

## 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	Public Health and Communities Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Investment of the unallocated Department for Levelling Up Housing and Communities (DLUHC) Domestic Abuse section 31 grant funding.
Brief outline of the proposal(s)	<p>For Gloucestershire County Council (GCC) to appropriately allocate the DLUHC section 31 funding to support victims of domestic abuse accessing domestic abuse (DA) safe accommodation.</p> <p>This EIA covers the new direct support activity proposed within the cabinet paper which is the provision of trauma recovery/therapeutic support for adult victims of domestic abuse accessing DA safe accommodation, and the provision of specialist domestic abuse workers through the Gloucestershire Domestic Abuse Support Service (GDASS) who will be co-located in the registered housing provider (RP) sector (referred in the EIA as co-located GDASS workers), who shall work closely with both with victims of domestic abuse and professionals within the RP sector.</p> <p>Activities funded will support the Domestic Abuse Local Partnership Board (DA LPB) to fulfil the strategic vision and priorities of the Gloucestershire Domestic Abuse Strategy 2021 - 2024</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> Specifically, Priority 4: High quality service provision for victims and their families</p>
<p>Who is affected by the proposals?</p>	<p>Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input type="text"/></p>
<p>Decision to be taken and decision maker</p>	<p>1. Approves the following variations to the council’s call-off contract with Stroud Beresford Group for the Provision of Support in Refuge Accommodation under Lot 2 of the Gloucestershire Domestic Abuse Framework Agreement:</p> <p>a. A variation under which the provider shall provide a Flexible Funding Pot from which refuge support workers will be able to make payments or issue vouchers towards housing related costs for goods and services in order to support women to move on from Refuge by removing funding barriers to them accessing accommodation</p> <p>b. A variation under which the charges payable thereunder shall be increased in accordance with the mechanism set out in the call-off contract in order to meet inflationary increases to staffing and other costs directly associated with the delivery of support.</p> <p>2. Approves the following variations to the council’s call-off contract with GreenSquareAccord Limited for the provision of Gloucestershire Domestic Abuse Support Service (GDASS) under Lot 1 of the Gloucestershire Domestic Abuse Framework Agreement:</p> <p>a. A variation under which the provider shall provide the services of additional specialist domestic abuse workers who shall work closely</p>

	<p>with victims of domestic abuse and professionals within the Registered Housing Provider sector</p> <p>b. A variation under which the provider shall provide additional management and administration support services in relation to all DLUHC funded activity.</p> <p>3. Delegates authority to the Director of Public Health in consultation with the Cabinet Member for Adult Social Care Delivery to:</p> <p>a. Conduct a competitive procurement process in respect of a new trauma recovery/counselling support services contract for adult victims of domestic abuse who access domestic abuse safe accommodation The proposed contract shall continue for an initial period of two years and include an option to extend its term for a further period of up to one year;</p> <p>b. Award such contract to the preferred tenderer; and</p> <p>c. Determine whether to exercise the option to extend the term of such contract for a further period of up to one year on the expiry of the initial two year term.</p> <p>4. Delegates authority to the Director of Public Health to allocate 10% of the DLUHC section 31 grant funding (described in the Resource Implications section below) to pay for the Council’s administrative costs arising from meeting its statutory duties under part 4 of the Domestic Abuse Act 2021 in the Financial Year 2024/25</p> <p>GCC Cabinet</p>
Person(s) responsible for completing this assessment	Kate Richardson – Senior Public Health Officer (Public Health and Communities Hub)
Date of this assessment	January-March 2023

## 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	<a href="#">Gloucestershire Domestic Abuse Strategy 2021-2024</a> which includes feedback from consultation with service users, providers, and the wider communities in Gloucestershire <a href="#">Gloucestershire Domestic Abuse Needs Assessment 2021</a>
Workforce	N/A
Partners	Engagement on the allocation of the DLUHC funding has taken place with members on the Gloucestershire Domestic Abuse Local Partnership Board.
Other	<p>Source: GCC Population Profile (2022):  <a href="https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf">https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf</a>  ONS Census data (2021):  <a href="https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/">https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/</a>  <a href="https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/sexual-orientation-and-gender-identity/Health%2C%20disability%20and%20unpaid%20care%20-%20Inform%20(gloucestershire.gov.uk)">https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/sexual-orientation-and-gender-identity/Health, disability and unpaid care - Inform (gloucestershire.gov.uk)</a></p> <p>Information taken from GCC (internal) contract monitoring data and set out in Appendix 1. Data provided by:</p> <ul style="list-style-type: none"> <li>• GreenSquareAccord on service users being supported by Gloucestershire Domestic Abuse support Service (GDASS) Service</li> <li>• GreenSquareAccord on service users in Places of Safety</li> <li>• Stroud Beresford Group on service users in Refuge Accommodation</li> </ul>

### 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	<b>DA specialist support provided by GDASS co-located in the RP Sector:</b> Funding of specialist domestic abuse support workers co-located within the RP sector will positively increase	N/A GCC workforce not impacted

access to specialist domestic abuse support to all victims of domestic abuse aged 16 and over residing in social housing, as well as indirectly supporting children within those households through a whole family approach to support.

Data suggests that both access to DA support through GDASS and DA safe accommodation is lower for victims aged 65+ than would be expected based on the Gloucestershire population data.

There is nothing inherent with the offer of support through GDASS that would prevent or limit older victims of domestic abuse accessing support.

In terms of improving the engagement with DA support for older victims GDASS have an Independent Domestic Violence Advocate (IDVA) who has received extra training to support older service users, who can provide support to these roles where needed.

GDASS staff are experienced in working in a multi-agency way which is particularly beneficial when dementia or other age related impairments impact capacity both of victims and perpetrators and bring added safeguarding challenges. The upskilling of housing officers in the RP sector will enable support to be provided from an already trusted worker.

Support through GDASS for domestic abuse victims who are tenants of registered providers may increase the engagement with older victims whose accommodation is within sheltered or older persons accommodation. These victims could be made safe through the provision of support or safety measures such as target hardening, where appropriate.

**Trauma recovery/therapeutic support:**

Trauma recovery/therapeutic support in the current recommendation will only be available to victims aged 16+ accessing safe accommodation. A trauma recovery/therapeutic support service for children accessing safe accommodation with their parent/carer is also being planned to provide direct trauma recovery/therapeutic support to children as victims in their own right, through a service which will be designed specifically to support children and young people who have witnessed or experienced domestic abuse within their family.

	<p>Commissioning separate support for adult and child victims enables age appropriate support to be offered acknowledging that the experiences and understanding of children witnessing and experiencing the effects of domestic abuse within the home will need to be tailored to their developmental stage.</p> <p>As covered above there is an underrepresentation currently of older victims accessing DA safe accommodation and as such there will initially also be a lower take up of counselling support from older victims. There is nothing inherent with the trauma recovery/therapeutic support or domestic abuse offer that would prevent or limit older victims accessing support.</p>	
Disability	<p><b>DA specialist support by GDASS co-located in the RP Sector:</b></p> <p>The proposed funding for specialist domestic abuse support workers co-located within the RP sector will positively increase support options for all victims living in social housing, but may be of particular benefit to victims, survivors and their household members with disabilities.</p> <p>Victims with disabilities may find some DA safe accommodation not suitable for them for example being unable to manage in the communal living environment within a refuge due to their mental health needs or being unable to access a refuge or Places of Safety if there is a need for bespoke adaptations to meet mobility or sensory impairment needs.</p> <p>Having support through GDASS co-located within the RP sector will give direct support to victims as well as upskilling housing officers to look at options to keep victims and their dependants safe in their existing suitable homes where appropriate, especially in the case of adapted properties. This may include making the property safe with additional security or target hardening measures or considering legal recourse to remove the perpetrator.</p> <p>GDASS have workers who have had extra training to support victims with learning disabilities and/or mental health needs who can provide support to these new roles where needed.</p> <p>Virtual/telephone support can present a potential barrier to engagement for victims who are hearing</p>	

	<p>impaired or deaf but when this is identified as a potential barrier by the Helpdesk GDASS mitigate this by using triage workers who can meet with victims face to face to provide support to enable lip-reading and/or a BSL interpreter. The same would apply for victims who are referred for support with the co-located workers.</p> <p>Support from GDASS can be provided in a way that meets individual service users' needs such as providing support in the home, virtually or in another safe setting, as best works for the individual, as well as delivering support together with a BSL interpreter or another support worker or advocate of the service user's choosing to meet their needs.</p> <p>Barriers to support for victims with learning difficulties have been identified by GDASS regarding some support approaches. Currently an individual worker has adapted resources to tailor them to their client's needs by enlarging fonts and adding more visual elements. GDASS have been engaging with Inclusion Gloucestershire to develop easy read resources for this client group, and they will be reviewing the documents with GDASS to ensure accessibility.</p> <p>Victims with sensory impairments are significantly underrepresented in domestic abuse services in the county. GDASS has supported a small number of service users with impairments to their hearing or sight but much less than would be expected from the Gloucestershire population, options to provide support to make current homes DA safe where appropriate may increase the uptake of support in DA safe accommodation for victims with sensory impairments.</p> <p><b>Trauma recovery/therapeutic support:</b>  Trauma recovery/therapeutic support would be available to all adult victims of domestic abuse accessing safe accommodation – part of the commissioning process would be ensuring that the future providers are able to offer support in a way that can be tailored to meet the needs of victims with disabilities including considering the location of support, nature of support and its duration.</p>	
Sex	<b>DA specialist support by GDASS co-located in the RP Sector:</b>	

	<p>The funding for specialist domestic abuse support workers co-located within the RP sector will provide support to female and male victims in social housing.</p> <p>DA support is predominately accessed by female victims of domestic abuse reflecting the gendered nature of domestic abuse. Male victims are underrepresented in both GDASS and DA safe accommodation but less so than in other domestic abuse services nationally. There has been a year-on-year increase in the number of male victims accessing specialist support from GDASS. Male victims nationally can experience barriers to accessing support if services are women only or perceived to only support female victims. GDASS' publicity and website include specific references both that men can be victims of domestic abuse and that GDASS does support them.</p> <p>GDASS' delivery of support reflects their experience of working with both sexes and adapting support and engagement styles to meet different needs of each sex. GDASS' staff are currently mostly female to reflect their service users, but have a male Young Persons Independent Violence Advisor, and a female helpdesk worker who has received extra training to support male victims who can provide support to these new roles where needed.</p> <p><b>Trauma recovery/therapeutic support:</b>  Trauma recovery/therapeutic support will be available to female and male victims and survivors of domestic abuse accessing DA safe accommodation. The tender process will ensure that the future providers are aware of, and can provide support in the context of, the different dynamics and experiences of domestic abuse for female and male victims.</p>	
Race	<p><b>DA specialist support by GDASS co-located in the RP Sector:</b>  The funding for specialist domestic abuse support workers co-located within the RP sector will support victims of all ethnicities and ethnic backgrounds living in social housing.</p> <p>This will benefit victims with recourse to public funds as well as victims who have no recourse to public funds (NRPF) but who are living with eligible partners/UK nationals who are the tenants of social housing. GDASS</p>	



support and upskilling of housing officers will increase awareness of options for NRPF victims such as applying for the Destitute Domestic Violence Concession if applicable or providing support to try and access refuges and/or 'by and for' services supporting migrant victims of domestic abuse with NRPF and providing DA support and safety planning if they remain within their current home.

Currently GDASS is primarily accessed by White British service users which is broadly in keeping with the demographics of the county, but it is acknowledged that there is a need to better engage with all underrepresented communities to raise awareness of available support and remove barriers to accessing, services. This is being considered by the Domestic Abuse Local Partnership Board, which includes commissioned DA support providers, as part of the Domestic Abuse Strategy Delivery Plan.

Specialist support co-located within the RP sector has the potential to enable victims from different ethnic background to remain within their existing home and community with access to appropriate cultural resources, people who share the same language or beliefs, and shops that cater for their cultural needs.

Virtual/telephone support can potentially be a barrier to engagement for victims when English isn't their first language, when the Helpdesk identify this Triage Workers can meet with victims face to face to provide support with interpreters, as well as GDASS using interpretation services via Language Line to ensure access to support for victims/survivors where English is not their first language.

The same would apply for victims who are referred for support with the co-located workers.

GDASS have had feedback from professionals that it can be difficult for people to engage with the label 'domestic abuse' due to cultural perceptions of the term which presents a potential barrier to under-represented groups seeking support. GDASS' Ethnic Minority Champions group is thinking about the language they use on materials to ensure that under-represented groups can better access appropriate support.

	<p>GDASS have an IDVA who has had additional training to support victims who are from a Black, Asian, or Minority Ethnic background or who have experienced harmful traditional practices, and who provide support to these roles where needed.</p> <p><b>Trauma recovery/therapeutic support:</b>  Trauma recovery/therapeutic support will be available to all victims of domestic abuse accessing safe accommodation, but it is acknowledged that there is a disproportionate effect on non-UK nationals who have NRPF in accessing safe accommodation to qualify for this support. This is not a direct consequence of this commissioning activity but rather national legislation. It is acknowledged that this is a barrier to accessing support in safe accommodation and there is further work underway nationally to look at meeting the needs of migrant victims of domestic abuse who have NRPF.</p> <p>Consideration will be given within the tendering process to how future providers can meet the needs of victims from a range of communities and provide support reflecting the cultural and language needs of victims.</p>	
<p>Gender reassignment</p>	<p><b>DA specialist support by GDASS co-located in the RP Sector:</b>  The funding for specialist domestic abuse support workers co-located within the RP sector will positively increase options for support for victims of all gender identities to access support within DA safe accommodation.</p> <p>Victims who identify with a gender identity that is not the same as the sex that they were registered at birth are underrepresented in their engagement with domestic abuse services and access to support in safe accommodation.</p> <p>Support through GDASS workers co-located within the RP sector can provide support to make existing homes safe where appropriate which may benefit victims who are trans, non-binary or have another gender identity as they may be less likely to be able to, or want to, access traditional refuge options for safe accommodation.</p> <p>GDASS are already committed to supporting victims of all gender identities. They are committed to reducing discrimination through a range of community activities and have a worker who has had additional training to</p>	

	<p>support service users who identify as trans, non-binary or another gender identity.</p> <p>GDASS work to ensure that the service is welcoming and inclusive for all victims and survivors of domestic abuse such as including LGBTQ+ logos on their emails, having a free text box for gender on their online referral form and having publicity material which specifically includes supporting LGBT victims of domestic abuse.</p> <p>Comparing existing DA service level KPI reporting data to the Gloucestershire population data from the 2021 census we can now confirm that there is a clear need to improve engagement from victims who identify that their gender identity is not the sex as they were registered at birth. It also shows that there is a gap in KPI reporting data on some specific gender identities of service users.</p> <p><b>Trauma recovery/therapeutic support:</b> The trauma recovery/therapeutic support would be commissioned with consideration of how providers would meet the needs of victims who are trans, non-binary or have another gender identity.</p> <p>It is important that we ensure DA safe accommodation is accessible to victims who are trans, non-binary or have another gender identity so that they are also able to benefit from this support.</p>	
<p>Marriage &amp; civil partnership</p>	<p><b>DA specialist support by GDASS co-located in the RP Sector:</b> The funding for specialist domestic abuse support workers co-located within the RP sector will positively increase the provision of support for victims in social housing at any stage of an intimate relationship, as well as victims who are experiencing domestic abuse from family members rather than in their own relationship.</p> <p>Support from GDASS within the RP sector can be tailored to meet the needs of individual victims for example safety planning and support for victims who remain within relationships in the current home or to explore options for target hardening for victims who are separated, or to look at options to remove perpetrators from the family home and/or the tenancy, and to access safe accommodation while this takes place.</p> <p><b>Trauma recovery/therapeutic support:</b></p>	

	<p>Trauma recovery/therapeutic support will be available to all victims but there may be a greater take up of support from victims who have been separated from their abuser for a longer period, as victims may need time to address more immediate safety and support needs before considering therapeutic support.</p>	
<p>Pregnancy &amp; maternity</p>	<p><b>DA specialist support by GDASS co-located in the RP Sector:</b>  The funding for specialist domestic abuse support workers co-located within the RP sector will positively increase the provision of support to all victims living in social housing including those who are pregnant.</p> <p>A small percentage of victims accessing DA support will be pregnant.</p> <p>Pregnancy is a period of high risk for domestic abuse. GDASS already have a Health Independent Domestic Violence Advocate (HIDVA) with a specialism in supporting service users who are pregnant, and these new workers will be able to benefit from their knowledge in this area.</p> <p><b>Trauma recovery/therapeutic support:</b>  Trauma recovery/therapeutic support will be available to all victims accessing DA safe accommodation but there may be a greater take up of support from victims after pregnancy and maternity once more immediate safety and support needs have been addressed.</p>	
<p>Religion and/or belief</p>	<p><b>DA specialist support by GDASS co-located in the RP Sector:</b>  The funding for specialist domestic abuse support workers co-located within the RP sector will positively increase the provision of support for victims of domestic abuse following any religion/belief or who have no religion.</p> <p>Most service users accessing DA support or safe accommodation have no religion or their religion is not known.</p> <p>GDASS support within the RP sector may be able to help victims from different, particularly underrepresented religions across the county, remain in their existing accommodation with safety measures where it enables them to remain within their community with access to appropriate religious or cultural</p>	

	<p>resources, people who share the same beliefs, and shops that cater for their cultural needs.</p> <p>GDASS have an IDVA who has had additional training to support victims who are from a Black, Asian, or Minority Ethnic background or who have experienced harmful traditional practices who would be able to provide support to these new roles.</p> <p><b>Trauma recovery/therapeutic support:</b> Trauma recovery/therapeutic support will be available to all victims of domestic abuse from any religion/belief and who victims who have no religion/belief.</p> <p>Consideration will be given within the tendering process to how future providers can meet the needs of victims from a range of communities and provide support reflecting the cultural needs of victims.</p> <p>All commissioned providers will continue to build a better picture of the religion/ beliefs of victims accessing services and any barriers that may exist in relation to religion or beliefs that impact access or engagement with the service.</p>	
<p>Sexual orientation</p>	<p><b>DA specialist support by GDASS co-located in the RP Sector:</b> The funding for specialist domestic abuse support workers co-located within the RP sector will positively increase the provision of support for victims from all sexual orientations living in social housing.</p> <p>GDASS' support within the RP sector may enable existing accommodation to be made safe which may benefit victims who are LGBTQ+ as they may be less likely to be able to, or want to, access traditional refuge options for safe accommodation.</p> <p>GDASS' support will be tailored to individual needs reflecting that there are different dynamics and risks in non-heterosexual relationships.</p> <p>There is a potential barrier in the delivery of a domestic abuse service if different protected characteristic groups don't relate to the support being provided, especially if all publicity focuses on heteronormative relationships. However GDASS work to ensure that they are welcoming and inclusive for all victims and survivors of domestic abuse such as including LGBTQ+ logos on</p>	

	<p>their emails and having publicity material that specifically includes supporting LGBT victims of domestic abuse. GDASS are committed to developing literature and comms to encourage victims who are LBGTQ+ to access their support. GDASS regularly engage with the LGBT+ Partnership in Gloucestershire and attend various Pride events to raise the visibility of GDASS within the LBGTQ+ community.</p> <p>The newly released 2021 Census data captures data on the percentage of residents who are asexual. This is not captured in all our DA service level KPI data reporting, so it is not clear from the data available if asexual victims are not approaching DA services or being reported as 'other' within sexual orientation data.</p> <p>Given the very small percentage of the population who are asexual we will work with providers to consider the relevance of including asexual data within sexual orientation in KPI data reporting, and whether this would give rise to the risk of identifiable personal data within the service level KPIs.</p> <p><b>Trauma recovery/therapeutic support:</b> Trauma recovery/therapeutic support will be available to all victims and survivors of domestic abuse accessing safe accommodation. The tender process will ensure that future providers are aware of, and can provide support in the context of, the different dynamics and experiences of domestic abuse for heterosexual and non-heterosexual relationships.</p>	
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#### 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
<p>Neutral:</p> <p>The EIA identifies that the KPI reporting from some DA services does not include asexual as a specific sexual orientation</p> <p>This gap in data reporting has been highlighted following publication of the 2021 census data which gives a greater level of detail on the demographics of the county's population.</p>	<p>We will work with providers to consider the relevance of including asexual data within sexual orientation in KPI data reporting, and whether this would give rise to the risk of identifiable personal data within the service level KPIs.</p>	Ongoing	GCC and all commissioned DA providers
<p>Positive:</p> <p>EIA highlights underrepresentation in DA services of victims who identify that their gender is different to the sex they were registered at birth.</p> <p>Co-located specialist DA workers within the RP sector providing options to keep victims safe in their own homes may remove barriers to engaging with support such as difficulties in accessing traditional refuge accommodation.</p> <p>The EIA shows that there is a gap in our KPI data reporting on specific gender identities compared to the population data now available through the Census.</p>	<p>To monitor uptake of support in DA safe accommodation by victims whose gender identity is not the same as the sex they were registered at birth and consider further ways to remove barriers to access and engagement.</p> <p>To work with providers to consider the relevance of including more detailed data on gender identity within KPI reporting data, and whether this would give rise to the risk of identifiable personal data within the service level KPIs.</p>	Ongoing	GCC and all commissioned DA providers.

## 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
<p>Progress will be reviewed via contract monitoring on protected characteristic data, case studies and narrative reporting by providers.</p> <p>The DA LPB is already considering how to increase reporting amongst specific groups currently underrepresented in data, to understand the true prevalence of domestic abuse and participation from these groups.</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	Siobhan Farmer – Director of Public Health
Date	13.03.23

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	14.3.23

## 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

For context:

- The figures provided on GDASS include all service users engaged with support from the Helpdesk or an Independent Domestic Violence Advocate (IDVA), rather than only service users accessing domestic abuse safe accommodation, accessing domestic abuse support within properties which have had increased safety measures/target hardening or in social housing. These figures are provided to consider the accessibility of support from GDASS, which will be responsible for the provision of the specialist DA support co-located within registered providers.
- Service users within the GDASS data who are in properties that have had additional safety measures/target hardening will also be able to access counselling support.
- Service users and their households in Places of Safety will be eligible to access the counselling services set out in the report. It should be noted that there is an intention to increase the number of Places of Safety from 12 – 36 units in 2023.
- Service users and their household in the Refuge will be eligible to access the counselling services set out in the report.
- Qualitative data is received and reviewed within contract monitoring for commissioned DA services including narrative reports, case studies and feedback from service users. This information has informed the Council's overall thinking on the recommendations and the accessibility of services. The data isn't included as any specific examples within this EIA as there is a risk that examples would include identifiable personal data.
- In the graphs below the service user figures are based on contract monitoring returns provided by:
  - GreenSquareAccord on service users being supported by Gloucestershire Domestic Abuse support Service (GDASS) Service (April 2021 – March 2022 data for service users engaged with Independent Domestic Violence Advocates or the Helpdesk
  - GreenSquareAccord on service users in Places of Safety April 2020 – March 2022 data for service users in Places of Safety
  - Stroud Beresford Group on service users in Refuge Accommodation April 2020 - March 2022 data on service users in refuge accommodation

Protected Characteristic	Service User Data and Information
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<p><b>Age</b> percentage/profile of service user ages</p>	<p><b>Gloucestershire Context:</b>  Source: ONS Census data (2021): <a href="https://www.gloucestershire.gov.uk/media/2116831/first-release-full-briefing.pdf">https://www.gloucestershire.gov.uk/media/2116831/first-release-full-briefing.pdf</a></p> <p>In the 2021 census, the resident population of Gloucestershire was estimated to be 645,100 people of which:</p> <ul style="list-style-type: none"> <li>• 21.8% were aged 0-19</li> <li>• 56.5% were aged 20-64</li> <li>• 21.7% were aged 65 and over.</li> </ul> <p>At district level, Gloucester had the highest proportion of 0-19 year olds and 20-64 year olds (23.9% and 59.5% respectively) and Cotswold had the lowest proportion of 0-19 year olds (19.8%) while Forest of Dean had the lowest proportion of 20-64 year olds (54.0%). Inversely, Gloucester had the lowest proportion of 65+ year olds (16.7%) and Cotswold the highest (26.1%).</p> <p><b>Service User Context: Victims of Domestic Abuse</b>  Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford  -Refuge:</p> <div style="text-align: center;"> <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Approximate data from 'Age' chart</caption> <thead> <tr> <th>Age Group</th> <th>GDASS (%)</th> <th>Places of Safety (%)</th> <th>Refuge (%)</th> </tr> </thead> <tbody> <tr><td>16-18</td><td>3.0</td><td>0.0</td><td>0.0</td></tr> <tr><td>19-24</td><td>14.0</td><td>19.0</td><td>9.0</td></tr> <tr><td>25-29</td><td>16.0</td><td>24.0</td><td>23.0</td></tr> <tr><td>30-34</td><td>18.0</td><td>12.0</td><td>21.0</td></tr> <tr><td>35-39</td><td>15.0</td><td>19.0</td><td>14.0</td></tr> <tr><td>40-44</td><td>11.0</td><td>10.0</td><td>13.0</td></tr> <tr><td>45-49</td><td>9.0</td><td>7.0</td><td>2.0</td></tr> <tr><td>50-54</td><td>6.0</td><td>3.0</td><td>11.0</td></tr> <tr><td>55-59</td><td>4.0</td><td>5.0</td><td>6.0</td></tr> <tr><td>60-64</td><td>2.0</td><td>3.0</td><td>0.0</td></tr> <tr><td>65-69</td><td>1.0</td><td>0.0</td><td>2.0</td></tr> <tr><td>70-74</td><td>1.0</td><td>0.0</td><td>0.0</td></tr> <tr><td>75+</td><td>1.0</td><td>0.0</td><td>0.0</td></tr> <tr><td>Not known</td><td>1.0</td><td>0.0</td><td>0.0</td></tr> </tbody> </table> </div> <p>Service users engaging with DA support services are largely aged between 19-44, with people aged 65 and over being significantly underrepresented compared to the Gloucestershire population (21.7%), with limited to no use of services from people aged 60 and over.</p> <p>The largest percentage of services users are aged 25-29 for Places of Safety and Refuge but aged 30-34 for GDASS.</p>	Age Group	GDASS (%)	Places of Safety (%)	Refuge (%)	16-18	3.0	0.0	0.0	19-24	14.0	19.0	9.0	25-29	16.0	24.0	23.0	30-34	18.0	12.0	21.0	35-39	15.0	19.0	14.0	40-44	11.0	10.0	13.0	45-49	9.0	7.0	2.0	50-54	6.0	3.0	11.0	55-59	4.0	5.0	6.0	60-64	2.0	3.0	0.0	65-69	1.0	0.0	2.0	70-74	1.0	0.0	0.0	75+	1.0	0.0	0.0	Not known	1.0	0.0	0.0
Age Group	GDASS (%)	Places of Safety (%)	Refuge (%)																																																										
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Not known	1.0	0.0	0.0																																																										

Disability percentage/profile of service users who have a disability

### Gloucestershire Context

Source: GCC Population Profile (2022): <https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf>  
ONS Census data (2021)  
[Health, disability and unpaid care - Inform \(gloucestershire.gov.uk\)](https://www.gloucestershire.gov.uk/health-disability-and-unpaid-care-inform)

According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term life limiting health problem or disability.

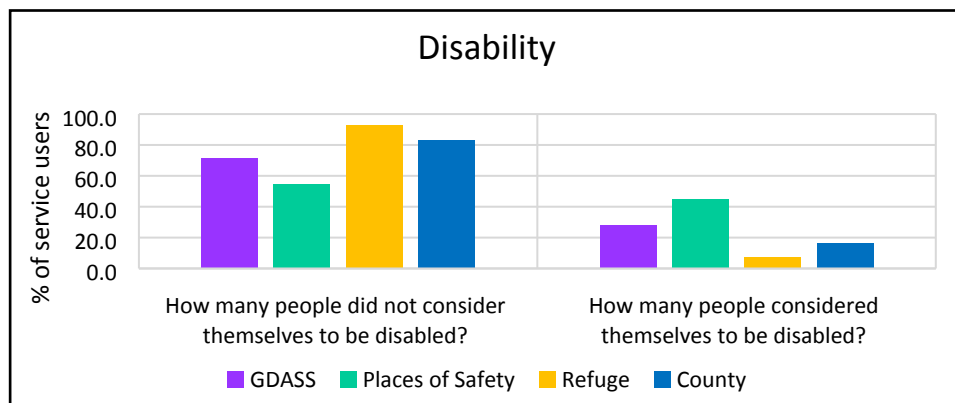
Estimated projections based on the 2011 Census suggest that in 2022 in Gloucestershire, there will be approximately 12,194 people aged 18+ living with a learning disability in Gloucestershire equating to 2.3% of the adult population. Of this group, about 2,489 are estimated to have moderate or severe learning disabilities, equating to 0.5% of the adult population.

In 2021 approximately 1.2% of the 16+ population in Gloucestershire reported blindness or partial sight. During the same period 5.9% of the population aged 16+ reported deafness or hearing loss

According to the 2021 Census data for Gloucestershire 16.8% of residents reported having a long-term life limiting health problem or disability.

### Service User Context: Victims of Domestic Abuse

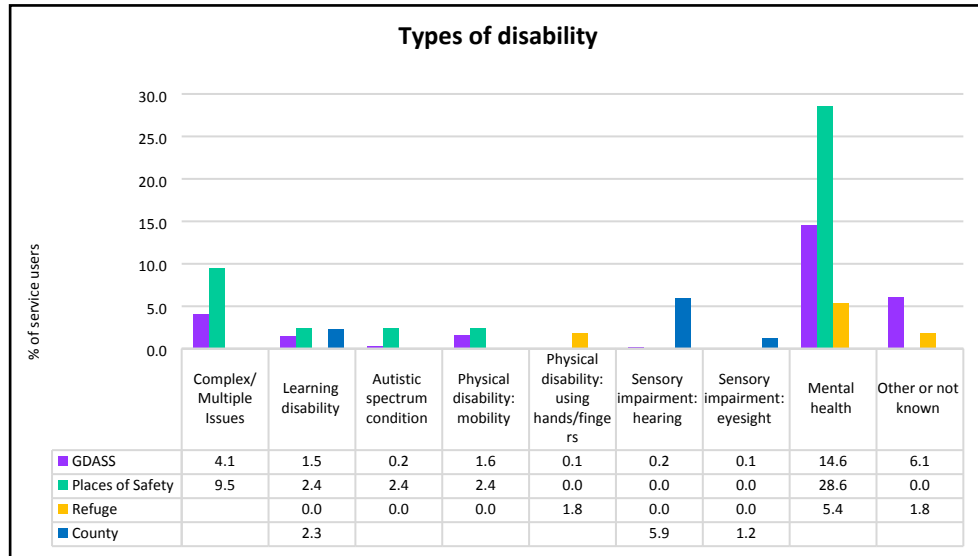
Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford -Refuge:



The percentage of service users engaging with GDASS (28%) and accommodated in Places of Safety (42.5%) who have identified as having a disability this is higher than the Gloucestershire population, but disabled women are twice as likely to experience domestic abuse as non-disabled women.

The number of service users with a disability is lower in the refuge for several factors including its location, limited level access and the presence of communal living areas.

Places of Safety by contrast has a higher percentage of service users who are disabled due to the self-contained nature of the properties.



Where there are blanks no data is held.

For GDASS and Places of Safety mental health is overwhelmingly the highest level of disability. This reflects that disabled women are twice as likely to experience domestic abuse as non-disabled women, but also that domestic abuse will exacerbate existing mental health issues as well as being the cause for others.

There is underrepresentation for victims with sensory impairments in all services.

**Sex**  
percentage/profile of service users who are male and who are female

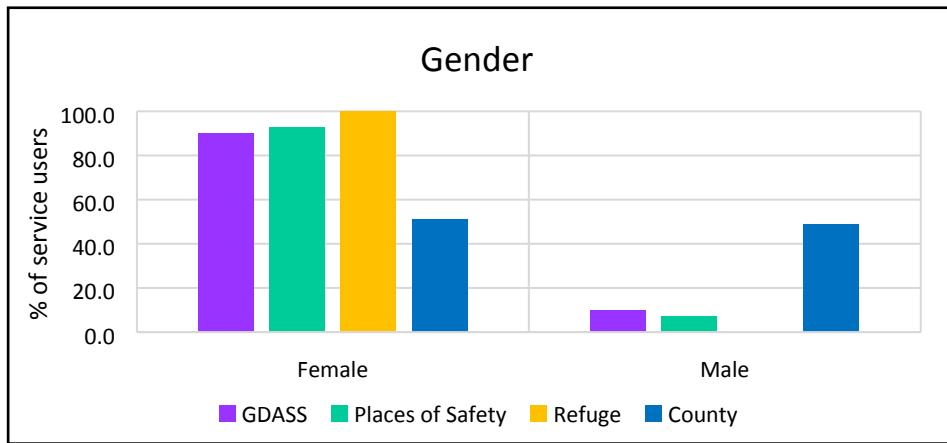
**Gloucestershire Context:**

Source: ONS Census data (2021): <https://www.gloucestershire.gov.uk/media/2116831/first-release-full-briefing.pdf>

The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 48.9% of the population and females accounting for 51.1%.

**Service User Context: Victims of Domestic Abuse**

Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford -Refuge:



It is expected given the gendered nature of domestic abuse that there would be significantly higher percentage of female service users engaging with all domestic abuse services compared to the Gloucestershire population.

The women’s refuge is female only and does not accept male victims.

The percentage of male victims engaging with domestic abuse services is lower than would be expected using the statistics that 25% of women and 16% of men experiencing domestic abuse in their lifetimes. Based on the county population the split in service users across domestic abuse services should be expected to be approximately 60% female and 40% male. However the 2021 Domestic Abuse Needs assessment reflected that there is a higher level of engagement with GDASS from male victims than with other similar services nationally.

**Race**  
percentage/profile  
of service users  
who are from  
black and  
minority ethnic  
backgrounds

**Gloucestershire Context**

Source: ONS Census data 2021  
<https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/>

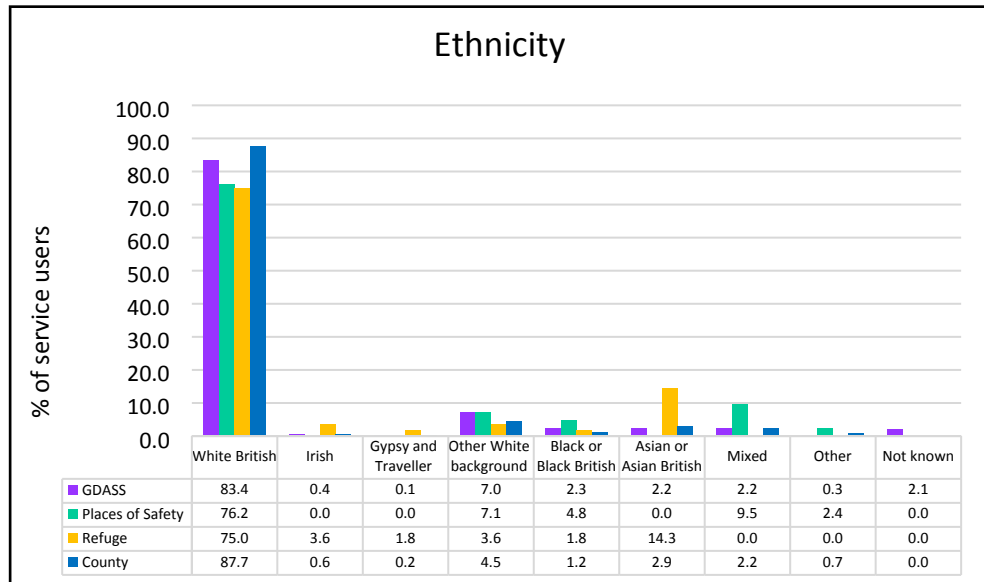
The 2021 Census found that 87.7% of Gloucestershire residents were White British, 2.9% were Asian or Asian British, 2.2% were from Mixed or Multiple Ethnic groups, 1.2% were Black or Black British, 0.6% were White Irish, 0.2% were of Gypsy, Roma, or Irish Traveller origin, 4.5% were in an ‘other White’ category and 0.7% were in another ethnic group.

The county’s population has become increasingly diverse since the 2011 Census, with a decrease in White British from 91.6% to 87.7%, and a small percentage increase across all other groups.

The 2021 census shows that 4.3% of people in Gloucestershire do not speak English as their main language. Polish is the most common language, followed by Romanian and then Portuguese.

**Service user context: Victims of Domestic Abuse**

Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford -Refuge:



Service users engaging with DA support services are more diverse than the county population, with a lower percentage of White British service users, though they are still significantly the largest group engaging in support.

The refuge accept referrals from outside of Gloucestershire and as such this may reflect how their demographics compare to the county’s population.

Gender reassignment percentage/profile of service users who have indicated they are transgender

**Gloucestershire Context**

Source: ONS Census data (2021): <https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/sexual-orientation-and-gender-identity/>

The first local and national figures from Census data have been published by the ONS using the 2021 Census data.

There were no previous official estimates of gender reassignment at either national or local level. The best estimate on gender reassignment came from the Gender Identity Research and Education Society (GIRES). GIRES estimated that approximately 1% of the population in the UK experienced some degree of gender diversity.

The census data puts Gloucestershire at the lower end of the estimated range with a total of 0.43% of residents (aged 16 and over) identifying as having a gender identity different from their sex registered at birth. The national data for England and Wales was 0.5%.

In Gloucestershire residents identified as:

Gender identity the same as sex registered at birth	Gender identity different from sex registered at birth but no specific identity given	Trans woman	Trans man	Non-binary	All other gender identities	Not answered
94.40%	0.15%	0.08%	0.07%	0.07%	0.04%	5.20%

There was a small amount variation across the districts, but the overall trends were the same as the county population.

**Service User Context: Victims of Domestic Abuse**

Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford -Refuge:

Gender Identity (% of service users)	GDASS	Places of Safety	Refuge	County
Gender identify the same as sex registered at birth	97.54%	100.00%	100.00%	94.40%
Gender identify not the same as sex registered at birth?	0.18%	0.00%	0.00%	0.40%
Not answered	2.28%	0.00%	0.00%	5.20%

Data suggests that individuals who are trans men, trans women, non-binary or otherwise do not identify that their gender identity is the same as the sex they were registered at birth are underrepresented across domestic abuse services.

We do not currently hold service user data on specific gender identities.

Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership

**Gloucestershire Context:**  
 Source: GCC Population Profile (2022):  
<https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf>

Among residents of Gloucestershire:

- 30.5% are single and have never married or registered a same-sex civil partnership



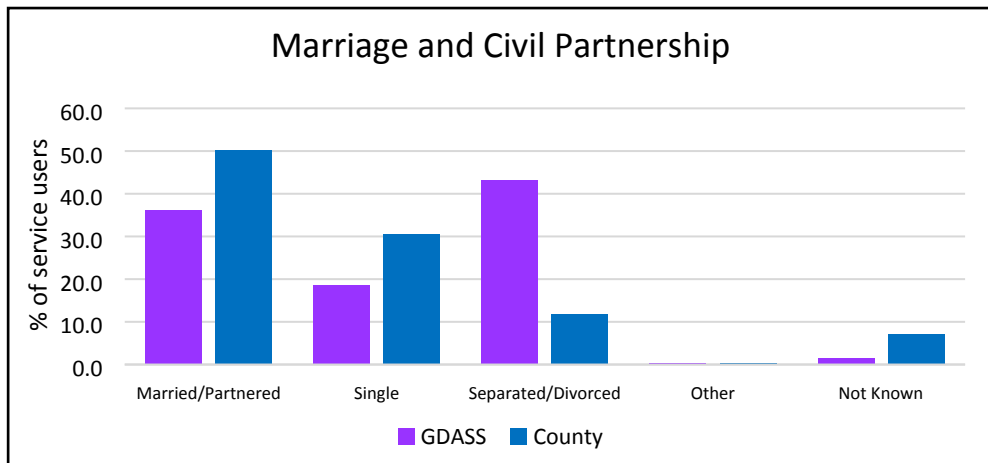
- 50.2% are married
- 0.3% are in a registered same-sex civil partnership
- 2.3% are separated but still legally married or still legally in a same sex civil partnership
- 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved
- 7.2% are widowed or a surviving partner from a same sex civil partnership.

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 compared with the national figure. In contrast, the proportion of people who are married, divorced, or widowed exceed the national figure.

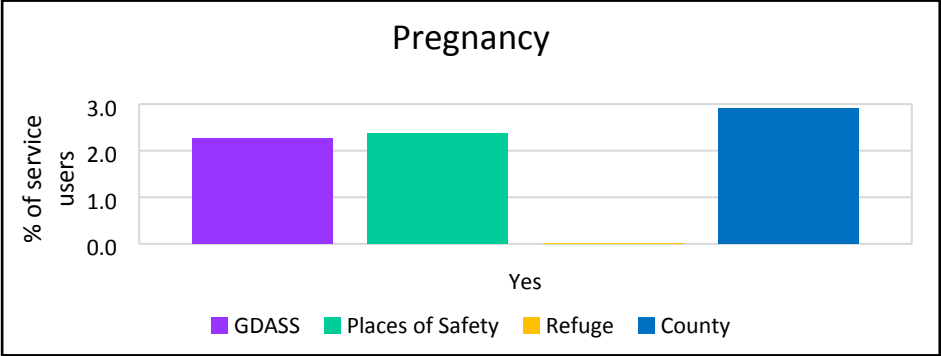
**Service User Context: Victims of Domestic Abuse**

*Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford -Refuge:*

We only have current data on the relationship status of service users who engaged with GDASS



As expected, there is a significantly higher number of service users who identify as separated or divorced compared to the Gloucestershire population, but there are still high number of service users who remain within ongoing relationships (marriage or partnerships) while seeking support for domestic abuse. Domestic abuse risks can increase post separation and victims can continue to suffer from domestic abuse long after separation such as stalking, economic abuse linked to capital assets, child maintenance, or post-separation abuse linked to child contact. Domestic abuse also affects victims through familial domestic abuse.

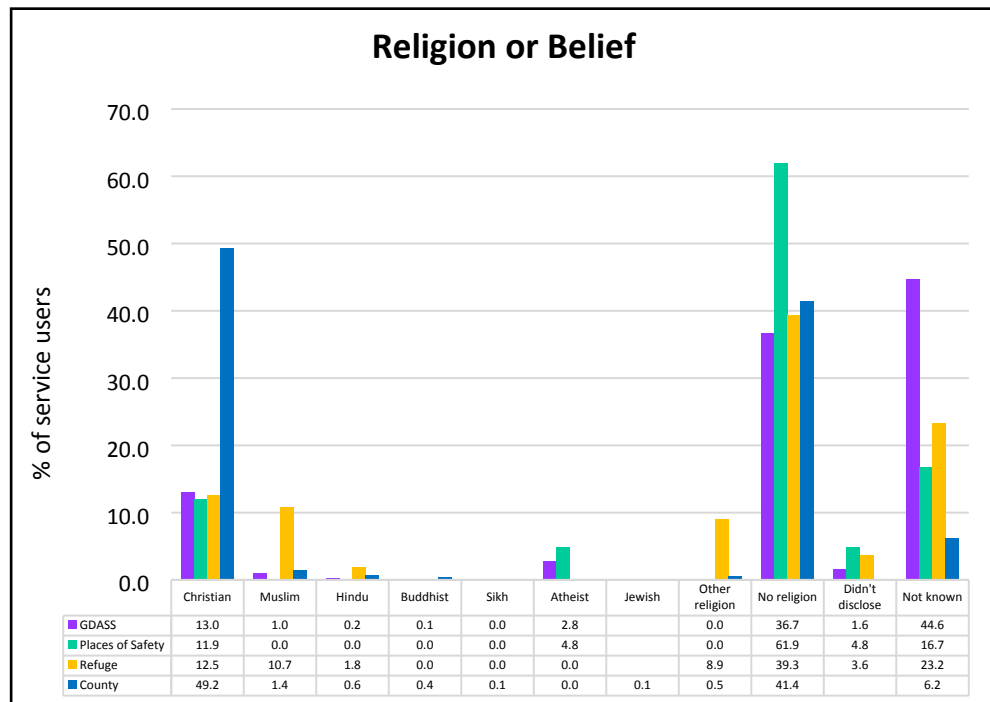
<p>Pregnancy &amp; maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</p>	<p><b>Gloucestershire Context</b>  Source: GCC Population Profile (2022):  <a href="https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf">https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf</a></p> <p>There were 5,800 live births in Gloucestershire in 2020. The largest proportion was among the 30-34-year-old age group (34.5% of live births), with 26.5% 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><b>Service User Context: Victims of Domestic Abuse</b>  Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford -Refuge:</p>  <table border="1"> <caption>Pregnancy</caption> <thead> <tr> <th>Category</th> <th>% of service users</th> </tr> </thead> <tbody> <tr> <td>GDASS</td> <td>2.4</td> </tr> <tr> <td>Places of Safety</td> <td>2.5</td> </tr> <tr> <td>Refuge</td> <td>0.0</td> </tr> <tr> <td>County</td> <td>3.0</td> </tr> </tbody> </table> <p>Pregnancy within service users engaging with GDASS and Places of Safety is slightly lower than the estimate within the Gloucestershire population, and no pregnant service users entered the refuge within the reporting timeframe.</p> <p>Pregnancy may be underreported within domestic abuse service data due to the stage in which data is captured, or if service users chose not to disclose pregnancy.</p> <p>The refuge capacity is small so given the low percentage of pregnancy in the general population it is likely that there will be years when there are no pregnant service users.</p>	Category	% of service users	GDASS	2.4	Places of Safety	2.5	Refuge	0.0	County	3.0
Category	% of service users										
GDASS	2.4										
Places of Safety	2.5										
Refuge	0.0										
County	3.0										
<p>Religion and/or belief percentage/profile of service users' religious beliefs</p>	<p><b>Gloucestershire Context</b>  Source: ONS Census Data (2021):  <a href="https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/">https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/</a></p> <p>According to the 2021 census, the most reported religion in Gloucestershire was Christianity, accounting for 49.2% of the total population, which is higher than the national figure. This was followed</p>										

by No Religion which accounts for 41.4% of the population. Muslim, Hindu, Buddhist, Jewish, Sikh and Other Religion together make up 3.1% of the population, lower than the 10.7% nationally.

Between 2001 and 2021 the number of Christians in the county declined. This was accompanied by an increase in the number of all other religions/beliefs and people following no religion.

**Service User Context: Victims of Domestic Abuse**

Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford - Refuge:



Engagement with domestic abuse services shows that there is underrepresentation of service users from most religions/beliefs except for Muslim service users who are over-represented in the refuge which may be related to out of county referrals. The main religion of service users across all services is Christianity (approximately 12%), which is reflective of the county population but at a significantly lower percentage.

Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual

**Gloucestershire Context:**

Source: Census data (2021): <https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/sexual-orientation-and-gender-identity/>

The first local and national figures from Census data have been published by the ONS using the 2021 Census data.

Previous national evidence suggested 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 service user group.

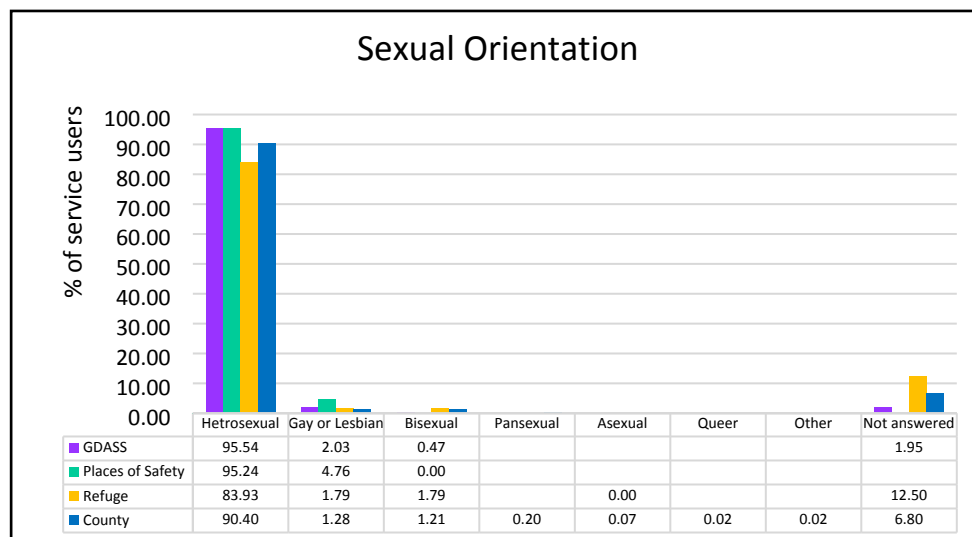
The census data puts Gloucestershire at the lower end of the estimated range with a total of 2.8% of residents (aged 16 and over) identifying as Gay or Lesbian, Bisexual, Pansexual, Queer, Asexual or other sexual orientations. The national data for England and Wales was 3.1%.

90.4% of residents identified as heterosexual in Gloucestershire compared to 89.4% for England and Wales. 6.8% of Gloucestershire residents didn't answer the question on sexual orientation, which was lower than the 7.5% across England and Wales.

There was very little variance in the data between the six districts in Gloucestershire.

### Service User Context: Victims of Domestic Abuse

Source: GCC contract monitoring data from GSA - GDASS, GSA - Places of Safety and Stroud Beresford -Refuge:



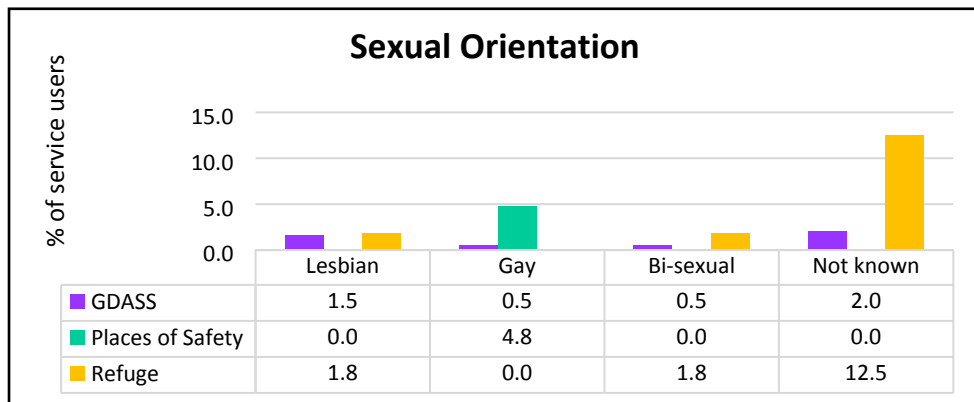
Service users in DA support services are predominantly heterosexual which aligns with the county population, but to a lower extent.

Lesbian, Gay, and Bisexual (LGB) service users in all DA support services are overrepresented compared to the lower estimate of the LGB population in Gloucestershire. No service users have reported

being pansexual, queer, or asexual, but it is noted that the data on sexual orientation is not known for all service users.

There is more variance at a service level looking at the percentage of service users who identify as LGB.

There is variance between services as the women's refuge cannot support men and had 1.8% of service users who identified as lesbian, so more male victims will be accommodated in Places of safety, and particularly gay men (4.8% of service users) if they do not feel safe in male refuge accommodation (out of county) with other male victims.



## 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	N/A
Disability	N/A
Sex	N/A
Race	N/A
Gender reassignment	N/A
Marriage & civil partnership	N/A
Pregnancy & maternity	N/A
Religion and/or belief	N/A
Sexual orientation	N/A