



COMMUNITY JUSTICE SECURITY

### EXECUTIVE ORDER 0044 – INTERPERSONAL VIOLENCE

By the authority of the Police and Crime Commissioner as designated by the Police Reform and Social Responsibility Act 2011, and by democratic mandate invested in me by the electorate of Northamptonshire, I have taken the following decision:

To award the contract for provision of telephone and face-to-face emotional support, information and guidance for victims of Interpersonal Violence in Northamptonshire to Northamptonshire Rape and Incest Crisis Centre for a six month period, for the total maximum contract value of £125,700.

This service will provide victims of Interpersonal Violence (this includes rape, domestic abuse, sexual violence, forced marriage, female genital mutilation, stalking, harassment, slavery, sexual exploitation, trafficking, sex-working) whether recent or historic, with face-to-face emotional support and guidance through the justice process when needed by the victim. It will also provide a confidential and dedicated Interpersonal Violence helpline to victims where they can seek advice and support.

**ADAM SIMMONDS**  
NORTHAMPTONSHIRE POLICE AND CRIME COMMISSIONER  
28<sup>th</sup> November 2014

**Equality, Diversity and Human Rights**

An Equality Impact Assessment was undertaken in September 2014 during the design stages of the new service, using feedback from victims, witnesses and stakeholders. The next assessment is due in January 2015 when the new service will have been running for 2 months and feedback from service users and staff will inform further opportunities to ensure the equality, diversity and human rights of all victims and witnesses are being met.

**Other Advice Taken**

Procurement and legal advice was sought from the East Midlands Strategic Commercial Unit.



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## Initial Equality Impact Assessment

<b>Title of Initiative</b>	Specialist support for victims of Interpersonal Violence (IPV)
<b>Date</b>	September 2014

The Equality Act 2010 places duties on all public sector organizations, including the Office of the Police and Crime Commissioner, to have 'Due Regard' to:

- The elimination of discrimination, harassment and victimisation
- The advancement of equality of opportunity between and for different groups of protected characteristics
- The fostering of good relations between and for different groups of protected characteristics

This EqIA is essential to enable you to analyse impacts of equality for any police, practice or function, whether new or altered. In addition it enables consideration of opportunities to advance equality.

The 'Protected characteristics' we must consider in terms of the above duties are referred to in the Equality Act 2010 'Public Sector Equality Duty' and are:

- Sex
- Gender reassignment (i.e. transgender individuals),
- Age (young and old),
- Disability (mental, and physical)
- Race and ethnicity,
- Sexual orientation (heterosexuality, homosexuality, etc)
- Religion or belief (including no belief)
- Pregnancy and Maternity
- Marriage and Civil Partnership *Only applies to the first aim of the Public Sector Equality Duty above*

**NOTE: This initial equality impact assessment is at programme level and provides an overview of the impact of change, individual equality impact assessments will be undertaken at project level once agreed**

1. Who is responsible for equality analysis?

Is this a new or existing policy, practice, service or function?	New service
Assessment produced by:	Sarah Ross, Project Coordinator

2. Details of policy, practice, service or function

<p><b>What are the aims and objectives of the policy, practice or function?</b></p> <p><i>If this Eq/A is assessing the impact of a proposed change please describe the aims of the proposed change.</i></p>	<p>The aim is to commission specialist and dedicated services to support victims of IPV which include rape, domestic abuse, sexual violence, forced marriage, female genital mutilation, stalking, harassment, slavery, sexual exploitation, trafficking and sex-working.</p>
<p><b>Who is intended to benefit from this proposal policy, practice or function?</b></p>	<p>Victims, witnesses, casualties and their families; all those affected by IPV in Northamptonshire</p>
<p><b>Who are the main stakeholders in relation to the proposed policy/service/function? (Partners, Community Groups, Commissioned Services etc)</b></p>	<p>Police Service, victims and witness support services, local authorities, Courts, Crown Prosecution Service, Fire and Rescue service, all partner agencies linked to work with victims, witnesses and their families</p>
<p><b>Who implements the proposed Policy/Service/Function and is responsible for it?</b></p>	<p>A provider or providers will be identified through a tendering process and will be responsible for implementing this service.</p>



### 3. Data, Consultation, Feedback and Analysis

Source	Reasons for using
<i>e.g. surveys, performance information, consultation etc</i>	
Interpersonal Violence needs assessment Sept 2014; identifies the scope, scale and nature of IPV in Northamptonshire, establishes the current needs of those affected by IPV, establishes the current level of service provision for victims of IPV in Northamptonshire and determines potential gaps in knowledge and service provision.	The needs assessment will form how best to respond to the complex needs of victims of IPV in Northamptonshire, namely ensuring services are accessible and flexible, focusing on longer-term interventions, avoiding duplication in services and ensuring victims know the wide breadth of support available to them.
Stakeholders IPV workshop July 2014; direct consultation with providers of IPV services in Northamptonshire in order to map services and identify gaps, solutions and priorities.	This consultation identified key concerns around service gaps and suggested specific themes that the county should focus on and prioritise.
Victims' Voice Sept 2013; large scale consultation with victims, witnesses and stakeholders; organisations, providers and specialists across victim and witness services and across a range of crime types and experiences.	The consultation produced several recommendations aimed directly at improving the lives of those affected by IPV in Northamptonshire. It identified several gaps in service provision for these victims namely, that victims are confused about which support organisations do what, and there is a great sense of duplication. It was suggested that support services need to feel like one service, coordinated by one agency and coherently explained and offered to all victims. This proposed service will address these issues.
Victim consultation events run in March 2014, addressing victims of crime and antisocial behaviour views of the potential design for the victim and witness service	Direct consultation with victims about the recommendations from the Victims' Voice report and how these could be addressed through the development of specialist services victims of IPV.

**In response to the information above, please state whether there are concerns or evidence that the policy/ procedure/ function could have a specific impact on people from the following groups?**

	Based on the above information, what impact will this proposal have on the following groups?				Can the policy/procedure/function be altered to help mitigate or alleviate a negative impact?			Can the policy/procedure/function be altered to help meet our Public Sector Equality Duty to advance equality?		
	Positive	Negative	Neutral	Unsure	Yes	No	Unsure	Yes	No	Unsure
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and		
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and		

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	exceed our equality duty.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race & Ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or Belief (or No Belief)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other Groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**Are there any gaps in information and understanding of your policy and services? If yes please include how you intend to fill these gaps in the Action Planning section.**

<b>Gaps in data/ understanding</b>	<p>The gaps in understanding the need for this service have been identified following evidence based research and evaluation into the experiences of victims of IPV as well as a county-wide needs assessment. Currently the true nature and extent of IPV in Northamptonshire is hard to determine and the underreporting of sexual violence is a significant problem.</p> <p>Further work is required around how the service will adhere to the needs of victims and adequately filling identified gaps in service provision.</p>
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#### 4. Action Planning

**Analysing equalities should be a continuous process. Where a full assessment is not required, but minor changes or amendments to the planned proposal can be made, please use the action plan template below.**

Planned Actions	Responsibility	Timeframe	Success Measure
To ensure the needs assessment is taken into consideration when delivering IPV services.	Chosen provider(s) and OPCC	Continuous process through to April 2015	EqIA measures
To ensure evaluation and service feedback are gathered at regular intervals to ensure gaps are	Chosen provider(s) and OPCC	Continuous process	EqIA measures



being met.		through to April 2015	
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**Do stakeholders agree with your findings and proposed response?**

Stakeholders have been heavily involved in consultation activities around the needs of victims of IPV and their views and concerns are well represented. The results of the Victims Voice report have been shared widely and any further workshop and consultation activities undertaken have been shared with the Northamptonshire IPV strategy group which brings together the police, OPCC, local authorities, probation services, service providers and the NHS to achieve a shared vision.

*Is there is evidence of a disproportionate adverse or positive impact on any groups of protected characteristic?*

*Are there concerns that there may be an impact that cannot be easily mitigated or alleviated through minor alterations?*

*Is there an opportunity to significantly alter your proposal to meet the positive duties?*

*If yes to any of the above then you must answer YES unless you can provide strong justification below.*

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	X
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**Explain your reasons for your answer:**

This specialist service aims to significantly improve the lives of victims of IPV in Northamptonshire. It is not disproportionate to one group over another, but designed to deliver services to meet individual needs.

**6. Review**

<b>Review Date</b>	January 2015.
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**Full Equality Impact Assessment**

This is a Full Equality Impact Assessment. It is intended to expand and build upon the material within the initial assessment.

**7. Based on your analysis in the initial form, please explain in more detail the impact**

	<b>Impact Identified through initial assessment</b>	<b>Does the impact disproportionately affect any of the listed groups?</b>	<b>How can the policy be changed for certain groups to help meet our positive duties, or mitigate adverse impacts?</b>	<b>What consultation/ Involvement is planned to fully investigate the impact and solutions for mitigation?</b>
<b>Sex</b>				
<b>Gender Reassignment</b>				
<b>Age</b>				
<b>Disability</b>				
<b>Race &amp; Ethnicity</b>				
<b>Sexual Orientation</b>				
<b>Religion or Belief (or No Belief)</b>				
<b>Pregnancy &amp; Maternity</b>				
<b>Human Rights</b>				
<b>Other Groups</b>				



## 8. Full Assessment Action Plan


Please outline how you will respond to the challenges and opportunities that you have identified above

Action Plan				
Challenge/Opportunity	Actions	Responsibility	Timeframe	Evidence and success measures

## 9. Full Assessment Authorisation

All Equality Impact Assessments must be signed off by the Police and Crime Commission's Monitoring Officer before publication. Signing off means that the Monitoring Officer will need to satisfy themselves that:

- You have consulted and involved stakeholders from each group
- You have gathered all relevant evidence
- You have an action plan

Full EqIA completed by:	Sarah Ross
Signature of PCC's Monitoring Officer:	
Date	November 28 <sup>th</sup> 2014
Review Date	January 2015

