

NATIONAL PROBATION SERVICE HAMPSHIRE AREA

EQUALITY IMPACT ASSESSMENT FORM

This “Equality Impact Assessment Form” documents the outcome of a full impact assessment on the specified function, policy or procedure, addressing the equalities strands of: Race, Gender, Disability, Sexuality, Faith and Age. It is to be completed, published as specified, and appended to policy and/or strategy documents.

1. Function Name, Policy or Procedure:

Domestic Violence Policy

2. Aims and Approach of Function/Policy/Procedure

The stated aims of the policy are to:

- promote and encourage a whole service approach towards addressing domestic abuse
- Give high priority to the safety of victims (adults and children) of domestic abuse and their protection from physical, sexual, emotional and mental harm by perpetrators
- Reduce re-offending by providing perpetrators with attitudinal and behavioural strategies to reduce the potential for harm and by limiting their offending behaviour
- Provide timely and accurate risk assessments and risk management plans
- Provide an appropriately structured portfolio of interventions
- Deliver the Integrated Domestic Abuse Programme (IDAP) for offenders to whom it is appropriate
- Provide women safety workers to work alongside the IDAP programme to provide information and signposting to victims
- Training all staff in addressing domestic abuse
- Enforcement of National standards
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3. What data/information is available & does it suggest differential impact for any of the groups identified as part of the impact assessment process?

Only data we have is in relation to completion of the IDAP programme, which is a programme for male perpetrators. Minority ethnic offenders are slightly less likely to complete this programme, although the comparative numbers are so small it is difficult to draw strong conclusions from the results.

4. What consultation has been undertaken and what are the results of this?

Feedback of the consultation was as follows:

In relation to the definition of domestic abuse, there will be cultural variability in relation to, for example, financial issues which needs to be recognised. I think the definition, and the policy, could do with a clear statement along the lines of - it is recognised that there are cultural differences in the ordering of adult relationships and their roles and responsibilities and that a sensitivity to and understanding of this is applied, whilst maintaining a commitment to the right for all adults to be protected against damaging behaviour from others in their relationships.

There is a clear statement within the policy to state that we will respond appropriately to the individual needs of perpetrators and victims regardless of race, gender, sexuality etc but in fact we do not. This policy, and really our current interventions work, is based on the domestic abuse of women by men. Whilst it makes a statement that recognises women's domestic abuse of men and domestic abuse in same sex relationships (statistics for which is 1 in 4), these are not addressed in the policy or in the interventions or support work we offer - not explicitly anyway. I think we either need to give this more coverage, or have a very clear statement as to the limitations of this policy and what future direction we see our work going in order to achieve inclusively.

The policy refers to an "appropriately structured portfolio of interventions" - we really only have IDAP and I understand that one-to-one work on domestic abuse is discouraged. This means that a whole range of offenders are going to be excluded - those with language needs, learning disabilities that make programme work a problem etc. Again, we may need to make clear our current limitations and look at how we can address some of the short fallings

The policy could benefit from some practice guidance - we are left with a lot of commitments to deliver without any indication of what that might mean in practice - the diversity section and the bit that talks about portfolio of interventions leave a lot unsaid really which may be best captured in associated practice guidance?

In the employment section there were only a couple of points - firstly although reference is made to the potential difficulties of raising this with a member of staff's line manager if they are experiencing domestic abuse and they are of the opposite gender (race, sexuality, religion etc), it is not made clear how this will be handled in an ongoing way. If for example a female victim is uncomfortable talking to the male management line that she reports to or vice versa for a male member of staff, what will be put in place to provide ongoing line management support? Mention could be made of other avenues of support such as the Black Staff Support Group and the Minority ethnic staff associations, the Lesbian, Gay, Bisexual and Transsexual Support Network and the Disabled Staff Support network, all of whom may be able to provide additional support, especially if there is difficulties talking directly to the line manager. I am not suggesting they are specialists in this area however, so we would be looking at additional support.

5. What changes are needed to remove any adverse impact (either approach or implementation considerations)?

6. What decisions have been taken on the basis of the impact assessment and what measures have been put in place to implement?

7. Monitoring arrangements and review process

8. How results will be published

Signature of Policy Lead

Position

Date

