability

A report in 2015 by Public Health England states that disabled people experience disproportionately higher rates of domestic abuse. They also experience domestic abuse for longer periods of time, and more severe and frequent abuse than non-disabled people. The report also states that disabled people experience more barriers to accessing support for domestic abuse.⁸

For the year ending March 2020, the CSEW showed that men and women aged 16 to 74 years with a disability¹ were more likely to have experienced domestic abuse in the last year than those without.⁹

SafeLives found that disabled women are twice as likely to experience domestic abuse than non-disabled women and that, even after receiving support, disabled victims were 8% more likely than non-disabled victims to continue to experience abuse. For one in five (20%) this ongoing abuse was physical and for 7% it was sexual. Additionally, intimate partners or family members often act as carers and this position of power can be exploited, leading to widespread and pervasive means of coercive control and social isolation.¹⁰

SafeLives also notes that services or change programmes for perpetrators may not be easily accessible to disabled perpetrators. Stereotypes may impact professionals' perceptions of what an abuser 'looks like', leading to the

⁸ [Disability and Domestic Abuse: risks Impacts and Response \(Public Health England \(2015\)\)](#)

⁹

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2020>

¹⁰ [SafeLives Spotlight #2: Disabled People and Domestic Abuse](#)

	<p>misconception that disabled people do not perpetrate domestic abuse.¹¹</p>
<p>Sex percentage/profile of service users who are male and who are female</p>	<p>Gloucestershire Context: Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%.</p> <p>Service User Context: Perpetrators of Domestic Abuse Source: Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021</p> <p>Positive Relationships Gloucestershire offers healthy relationship courses and 1:1 sessions for males and females and a voluntary Domestic Violence Perpetrator Programme (DVPP) for males only. 82.5% of service users are recorded as male.</p> <p>It is difficult to draw any conclusions from this data because the offer for female perpetrators only began in July 2018. Primarily, the data for females will be for the partners of the men engaged in the DVPP. Additionally, the Healthy Relationships works is now delivered in partnership with GLOWFed and they have taken the lead on assessments of females for this programme.</p> <p>Information to provide further context on Domestic Abuse and Sex</p> <p>1 in 4 women and 1 in 6 men will experience domestic abuse in their lifetime.¹² Of crimes recorded by the police in the year ending March 2020, the victim was female in 74% of domestic abuse-related crimes and between the year ending March 2017 and the year ending March 2019, 77% of victims of domestic homicide were female.¹³</p> <p>Whilst domestic abuse can affect anyone regardless of age, gender, sexual orientation, race, income, class, mental or physical ability or lifestyle, women and girls experience more</p>

¹¹ Ibid

¹² [Living without abuse](#)

¹³

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2020>

	<p>repeated, severe abuse and sexual violation, as well as more coercive control, injuries and fear of their partner.¹⁴</p> <p>Harmful gender norms, shame or honour, and stereotypes of masculinity and sexuality can act as barriers for male victims and survivors to seek support and can impact on reporting. For example, some male victims have found that harmful gender stereotypes around masculinity prevent them from discussing these issues or reaching out for help until they're in crisis.</p> <p>Gloucestershire Police data for the years 2017/18 – 2020/21 indicates the following and is in line with national findings:</p> <ul style="list-style-type: none"> • between 75-78% of victims were recorded as female, • perpetrators are predominately male (90.5%), • between 90-92% of individual victims discussed at MARAC were female, compared with 99.9% across England and Wales.¹⁵
<p>Race percentage/profile of service users who are from black and minority ethnic backgrounds</p>	<p>Gloucestershire Context</p> <p>Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>The 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian or Asian British, 1.5% were from a Mixed or Multiple Ethnic group, 0.9% were Black or Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, 3.1% were in an 'other White' category and 0.2% were in another ethnic group.</p> <p>The county's population is however, becoming increasingly diverse. The Black, Asian and minority ethnic population has increased by 70% since 2001. The number of people classed as White Other, which includes migrants from Europe, increased by 105.9% during the same period. Gloucestershire's 0-19 and 20-64year old populations are more diverse than age 65+ as shown in the table below:</p>

¹⁴ Home Office, 2014; NICE 2014a

¹⁵ [Gloucestershire Domestic Abuse Needs Assessment 2021](#)

Ethnic Group	% of age group		
	0-19	20 - 64	65+
White British	89.4%	91.0%	96.1%
White Irish	0.2%	0.6%	1.2%
White Gypsy or Other	0.2%	0.1%	0.0%
White Other	2.6%	3.9%	1.2%
White Total	92.4%	95.6%	98.6%
Mixed/multiple ethnic group	3.6%	1.0%	0.2%
Asian/Asian British	2.8%	2.3%	0.7%
Black/African/Caribbean/Black British	1.0%	0.9%	0.5%
Other ethnic group	0.2%	0.2%	0.1%
BME Group Total	7.6%	4.4%	1.4%

The 2011 census showed that 3.3% of people in Gloucestershire do not speak English as their main language. Polish was the most common language, followed by Gujarati and then Chinese.

Service User context: Perpetrators of Domestic Abuse

Source: *Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021*

A total of 83.8% of service users have identified themselves as White British. 4.3% of service users are White Other, 3.6% are Black or Black British, 4.3% are Asian or Asian British, 0.7% are of a mixed background and 1.1% recorded their ethnicity in the 'other' category.

As with the services for victims, there is a notable underrepresentation among those from an Indian or Indian British and Chinese or Chinese British background. However, people of a Gypsy and Traveller background account for 1.4% of service users which is higher than the Gloucestershire population.

Information to provide further context on Domestic Abuse and Race

For the year ending March 2020, the Crime Survey of England and Wales showed that those in the Mixed ethnic group were the most likely to experience domestic abuse, followed by those in the White ethnic group.¹⁶ However, research shows that the level of disclosure for Black, Asian and minority ethnic victims of domestic abuse is far lower than that of the general population.

16

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2020>

	<p>SafeLives national data shows that victims from ethnic minority communities typically suffer abuse for 1.5 times longer before getting help than those who identify as White and face more barriers to accessing support such as the need for an interpreter, no recourse to public funds, and a lack of knowledge about their rights. SafeLives evidence also suggests that a third of clients from an ethnic minority background are at risk of ‘honour’ based violence and they’re three times more likely to be abused by multiple perpetrators.¹⁷</p> <p>While there is no statistically significant difference in terms of ethnicity for those at risk of domestic abuse and sexual violence; female genital mutilation, forced marriage and so called ‘honour’ based violence are more prevalent in ethnic minority communities. Nationally in 41% of incidences of reported forced marriage, the person forced to marry is under 18.¹⁸</p> <p>There is strong evidence of disproportionate effect on women and girls. It is also recognised that some cultural beliefs around honour and reputation can act as barriers to seeking help and can play a role in controlling women and children’s behaviour, just as stigma and shame prevent many from seeking help.¹⁹ However, ‘honour’ based violence is experienced by both men and women, with factors such as sexuality and disability putting some men at particular risk.²⁰</p> <p>Nationally, there is a call for domestic abuse services to be intersectional in their approach and demonstrate that they are able to meet the needs of individuals from ethnic minority backgrounds. This involves having services run by those from the same backgrounds as those seeking support.</p> <p>Gloucestershire MARAC is consistent with the South West average, with 6% of individual victims being from Black, Asian and Minority Ethnic groups in 2019/20.²¹ This is proportionally higher than the county average of Black, Asian and ethnic minority population but is consistent with CSEW prevalence data</p>
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¹⁷ http://www.safelives.org.uk/practice_blog/supporting-bme-victims-%E2%80%93-what-data-shows

¹⁸ [Domestic Abuse and Sexual Violence \(DASV\) Joint Strategic Commissioning Strategy and Outcomes Framework](#)

¹⁹ <http://www.communitycare.co.uk/2006/11/01/a-look-at-domestic-violence-among-families-from-ethnic-minorities>

²⁰ <https://safelives.org.uk/sites/default/files/resources/Spotlight%20on%20HBV%20and%20forced%20marriage-web.pdf>

²¹ [Gloucestershire Domestic Abuse Needs Assessment 2021](#)

	<p>and issues such as ‘honour’ based violence are escalated to high risk status for consideration at MARAC.</p>
<p>Gender reassignment percentage/profile of service users who have indicated they are transgender</p>	<p>Gloucestershire Context Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>There are no official estimates of gender reassignment at either national or local level. Currently the best estimates on gender reassignment come from the Gender Identity Research and Education Society (GIRES). GIRES estimates that approximately 1% of the population in the UK are experiencing some degree of gender diversity. By applying the same proportion to Gloucestershire's 16+ population, we can estimate that there may be approximately 5,220 adults in the county who are experiencing some degree of gender diversity.</p> <p>Service User context: Perpetrators of Domestic Abuse Source: <i>Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021</i></p> <p>99.3% of service users said their gender was the same as assigned at birth, 0.7% said their gender was not the same as assigned at birth and some 0.77% of service users preferred not to respond to this question.</p> <p>Information to provide further context on Domestic Abuse and Gender Reassignment</p> <p>There is limited research on how many trans people experience domestic abuse in the UK; the best studies have small group samples. However, these figures suggest it is a significant issue. A report by The Scottish Transgender Alliance indicates that 80% of trans people had experienced emotional, sexual, or physical abuse from a partner or ex/partner.²²</p> <p>Trans and non-binary people can face additional forms of abuse based on their gender identity, including:</p> <ul style="list-style-type: none"> • Threatening to disclose the person’s gender identity, gender history, or HIV status without their consent. • Using hormones or gender-affirming medication to control.

²² https://www.scottishtrans.org/wp-content/uploads/2013/03/trans_domestic_abuse.pdf

	<ul style="list-style-type: none"> • Trying to undermine, change or suppress the person's gender identity.²³ <p>Research by Galop, the national LGBT+ anti-violence charity, found that trans and non-binary people faced additional barriers in accessing domestic abuse support, including not recognising their experience as abuse, fear of transphobia from professionals or past negative experiences with services, and belief that non-LGBT+ services are not for LGBT+ people.²⁴</p>
<p>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</p>	<p>Gloucestershire Context: Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>Among residents of Gloucestershire:</p> <ul style="list-style-type: none"> • 30.5% are single and have never married or registered a same-sex civil partnership; • 50.2% are married; • 0.3% are in a registered same-sex civil partnership; • 2.3% are separated but still legally married or still legally in a same sex civil partnership; • 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved; • 7.2% are widowed or a surviving partner from a same sex civil partnership. <p>There is considerable variation in marital status between age groups, with those aged 16-24 most likely to be single. Gloucestershire has a lower number of people who are single or separated when compared with the national figure. In contrast, the proportion of people who are married, divorced or widowed exceeds national figures.</p> <p>Service User context: Perpetrators of Domestic Abuse Source: <i>Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021</i></p> <p>55.2% of service users said they were married or in a civil partnership. Service users were slightly more likely to be married or in a civil partnership than the Gloucestershire population. As participants are seeking support for their relationships, this</p>

²³ <https://galop.org.uk/types-of-abuse/domestic-abuse/>

²⁴ <https://galop.org.uk/wp-content/uploads/2021/05/Barriers-Faced.pdf>

	<p>overrepresentation is expected. As above, this is in line with what would be expected for this type of service.</p> <p>Information to provide further context on Domestic Abuse and Marriage & Civil Partnership</p> <p>According to the CSEW, year ending March 2020, adults who were separated or divorced were more likely to have experienced domestic abuse compared with those who were married or civil partnered, cohabiting, single or widowed.²⁵</p>
<p>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</p>	<p>Gloucestershire Context</p> <p>Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>There were 6,124 live births in Gloucestershire in 2019. The largest proportion was among the 30-34-year-old age group (34.1%), with 27.8% in the age band 25-29. This is not a perfect measurement of pregnancy in the population as not all pregnancies result in a live birth. Conversely, all pregnancies begin with conception and the 2011 census data on conceptions per capita indicate that 2.9% of the Gloucestershire population had conceived in the previous year.</p> <p>Service User context: Perpetrators of Domestic Abuse</p> <p>Source: <i>Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021</i></p> <p>82.5% of services users are recorded as male. 1 service user in the time period was pregnant during the period they used the service.</p> <p>Information to provide further context on Domestic Abuse and Pregnancy & Maternity</p> <p>Pregnancy is a high-risk indicator of domestic abuse. Around 30% of domestic abuse begins during pregnancy, while 40–60% of women experiencing domestic abuse are abused during pregnancy.²⁶ Abuse during pregnancy can have health and wellbeing implications for both mother and child. Recent</p>

²⁵

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2020>

²⁶ https://safelives.org.uk/sites/default/files/resources/SAFJ4993_Themis_report_WEBcorrect.pdf

	<p>research has highlighted that babies are particularly vulnerable to experiences of domestic abuse. Pregnant women also find it harder to leave, particularly because of concerns about finance and housing.²⁷</p>
<p>Religion and/or belief percentage/profile of service users religious beliefs</p>	<p>Gloucestershire Context Source: <i>GCC Population Profile (2021):</i> https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>According to the 2011 census, the most reported religion in Gloucestershire was Christianity, accounting for 63.5% of the total population, which is higher than the national figure. This was followed by No Religion which accounts for 26.7% of the population. Muslim, Hindu, Buddhist, Jewish, Sikh and Other Religion together make up 2.4% of the population, lower than the 8.7% nationally.</p> <p>Between 2001 and 2011 the number of Christians in the county declined. This was accompanied by an increase in the number of Muslims, Buddhists and people following no religion.</p> <p>Service User context: Perpetrators of Domestic Abuse Source: <i>Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021</i></p> <p>Information on religion was collected for 97% of service users. 34.3% of those said they were Christian, with 61.3% saying they were Atheist or had no religion, in contrast to Gloucestershire population data. 4.1% said they were Muslim and 0.4% were Hindu, both overrepresented compared to the Gloucestershire adult population. There were no Sikh, Jewish, or Buddhist service users.</p> <p>Information to provide further context on Domestic Abuse and Religion or Belief</p> <p>Research from 2015 found no significant differences between all of the religions but did find differences when comparing some groups against others. Women with no religion were more likely to have experienced partner abuse in the last 12 months (7.4%)</p>

²⁷ <https://www.womensaid.org.uk/wp-content/uploads/2019/12/Supporting-women-and-babies-after-domestic-abuse.pdf>

	<p>than Christian women (5.7%), Muslim women (2.9%) and Hindu women (1.8%).²⁸</p>
<p>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</p>	<p>Gloucestershire Context: Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>There are no official estimates of sexual orientation at a local or national level. National evidence suggests between 2.3% and 7.0% of people are lesbian, gay or bisexual (LGB). Young people (aged 16-24) are more likely to identify as LGB than older age groups, who make up a larger proportion of the client group.</p> <p>Service User context: Perpetrators of Domestic Abuse Source: <i>Positive Relationships Gloucestershire (PRG) Monitoring Information April 2017 – March 2021</i></p> <p>98.9% of service users reported they were heterosexual and 1.1% LGB. Of these, 0.4% were lesbian (2% of female service users) and 0.7% were bisexual, suggesting that LGB people, particularly LGB people identifying as male, are underrepresented in the service. It is not stated whether the people who identified as bisexual were seeking support for same or opposite-sex relationships.</p> <p>The Domestic Violence Perpetrator Programme (DVPP) is only open to men in opposite-sex relationships and the 1:1 offer for people in same-sex relationships has only been available since mid-2018. Nationally, there is a lack of evidence-based support for interventions for abuse in same-sex relationships.</p> <p>Information to provide further context on Domestic Abuse and Sexual Orientation</p> <p>Research from Stonewall suggests that 11% of LGBT+ people have faced domestic abuse from a partner in the last year. This increases to 17% of black, Asian and minority ethnic LGBT+ people. Bi women are more likely to experience domestic abuse than heterosexual women and lesbians.²⁹</p>

²⁸

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/womenmostatriskofexperiencingpartnerabuseinenglandandwales/yearsendingmarch2015to2017>

²⁹ https://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_home_and_communities.pdf

	<p>LGB people can face additional forms of abuse based on their sexual orientation, including:</p> <ul style="list-style-type: none"> • Threats to disclose the person’s romantic or sexual orientation, or HIV status without their consent. • Pressure to keep the person’s identity or relationship secret. • Denying that LGBT+ people in intimate relationships can experience domestic abuse. • Attempts to undermine, change or suppress the person’s romantic or sexual orientation.³⁰ <p>SafeLives research suggests that LGB people face further barriers to accessing domestic abuse support and are underrepresented compared to the general population. LGB people are more likely to present with higher levels of risk and complex needs by the time they access support.³¹</p>
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Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:0
Age	Not applicable
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	

³⁰ <https://galop.org.uk/types-of-abuse/domestic-abuse/>

³¹ <https://safelives.org.uk/sites/default/files/resources/Free%20to%20be%20safe%20web.pdf>

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Corporate Resources
Service area	Asset Management & Property Services
Title of the activity being assessed i.e. the strategy, plan, policy or service	Accessibility Improvements to the Council Chamber
Brief outline of the proposal(s)	The Council Chamber has remained largely unchanged since its last major refurbishment in the 1960s and is no longer fit for purpose. Not only is it tired and dated but it does not meet the legislative requirements of the current day. Equipment is obsolete and irreparable and provides difficulties in providing accessibility to both disabled members of staff and visitors as well as a more general lack of comfort for able bodied people. Full refurbishment will bring the space up to date.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text" value="County Councillors and local citizens"/>
Decision to be taken and decision maker	Cabinet – Key Decision
Person(s) responsible for completing this assessment	Rob Barnes - Head of Property Delivery
Date of this assessment	9th November 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	Asset Management & Property Services – Head of Property Delivery
Workforce	Research has taken place through the workforce 2021 equality and diversity report.
Partners	N/A
Other	Consultancy designers County Councillors Consultation has taken place with the Group leaders.

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidence how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	No identified significant impact	The proposal will involve contractors in selecting employees from the full range of the current EU work force, covering age and gender.
Disability	<p>The proposals will significantly improve access to the Council chamber for councillors, staff and local citizens:</p> <ul style="list-style-type: none"> • Direct lift access to the council chamber (lift to include full wheelchair access and brail signage etc) • Reduction of the centre “pit” to create a larger flat floor with compliant ramps 	Contractors/suppliers will be required to demonstrate they comply with the Equalities Act 2010.

	<ul style="list-style-type: none"> • New adjustable seating as well as wheelchair standing areas. • Improved visual contrast within flooring and around key doorways and access routes. • Hearing loop • Better acoustic control within the chamber. • Upgraded Part M compliant toilet on the ground floor in the public access area. (Other toilets are currently out of scope as they form part of another project). 	
Sex	No identified significant impact'	The proposal will involve contractors in selecting employees from the full range of the current EU work force, covering age and gender.
Race	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Gender reassignment	No identified significant impact	The proposal will involve contractors in selecting employees from the full range of the current EU work force, covering age and gender.
Marriage & civil partnership	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Pregnancy & maternity	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Religion and/or belief	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Sexual orientation	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Upgrade space to comply with equalities act, fire regulations and other building legislation.	Fully compliant refurbished Council Chamber, achieving statutory compliance and legislative requirements whilst taking advantage of updating the chamber whilst other works commence, providing cost efficiency to meet the basic needs as well as an overall refurbishment.

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Full refurbishment	Upgrade the council chamber	2021/22	AMPS

6. Monitoring and review

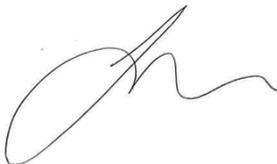
The following processes/actions will be put in place to keep this 'activity' under review:

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Steve Mawson
Date	07/12/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Lynden Stowe
Date	8.12.21

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information																							
<p style="text-align: center;">Age <i>percentage/profile of service user ages</i></p>	<p>GCC Workforce Equalities Report Tables February 2021</p> <p>GCC Employees as 1st February 2021 4043</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Age</th> <th style="text-align: center;">Percentage of Workforce</th> <th style="text-align: center;">Working Age Population of Gloucestershire</th> </tr> </thead> <tbody> <tr> <td>16-25</td> <td style="text-align: center;">6.28%</td> <td style="text-align: center;">17.50%</td> </tr> <tr> <td>26-35</td> <td style="text-align: center;">18.38%</td> <td style="text-align: center;">18.50%</td> </tr> <tr> <td>36-45</td> <td style="text-align: center;">21.07%</td> <td style="text-align: center;">19.30%</td> </tr> <tr> <td>46-55</td> <td style="text-align: center;">30.97%</td> <td style="text-align: center;">23.90%</td> </tr> <tr> <td>56+</td> <td style="text-align: center;">23.30%</td> <td style="text-align: center;">20.80%</td> </tr> <tr> <td>Grand Total</td> <td style="text-align: center;">100.00%</td> <td style="text-align: center;">100.00%</td> </tr> </tbody> </table>			Age	Percentage of Workforce	Working Age Population of Gloucestershire	16-25	6.28%	17.50%	26-35	18.38%	18.50%	36-45	21.07%	19.30%	46-55	30.97%	23.90%	56+	23.30%	20.80%	Grand Total	100.00%	100.00%
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Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	RACE	Percentage of Workforce	Population of Gloucestershire
	Asian	2.38%	2.10%
	Black	2.24%	0.90%
	Mixed	1.44%	1.50%
	Other	0.47%	0.20%
	White British	89.52%	91.60%
	White Other	3.94%	3.90%
	Workforce stated	84.05%	0.00%
	Unstated	15.95%	
	Grand Total	100.00%	100.00%
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	Gender reassignment: We have employees who have declared themselves transgender. As with last year this figure is low, and disclosing the data in this report could lead to the identification of individuals, which would not be legal.		
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	MARITAL STATUS	Percentage of Workforce	Population of Gloucestershire
	Divorced/Dissolved Civil Partnership	4.76%	9.50%
	Married/Civil Partnership	51.15%	50.50%
	Separated	2.35%	2.30%
	Single/Never Married	33.47%	30.50%
	Widowed	0.72%	7.20%
	Rather not state	7.54%	-
	Workforce stated	41.01%	-
	Unstated	58.99%	-
	Grand Total	100.00%	100.00%
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	Pregnancy and maternity: • During the period 1st February 2020 – 31st January 2021, a total of 102 employees took maternity leave. • 24 employees, who returned from maternity leave, changed their hours. • Two employees (1.9%) chose not to return following maternity leave.		

Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	RELIGION	Percentage of Workforce	Population of Gloucestershire
	Buddhist	1.08%	0.30%
	Christian	42.01%	63.50%
	Hindu	0.54%	0.40%
	Jewish	0.23%	0.00%
	Muslim	1.77%	1.00%
	Other	2.23%	0.60%
	None	41.71%	26.70%
	Rather not state	10.45%	7.50%
	Workforce stated	32.20%	-
	Unstated	67.80%	-
Grand Total	100.00%	100.00%	
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	SEXUALITY	Percentage of Workforce	Population of Gloucestershire
	Bisexual	1.54%	5% to 7%*
	Gay	1.82%	
	Lesbian	1.04%	
	Heterosexual	86.38%	93-95%*
	Rather not state	9.21%	-
	Workforce stated	54.49%	-
	Unstated	45.51%	-
	Grand Total	100.00%	100.00%

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	GCC Workforce Equalities Report Tables February 2021 GCC Employees as 1st February 2021

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	Heterosexual	86.38%	93-95%*
	Rather not state	9.21%	-
	Workforce stated	54.49%	-
	Unstated	45.51%	-
	Grand Total	100.00%	100.00%

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