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**EXECUTIVE**

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**SUPPLEMENTARY PAPERS**

**TO: ALL MEMBERS OF THE EXECUTIVE**

The following papers relate to agenda item 6.

Alison Sanders  
Director of Corporate Services

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# Full Equality Impact Assessment The Alders and Chestnuts Children's Centre



## 1. Introduction

The scale of the reduction in Bracknell Forest's grant from central Government announced in the Local Finance Settlement has necessitated additional savings to be made for 2016-17. It is proposed to reduce service delivery from 5 days per week to approximately 2 days per week at The Alders & Chestnuts Children's Centre and to focus support on those families and children identified as needing more targeted support.

Health visitors currently deliver the Healthy Child Programmes at The Alders & Chestnuts Children's Centre and there are no plans to change the levels of this service, there are also no plans to change delivery of current midwifery services.

## 2. Background

The Alders and Chestnuts Children's Centre was designated in 2007 and service operation began from community venues. The centre on the site of College Town Infant school opened in 2009. The centre serves the communities of Sandhurst, Owlsmoor, College Town, Crowthorne, Little Sandhurst and New Scotland Hill.

There are approximately 1380 children under five years living within the reach area, this is the smallest reach of the 4 centres within Bracknell Forest.

Levels of deprivation within the reach:

- Children at risk of living in poverty range between 4.1%- 8.7% compared to an average of 10.2% across Bracknell Forest. (The highest ward being 17.2% and the lowest 3.3%)

There are midwives and Health Visitors co-located who deliver services at the centre and within the local community and there are no plans to change this model. A speech and language drop-in also runs at the centre monthly.

The Children's Centre currently has the following staff allocation:

- 1 FTE- Senior Project Worker
- 1.68 FTE Project Workers
- 1 FTE administrator
- .57 FTE Family Outreach Worker

Staff deliver a range of sessions universal and targeted to meet the needs of the reach area both within the main centre and from a variety of community venues within the reach.

Sessions include:

- Evidenced based parenting programmes,
- New Baby programmes
- Universal Family Play Together
- Targeted outreach support
- Monthly parenting drop-in

- Adult learning
- A range of targeted sessions to meet need
- Sessions run on the Royal Military Academy (RMA)

Local data is analysed to determine the needs of the local community, services are planned and delivered to meet needs and improve outcomes.

### 3. Consultation including Methodology and Sources of Data

Bracknell Forest Council (BFC) commissioned Qa Research to provide research support as part of a consultation on proposed changes to the delivery of services at Alders and Chestnuts Children's Centre.

The consultation ran from 23<sup>rd</sup> March until 17<sup>th</sup> May 2016. The interim findings from the consultation survey and focus groups are included in this report. Further analysis will be included in the final report from Qa which will include any surveys returned in the week following the consultation closing date.

Qa Research worked with BFC to develop a self-completion consultation survey. BFC shared the draft survey with a reference group of parents to ensure that the language used was appropriate and that the proposals were understood. Some minor revisions were made following receipt of feedback from parents.

#### Aims and objectives

- Bracknell Forest Council wanted to consult parents/carers likely to be affected by the proposed changes to the delivery of services at the Alders and Chestnuts Children's Centre.
- Seeking the views of parents to ensure that local need continues to be met within budgetary constraints and remodel the services delivered.

Proposed changes are detailed in the table below

Current situation	Proposed changes
Alders and Chestnuts Children's Centre is open five days a week for all parents/carers in the area to access.	The Children's Centre team will deliver targeted services from the centre for approximately 2 days per week. Other organisations may deliver services at the centre at other times.  Targeted services means that families who have been identified as needing this support will be able to access it.  Professionals will identify families requiring targeted support. Families will be able to self refer themselves into the service by telephone, email or via another professional.
Currently, midwives, health visitors and Family Outreach are based at the centre.	This will not change – parents/carers will still be able to access these services at the centre.
Currently, all parents/carers in the area can access the following services at the centre:	These services may not be available for all parents to access at Alders and Chestnuts

<ul style="list-style-type: none"> <li>• Baby programmes</li> <li>• Family Play Together</li> <li>• PEEP groups (PEEP stands for Parents Early Education Partnership and includes short courses on a range of topics, e.g. child development and parenting skills)</li> </ul> <p>Currently a range of sessions run on the RMA</p>	<p>Children’s Centre. Some of these services may be delivered in the centre by other organisations.</p> <p>Some elements of these services might still be available to all parents but this may be on a first come first served basis. Families requiring targeted services would access these services together with other families.</p> <p>To provide more options for families, the council plans to work with other organisations in the area to provide these services. For example, toddler groups and early years settings (e.g. nursery classes and pre-schools)</p> <p>Some targeted services may still remain at the centre, for example:</p> <ul style="list-style-type: none"> <li>• Targeted Family Play Together</li> <li>• Targeted PEEP</li> <li>• Parenting courses, e.g. Solihull, Freedom, Time Out for Parents</li> </ul> <p>There are no plans for this to change</p>
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#### 4. Consultation & Engagement

Qa Research supplied BFC with 1300 paper surveys and Freepost return envelopes which were made available for parents to access at Alders and Chestnuts Children’s Centre and all community venues where services were delivered during the consultation period. BFC also sent copies to local preschools. In addition, BFC sent an email version of the survey to registered parents in the reach area. At this interim stage, a total of 88 completed surveys have been received.

A series of focus group discussions (run as part of existing sessions and one evening session) were facilitated by BFC staff. To support this process Qa Research designed a discussion guide and provided a template for BFC staff to use to note down the key points from the discussions. A total of 40 parents/carers participated in the discussions. 22 comments have also been received via BFC online budget saving consultation.

#### Key Findings

- Of the 89 survey respondents, the majority (97%) were a parent/carers, a further 4% were expectant parents.
- Overall, the majority (98%) of respondents were female; 2% were male.
- 29% of respondents lived in College Town. 23% in Owlsmoor and 17% in Central Sandhurst. (further detail is within Qa report)

- 78% of respondents were aged 20-44, 12% were 25-29 (further detail in full Qa report)
- 64% of respondents were working (either full time or part time), a further 25% were looking after the home.
- The majority (90%) of respondents were White British; 2% described themselves as Filipino and Nepali.
- Overall, around a third of respondents (29%) stated that they had a household income above £50,000 per annum, although 26% declined to give this information. A further 17% had an annual household income between £20,001 and £30,000.
- A third of respondents (31%) were using Alders and Chestnuts Children's Centre once or twice a week; 25% used the centre less than once a month.
- The most popular services, accessed most recently (within the last month), appear to be Family Play Together (59%), baby programmes (43%), and messy play sessions (42%). Parenting programmes also appear to have been well used by respondents, with 52% having accessed these within the last six months.
- Nearly 80% of respondents stated that all of the services were important or very important. However, baby programmes (94%) and messy play sessions (92%) seemed to be particularly important, and speech and language drop-in less so (79%).
- Overall 85% of respondents had accessed at least one service provided by other organisations (figure 11 Qa report)
- Just fewer than half (46%) of respondents disagreed/disagreed strongly with the statement 'I would be able to travel to use similar services at any other provider in Bracknell Forest'; 42% disagreed/disagreed strongly with the statement 'I would be able to travel to use similar services at another Children's Centre in Bracknell Forest'. However, 56% of respondents agreed/strongly agreed with the statement 'I could afford to pay for the services I currently use at Alders and Chestnuts Children's Centre.
- Overall, just fewer than half (44%) of respondents stated that the proposed changes would have a significant impact on them. A further 38% stated that the changes would have some impact.

### Further Comments

Finally, respondents were asked to comment on the proposed changes. Two key themes emerge from the analysis of responses:

- Concerns around the inability/willingness to travel to access Children's Centre services in other locations
- Concerns around the inability to access services and support if families are defined as ineligible to access targeted services.

The following example comments illustrate the range of comments made.

*"I would not have attended a children's centre if I had to travel. I attended the centre as it was so close and convenient and a good place to meet local mums."*

*“Strongly oppose proposed changes - most families I know need some support but wouldn't come under the "targeted" umbrella. It is good to meet local families. Some people are unable to travel or cannot afford to travel to other sites. I believe people would be less likely to access help, advice and support if services are not local.”*

*“I find this is easy to get to without a car, and you can make many friends it will be harder to get to other places.”*

*“Changing the services would have an adverse effect on many local families, not just my own. I think it will only isolate those in need further and reduce care for those who are in need but do not meet the 'need' criteria.”*

*“As I do not think I would be eligible for the proposed "targeted" services all of the services I have used will not be available to me. As a first time mother these services have been vital in encouraging me to socialise with my baby. Private classes are very expensive and maternity pay is not a lot so I wouldn't have done many. I would be prepared to pay a small fee for the Alders courses though.”*

*“When I had my first child the services were vital to me - to get support, advice from the staff and other parents. Being a parent holds lots of emotions and help is needed. With my second child I have built up my support network - much through my contact with the centre. The staff do a brilliant job and are very approachable - this is helped by the centre being local/smaller rather than one amalgamated one. Although I use the centre a lot less now, because my children are older it was a lifeline when my first child was a baby. If the centre was not there for non-targeted families, I may well have become in need - the centre prevented issues, before they happened.”*

*“I think parents would not remember opening times, or the centres would not be open at times of urgent need, and it is important investment for the future wellbeing of all children.”*

*“I believe that every family needs the services that the children's centre provides- and sometimes needs are hidden or less obvious to professionals. The council need to replace these courses etc instead of referring onto already existing ones.”*

## **Focus Groups**

- The majority of parents in the discussions were regular users of Alders and Chestnuts Children's Centre, accessing services at least once a week or fortnightly. The main reasons for using services were a mix of practical and social as illustrated by the following quotes:
  - *“So my children can interact with others”*
  - *“Toddler play”*
  - *“To meet other people”*
  - *“Breast feeding advice, baby weigh in and toddler plays”*
  - *“Develop my skills as a parent”*
  - *“To support my child's development”*
  - *“Antenatal care”*
  - *“Messy play”*
  - *“Speech and language.”*

## **Overall views/questions on proposed changes Overall views/questions on proposed changes**

Overall, parents questioned how target families will be identified and how BFC propose to find out each person's needs. Parents were concerned that although they may not fit in certain criteria, they may still require support and were unsure how they would gain this if, under the proposals, they would be unable to access the children's centre groups. The following quotes illustrate the responses:

*'It will restrict the programmes that I can access'*

*'It will limit the times that I can attend'*

*'Restrictions may affect my child's social skills – something which I know have improved due to attending groups with the Alders'*

### **Summary of consultation responses.**

Parent discussed many concerns about the proposals to reshape the service. In particular, parents were uncertain how the proposals would work in practice and were keen to know how the services would change and whether they would still be able to access them. The sessions are currently very busy and parents were concerned that the proposed changes to service delivery would mean that they wouldn't be as busy and therefore would be at risk of closure.

It was difficult to explain how a targeted service would affect families. Parents were unsure if changes are going to affect them or not but parents were pleased to hear that the centre is not closing.

Parents evidently acknowledge and value the skills and expertise of the Children's Centre staff and were unsure whether services delivered by other organisations would be able to offer the quality of advice received from CC staff.

### **5. Assessment of Impact on Equality strands**

#### **Disability Equality – this can include physical, mental health, learning or sensory disabilities including conditions such as dementia.**

The proposed restructure of the Children's Centres will reduce frontline universal services at The Alders & Chestnuts Children's Centre. Therefore this proposal may impact on parents/carers or children with a disability.

Whilst this proposal does impact on some staff, there are none that have identified as having a disability.

#### **Mitigation**

Bracknell Forest Child Development Centre offers support to families with children under 5 with disabilities, dependent on need there is a possibility that the centre could deliver family sessions at the Alders to ensure that the needs of children with disabilities are met. There are currently 40 children in this reach area known to our service already accessing support.

#### **Racial Equality**



There is a known black, minority and ethnic (BME) community in the Alders and Chestnuts Children's Centre area; with a significant number of Nepali families in particular living in the area. Therefore this proposal may impact on this protected characteristic.

### **Mitigation**

89% of respondents were White British. A focus group took place on the RMA where there are a significant number of Nepali families. Services delivered on the RMA will continue in the new model, therefore there should not be a significant impact on this protected characteristic.

### **Gender Equality**

The majority of parents using Children's Centre services are female. Any changes to the service will impact disproportionately on women, particularly those with young children.

All staff employed in delivery of Children's Centre Services at The Alders & Chestnuts are female and therefore there will be an impact on this protected characteristic.

### **Mitigation**

Targeted services will continue to be delivered at the CC. We will continue to work in partnership with other organisations to ensure that there are a variety of services available locally to meet needs.

There will be a decrease in staffing at the centre, 1.0 FTE administrator and 1.0 FTE Senior Project worker, however due to current staffing levels there will not be any redundancies.

### **Age Equality**

Children's Centres provide inclusive services for children aged 0-5 years and their families. Therefore there is the potential that this proposal will impact on children under five and their families.

Staff employed to deliver services at The Alders & Chestnuts Children centre range, in age, between early twenties and middle age.

### **Mitigation**

Targeted services will continue to be delivered at the CC. We will continue to work in partnership with other organisations to ensure that there are a variety of services available locally to meet needs.

There will be a decrease in staffing at the centre, 1.0 FTE administrator and 1.0 FTE Senior Project worker, however due to current staffing levels there will not be any redundancies.

### **Pregnancy and maternity equality**

Children's Centres provide significant support and advice for pregnant women. The existing targeted services for pregnant women provided at The Alders and Chestnuts Children's Centre will continue, but there will be a reduction in universal services provided by Children's Centre staff.

Any decision on which, if any, universal services will reduce will be made based on the outcome of consultation.

There are currently no Children's Centre staff pregnant or on maternity leave and it is not anticipated this proposal will have any adverse impact for this protected characteristic in relation to staff.

### **Mitigation**

Within these proposals there will be no change to midwifery and Health Visitor services operating at the Children's Centre and within the local community. We will monitor this to ensure the needs of expectant and new mothers continue to be met.

### **Other**

Children centre staff will be affected by the proposals to restructure.

There are pockets of deprivation in the reach area of The Alders & Hollies Children's Centre. Therefore there may be an adverse impact for families in poverty, including but not limited to lone and teenage parents.

The Alders & Hollies Children's reach covers part of The Royal Military Academy in Sandhurst. Therefore there may be an adverse impact for armed forces families

### **Mitigation**

Children's Centre staff are very positive regarding the changes to service and are working closely with management to support redesign of services. There has been a positive response from some of our partners, in particular local pre-schools, day nurseries and toddler groups who are keen to work in partnership with the Children's Centre to ensure that local families have access to high quality early years support and guidance.

Targeted services will continue to be delivered and therefore families in poverty, lone and teenage parents and armed forces families will continue to have access to these services.

## **6. Conclusions**

Findings from the survey and focus groups suggest that parents value the social interaction and practical advice that they can access by attending activities at the Children's Centre. Family Play Together, baby programmes and messy play sessions appear to be the most popular/well-used services.

It is also evident that some parents are accessing other activities not provided by Alders and Chestnut's Children's Centre, e.g. baby and toddler groups and music/singing activities. Findings from the survey suggest that some parents would find it difficult to travel to access similar services at other children's centres or providers; however the findings do suggest that a proportion of parents consider that they could afford to pay for services that they currently access at the Centre.

The majority of parents who responded to the survey stated that the proposed changes would have some or significant impact for them. The focus group discussions suggest that in

the main parents are worried and uncertain about whether or not they will still be eligible to access services when they move to the targeted model – some parents feel that they may still need support in the future but were worried how they would access it if they did not meet the criteria for targeted services.

From the focus group discussions it appears that families are pleased that the centre is not closing. They value the advice and support that is available from experienced Children's Centre staff and although they are open to the idea of other providers running services they are unsure whether they will still be able to access advice and support of a similar quality.

The potential plans of working in partnership with other organisations delivering local services would help to address the concern regarding access to quality information and advice, the plan would be for CC staff to attend other groups, for example, existing Parent and Toddler groups, they would therefore be accessible during these groups should parents have specific questions, queries and concerns. CC staff would also be able to signpost parents to target sessions as appropriate.

## **7. Monitoring Arrangements**

As part of the transformation of children's centres we are continuing to assess and develop services. This will continue over the next year. Collection of data from Estart will be key to monitoring access to services. Feedback from parents, through surveys and focus groups will inform service delivery and identify gaps in service.

Telephone contact is still available 5 days per week, centre opening times will be widely advertised however should a family drop-in health colleagues may be able to assist and or signpost to further support, this will be carefully monitored to ensure that no family that requires urgent support will be at risk.

It will be important for the new Advisory Board to offer advice, guidance and challenge to the Children's Centre Manager to ensure the needs of the community are met within budgetary constraints.

## **8. Publication of Equality Impact Assessment**

This section should state how the EIA will be published. (EIA's should be published on the Bracknell Forest Council website - please contact the Community Engagement and Equalities Team on 01344 353307 [abby.thomas@bracknell-forest.gov.uk](mailto:abby.thomas@bracknell-forest.gov.uk) )

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# Full Equality Impact Assessment HomeStart



## 1. Introduction

The scale of the reduction in Bracknell Forest's grant from central Government announced in the Local Finance Settlement has necessitated additional savings to be made for 2016-17. It is therefore proposed to review the services delivered by 3<sup>rd</sup> sector voluntary organisation HomeStart with the aim of reducing the Council's grant to the organisation to achieve savings of £30,000.

An Equality Impact Screening on the above service was completed in March 2016, the outcome being to undertake a Full Impact Assessment.

The consultation opportunities have included

- BFC online budget savings consultation
- Meetings with HomeStart Trustees
- Meeting with HomeStart staff
- Meeting with families
- Clinical Commissioning Group

Feedback from the consultation has highlighted a range of potential impacts on the protected characteristics as identified during the screening process. Whilst it has not determined any unexpected impacts it has clarified potential impacts in more depth.

This report outlines the measures that the Council has already and can take to mitigate these should the Executive decide to implement the savings proposals.

## 2. Background

HomeStart Bracknell Forest has had a service level agreement with Bracknell Forest Council and the Clinical Commissioning Group since 1994. They provide a valuable early intervention and prevention service, providing a minimum of 3 months sustained support to a minimum of 60 families for whom identified needs are being met. Eligible families are referred to the service who identify and work with them as per national policies and local priorities; ensuring all members of families are considered. Support provided include (but are not limited to)

- Friendship and practical assistance
- Visiting families in their own homes
- Delivery of a weekly family group
- Encouraging families to widen their network of relationships and to effectively use support and services available in the community

This service is targeted to vulnerable families. This is a preventative service that aims to support families before there is need for referral to local authority and/or partners for statutory services, and hence aims to reduce long term, higher cost interventions.

The service is inclusive, however data shows that the majority of referred families are White British (75%). 72% of main carers fall within the 25-44 year age bracket.

The reason for referral are detailed below (2014/15)

Reason for referral	% of families identified with issue at referral
Mental health	60.3%
Adult/Child long term health condition	23.5%
Adult/Child SEND	7.4%
Isolation	63.2%
Parenting skills	47.1%
Substance misuse	8.8%
Domestic abuse	20.6%
Lone parent	39.7%
Young parent (<19)	5.9%
Multiple birth	7.4%

Children supported (2014/15)

5 and over	Under 5	Born since referral	Total children supported
93	133	2	228

The referral statistics clearly identify the main areas of work the service focuses on.

### 3. Consultation including Methodology and Sources of Data

To enable us to consider the impact of any savings and or service redesign we have undertaken a review of the service funded through this SLA. We have consulted with HomeStart, some of their families, volunteers, staff and trustees. We have also received additional consultation responses from HomeStart, the Bracknell Forest online consultation and email correspondence.

Performance monitoring reports received from HomeStart twice yearly have provided key data to enable the service to be evaluated. The table below demonstrates the referral source and families for the year 2014/15.

Referral source	Number of families
Health Visiting Team	39 <i>(including 9 inappropriate)</i>
Self	8
Family support Advisors	4 <i>(including 1 inappropriate)</i>
Children's Centres	2
Children's Social Care	12 <i>(including 6 inappropriate)</i>
HUB	1 <i>(inappropriate)</i>
Community Mental Health Team	2

*(‘Inappropriate’ also includes families we were unable to contact or who declined our support)*

On average HomeStart support approximately 80 families per year. It is difficult to determine the length of time each family continues to receive support, it would appear to range from 3 months to 2+ years.

The biggest referral source is health equalling 60% of the above referrals; however the funding split through the SLA is 82% Bracknell Forest and 18% CCG.

### 4. Consultation & Engagement

An Equality Impact Screening on HomeStart Bracknell Forest was completed in March 2016, the outcome being to undertake a Full Impact Assessment that included a 12 week consultation period.

From the online consultation it is difficult to determine who the responses are from however 18 responses were identified from online consultation.

Further consultation took place with the groups identified below as they have a specific interest in the service, activities included:

- 12 families present at the Family Group consultation, 2 written consultations from families received from HomeStart (17.5%)
- 4 trustees consulted face to face, 2 written responses received from trustees
- Collated responses received from a HomeStart Volunteer support meeting
- 2 staff consulted face to face and written responses.
- 6 email consultations

### Summary of consultation responses.

It is clear that respondents value the support given by HomeStart and have commented that there would be a detrimental impact on vulnerable families should the service reduce or cease to operate, possibly resulting in a higher number of families requiring tier 3 and 4 statutory services. Additionally the added value of personal development growth for volunteers was deemed invaluable.

Bracknell Forest Council Officers will work with HomeStart Bracknell Forest to support redevelopment of the service to include:

- New referral processes
- Clear criteria for engagement
- Robust data monitoring
- Partnership working to meet the needs of families

## 5. Assessment of Impact on Equality strands

**Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.**

As this service is targeted to families and children identified as vulnerable, it is recognised that family members may have mental health issues, as well as other disabilities and therefore if this service is reduced there is potential for adverse impact on this protected characteristic.

Data received from HomeStart identified the following issues at referral:

Mental health	60%
Adult/Child long term health condition	23.5%
Adult/Child SEND	7%

Some of these adults may meet more than one of the criteria.

### Mitigation

We will be working with referrers, in particular Health Visitors (primary referrers). Referrals will be via a Family CAF ensuring the needs of families are fully identified at the point of referral, and discussed at the Early Intervention HUB, the families will then be referred to the most appropriate support services. A number of families referred directly to HomeStart and accepted clearly demonstrate complex needs and had the referrals gone through the Early

Intervention HUB would probably have been allocated a more intensive support package with other agencies highly trained to manage complex needs.

### **Gender equality**

Monitoring information is provided based on numbers of families accessing this service and does not report directly on gender. It could be assumed that as females tend to be the main carers in families there is potential for adverse impact on this protected characteristic. Through consultation it became apparent that users of the service are predominately female. There were 2 male carers present at the family group meeting, however neither expressed any specific concerns during this meeting.

#### **Mitigation**

Referral through the HUB will ensure that there is no adverse impact on this protected characteristic as referrals will take into account the whole family. Data received from HomeStart will need to include gender of both carers and children accessing the service, this will enable future planning as required.

### **Age equality**

This service is targeted to families with young children. A reduction in service level would have potential for adverse impact on this protected characteristic.

#### **Mitigation**

We will continue to work in partnership with HomeStart to support parents to access other services for young children and their families. This could include universal services such as Toddler groups, services run through Children's Centres either universal or targeted.

### **Other groups**

Volunteers and employees of HomeStart may be affected if funding cuts result in a reduction in their levels of operation.

Bracknell & Ascot Clinical Commissioning Group part fund the HomeStart service and this proposal may impact on their ability to meet the needs of their service users.

#### **Mitigation**

The review of the service identified that a high number of referrals were directly to HomeStart from health professionals. Health will be reminded to complete a Family CAF and refer through the Early Intervention HUB for multi-agency discussion and assessment this will ensure that the family receives the most appropriate service to improve their outcomes.

## **6. Conclusions**

The Council seeks to minimise the impact of proposed budget reductions on the most vulnerable citizens.

Through consultation with trustees a possible alternative option has already been put forward to HomeStart reflecting the comments and concerns raised. This is to reduce the level of reduction of their grant from £30k to £10k for 2016/17. During this time HomeStart would be expected to work with BFC to plan a new service of delivery and seek alternative sources of funding for any possible future reductions in budgets. HomeStart have been



made aware that there is the potential for future savings. Whilst this option will be proposed at the full Council meeting it will be for the Council to determine which option they move forward with.

### **7. Monitoring Arrangements**

A new contract is to be put in place with HomeStart, this will detail specific data and statistics required by BFC. This will support robust monitoring of the service to measure any potential future impact and enable systems to be put in place to mitigate these.

The new contract is being drafted and HomeStart will work closely with BFC to develop a service that meets BFC priorities and local needs and remains cost effective. The final contract will be put in place following the decision on funding reduction.

### **8. Publication of Equality Impact Assessment**

This section should state how the EIA will be published. (EIA's should be published on the Bracknell Forest Council website - please contact the Community Engagement and Equalities Team on 01344 353307 [abby.thomas@bracknell-forest.gov.uk](mailto:abby.thomas@bracknell-forest.gov.uk) )

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# Full Equality Impact Assessment Youth Service



## 1. Introduction

The scale of the reduction in Bracknell Forest's grant from central Government announced in the Local Finance Settlement has necessitated additional savings to be made for 2016-17.

The Youth Service Modernisation Programme highlighted the need to move the focus of Youth Work to a more targeted service. The universal service has been commissioned out to a voluntary provider.

This Equality Impact Assessment Report looks at the Council's proposal to delete 1.9 FTE youth worker posts (13 posts) which could lead to a reduction in universal services for young people.

Following an equalities impact screening it was decided that a full assessment was required. The screening identified that the groups most likely to be affected by this proposal would be young people aged 11 – 19 yrs, particularly those living in poverty and those living within the armed forces. Seconded staff and those staff originally employed to work in universal services will, in particular, be impacted.

## 2. Background

The Youth Service Modernisation Programme has moved the focus of Youth Work to more targeted interventions.

The Targeted Youth Service now offers 4 work strands:

- Sexual Health Advice and Guidance
- Substance Misuse
- Vulnerable Young People
- Duke of Edinburgh Award Scheme

Whilst Youth engagement remains a priority for the service and underpins all areas of work this will be more targeted in the future.

Universal provision is provided through a Service Level Agreement with a Voluntary Sector Provider.

As the majority of the Youth Service work is targeted there will be no impact from these proposals. There may be impact on the open access sessions within youth centres currently provided through a commissioned service.

Most staff that have been put at risk were originally recruited to work in an open access universal service. When this work ceased staff were absorbed into other youth work. As the work is now more targeted there will be no impact from these proposals.

### 3. Consultation & Engagement including Methodology

The groups consulted were affected staff and young people aged 11 – 19yrs. Consultation have been achieved through face to face meetings and the Council's online budget savings consultation. Staff have also had the opportunity to feedback through the departments email drop box.

### 4. Assessment of Impact on Equality strands

#### Age Equality

The Youth Service works exclusively with young people aged 11-19 and therefore this proposal has the potential to impact on this protected characteristic.

Staff employed in the youth service range, in age, between early twenties through to late fifties

#### Mitigation

Existing commissioned universal services will continue to run and these are open access for all young people aged 11-19 yrs.

Targeted services will continue.

Sandhurst Town and Parish Council have recruited their own Youth Worker to deliver services and meet the needs of their community.

#### Staff

The majority of staff affected are employed for a few hours a week and hold other posts. All staff will be given an opportunity for redeployment should suitable alternative posts be available.

#### Other

There are pockets of deprivation in Bracknell Forest. Therefore there may be an adverse impact for young people whose families are in poverty.

Part of The Royal Military Academy in Sandhurst lies within Bracknell Forest, therefore there may be an adverse impact for young people whose families are in the armed forces.

#### Mitigation

The targeted service is provided for any young person who may need to use the service e.g Sexual Health drop ins.

The universal open access clubs are run at the Zone in Great Hollands and the Wayz in Harmanswater which are two of Bracknell's more vulnerable areas.

A range of other youth activities are run across the Council by other organisations and can be easily accessed e.g. Kerith Youth Club.

Staff

Two staff consultation responses, 1 written and one verbal were received.

Consultation	Mitigation
One concern was around youth engagement and the future of this work.	Whilst Youth engagement remains a priority for the service and underpins all areas of work this will be more targeted in the future. All staff will incorporate it into their work and the Youth Council are looking at alternative models of engagement to ensure that all young people have the opportunity to participate and help us shape the service for the future. The senior Youth Worker will ensure that Young People’s voices are still heard.
A comment was made regarding the vacant Business Manager role and whether a staff member potentially losing their post could fill that role.	A review of this post is currently being undertaken to see whether there is a need for this post or whether existing administration staff could cover the work
One of the posts for potential reduction provides support for vulnerable young people. Is there any way this can be saved?	Reviewing this comment it has been agreed that this post should remain therefore enabling support to vulnerable young people to continue. The required saving has been made elsewhere within the service.

**5. Conclusions**

Having reviewed the consultation responses a change to the proposal has been made to ensure that support for vulnerable young people continues whilst still meeting the savings target.

Young Peoples engagement will continue, however it will be part of all youth workers roles as they engage with young people through their targeted service. The Youth Council are looking at alternative models of engagement to ensure that all young people have the opportunity to participate and help us shape services.

The commissioned universal service will provide open access to those young people wishing to engage.

The targeted Youth Service will continue to meet a large number of young people that need to access a range of interventions.

**6. Monitoring Arrangements**

The Youth Team Leader will need to closely monitor Youth engagement through QES (database) to ensure that their voices continue to be heard and help shape delivery of services. Should engagement decrease an action plan will be put in place to increase numbers of young people engaging.

The needs of vulnerable young people will also need to be monitored to ensure their needs are met.

The universal service will continue to be monitored through quarterly reports and meetings.

**7. Publication of Equality Impact Assessment**

This section should state how the EIA will be published. (EIA's should be publish on the Bracknell Forest Council website - please contact the Community Engagement and Equalities Team on 01344 353307 [abby.thomas@bracknell-forest.gov.uk](mailto:abby.thomas@bracknell-forest.gov.uk) )

# Voluntary Sector Core Grants Full Equality Impact Assessment Report



## 1. Introduction

Following the local government finance settlement announced in December 2015 Bracknell Forest Council had to find additional revenue savings of £1.601m. This included a proposed 10% reduction in the core grants awarded by the council to the voluntary sector. These grants go to five organisations; Involve, Citizens Advice Bureau, Shopmobility, Victim Support and Berkshire Community Foundation.

The aim of this proposal is to make a saving of £38,181. The proposal is consistent with the messages in the Council Plan and the new narrative that the council must live within its means. It is also consistent with the guidelines within the DCLG Revised Best Value Guidance which says that authorities should seek to avoid passing on disproportionate reductions by not passing on larger reductions to the voluntary and community sector and small businesses than they take on themselves.

This Full Equality Impact Assessment Report looks at the issues, considerations and conclusions around the proposed 10% reduction to the voluntary sector core revenue grants. Each voluntary organisation has been asked to respond to the consultation and offered the opportunity for a meeting to discuss any concerns further.

This report shows that for the most part there will be a neutral impact on equalities. Where there are impacts it is anticipated that any of those that are adverse can be mitigated.

## 2. Background

Bracknell Forest Council is facing a very difficult budget with savings of £11m needed in the financial year 2016/17, and further savings of £26m needed over the next four years. In order to meet this challenge the council will be reviewing the cost, quality and delivery mechanism of all its services over the next 3 years.

Currently the core grant budget is £381,810 and this is awarded to five voluntary sector organisations:

- Citizens Advice Bureau (CAB) (**£185,880**)
- Involve Community Services (**£141,010**)
- Bracknell Shopmobility (**£32,800**)
- Victim Support (**£17,000**)
- Berkshire Community Foundation (BCF) (**£5,120**)

All the organisations effected have been consulted and have set out the impact on their organisation in the response to the consultation.

A brief overview of each organisation is set out below;

### **Involve Community Services**

Involve are the central support organisation for voluntary, community and faith groups in Bracknell Forest. They provide this support in a number of ways:

- Infrastructure support: providing new and existing Voluntary Community and Faith Sector (VCFS) organisations with constitutional, management, administrative, developmental and networking information and working as an activist and advocate of the sector.
- Training support: sourcing, brokering and providing training for volunteers and VCFS organisations.
- Funding support: on sources of grant funding and with applications
- Volunteer support: recruiting and matching volunteers to volunteering opportunities.

### **Citizen's Advice (CAB)**

Bracknell and District Citizens Advice is an independent, voluntary organisation. They provide comprehensive advice to help people with a variety of problems, including benefits, work, debt and money, consumer, relationships, housing, discrimination, law and rights, tax, healthcare and education. They also offer specialist help in the areas of benefits, debt, employment and tax.

### **Shopmobility**

Bracknell Shopmobility are a charity based in Bracknell town centre. Their aim is to assist people with mobility impairments, whether temporary or permanent to get around the town centre. They have a range of scooters and wheelchairs available for hire.

### **Berkshire Community Foundation (BCF)**

Berkshire Community Foundation raises funds to support small voluntary and community groups. BCF grants totalled £902,000 in 2014/15, across Berkshire. Approximately £50,000 of that was awarded to groups in Bracknell Forest.

In March 2015, the Foundation's Community Capital Fund stood at £8,251,000.

### **Victim Support**

Victim Support is the independent charity for people affected by crime and traumatic events in England and Wales. Their teams provide individual, independent, emotional and practical help to enable people to cope and recover from the effects of crime. Thames Valley Victim Support has a three year contract between Berkshire, Surrey and Sussex from the Police and Crime Commissioner, who is their main funder.

## **3. Methodology and Sources of Data**

In order to understand the impact of the proposal a full 12 week consultation has been undertaken. A consultation questionnaire was developed and made available on line via the council's consultation software (Objective). A paper copy was provided to Shopmobility who have limited online access.



In addition to the questionnaire all the organisations were offered the opportunity for a meeting with the Head of Performance and Partnerships. This offer was taken up by BCF and CAB and meetings were held on 13 April and 14 April 2016 respectively. CAB also requested that the Assistant Chief Executive attend the meeting and this was arranged.

This was a targeted consultation aimed at the five organisations affected by the proposal; therefore access to the questionnaire was made available via a web link supplied directly to the organisations and was not available to the public.

The consultation ran between 24 February 2016 and 17 May 2016.

#### **4. Assessment of Impact on Equality strands**

It is expected that most protected characteristics will not be adversely or positively affected however CAB reported that they did not record information relating to all groups so some could still be affected disproportionately but they did not have specific evidence. The impact on the protected characteristics of a potential reduction of funding by 10% has been identified as follows:

##### **Disability Equality**

We have no evidence of an adverse impact on this group at this time however CAB reported that in 2014/15 22% of their clients identified as being disabled or having a long term health problem. This is larger than the 4.9% in the overall population but there are no specific negative impacts detailed. Shopmobility highlighted that people with disabilities might be affected as they are their core clients but did not specify how.

##### **Racial Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Gender Equality**

We have no evidence of an adverse impact on this group at this time. CAB reported that 57% of their clients are female in comparison to 50.3% in the wider population but there are no specific negative impacts detailed.

##### **Sexual Orientation Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Gender Re-assignment Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Age Equality**

We have no evidence of an adverse impact on this group at this time. CAB reported that 20.6% of CAB clients were over 60 compared to 11.5% in the overall population but there are no specific negative impacts identified.

##### **Religion and Belief Equality**

We have no evidence of an adverse impact on this group at this time.

##### **Pregnancy and Maternity Equality**

We have no evidence of a negative impact on this group at this time.

##### **Marriage and Civil Partnership Equality**

We have no evidence of a negative impact on this group at this time.

#### **Other groups (e.g. low income families, carers, armed forces etc)**

Given the close correlation between debt and low income families, 16% of CAB client issues for 2014/15 related to debt and nearly one third of benefits queries related to working and child tax credits.

### **5. Monitoring Arrangements**

Quarterly monitoring meetings are held with four of the five organisations, an annual meeting is held with Berkshire Community Foundation. These meetings will continue in 2016/17 and through these meetings the impact of a reduction in the grant will be monitored.

A Conditions of Grant document is agreed between the council and each organisation. This document sets out the service that the council expects to be delivered for the grant. If the decision is made to reduce the grants by 10% then these documents will need to be revised to reflect any changes the organisations need to make to accommodate the reduction.

### **6. Consultation & Engagement**

A consultation was undertaken to fully understand the impact of the proposals for everyone concerned. There were 4 responses to the consultation, of which 1 was by email (Shopmobility), and 3 were received via the on line questionnaire (involve, BCF and CAB).

#### **6.1 Summary of all Responses**

##### **Citizens Advice (CAB)**

CAB responded to the online questionnaire saying that having considered all areas of the budget, there was little scope for finding savings in relation to non-pay costs, so to save cost savings equal to 10% would require a reduction in salary costs which could mean shorter opening hours or a reduction in services offered on some days. Fewer clients would be helped and less complex cases taken on including those requiring appeal and representation at tribunal. To help to minimise reductions in the service, in the face of the proposed cuts, the CAB are going to undertake a service review to ensure they are delivering the most effective service possible

##### **Involve**

Involve responded to the online questionnaire and explained that due to growing income in other areas they would be able to manage a 10% reduction with minimal impact on the organisation. They did highlight that the increased rental rates for accommodation in Bracknell town centre may make this more difficult to manage in the future, and the council is working with Involve to explore alternative accommodation options.

##### **Shopmobility**

An email response was received from the Chair of Shopmobility on 23 March 2016 advising that they had discussed the proposal and did not feel there would be a significant impact. However any further reductions in the future would need more serious consideration. They also returned the questionnaire by post but it did not add any information not already covered in the email.

## **Berkshire Community Foundation (BCF)**

At the meeting held on 13 April 2016 BCF confirmed that a 10% reduction in grant from Bracknell Forest Council on its own would not have any significant impact. They did raise their concerns that they are experiencing a cumulative reduction to their core funding - specifically reductions in their core funding from Wokingham Borough Council and Royal Borough of Windsor and Maidenhead. The combined effect of these reductions may impact on their ability to award as many grants. Subsequent to the meeting BCF responded to the online survey saying that a reduction in core costs would impact on BCF's potential to award grants to small groups in Bracknell Forest.

## **Victim Support**

No response received.

## **6.2 Next Steps**

Should Council vote to approve this reduction in core grants on 13 July 2016 the following steps will be taken;

- 20 July 2016 – All organisations notified of the decision (following 5-day call in period after council on 13 July 2016)
- October 2016 – Q3 grant payment amounts adjusted accordingly
- January 2017 – Q4 grant payment amounts adjusted accordingly
- Ongoing – quarterly monitoring meetings with each organisation against the agreed Conditions of Grant documents.

In addition, a review of the core grants is being undertaken to identify where savings could be made for 2017/18 and beyond.

## **7 Publication of Equality Impact Assessment**

The Freedom of Information Act 2000 aims to make public authorities more transparent, accountable and increase public debate and involvement. Under the Act the Council makes available to the public a vast amount of information via its Publication Scheme. All completed EIA screening forms are published and available to the public on a quarterly basis. The EIA's are usually published with the Executive papers.

## **8 Conclusions**

A decision to reduce the core grants by 10% will have a largely neutral impact. For the CAB there may be some adverse impacts on disability, age and gender because of the profile of their clients but this is largely not disproportionate to the overall population of the borough

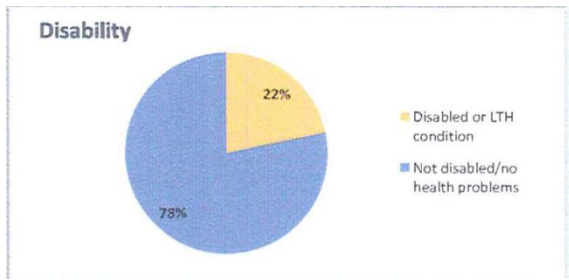
This proposal brings an anticipated annual saving of £38,181.

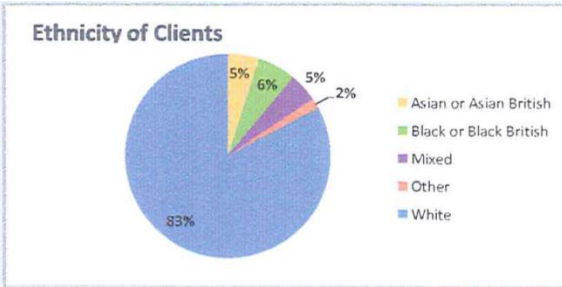
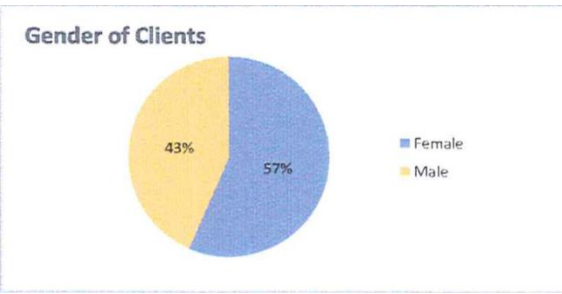

There may be a short term negative impact in the media, however there has been no negative coverage of the proposal and consultation. In the future, the review of core grants may generate some negative reaction.

NOTE:

For reference the initial equalities screening record forms are attached below.

## Initial Equalities Screening Record Form - CAB

Date of Screening: 04/02/2016	Directorate: Chief Executive's Office		Section: Performance & Partnerships						
1. Activity to be assessed	The proposal to reduce Bracknell Forest Council's annual grant to Citizen's Advice by 10% would reduce the annual grant from £185,880 to £161,292. If approved this would be a reduction of £18,588.								
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change								
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing								
4. Officer responsible for the screening	Genny Webb								
5. Who are the members of the screening team?	Genny Webb, John Ainsworth, Kellie Williams, Vicky Kurlus								
6. What is the purpose of the activity?	Citizens Advice Bureau (CAB) help people resolve their legal, money and other problems by providing free, independent and confidential advice.								
7. Who is the activity designed to benefit/target?	CAB provide advice to help people with a variety of problems, including benefits, work, debt and money, consumer, relationships, housing, discrimination, law and rights, tax, healthcare and education.								
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data						
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	N	<p>May disproportionately affect residents who receive disability related benefits and who may be affected by forthcoming benefit changes.</p>  <table border="1"> <caption>Disability</caption> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Not disabled/no health problems</td> <td>78%</td> </tr> <tr> <td>Disabled or LTH condition</td> <td>22%</td> </tr> </tbody> </table>	Category	Percentage	Not disabled/no health problems	78%	Disabled or LTH condition	22%
Category	Percentage								
Not disabled/no health problems	78%								
Disabled or LTH condition	22%								

<p>9. Racial equality</p>	<p>Y</p>	<p>N</p>	<p>No impact – CAB clients are representative of the overall makeup of the borough in terms of ethnic background.</p>	 <p><b>Ethnicity of Clients</b></p> <table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>83%</td> </tr> <tr> <td>Black or Black British</td> <td>6%</td> </tr> <tr> <td>Asian or Asian British</td> <td>5%</td> </tr> <tr> <td>Mixed</td> <td>5%</td> </tr> <tr> <td>Other</td> <td>2%</td> </tr> </tbody> </table>	Ethnicity	Percentage	White	83%	Black or Black British	6%	Asian or Asian British	5%	Mixed	5%	Other	2%																												
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<p>10. Gender equality</p>	<p>Y</p>	<p>N</p>	<p>Although there are a slightly larger proportion of women accessing CAB services, this is unlikely to have a disproportionate impact.</p>	 <p><b>Gender of Clients</b></p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>57%</td> </tr> <tr> <td>Male</td> <td>43%</td> </tr> </tbody> </table>	Gender	Percentage	Female	57%	Male	43%																																		
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<p>11. Sexual orientation equality</p>	<p>Y</p>	<p>N</p>	<p>No impact identified at this time</p>	<p>No particular sexual orientation will be disproportionately affected.</p>																																								
<p>12. Gender re-assignment</p>	<p>Y</p>	<p>N</p>	<p>No impact identified at this time</p>	<p>Gender re-assigned people will not be disproportionately affected.</p>																																								
<p>13. Age equality</p>	<p>Y</p>	<p>N</p>	<p>No impact on a specific age group – The majority of clients using the CAB service are of working age.</p>	 <p><b>Age range of clients</b></p> <table border="1"> <thead> <tr> <th>Age Range</th> <th>Number of Clients</th> </tr> </thead> <tbody> <tr><td>10-14</td><td>1</td></tr> <tr><td>15-19</td><td>13</td></tr> <tr><td>20-24</td><td>121</td></tr> <tr><td>25-29</td><td>201</td></tr> <tr><td>30-34</td><td>200</td></tr> <tr><td>35-39</td><td>244</td></tr> <tr><td>40-44</td><td>254</td></tr> <tr><td>45-49</td><td>228</td></tr> <tr><td>50-54</td><td>218</td></tr> <tr><td>55-59</td><td>143</td></tr> <tr><td>60-64</td><td>145</td></tr> <tr><td>65-69</td><td>116</td></tr> <tr><td>70-74</td><td>64</td></tr> <tr><td>75-79</td><td>54</td></tr> <tr><td>80-84</td><td>29</td></tr> <tr><td>85-89</td><td>17</td></tr> <tr><td>90-94</td><td>8</td></tr> <tr><td>95-99</td><td>2</td></tr> <tr><td>0</td><td>0</td></tr> </tbody> </table>	Age Range	Number of Clients	10-14	1	15-19	13	20-24	121	25-29	201	30-34	200	35-39	244	40-44	254	45-49	228	50-54	218	55-59	143	60-64	145	65-69	116	70-74	64	75-79	54	80-84	29	85-89	17	90-94	8	95-99	2	0	0
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<p>14. Religion and belief equality</p>	<p>Y</p>	<p>N</p>	<p>No impact identified at this time</p>	<p>No particular religion or belief will be disproportionately affected.</p>																																								

ANNEX D

15. Pregnancy and maternity equality	Y	N	There may be an impact on clients who use CAB to access advice on maternity benefits and rights, as this can be a time when new parents face added financial pressures.	Data would need to be gathered through the consultation process with CAB.
16. Marriage and civil partnership equality	Y	N	No impact. May be some minimal regarding advice given on divorce and related financial impact.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	Those on lower incomes may be affected as CAB provide financial information and guidance and a large proportion of their clients are people on lower incomes. Data will need to be gathered from the CAB during the consultation process.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Further data needed from CAB as identified above.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Provider information is needed regarding the impact of this proposal on the service and consultation data. Assessment of whether there are other services or organisations available to the affected service users that provide a similar service.			
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	<p>This funding reduction may have an impact on one or more groups with protected characteristics and therefore needs a full impact assessment.</p> <p>The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.</p>	
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.				
Action	Timescale	Person Responsible	Milestone/Success Criteria	

**ANNEX D**

Conduct a 12 week consultation and produce a full impact assessment	Feb-May 2016	Head of P&P	Production of full EIA report.
<b>24. Which service, business or work plan will these actions be included in?</b>	N/A		
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>	N/A		
<b>26. Chief Officers signature.</b>	Signature: Genny Webb		Date: 16/02/2016



## Initial Equalities Screening Record Form - Involve

Date of Screening: 04/02/2016	Directorate: Chief Executive's Office		Section: Performance & Partnerships	
1. Activity to be assessed	The proposal to reduce Bracknell Forest Council's annual grant to Involve by 10% would reduce the annual grant from £141,010 to £126,909. If approved this would be a reduction of £14,101.			
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change			
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing			
4. Officer responsible for the screening	Genny Webb			
5. Who are the members of the screening team?	Genny Webb, John Ainsworth, Kellie Williams, Vicky Kurlus			
6. What is the purpose of the activity?	Involve are the central support organisation for voluntary, community and faith groups in Bracknell Forest.			
7. Who is the activity designed to benefit/target?	Involve work to empower and strengthen Community Capacity in Bracknell Forest by promoting and supporting the development of the voluntary, community and faith sector. They aim to promote any charitable purposes for the benefit of the community.			
Protected Characteristics	Please tick yes or no		Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	N	We need to look at the membership list regarding organisations dealing with disabilities. Involve run a supported volunteering service for people with disabilities that may be affected.	
9. Racial equality	Y	N	May have an impact – depends which services are affected.	
			What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data	
			Data would need to be gathered through the consultation process with Involve.	
			Data would need to be gathered through the consultation process with Involve.	

10. Gender equality	Y	N	May have an impact – depends on member organisations and the services that will be affected.	Data would need to be gathered through the consultation process with Involve.
11. Sexual orientation equality	Y	N	May have an impact depending of data.	Data would need to be gathered through the consultation process with Involve.
12. Gender re-assignment	Y	N	No impact identified at this time– numbers are very small.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	Potential impact on volunteering – Significant proportion of volunteers are older.	Data on volunteering would need to be gathered through the consultation process with Involve.
14. Religion and belief equality	Y	N	Potential impact if the support provided to the Faith and belief forum is affected.	Information on how this may be affected would need to be gathered through the consultation process with Involve.
15. Pregnancy and maternity equality	Y	N	No impact identified at this time.	Pregnancy and maternity will not be disproportionately affected.
16. Marriage and civil partnership equality	Y	N	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.			Carers may be affected – more data would need to be gathered through the consultation process with Involve.	
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?			N/A	
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?			Further data is needed from Involve as identified above.	

20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Provider information is needed regarding the impact of this proposal on the service and consultation data.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	<p>This funding reduction may have an impact on one or more groups with protected characteristics and therefore needs a full impact assessment.</p> <p>The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.</p>
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
<b>Action</b>	<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>
Conduct a 12 week consultation and produce a full impact assessment	Feb-May 2016	Head of P&P	Production of full EIA report.
24. Which service, business or work plan will these actions be included in?	N/A		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	N/A		
26. Chief Officers signature.	Signature: Genny Webb		Date: 16/02/2016

## Initial Equalities Screening Record Form - Shopmobility

Date of Screening: 04/02/2016	Directorate: Chief Executive's Office		Section: Performance & Partnerships	
1. Activity to be assessed	The proposal to reduce Bracknell Forest Council's annual grant to Shopmobility by 10% would reduce the annual grant from £32,800 to £29,520. If approved this would be a reduction of £3,280.			
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change			
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing			
4. Officer responsible for the screening	Genny Webb			
5. Who are the members of the screening team?	Genny Webb, John Ainsworth, Kellie Williams, Vicky Kurlus			
6. What is the purpose of the activity?	Bracknell Shopmobility is based in Bracknell Town Centre. They assist people with mobility impairments, temporary or permanent, to get around the locality.			
7. Who is the activity designed to benefit/target?	Shopmobility is designed to benefit individuals with mobility impairments so they are able to get around the town centre area using motorised scooters or wheelchairs.			
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data	
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	N	Adverse impact	Shopmobility's clients all have a physical disability. Potential reduction in service availability.
9. Racial equality	Y	N	No impact identified at this time.	No particular ethnic group will be disproportionately affected.
10. Gender equality	Y	N	No impact identified at this time.	Data would need to be gathered through the consultation process to demonstrate the service is used equally by all genders.

11. Sexual orientation equality	Y	N	No impact identified at this time.	No particular sexual orientation will be disproportionately affected.
12. Gender re-assignment	Y	N	No impact identified at this time.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	Adverse impact	Most clients are older people
14. Religion and belief equality	Y	N	No impact identified at this time.	No particular religion or belief will be disproportionately affected.
15. Pregnancy and maternity equality	Y	N	No impact identified at this time.	Pregnancy and maternity will not be disproportionately affected.
16. Marriage and civil partnership equality	Y	N	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	None			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Further data needed from Shopmobility as identified above.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Proportion of service users by gender. Proportion of service users by age group. Provider information is needed regarding the impact of this proposal on service and consultation data.			

22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	<p>Shopmobility has a total estimated income of £52,600 in 2016/17 and a total estimated expenditure of £54,950. A loss of 3,280 represents 6.2% of the total estimated budget for Shopmobility. A reduction in funding may have an impact on one or more groups with protected characteristics and therefore needs a full impact assessment.</p> <p>The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.</p>	
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.				
<b>Action</b>	<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>	
Conduct a 12 week consultation and produce a full impact assessment	Feb-May 2016	Head of P&P	Production of full EIA report.	
24. Which service, business or work plan will these actions be included in?	N/A			
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	N/A			
26. Chief Officers signature.	Signature: Genny Webb			Date: 16/02/2016

## Initial Equalities Screening Record Form - BCF

Date of Screening: 04/02/16	Directorate: Chief Executive's Office		Section: Performance & Partnerships	
1. Activity to be assessed	The proposal to reduce Bracknell Forest Council's annual grant to Berkshire Community Foundation by 10% would reduce the annual grant from £5,120 to £4,608. If approved this would be a reduction of £512.			
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change			
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing			
4. Officer responsible for the screening	Genny Webb			
5. Who are the members of the screening team?	Genny Webb, John Ainsworth, Kellie Williams, Vicky Kurlus			
6. What is the purpose of the activity?	Berkshire Community Foundation (BCF) raise funds for, and make grants to, local charities and community groups across Berkshire.			
7. Who is the activity designed to benefit/target?	BCF use their local knowledge to connect supporters to the groups and communities they want to help, to try and make sure their donations bring the greatest benefit to those most in need. Last year BCF supported a range of projects in Berkshire, addressing issues such as child poverty, unemployment, social isolation and homelessness.			
Protected Characteristics	<b>Please tick yes or no</b>		<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	<b>What evidence do you have to support this?</b> E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	N	No impact identified at this time.	People with a disability will not be disproportionately affected.
9. Racial equality	Y	N	No impact identified at this time.	No particular ethnic group will be disproportionately affected.
10. Gender equality	Y	N	No impact identified at this time.	No particular gender group will be disproportionately affected.

11. Sexual orientation equality	Y	N	No impact identified at this time.	No particular sexual orientation will be disproportionately affected.
12. Gender re-assignment	Y	N	No impact identified at this time.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	No impact identified at this time.	No particular age group will be disproportionately affected.
14. Religion and belief equality	Y	N	No impact identified at this time.	No particular religion or belief will be disproportionately affected.
15. Pregnancy and maternity equality	Y	N	No impact identified at this time.	Pregnancy and maternity will not be disproportionately affected.
16. Marriage and civil partnership equality	Y	N	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	None identified at this time.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	None			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	N/A			



**ANNEX D**

<p><b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b></p>	<p><b>Y</b></p>	<p><b>N</b></p>	<p><b>A £512 reduction to the annual grant will not significantly impact on BCF’s capacity to award grants to community groups. In March 2015, the Foundation’s Community Capital Fund stood at £8,251,000 and grants totalled £902,000 in 2014/15, across Berkshire.</b></p> <p><b>The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.</b></p>
<p><b>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.</b></p>			
<p><b>Action</b></p>	<p><b>Timescale</b></p>	<p><b>Person Responsible</b></p>	<p><b>Milestone/Success Criteria</b></p>
<p>Conduct a 12 week consultation and produce a full impact assessment.</p>	<p>Feb-May 2016</p>	<p>Head of P&amp;P</p>	<p>Production of full EIA report.</p>
<p><b>24. Which service, business or work plan will these actions be included in?</b></p>	<p><b>N/A</b></p>		
<p><b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b></p>	<p><b>N/A</b></p>		
<p><b>26. Chief Officers signature.</b></p>	<p>Signature: Genny Webb</p>		<p>Date: <b>16/02/2016</b></p>

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## Initial Equalities Screening Record Form – Victim Support

Date of Screening: 04/02/2016	Directorate: Chief Executive's Office		Section: Performance & Partnerships	
1. Activity to be assessed	The proposal to reduce Bracknell Forest Council's annual grant to Victim Support by 10% would reduce the annual grant from £17,000 to £15,300. If approved this would be a reduction of £1,700.			
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change			
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing			
4. Officer responsible for the screening	Genny Webb			
5. Who are the members of the screening team?	Genny Webb, John Ainsworth, Kellie Williams, Vicky Kurlus			
6. What is the purpose of the activity?	Victim Support is a national charity that works to support people who have been victims of crime. The office in Bracknell provides support to the Thames Valley area.			
7. Who is the activity designed to benefit/target?	The service is designed to benefit people who have been victims of crime.			
Protected Characteristics	Please tick yes or no		Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	N	No impact identified at this time.	People with a disability will not be disproportionately affected.
9. Racial equality	Y	N	No impact identified at this time.	No particular ethnic group will be disproportionately affected.
10. Gender equality	Y	N	Depending on the type of crime, women could be disproportionately affected.	Data would need to be gathered through the consultation process with Victim Support to show if the service is used predominantly by women.

ANNEX D

11. Sexual orientation equality	Y	N	No impact identified at this time.	No particular sexual orientation will be disproportionately affected.
12. Gender re-assignment	Y	N	No impact identified at this time.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	Depending on the type of crime, older people may be disproportionately affected.	Data would need to be gathered through the consultation process with Victim Support to show if the service is used predominantly by a particular age group.
14. Religion and belief equality	Y	N	No impact identified at this time.	No particular religion or belief will be disproportionately affected.
15. Pregnancy and maternity equality	Y	N	No impact identified at this time.	Pregnancy and maternity will not be disproportionately affected.
16. Marriage and civil partnership equality	Y	N	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	None			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Further data needed from Victim Support as identified above.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	No	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Proportion of service users who are female Proportion of service users who are older			

**ANNEX D**

<p><b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b></p>	<p>Y</p>	<p>N</p>	<p><b>Victim Support had a budgeted income of £40,522,000 and a budgeted expenditure of £45,663,000 nationally. Victim Support in Thames Valley is primarily funded by a contract with the Police and Crime Commissioner. Given the national context and financial position of the charity, a reduction of £1,700 may not have a significant impact on Victim Support services in Bracknell Forest, however more information is needed.</b></p> <p><b>The council will carry out a full impact assessment and a 12 week consultation to determine the impact of this budget reduction on people with protected characteristics.</b></p>
<p><b>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.</b></p>			
<p><b>Action</b></p>	<p><b>Timescale</b></p>	<p><b>Person Responsible</b></p>	<p><b>Milestone/Success Criteria</b></p>
<p>Conduct a 12 week consultation and produce a full impact assessment</p>	<p>Feb-May 2016</p>	<p>Head of P&amp;P</p>	<p>Production of full EIA report</p>
<p></p>	<p></p>	<p></p>	<p></p>
<p></p>	<p></p>	<p></p>	<p></p>
<p><b>24. Which service, business or work plan will these actions be included in?</b></p>	<p>N/A</p>		
<p><b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b></p>	<p>N/A</p>		
<p><b>26. Chief Officers signature.</b></p>	<p>Signature: Genny Webb</p>		<p>Date: 16/02/2016</p>

# Full Equality Impact Assessment Report for Domestic Abuse



## 1. Introduction

The council's initial budget proposals were published for consultation ahead of the provisional local government finance settlement for 2016/17 which was announced on 17 December 2015. The provisional settlement included previously unannounced changes to the distribution of resources amongst local authorities. The consequence of this is that Bracknell Forest's grant has been cut by a further £4.3m. Faced with this additional funding gap, there is a proposal to reduce funding from the Domestic Abuse Budget.

The proposal is to make a saving of £11,000 which is in line with the messages in the 2015/19 Council Plan and the new narrative that the council must live within its means.

This Full Equality Impact Assessment Report looks at the issues, considerations and conclusions around the proposed reduction in domestic abuse services in Bracknell Forest.

Having conducted an Equalities Impact Screening in February 2016, (see Appendix 1), it was decided that the potential reduction in domestic abuse services legally required a full equality impact assessment with a 12 week consultation period. A detailed consultation was carried out on the four areas of services potentially affected by the proposed cuts. The outcome of this equality impact assessment and the results of the consultation will inform the options for the provision of domestic abuse services.

## 2. Background

Bracknell Forest Council is anticipating having to make savings of nearly £11.6m across the Council in the financial year 2016/17 and the council anticipates it will need to find savings of £25m over the next five years. To continue to meet the challenges of balancing the Council's budget, the council will maintain its commitment to prioritise and target our services to live within our means. This imminent reduction in resources has prompted a review of services and the way we deliver support in order to maximise efficiency and effectiveness while providing the best outcomes for individuals.

In 2010 Bracknell Forest Council carried out a Crime and Disorder Audit which identified that the repeat rate of offending in relation to domestic abuse was increasing in the borough. There was also a high prevalence of domestic abuse in cases where children were on child protection (CP) plans, and children on CP plans had doubled in 2009/10.

Local research was conducted into projects which were likely to bring about results and it was noted that victims classified as at 'high risk'<sup>1</sup> receive a good level of support from the Police Protecting Vulnerable People Investigation Unit, Multi-Agency Risk Assessment Conferences (MARAC) and women's services Independent Domestic Violence Advocates (IDVA). However, medium and standard risk victims only receive a telephone call or letter, offering support.

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<sup>1</sup> As per the CAADA (Coordinated Action Against Domestic Abuse) DASH Form

Due to rising numbers of incidents and high repeat rates coupled with the rising number of children on CP Plans Bracknell Forest Council funded £100k to provide domestic abuse services. These services were implemented to improve the outcomes for families by reducing the risk and harm to standard and medium risk victims of domestic abuse and reduce the harm caused to children who witness domestic abuse. These services are designed to meet local need and will therefore be different in each area and will reflect the level of need in each community. Services are reviewed regularly to ensure that changing needs are met.

The current Domestic Abuse budget of £100k currently provides a wide range of services, (see Appendix 2).

The current proposals are to;

- Remove funding from the Sanctuary Scheme saving £1500
- Remove funding for marketing and awareness of domestic abuse services saving £1650
- Reduce funding for Plain Talking by 50% to £2500
- Reduce funding for Positive Intervention for Children Affected by Domestic Abuse (PICADA) by 79.463% to £500
- Remove miscellaneous funding for domestic abuse saving £2,915.37

A narrative on each of the services affected by the proposals is detailed below;

### **Sanctuary Scheme**

The Sanctuary Scheme, provided by Safe Partnership is a victim centred initiative which aims to enable households at risk of violence to remain safely in their own homes by installing a 'Sanctuary' in the home and/or through the provision of support to the household and enhanced security measures.

### **Marketing and awareness raising of support services**

Public awareness campaigns to raise awareness of domestic abuse and provide information on services available to the general public and professionals, including publicising good outcomes at court.

### **Plain Talking - Support to perpetrators**

Plain Talking is a service provided to perpetrators of domestic abuse who wish to change their abusive behaviour. It gives perpetrators the opportunity to talk about what's going on in their lives, a chance to step back, learn and recognise the behaviours and thinking that have become a part of how they live and relate to those close to them.

### **PICADA – 12 week programme**

Positive Intervention for Children Affected by Domestic Abuse (PICADA) is a therapeutic recovery programme to help children and their mothers begin to heal from the impact of exposure to abuse.

## **3. Methodology and Sources of Data**

In order to understand the impact of the proposal, ensuring that the equalities impact on everyone affected is considered, a full 12 week consultation has been undertaken. A consultation questionnaire was developed and made available electronically via the Council's consultation software, Objective.

This consultation was aimed at the three main organisations directly affected by the proposal; the Family Intervention Team (for PICADA), Safe Partnership (for Sanctuary Scheme) and Plain Talking as well as members of the following groups;

- Local Safeguarding Children's Board (LSCB)
- Safeguarding Adults Partnership Board (SAPB)
- Domestic Abuse Service Coordination (DASC)
- Berkshire Women's Aid (BWA)
- Thames Valley Police

The link to the consultation questionnaire was made available via a web link and was not available to the public.

#### **4. Assessment of Impact on Equality strands**

The following characteristics were identified in the EIA screening as having a potential adverse impact (as outlined in green), but this has not been reflected in the consultation responses in all cases – please see below:

##### **Disability Equality Issues**

Sanctuary Scheme could impact on people living in homes requiring adaptations.

Safe Partnership commented that one of the alternative safety measures for high risk domestic abuse victims is to seek refuge. If an individual has specific needs and already lives in accommodation that has been adapted to meet these needs, it is highly unlikely a refuge place could meet these needs.

Other direct quotes made by people were;

- “reduce peoples awareness in terms of their disability”
- “like with everything, a disabled person will have more difficulties coping with the cuts in information and awareness around domestic abuse than abled bodied people”
- “quite often the children we refer to PICADA also have additional SEND<sup>2</sup> needs which will be impacted by reduced access to counselling to help them recover”

We requested data from Thames Valley Police on the number of victims of domestic abuse that had a disability; however Thames Valley Police do not record in a retrievable format whether the victim has a disability at the time of the incident, and so data for this has not been provided.

The number of cases referred to the Sanctuary Scheme in Bracknell Forest is very low, with only two cases referred in 2015/16. In neither of these cases did the client have a disability.

##### **Racial Equality**

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<sup>2</sup> Special Educational Needs and Disabilities

No targeted awareness raising which could impact on victims from black and minority ethnic (BME) communities.

Whilst this was raised within the EIA screening, this is a potential impact should there be a need for targeted awareness raising within particular BME communities *in the future*. There has been no *targeted* awareness raising using this budget over the last 3 years and therefore the removal of this budget will not impact on existing levels of targeted marketing but could impact on the opportunity to deliver such work should it be required in the future.

Other direct quotes made by people were;

- “having someone not in their immediate family to support is better - no one gives excuses or plays the cultural card”

Thames Valley Police have supplied data on the number of victims of domestic abuse from their latest self defined ethnicity of which a lower proportion were victims from BME Communities.

<b>Latest Self Defined Ethnicity</b>	<b>Number of Victims</b>
Asian - Indian	18
Asian - Pakistani	3
Asian - Bangladeshi	2
Any other Asian background	4
Black Caribbean	3
Black African	8
Any other Black background	1
White & Black Caribbean	10
White & Black African	2
White & Asian	3
Any other mixed background	3
Not stated	224
Any other ethnic group	5
White British	891
White Irish	8
Any other white background	74
None recorded	113

## **Gender Equality Issues**

Domestic Abuse disproportionately affects women according to research.

Women were also more likely to be a victim of domestic abuse, with 8.5% of women and 4.5% of men having experienced domestic abuse in the last year, equivalent to an estimated 1.4 million female victims and 700,000 male victims. (ONS, 2015<sup>1</sup>).

Women are much more likely than men to be the victim of multiple incidents of abuse, and of sexual violence. (Walby and Allen, 2004).

Domestic Abuse is widely recognised as a gendered issue and therefore the reduction in any provision of service is likely to have a disproportionate impact on women. However there are no proposed funding cuts to the Outreach and IDVA support services and those services



which are affected currently only support very low numbers of women and children (2 Sanctuary Scheme referrals and 17 children on PICADA during 2015/16).

Other direct quotes made by people were;

- “reduce peoples awareness both male and female”
- “women are more often the victim and therefore this reduction would hit them the most”

Thames Valley Police have supplied data on the gender of victims of domestic abuse of which a higher proportion of victims were female.

<b>Gender</b>	<b>Number of victims</b>
Female	971
Indeterminate	3
Male	392
Unknown	3
None recorded	3
Total	1372

### **Sexual Orientation Equality**

No targeted awareness raising. DA within same sex relationships occurs at the same rate as heterosexual relationships.

As stated above, there is not currently any targeted marketing but the removal of this budget could impact on the opportunity to deliver such work should it be required in the future.

Thames Valley Police have supplied data on the number of victims of domestic abuse based on their relationship orientation of which a very small proportion were in same sex relationships.

<b>Relationship orientation</b>	<b>Number of victims</b>
Same sex relationship	17
Heterosexual relationship	515
Total	532

### **Age Equality Issues**

Safe Partnership commented that one of the alternative safety measures for high risk domestic abuse victims is to seek refuge. If an individual has specific needs and already lives in accommodation that has been adapted to meet these needs, it is highly unlikely a refuge place could meet these needs. The Safe Partnership commented that in their experience if an elderly individual has lived in their accommodation for a long time, they are significantly less likely to consider moving to alternative albeit safer accommodation

Less awareness raising around familial / elder domestic abuse.

PICADA programme could impact on children affected by domestic abuse.

Thames Valley Police have supplied data on the number of victims of domestic abuse that are within the following age groups which identified that a very small proportion of victims are 75 years of age or older.

Age Bracket	Number of Victims
18-25 years	238
25-34 years	398
35-44 years	326
45-54 years	209
55-64 years	73
65-74 years	17
75 years or older	17
Under 18 or no age recorded	94

### **Pregnancy and Maternity Equality**

30% of domestic violence either starts or will intensify during pregnancy (Department of Health report, October 2004) – link to awareness raising.

Domestic violence has repeatedly been identified as a major factor leading to death in or related to pregnancy and childbirth: (ONS, 2013<sup>1</sup>).

There are no proposed budget cuts to IDVA and Outreach services and therefore it is unlikely that pregnant women will be disproportionately affected as a result of the proposed funding cuts.

One of the direct quotes in relation to a reduction in information and awareness around domestic abuse;

- “surely we would protect a pregnant woman and mother and help them. This is a time when women need support more than at any other”

We requested data from Thames Valley Police on the number of victims of domestic abuse that are pregnant, however Thames Valley Police do not record in a retrievable format whether the victim is pregnant at the time of the incident, and so data for this has not been provided.

The following characteristics have been identified as receiving a neutral impact:

#### **Gender Re-assignment Equality**

We have no evidence of a negative impact on this group at this time.

#### **Religion and Belief Equality**

We have no evidence of a differential impact on this group at this time. However, Bracknell Forest will adhere to its diversity policy and practices wherever necessary.

#### **Marriage and Civil Partnership Equality**

No known impact. However, Bracknell Forest will adhere to its diversity policy and practices wherever necessary.

## **5. Monitoring Arrangements**

If the proposals to the domestic abuse budget are approved, the ongoing change to services will be monitored through the quarterly Domestic Abuse Executive, Domestic Abuse Forum Meetings and the monthly Domestic Abuse Service Coordination Meeting with any concerns raised at the Community Safety Partnership meetings. The attendance at these meetings will represent the organisations affected by the proposals and the impact of the removal and reduction in services will be monitored.

## 6. Consultation & Engagement

The consultation period runs between 24 February 2016 and 17 May 2016.

The agreed method of consultation was on-line questionnaires aimed at the three main organisations directly affected by the proposal as well as key referring agencies and a number of boards who oversee the safety and well-being of children and young people as well as tackling issues of abuse involving adults in Bracknell Forest

### Summary of all responses

#### Sanctuary Scheme

Safe Partnership responded to the online questionnaire and explained that unless funding can be established from another source, the withdrawal of this funding will have a significant impact on the ability of the police to consider the full range of safety measures for the highest risk and most vulnerable victims of domestic abuse and that the current measures that can be implemented under the sanctuary scheme are not available through other routes.

Where further comments were made, some of the direct quotes were:

- “if this service is totally removed, then how does the 'victim' remain in their own home? If they leave then you have the added cost of children in care, B&B, loss of schooling etc. DV affects the emotional wellbeing of all so badly. Living safely in your home makes a huge difference to the children. They feel secure and in familiar surroundings. I think this cut to short term savings will lead to greater expenditure in long term and the damage done to emotional health is incalculable”
- “domestic violence is an appalling crime and 70% of all homicides can be attributed to it. There should be no funding cuts”
- “my understanding is that there has been a low demand for the Sanctuary scheme; it is not something that my department have taken up therefore I believe that there will be little or no impact on my department if there is reduced capacity or if it ceases to function”
- “I think this is negligible. As we have refuge provision in Bracknell there is still provision for those who are at high risk, and as I understand it referral rates for Sanctuary Scheme are very low”

#### Summary

The number of cases referred to the Sanctuary Scheme in Bracknell Forest is very low. In 2015/16 there were just two referrals which totalled £435 and the consultation is trying to ascertain what alternative options there are. This could include, but won't be limited to the following:

- The current provider ceases to provide any services.
- The current provider could be commissioned directly by other services that refer to them (such as the police).
- Housing providers and landlords could make their own security improvements to the property or could commission the current Sanctuary Scheme provider directly.
- The Fire Brigade can provide some elements, such as arson-proof letter boxes.
- Other safety measures can be put in place such as police flags on the address and the provision of Tesco mobile phones.
- The option for the victim to move in to a refuge or to alternative accommodation.

The main service provider that works with victims to reduce their risk and manage safety is Berkshire Women's Aid (BWA). High risk victims (who may be eligible for Sanctuary Scheme) are prioritised by BWA. There are no proposed cuts to the budget for BWA who provide IDVA, Outreach and Refuge provision to DA victims in the borough.

### Plain Talking

Plain Talking responded to the online questionnaire and explained that they would not be able to expand or evolve the service beyond current numbers.

Where further comments were made, some of the direct quotes were:

- "all reports of this to the Council in the past have been very positive. If done as early intervention, it is an investment to save. Some perpetrators can stop and reform. What will the cut mean to this service? Domestic violence is on the increase. This is a cut to spend on the future. Emotional wellbeing should also be covered by Health payments"
- "domestic violence is an appalling crime and 70% of all homicides can be attributed to it. There should be no funding cuts"

Other direct quotes made were:

- "as long as the programme can continue to function on some level, I think this reduction will be ok"
- "my department has made little use of this service regrettably but the reasons for this are unclear. A reduction in this service will therefore have minimal impact"

### Summary

Plain Talking is an intervention for men (or women) who are concerned about their behaviour and who have the motivation to change and the clients are unlikely to be high risk perpetrators, given their own recognition of their abusive behaviour. In addition to this, despite the 50% cut to the funding it is anticipated that there will be little impact on reducing service provision as some of this work can be delivered by an officer within the Community Safety Team.

### PICADA

The Family Intervention Team who run PICADA responded to the questionnaire saying that they work with families with complex needs. This includes families that have experienced

Domestic Abuse (DA). It is evidenced that the emotional impact on children who have witnessed DA is significant and currently there is no other intervention available for these children other than PICADA and Child and Adolescent Mental Health Services (CAMHS) which currently has a minimum two year waiting list. The PICADA service has facilitated two PICADA programmes in the last 14 months with funding from the DA Executive. The cost to deliver these programmes exceeds the funding received and we could not run courses in the future if funding is cut.

Where further comments were made, some of the direct quotes were:

- “PICADA has had a hugely positive impact on a significant number of pupils at my school. I am alarmed that this is being cut so drastically as it clearly helps pupils who can access very little support elsewhere for the emotional impact of domestic abuse. There is nowhere else to turn for support with this for these children who are frequently stuck in a negative cycle both at home and at school, often putting them on the verge of permanent exclusion. Schools do not have the expertise to address these issues with the pupils who desperately need it. Please put children’s emotional health and well being higher on your priorities”
- “this is essential for emotional wellbeing and for the future of the children when they themselves become parents. With all these cuts, the people being hit are those least able to stand up and defend themselves and yet need such support. Most rate payers will not see the difference after cuts are made here except when these damaged youngsters become damaged parents- then the cost will hit. Can this not be paid for by Public Health?”
- “we have used this programme very successfully with several mothers and children. What else is there available for children damaged socially, mentally and emotionally?”
- “domestic violence is an appalling crime and 70% of all homicides can be attributed to it. There should be no funding cuts”
- “PICADA does have good results, and I hope there will be something to take its place if it does go. I am concerned that there won’t be anything to offer vulnerable children in PICADA goes.”

Other direct quotes made were:

- “my department has made little use of this service regrettably but the reasons for this are unclear. A reduction in this service will therefore have minimal impact”

## Summary

The PICADA programme is only available to women and children who are no longer living in a violent relationship, with criteria of a minimum time period of 6 months post-separation before they are eligible for the programme. Those accessing PICADA are low risk and the programme is a therapeutic recovery programme post-abuse. This programme is also only available to a small number of children and mothers, with only 17 children accessing the programme in 2015/16 with a total budget of £2434.63. It may be that this work is moved within other current services, some of the suggestions include Family Intervention Team workers, Children’s Centres, Schools, Pupil Premium, Education and Health. A discussion was held at the LSCB Forum and the Head of Early Intervention has stated that she will explore alternative options for delivering elements of this work using the specialist knowledge that has been built up within her service.

## Marketing and Awareness of Domestic Abuse Services

Everyone who took part in the consultation was asked how their service will be affected if no marketing and awareness raising of domestic abuse is carried out by the Local Authority.

Some of the direct quotes in response to this question were:

- “the service will be under used, potentially allowing difficult circumstances to escalate due to the absence of early intervention”
- “it will be unacceptable to reduce or cease raising public awareness of domestic abuse. This should be on-going work with no reduction in marketing or awareness raising”
- “domestic violence is an appalling crime and 70% of all homicides can be attributed to it. There should be no funding cuts”
- “I actually think this will have a big impact. There's no use providing services if we don't have any means to tell people about them, and I rely quite a lot on materials and leaflets to hand out. Even if we move to purely electronic materials, some money will need to be found to have them designed initially, so I worry we will have services running without anybody knowing they exist”
- “it will be unacceptable to reduce or cease raising public awareness of domestic abuse. This should be on-going work with no reduction in marketing or awareness raising”

Other direct quotes made were:

- “I am sure the police could do more here”
- “the DA Co-ordinator takes responsibility for marketing and awareness raising of domestic abuse issues. Whilst TVP support National campaigns, the work undertaken locally is co-ordinated by the DA Co-ordinator. If the co-ordination function ceased, the marketing & awareness would reduce dramatically”

## Summary

The current budget for raising awareness of domestic abuse is £1000 and in 2015/16 an advert was placed within a GP Magazine costing £850. As part of the consultation we are trying to find out what other agencies and departments currently provide in relation to awareness raising of DA. We plan to use utilise BFC in house services and social media to continue to raise awareness and at the end of 2015/16 the borough's 'It's Never Ok' website was completely refreshed along with hard copy material. This will continue to be utilised as is likely to have a wider reach than a single advert in a GP magazine.

## Next Steps

Should Council vote to approve the proposals on 13 July 2016 the following steps will be taken;

- 20 July 2016 – All organisations will be notified of the decision (following 5-day call in period after council on 13 July 2016)
- Ongoing - we will continue to fund until such time as a decision is made
- We will write to all organisations giving notice on the contracts

## 7. Publication of Equality Impact Assessment

The Freedom of Information Act 2000 aims to make public authorities more transparent, accountable and increase public debate and involvement. Under the Act the Council makes available to the public a vast amount of information via its Publication Scheme. All completed EIA screening forms are published and available to the public on a quarterly basis. The EIAs are published at [insert link](#)

## **8. Conclusions**

Whilst the strength of feeling amongst those respondents to the survey reflects significant concern about the impact of the proposed funding cuts, it is important to note that despite the consultation being widely distributed to a number of boards and partners, only eleven responses have been received.

Having conducted a 12 week consultation with service providers directly affected by service cuts, the proposed cuts might have may have some minor implications on equalities, however these have been considered and numbers are small.

With the exception of PICADA there is no reduction of frontline service provision to victims and perpetrators of domestic abuse. In a time of extreme funding cuts, the priority is frontline service provision and whilst the removal of the marketing and awareness of domestic abuse is a concern, we will continue to use the Council's communication systems and the use of social media to raise awareness of domestic abuse along with the police and our wider partners.

## Appendix 1 Initial Equalities Screening Record Form

Date of Screening: 04/02/2016	Directorate: Chief Executive's Office	Section: Community Safety
1. Activity to be assessed	Proposal to reduce services addressing Domestic Abuse. <ul style="list-style-type: none"> <li>• Sanctuary Scheme</li> <li>• Marketing and awareness raising of support services</li> <li>• Plain Talking - Support to perpetrators</li> <li>• PICADA – 12 week programme</li> </ul>	
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change	
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	
4. Officer responsible for the screening	Kellie Williams	
5. Who are the members of the screening team?	Kellie Williams, Vicky Kurlus, Genny Webb, John Ainsworth	
6. What is the purpose of the activity?	Please describe briefly its aims, objectives and main activities as relevant. <ul style="list-style-type: none"> <li>• <b>Sanctuary Scheme</b> The Sanctuary Scheme is a multi-agency victim centred initiative which aims to enable households at risk of violence to remain safely in their own homes by installing a 'Sanctuary' in the home and through the provision of support to the household. A 'Sanctuary' comprises enhanced security measures designed to enable households to remain safely in their homes.</li> <li>• <b>Marketing and awareness raising of support services</b> Public awareness campaigns to raise awareness of domestic abuse and provide information on services available to the general public and professionals, including publicising good outcomes at court.</li> <li>• <b>Plain Talking - Support to perpetrators</b> Plain Talking is a service provided to perpetrators of domestic abuse to talk about what's going on in their lives, a chance to step back, learn and recognise the behaviours and thinking that have become a part of how you live and relate to those close to you.</li> <li>• <b>PICADA – 12 week programme</b> PICADA is a Positive Intervention for Children Affected by Domestic Abuse (PICADA) programme to help children and their</li> </ul>	



			mothers begin to heal from the impact of exposure to abuse.
<b>7. Who is the activity designed to benefit/target?</b>			<p>Domestic Abuse is defined as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:</p> <ul style="list-style-type: none"> <li>• psychological</li> <li>• physical</li> <li>• sexual</li> <li>• financial</li> <li>• emotional</li> </ul> <p>The Services within Bracknell Forest are targeted to any person who is suffering any form of domestic abuse, or those who are concerned about their own abusive behaviour.</p>
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	<b>What evidence do you have to support this?</b> E.g. equality monitoring data, consultation results, customer satisfaction information etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	Y	N	<p><b>Home Security Programme could impact on people living in homes requiring adaptations.</b></p> <p>There were a total of six Sanctuary Scheme referrals received in 2014/15. Of the six referrals, two were cancelled. Four were completed and three of these should have been funded by the Housing Provider. The costs for two of the referrals were recouped by the housing provider. There have been four Sanctuary Scheme referrals in 2015/16 to date.</p> <p>None of the referrals for the Sanctuary Scheme have been for people with a disability living in homes with adaptations.</p> <p>Any future Sanctuary Scheme referrals could be funded from alternative sources, such as the Housing Providers.</p>

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9. Racial equality	Y	N	No targeted awareness raising which could impact on victims from BME communities.	Further data required will be collected through the 12 week consultation process.
10. Gender equality	Y	N	Domestic Abuse disproportionately affects women according to research.	Women were also more likely to be a victim of domestic abuse, with 8.5% of women and 4.5% of men having experienced domestic abuse in the last year, equivalent to an estimated 1.4 million female victims and 700,000 male victims. (ONS, 2015 <sup>1</sup> ).  <b>Women</b> are much more likely than men to be the victim of <b>multiple incidents of abuse</b> , and of <b>sexual violence</b> . (Walby and Allen, 2004)
11. Sexual orientation equality	Y	N	No targeted awareness raising. DA within same sex relationships occurs at the same rate as heterosexual relationships.	Further data required will be collected through the 12 week consultation process.
12. Gender re-assignment	Y	N	No Impact identified at this time.	Gender re-assigned people will not be disproportionately affected.
13. Age equality	Y	N	Less awareness raising around familial / elder domestic abuse.  Positive Intervention for Children Affected by Domestic Abuse (PICADA) programme could impact on children affected by domestic abuse.	Further data required will be collected through the 12 week consultation process.  One PICADA programme is due to run in Q4 of 2015/16 with only five children attending.
14. Religion and belief equality	Y	N	No Impact identified at this time.	No particular religion or belief will be disproportionately affected.
15. Pregnancy and maternity equality	Y	N	30% of domestic violence either starts or will intensify during pregnancy (Department of Health report, October 2004) – link to awareness raising.	Domestic violence has repeatedly been identified as a major factor leading to death in or related to pregnancy and childbirth:

				(ONS, 2013 <sup>1</sup> ).
<b>16. Marriage and civil partnership equality</b>	Y	N	<b>No Impact identified at this time.</b>	Marriage and civil partnership will not be disproportionately affected.
<b>17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.</b>	Domestic Abuse within the Armed Forces is a current agenda item that is being explored within the Civilian Military Partnership Board Action Plan. The Civilian Military Partnership meets quarterly and the Community Safety Partnership attend this meeting.			
<b>18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?</b>	N/A			
<b>19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?</b>	Further data required will be collected through a 12 week consultation period.			
<b>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</b>	Y	N	No	
<b>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b>	<p><b>Provider information is required regarding the impact of this proposal on the service provision and consultation data.</b></p> <p>The Domestic Abuse Executive Group will seek to provide support to those children who would have been referred to the PICADA programme through similar programmes that already run by Bracknell Forest Council Education Department, Family Intervention Team, Children's Centres and Health. This will be reported on at its next meeting on 17<sup>th</sup> May 2016.</p>			
<b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b>	Y	N	<b>Reduction in the funding of Domestic Abuse services may have an impact on one or more groups with protected characteristics and therefore needs a full impact assessment.</b>	The council will carry out a full impact assessment and a 12 week consultation to determine the impact of

			this budget reduction on people with protected characteristics	
<b>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data?</b> Please complete the action plan in full, adding more rows as required.				
<b>Action</b>		<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>
Conduct a 12 week consultation and produce a full impact assessment		Feb – May 2016	Community Safety Manager	Production of full EIA report
<b>24. Which service, business or work plan will these actions be included in?</b>		N/A		
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>		N/A		
<b>26. Chief Officers signature.</b>		Signature:	Kellie Williams	Date: 17/02/16

## Appendix 2



Bracknell DA Strategy 2014.pdf

The Domestic Abuse Strategy can be viewed here:

PRIORITY OUTCOMES	BASELINE (01/04/14 – 31/03/15)	PROGRESS (accumulative)				TARGET
		Q1 Apr – Jun 2015	Q2 Jul – Sep 2015	Q3 Oct – Dec 2015	Q4 Jan – Mar 2016	
Reduce the number of reported DA criminal offences committed by cohorts 3 and 4 in the 6 months following intervention by Domestic Abuse Service Co-ordination (DASC) as compared to the same 6 month period the previous year.	Cohort 4 = tbc <sup>3</sup> Cohort 5 = tbc <sup>4</sup>	Cohort 4 data only: 5	Cohort 4 data only: 2	Cohort 4 data: 0 Cohort 5 data: 0		20%
Increase the percentage of children removed from CPPs where DA is identified as a significant factor and the perpetrator has participated in the DAPS programme.	Baseline year	To be reported on annually	To be reported on annually	To be reported on annually	78% of clients with children on CP at point of referral had their children removed from plans. 100% of clients referred for prevention work with children on CIN plans not escalated to CP.	n/a

<sup>3</sup> Cohort 4 was all those couples who were on the DASC programme on 1 April 2015.

<sup>4</sup> Work due to begin in September 2015 with cohort 5 and will involve 30 couples.

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Increase the outcome rate for domestic abuse, by 5%.	33.2%	32%	34%	28.6%		38.2%
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NO.	ACTION	LEAD	ALLOCATED RESOURCES	QUARTER SPEND	YTD SPEND	PROGRESS
1. 62	<p>Continue to provide a multi agency training package to ensure frontline practitioners are equipped with the skills and knowledge to effectively know how to identify domestic abuse, support and signpost to ensure early identification and intervention.</p> <p><i>(Linked to Key Recommendation 5 of the NICE guidance: Developing Integrated Care Pathways)</i></p>	Kate Whittaker (TVP/BFC) and other local trained practitioners	£750.00 Officer time	£0	-£63.37	<p>MARAC and DASH training session held on 9/02/16 with 12 attendees</p> <p>Intro to Domestic Abuse training delivered on 15/03/16 with 18 attendees</p>
2.	<p>Continue to develop and deliver services for children and young people who have experienced/are experiencing domestic abuse.</p> <p><i>(Linked to Key Recommendation 9 of the NICE guidance: Children and Young People)</i></p>	Kate Whittaker (TVP/BFC) Gill Keeling (FIT)	£2,434.63	<p>Q4 Transport Costs £300</p> <p>Resources Q4 £120</p> <p>Q4 Staffing costs approx £1120</p>	£1,000 (q3) Total = £2,540	The Family Intervention team started the latest PICADA programme for 10 children and 8 mothers on the 24 <sup>th</sup> Feb 2016. 7 FIT staff are delivering the programme which is due to end on the 27 <sup>th</sup> May. Allocated funds are spent on staffing costs for facilitators, transport charges for children and refreshments / resources. FIT will cover the shortfall in costs. Permission given to carry over money to Q1 of 2016/17 to complete programme
3.	DASC Project – provide enhanced support to medium risk victims of DA and their children as well as increased supervision/management of perpetrators	Jon Goosey (TVP) Vicky Kurlus (BFC)	Officer time	n/a	n/a	<ul style="list-style-type: none"> <li>DASC continues to meet monthly.</li> <li>Now adopting more flexible cohort to include not only intimate partner</li> </ul>

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	<p>by co-ordinating all agency intervention in the family and referring where gaps are identified. (Cross reference Priority Outcome 1)</p> <p><i>(Linked to Key Recommendations 1, 4 and 11 of the NICE guidance: Assessing of Needs, Developing Integrated Care Pathways and Perpetrators of DA)</i></p>					<p>relationships but familial domestic abuse</p> <p>(Family members are defined as mother, father, son, daughter, brother, sister, and grandparents, whether directly related, in laws or stepfamily) A review of the Priority Outcomes has taken place to ensure their relevance for reporting in the next year. Final formal Cohort 4 commenced in October and now additional referrals may be made, including non-intimate domestic abuse cases. Project ongoing and will be subject of Masters Thesis evaluation to be completed by the end of 2016.</p>
<p>63</p> <p>4.</p>	<p>Continue to deliver interventions to address the domestic abuse behaviours of perpetrators including early intervention, MARAC cases, those with children on a CP Plan due to DA as a primary factor through a 1:1 programme (DAPS) and second tier programme (Plain Talking)</p> <p>(Cross reference Priority Outcome 2)</p> <p><i>(Linked to Key Recommendation 11 of the NICE guidance: Perpetrators of DA)</i></p>	<p>Karen Roberts (YOS) Nick Young (BFC)</p>	<p>£40,000.00</p> <p>(full costs of post = £44,520 with difference being covered by base budget within ASCHH)</p>		<p>£13,000</p>	<p>Total of 37 Children removed from CP plans after DAPS intervention in 2015/16 (an increase of 2 from last financial year).</p> <p>Number of new clients actually starting DAPS in 2015/16: 37</p> <p>Number of non-starting referrals (refused/unsuitable): 23 (up from 16 in 14/15 – not sure why)</p> <p>Number of clients finishing involvement with DAPS in 2015/16: 31 (inc. 3 drop-outs).</p> <p>MARAC referrals from CSC increased from 2 in 14/15 to 10 in 15/16 following MARAC/DASH workshops delivered to Social Workers by DAPS worker in Q1.</p> <p>Coercive Control seminars delivered to Social Workers in Q4.</p>

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						9 clients involved with DAPS early intervention via duty triage in 15/16 with cases closed after short term intervention. One of these cases was re-referred and was subsequently placed on a CIN plan (unsuccessful outcome), the other 8 have, so far, not been re-referred for a long-term service from CSC (successful outcome).
		Justin Whitlock (BFC)	£5,000.00	£320	£2,260.00	In Q4: 10 new referrals 2 inappropriate 8 engaged  1 DASC 2 Self Referral 5 CSC  4 Completed 4 Ongoing
Q4	Provide IDVA support for high risk victims and enhanced outreach support to medium and standard risk victims of domestic abuse.  <i>(Linked to Key Recommendation 4 of the NICE guidance: Developing Integrated Care Pathways)</i>	Liz Terry - Berkshire Women's Aid (BWA)	£12,000.00 (Outreach)	£12,000.00 (paid in monthly instalments with refuge/floating support grant)	£12,000.00	<b>IDVA and Outreach:</b> New referrals: <b>43</b> <b>21 IDVA 22 Outreach</b>  Cases closed at the end of the quarter: <b>34</b>
			£20,000.00 (IDVA)	£20,000.00 (paid in monthly instalments with refuge/floating support grant)	£20,000.00	Open cases carried forward from previous quarter: <b>122</b>  Total number of clients in the quarter: <b>165</b>  Referrals made to MARAC: <b>7</b>  Referrals accepted from



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65						<p><b>MARAC: 8</b></p> <p>Clients subject to safety planning via MAPA: <b>1</b></p> <p>Clients with children on CP plans 11 clients 22 Children</p> <p>Clients with children on CIN Plans: 4 Clients <b>7</b> Children</p> <p>Clients with children in Foster care: <b>0</b> Clients <b>0</b> Children</p> <p>Child Protection Plans deescalated to Child in Need Plan: <b>1</b> Client <b>3</b> Children</p>
6.	Provide specialist services to help break the cycle of abuse (Freedom Programme / Choices)	Amanda Hales-Owen (BFC) Liz Terry (BWA)	Officer time (some funding for additional FP facilitator training and resources provided by TVP)		n/a	<p>The next Freedom programme starts at the end of April, recruitment is in process. Three facilitators will be delivering, two members of the CCs team and a Family Worker from CSC. One to One Freedom Programme books are being secured for the Family Worker in CSC to deliver with her families. An audit of Freedom facilitators has been completed and a service delivery plan for Freedom has been devised for 2016/2017 with opportunities for facilitation being offered to all who completed</p>

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						the training. Maria James our lead Freedom Facilitator has joined the DA Forum.
7.	<p>Provide a Sanctuary Scheme for victims of domestic abuse who wish to remain in their homes.</p> <p><i>(Linked to Key Recommendation 4 of the NICE guidance: Developing Integrated Care Pathways)</i></p>	Vicky Kurlus (BFC) Safe Partnership	£1,500.00	£0	£870.00	<ul style="list-style-type: none"> <li>No Sanctuary Scheme referrals in Q4</li> </ul> <p>Consultation ongoing regarding the proposal to withdraw funding for the Sanctuary Scheme</p>
8.	<p>Engage with communities identified as harder to reach (including RMA Sandhurst) in order to raise awareness and offer support.</p> <p><i>(Linked to Key Recommendation 8 of the NICE guidance: Tailored support for those from priority groups)</i></p>	Bracknell Forest DA Executive Group, Bracknell Forest CSP	Officer Time		n/a	<ul style="list-style-type: none"> <li>Ongoing work with RMA Sandhurst</li> </ul> <p>Next Community Cohesion and Engagement Partnership Meeting on 16<sup>th</sup> June 2016</p>
9.	<p>Deliver a programme of healthy relationship lessons to young people within education (primary/secondary/colleges) and youth settings, including training relevant school staff to support the roll out.</p> <p><i>(Linked to Key Recommendation 9 of the NICE guidance: Children and Young People)</i></p>	Kate Whittaker (TVP/BFC) Liz Hassock (BFC) Zoe Hoddle (BFC) Karen Roberts (YOS) Debbie Smith	Officer time		n/a	No programmes have run in Q4 under action 9 but 2 programmes (stepping up for boys and keeping safe from CSE for girls) are planned in Q1.
10.	<p>Continue to deliver public awareness campaigns to raise awareness of domestic abuse and provide information on services available to the general public and professionals, including publicising good outcomes at court.</p> <p><i>(Linked to Key Recommendation 5 of the</i></p>	Jon Goosey (TVP) Vicky Kurlus (BFC) Kate Whittaker (TVP/BFC) BFC Comms Team TVP Comms Team	£1,000.00	£375 £450 £32 £25 £144.41	£32.75	<ul style="list-style-type: none"> <li>Print run of it's Never OK leaflets, Plain Talking leaflets and DA cue cards ordered to ensure good supply.</li> <li>Strength to Change (perpetrator programme) posters updated with Bracknell details and supply of 3,000</li> </ul>

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	<i>NICE guidance: Awareness-raising of Domestic Abuse and services on offer</i>					<p>printed (1,250 of 2 types)</p> <ul style="list-style-type: none"> <li>• Consultation ongoing regarding the proposal to withdraw funding for the awareness raising of domestic abuse.</li> <li>• Awareness raising will continue through BFC Media Team and social media.</li> </ul>
11. 67	Investigate ways to gather the view of DASC service users to help with the development of services.	Vicky Kurlus (BFC) Jon Goosey (TVP)	Officer time	n/a	n/a	<ul style="list-style-type: none"> <li>• This is not relevant due to the recent cohort only having two couples that may qualify for DASC intervention.</li> <li>• As we are now working with intimate partners and families this could be reviewed after we have some data in 2016/17.</li> </ul>
12.	Ensure all relevant recommendations from Domestic Homicide Reviews (DHRs) and Serious Case Reviews (SCRs) are disseminated and implemented to relevant agencies.	Bracknell Forest DA Executive Group	Officer time	n/a	n/a	<ul style="list-style-type: none"> <li>• No DHR's completed in 2015/16</li> </ul>
13.	Develop a proposal for the Thames Valley LSCB Chairs to establish a task and finish group to include a representative from Health, Education, Children's Social Care and Thames Valley Police to produce a Thames Valley Domestic Abuse Notification sharing protocol.	LSCB	Officer time		n/a	<p>Following consultation with Independent Chairs of the 6 LSCB's and in liaison with senior officers within TVP, it was agreed that this action would be modified. As a result the issue of DA notifications will be addressed within each of the MASHs established within LSCB/LA areas. The importance of establishing as robust process has been communicated locally and</p>

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						the LSCB has (in conjunction with the CSP) emphasised both the importance of such information sharing and the requirement for staff to be equipped in order to respond effectively to the vulnerabilities of the children identified.
14.	Support local organisations to have a clear DA HR policy in place with clear links to local domestic abuse services.	Vicky Kurlus (BFC)	Officer time	n/a	n/a	<ul style="list-style-type: none"> <li>This item was discussed at the DA Forum as we have not agreed a DA HR Policy that we can promote to other organisations.</li> </ul>
15.	Provide strategic oversight to the MARAC to ensure that it is working to good practice levels with a focus on increasing referrals from a range of agencies.	Bracknell Forest DA Executive Group	Officer time		n/a	<ul style="list-style-type: none"> <li>This item was discussed at the DA meeting on 16<sup>th</sup> February 2016 and will be followed up at the next meeting.</li> </ul> <p>The group discussed raising awareness of the group to increase referrals. The agencies that are not performing do not have membership's representation at the meeting: Health, Education, Mental Health, Housing and Substance Misuse.</p> <p>Ideas discussed were: Auditing work, sending out an improvement plan or template to gain evidence, a draft questionnaire.</p>
<b>Total 1</b>			<b>£82,684.63</b>	<b>£45,778.99</b>	<b>£45,778.99</b>	

## Other activity supported by £100k council funding:

	ACTION	LEAD	ALLOCATED RESOURCES	QUARTER SPEND	YTD SPEND	PROGRESS
	DA Co-ordinator	Vicky Kurlus	£15,000	£0.00	£0.00	<ul style="list-style-type: none"> <li>• Maternity cover in post</li> <li>• 25 hrs p/w over 3 days (Tues, Weds, Thurs)</li> </ul>
	<b>Total 2</b>		<b>£15,000</b>	<b>£0.00</b>	<b>£0.00</b>	
	<b>Overall total (1+2)</b>		<b>£97,684.63</b>	<b>£45,778.99</b>	<b>£45,778.99</b>	

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