

Community and Equality Impact Assessment

As an authority we have made a commitment to apply a systematic screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with [full guidance \(PDF\)](#), to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

In addition the guidance supports officers to consider our commitments set out in the [Thurrock Joint Compact](#) with the voluntary sector.

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

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About the service or policy development

Name of service or policy	Thurrock violence Against Women and Girls Strategy 2020/23
Lead Officer	Priscilla Tsang
Contact Details	
Why is this service or policy development/review needed?	
The current VAWG strategy of 2017/20 will expire 31 March 2020. This new strategy will reflect the legislative changes and crime statistics that have occurred since 2017. This strategy and subsequent action plan will highlight and address any community or equalities anomalies. These will be incorporated within the three year action plan	

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?
Look at what you know? What does your research tell you?

Consider:

- National and local data sets – for example, [key statistics and ward profiles](#)
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.

	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?

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Local communities in general	x		Tackling hidden offences across all spectres of society. This strategy has a specific theme of 'positive communities' to include engagement and training for local communities to help identify and tackle VAWG crimes within Thurrock.	Improved engagement and awareness raising, resulting in increased identification of these crimes, empowering communities to be catalyst for societal change.
Age	x		The strategy addresses victims and perpetrators both elderly and young Sexual exploitation adversely impacts young people Elder abuse is acknowledged as under reported and is being highlighted for action	Closer working with adult safeguarding and youth forums in the borough. Learning from national reports which focus on the needs of rural communities. Having regard for our population breakdown will assist us in directing services appropriately. Thurrock has a higher percentage of young people (those aged 0-14) than England. It also has a slightly higher population percentage of middle-aged people (those aged 30-49). However in the older population the percentage is lower than England. ¹
Disability	x		Further awareness of the barriers in reporting crimes, and greater awareness of the issues faced, such as difficulties in leaving abusive relationships due to disability. Monitoring of any gaps through scrutiny processes. For example, under representation of individuals with disability heard at MARAC ²	Learning from national research and voices of victims and survivors. Examples such as Public health's publication of 'Disability and domestic abuse, Risk, impacts and response' By seeking to harmonise the services available to respond to clients' needs.
Gender reassignment	x		Further awareness of the barriers in reporting crimes, and greater awareness of the issues faced and the	Links with appropriate forums in the borough and seeking contribution to annual refresh of action plan

¹ 2011 Census

² Spotlight #2 Disabled people and domestic abuse

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			<p>understanding of links to hate crime reporting.</p> <p>Local data sets are now expanding the previously restricted gender question tick box option and making it more inclusive.</p>	
Marriage and civil partnership	x		Addresses abuse within all domestic relationships and highlights forced marriage in particular.	<p>By greater transparency with communities linked to forced marriage</p> <p>Acknowledgment of national data showing changes in risk of becoming a victim of VAWG crimes when marital status changes ³</p>
Pregnancy and maternity	x		Pregnant women are particularly vulnerable to domestic abuse, the strategy reinforces the responses to domestic abuse	By increased engagement with midwifery services and FGM
Race (including Gypsies, Roma and Travellers)	x		<p>Improving engagement and reporting levels from all BAME communities. 14.13% of Thurrock residents come from BAME communities.⁴ Reporting is disproportionate.</p> <p>BAME communities are more at risk from Honour Based Abuse including FGM</p>	<p>Ongoing work across Essex to increase awareness and reporting across BAME communities</p> <p>Continue to support BAME project Maya and work closely with the traveller welfare officers to reach out to our traveller communities.</p>
Religion or belief		x	The established religions do not condone the abuse highlighted within this strategy	
Gender	x		<p>Nationally the majority of victims were female and the majority of perpetrators are male.</p> <p>This strategy has a focus on women as</p>	Greater support and awareness for men as victims, supported internally by the Housing Safeguarding Team.

³ ONS Domestic abuse victim characteristics 2019

⁴ JSNA sexual violence and abuse appendices

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			victims, however the services offered by Thurrock are available to all victims of VAWG crimes.	
Sexual orientation		x	The strategy makes no differentiation on sexual orientation and treats all victims and perpetrators regardless of sexual orientation	Learning from national research such as GALOP reports, which are supported by government to support LGBT community. We need to improve the accuracy of data with regards to this community in order to drive activity and is reflected in the action plan.
Any community issues identified for this location? <i>See above link to ward profiles.</i>	x		Whilst domestic abuse affects all communities, the following wards have provided the most disclosures to the Housing Safeguarding Team in 2018/19. ⁵ Wards will differ according to data source <ul style="list-style-type: none"> • Grays 40%, • Tilbury 15%, • South Ockenden and Aveley 22 %. It should be noted that this also reflects where there is a higher concentration of Local Authority housing	Targeted response to these wards and other wards as identified.

2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups?
This is a vital step – see [full guidance \(PDF\)](#).

⁵ Housing safeguarding report 2018/19

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The direction of the strategy and action plan was developed following consultation with attendees at the VAWG conference 2019 and Thurrock Community Safety Partnership Board. Legislative changes and actions identified through the work of the Violence against Women and Girls Strategic Governance Group.

The following statutory and voluntary professionals have been consulted as members of the VAWG strategic governance group: Changing Pathways, SERICC, Public Health, CCG, Inclusions Thurrock, and Essex Police.

This strategy will be shared with Thurrock Council staff for: Women's, LGBT, BAME and Disability

3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
The accompanying action plan identifies the gaps referred to above and also the responses over the next 3 years in order to address them	March 2023	Priscilla Tsang and Thurrock VAWG governance group within the Community Safety Partnership

4. Next steps

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Implications/ Customer Impact

The implementation of the strategy and action plan continue the progress made to date and will offer a range of preventive measures, and provision of support to individuals who bravely come forward seeking assistance. Improved harmonised interagency services will tackle the root causes including early interventions with perpetrators.

The strategy and action plan signpost a sensitive but thorough response to assisting in safeguarding victims regardless of gender, sexual orientation and ethnicity. This strategy will contribute considerably to the Local Authority meeting their duty under the Crime and Disorder Act 1998 Section 17.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Head of Service who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Priscilla Tsang	VAWG Coordinator	
Julie Rogers	Chair of the Community Safety Partnership	
Natalie Warren	On behalf of Thurrock Council	