



Equality Impact and Needs Analysis



Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Domestic Abuse and Violence Against Women and Girls Procurement 2024
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Period analysis undertaken	2023/2024				
Date of review (if applicable)	TBC				
Sign-off	Caroline Thwaites	Position	Assistant Director for Community Safety and Partnerships	Date	07/06/24

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

The provision of Domestic Abuse and VAWG Support Services will be available for all Individuals including children resident in the borough of Southwark. The new specialist support services will have a positive impact for people experiencing DA or VAWG crimes.

Domestic Abuse (DA) support services for people regardless of gender and sexuality who experience Domestic Abuse as defined in the 2021 Domestic Abuse Act. The Act recognises children who witness or experience the effects of Domestic Abuse are considered to be victims in their own right. The new service will work to reduce unequal access to specialist support. Service delivery will need to have the capacity to understand individual and community nuanced needs and be required to demonstrate how they will ensure availability of effective and appropriate provision of “By and For” specialist services, delivered by people with relevant, knowledge and skillsets aligned with the needs of victims/survivors.

Perpetrators of Domestic Abuse will also be eligible to receive DA support services where these are delivered as part of a prevention, behaviour change, or whole-family programmes.

VAWG is defined as: ‘any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life’ .

VAWG is the umbrella term which brings together multiple forms of serious violence under a single policy strand:

- Honour based crimes including murder
- Forced marriage
- Sexual violence, including outright and sexual violence portrayed as rough sex defence in murder and non-fatal cases.
- Societal and organisational Victim Blaming
- Stalking including digital and cyber related stalking. 1/10 women and 1/40 men aged 16+ are thought to experience stalking. 100% of stalking cases include, digital and cyber stalking, often, cloning or mirroring online accounts to create alienation amongst friends and families to further isolate victims. Stalkers targeting ex intimate partners can escalate to murder, coercive and controlling behaviours are key indicators and can be a precursor to murder
- Domestic abuse
- Female genital mutilation (FGM)
- Harassment
- Trafficking for sexual exploitation
- Sex Working

Violence against Women and Girls (VAWG) Support Services are delivered for people who experience VAWG crimes according to the following definition: Violence Against Women and Girls for this contract is ‘any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life.’ VAWG crimes can take place in homes, in public spaces and online. VAWG crime types can take place within Domestic Abusive relationships and also be perpetrated outside of intimate relationships. Victims often experience more than one type of VAWG crimes.

Please note that men can also be victims of VAWG crimes as described in the [Position statement on male victims of crimes considered in the cross-Government strategy on ending Violence Against Women and Girls \(VAWG\) \(publishing.service.gov.uk\)](#)

A government VAWG national statement publication stated:

- “Police recorded crime figures showed police recorded 872,911 offences (excluding fraud) flagged as domestic abuse-related crime in the year ending September 2021.

- Economic costs of perpetrators prolonged domestic abuse were estimated at £66 billion for the 1,946,000 estimated number of victims identified in England / Wales for the year ending March 2017.
- The publications states that Domestic Homicides accounted for around a fifth of all homicides. It estimated the financial cost of each homicide to society as being £2.2 million based on 2016/2017 financial costs.
- It is estimated 7.1% of children aged 10-15 years were living in households with an adult who is a victim of domestic abuse, in 2019 and around 40.9% of domestic abuse incidents, there was at least one child present in the household.
- For the estimated 122,000 rape offences in 2015/16, the Home Office estimated the total socio-economic cost as being £4.8 billion.
- Further oversight, facts and figures are available from specialist providers such as Refuge - [Facts and Statistics - Refuge](#) and the Domestic Abuse Commissioners office - [Home - Domestic Abuse Commissioner](#)

The new service will align with principles of the following.

- [The Code of Practice for Victims of Crime in England and Wales and supporting public information materials - GOV.UK \(www.gov.uk\)](#)
- [Violence against women and girls services: commissioning toolkit \(accessible\) - GOV.UK \(www.gov.uk\)](#)

The reach of the new service will be increased to improve equal levels of access to appropriate, needs led specialist support services. Domestic Abuse and VAWG support service delivery will be designed to meet specific needs for people with protected characteristics in line with the Equality Act 2010. Aligned with at least 3 of the 6 Southwark 2030 goals

- **Children and young people have a great childhood that builds on a solid foundation for adult life**
 - Make our borough safer by tackling crime & antisocial behaviour hotspots and their causes
 - Reduce violence against women, children and young people
 - Improve trust and confidence in local policing
- **People across our whole community can have good health and wellbeing**
 - Make our borough safer by tackling crime & antisocial behaviour hotspots and their causes
 - Reduce violence against women, children and young people
 - Improve trust and confidence in local policing
- **Crime is low and people feel safe**
 - Make our borough safer by tackling crime & antisocial behaviour hotspots and their causes
 - Reduce violence against women, children and young people
 - Improve trust and confidence in local policing

The Southwark Public Health Joint Strategic Needs Assessment (JSNA) stakeholder engagement found **a number of recurring themes and concerns including:**

- Residents continue to experience discrimination and structural racism when accessing local services.
- Residents want to be meaningfully involved in the development of local services, and for their voices, insight and experience to be valued.
- Services must be culturally appropriate and accessible to all.
- There is ongoing concern regarding rising cost of living, food poverty and affordable housing.
- Mental health and wellbeing for children, young people and adults is a priority.

Earlier in 2024 the Community Safety Team carried out stakeholder engagement events to review local needs, how services are delivered and experienced by Domestic Abuse and VAWG victim/survivors ahead of planned recommissioning.

To gain more insight about:

- Local needs and current service accessibility
- Good practices and opportunities to build capacity
- How risks are managed, referral pathways, accessibility, and outcomes of engagement
- Perpetrator tactics, behaviours and emerging themes and crime types
- Unmet needs, barriers and challenges experienced through victim and survivor lens.

195 people from several local organisations, networks and groups were invited to participate either online or at in person stakeholder engagement events. Including:

- Specialist domestic abuse service providers
- Local community and voluntary sector
- Southwark council supported hostel's, housing, homeless persons unit, temporary accommodation and allocations
- Metropolitan Police Public Protection
- Southwark Council Community Safety Team,
- Southwark Community Harm and Exploitation Service,
- Southwark Youth Justice Service and
- Southwark Anti-Social Behaviour Unit - SASBU
- National Probation Service
- National Health Service
- Department of Work and Pension - DWP
- London Fire Brigade
- Age UK
- Citizens Advice
- Southwark Works
- Community Southwark
- Change, Grow, Live - CGL
- Registered Housing Providers and Housing Associations
- The Safer Business Network

53 People attended the online event on 02 February 2024 and
 20 people attended the in person event at 160 Tooley Street on 09 February 2024
 There was a good cross section of people at both events.

Local Domestic Abuse Picture

Southwark's current commissioned specialist service response to VAWG is weighted toward Domestic Abuse (DA). This is a proportionate response as DA is the volume crime and Southwark had the **12th highest volume of DA offences with injury in London in 2023**. There were a total of **4,665 reports of DA** to the Metropolitan Police Service during 2023/24. Southwark ranks 11th highest for rate of recorded Domestic Abuse crimes injury offences within London.

Southwark's Children's Social Care service has seen more contacts received year on year, with 2023/24 reporting an increase of 17% compared to the previous year. Referrals rose 2% by comparison.

There were 2393 contacts related to Domestic Abuse and 635 actual referrals.
 FGM has seen an increase in 2023/24, with fewer contacts converted into referrals.

Area of Concern	Contacts			Referrals		
	2021/22	2022/23	2023/24	2021/22	2022/23	2023/24
Domestic Abuse & witness of abuse	2,008	2,059	2,393	647	627	635
FGM	15	16	25			2
Forced Marriage	7	1	5	2	1	4
Honour based violence (HBV)	5	1	3	2		
Total VAWG	2,035	2,077	2,426	651	628	641
Total (All Categories)	13,096	13,952	13,828	3,902	3,680	3,397

Step Across to Family Early Help	2021/22	2022/23	2023/24

All Contacts Stepped Across to Family Early Help	1,061	1,608	2,140
DA Contacts Step Across to Family Early Help	119	243	335

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<p>Key users of the department or service</p>	<p>Anyone at any age in any income bracket can become a victim of Domestic Abuse or Violence against Women and Girls Crimes. However, women and girls are disproportionately victims of DA and VAWG. These types of crimes and abuses are not limited to women and girls.</p> <p><u>Local Domestic Abuse Picture</u> Southwark had the 12th highest volume of DA offences with injury in London in 2023. There were a total of 4,665 reports of DA to the Metropolitan Police Service during 2023/24. Southwark ranks 11th highest for rate of recorded Domestic Abuse crimes injury offences within London. Non Domestic Abuse, Violence Against Women and Girls Crimes reported in Southwark during 2023/2024 were mainly of a sexual and violent nature with 648 recorded by the Metropolitan Police Service (MPS). MPS records show there were 3,127 victims of Domestic Abuse in 23/24: 71% Female, and 27% Male.</p> <p>The largest proportion of Domestic Abuse victims and suspects were aged 18 – 29 years old and 30 – 39 years old. Victims of non DA VAWG crimes were similar.</p> <p>It should be noted that victim/survivor demographic information linked to crime data cannot be completely relied upon due to lack of appropriate recording mechanisms both for gender and ethnicities. The type of monitoring information available is dependent on system monitoring questions asked for. It should be remembered that a lack of data does not mean that particular crimes are not taking place or specific groups of people are not impacted. Potentially people may be completely overlooked, unsupported and unable to access equal levels of support services.</p> <p>The new service will aim to improve victim/survivor accessibility to commissioned specialist support services in physically and psychologically safe spaces. Create effective operational working practices aligned with views raised at stakeholder engagement events and the compliance with the Serious Violence Duty requirements, particularly in relation to VAWG crimes in public spaces (non domestic abuse VAWG crimes), and create and implement VAWG and non-Domestic Abuse Multi Agency Risk Assessment Conference (MARAC) problem solving / multi-agency operational approaches. There should be service offering equality of opportunity between people with protected characteristic and people without. Service provision should have in place translation services, British Sign Language interpreters and wheelchair access. Information should be available in accessible formats for people with learning disabilities, speech and language issues, such as easy read.</p> <p>Please note the majority of the risk management and safeguarding processes require victim/survivors to disclose their personal identification details during the referral processes. This is not always considered a viable option for all victims/survivors, including people with protected characteristics and multiple complex needs. This can include women sex working, and victims of forced abortions due to reduced perpetrator earnings aligned with pregnancy.</p> <p>Frontline services have informed the council's community safety team of extremely vulnerable victims/survivors who have experienced additional layers of traumas as a result of engaging with statutory agencies and the uninformed actions of some first responders.</p> <p>More needs to be understood about sexual violence crimes against women and</p>

	<p>girls taking place in different accommodations not listed as per the several types listed as “Safe Accommodation”, as per the statutory Safe Accommodation Duty - Part 4 of the DA Act 21 listed in section 3 in the following - Delivery of support to victims of domestic abuse in domestic abuse safe accommodation services - GOV.UK (www.gov.uk).</p> <p>Please note accommodation provided for adults, families, children and young people living in privately owned homes, privately rented accommodations, HMO's - Houses of multiple occupancy, Mixed Temporary Accommodation units, Bed and Breakfasts, Hotels, shared mixed supported accommodation including for people with high levels of support needs and social care semi-independent placements and foster care placements, are all used to house several tenants in shared spaces, often without, measures in place to safeguard tenants from non-domestic abuse or VAWG crimes, sexual violence and sexual predatory perpetrators. Families living in general needs accommodation without Sanctuary schemes in place are not eligible for “Safe Accommodation Support”sanctuary-scheme-exemption-from-removal-of-the-spare-room-subsidy-003.pdf (dahalliance.org.uk)</p> <p>The current Southwark Domestic Abuse (non-accommodation support) Service, SDAS is delivered by Refuge (organisation) as the council current commissioned Domestic Abuse specialist service provider received 1346 referrals during 2023/2024.</p> <p>In addition to this there were 202 referrals of victims/survivors to Refuge supported accommodation in 2023/2024, 200 Female, 1 Non Binary and 1 Transgender Male to Female 1. SDAS, victim/survivor referrals 23/24: Female 1233, Male 97, Non Binary 3, Not asked 9, Not disclosed 3 and Transgender Male to Female 1</p> <p>Child therapeutic support services available for children up to the age of 11 years old is subcontracted to Bede House by Refuge. This provision is continually oversubscribed and has a waiting list of 35/40 children up to the age of 11 years old.</p> <p>Please be aware there have been victims that have been murdered by perpetrators of Domestic Homicides. The Home Office has recently changed the Domestic Homicide Review process to include people who have died because of suicide, suspected to be as a result of Domestic Abuse - Domestic Abuse Related Death Reviews. Fatal domestic abuse reviews renamed to better recognise suicide cases - GOV.UK (www.gov.uk)</p>
<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<p>Key Stakeholders within the Domestic Abuse and VAWG Procurement Process:</p> <ul style="list-style-type: none"> Cabinet Member for Community Safety Strategic Director, Environment, Neighbourhoods and Growth Director, Public Health Director, Children and Families Director, Adult Social Care Director, Residents Services Director, Stronger Neighbourhoods Assistant Director, Community Safety and Partnerships Lawyer, Contracts Section Specialist Procurement Adviser Metropolitan Police Service Probation Service London Fire Brigade Integrated Care Service Community Southwark Voluntary and Community Sector representatives Kings College London Southwark GP safeguarding leads



Section 4: Pre-implementation equality impact and needs analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.

Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)

Age appropriate Domestic Abuse and VAWG service provision will have a positive impact on Southwark residents.

The Domestic Abuse Act 2021 recognised children as direct ‘victims’ of domestic abuse if they witness (see/hear) incidents of violence in the home and elsewhere.

Additional trauma and further negative health impacts can result from a lack of understanding from frontline workers, biased judgement, discriminatory behaviours by frontline workers, and or within operational practices. Specialist services are aware of victims and survivors including children and young people who self-harm, self-medicate with alcohol and or drugs, legal and illegal, as means of temporary escape from being abused or witnessing the abuse of someone else. Victim/survivors may experience depression, anxiety and live in continual fear and hypervigilance.

The **Metropolitan Police Service data for Southwark** recorded crime figures 23/24 show young adults aged **20 – 39** years old are reflected as the **highest percentage of both victims and perpetrators of Domestic Abuse and VAWG crimes**. In today’s society (2024) people within this age group may have also been impacted by other forms of serious violence and cumulative traumatic experiences, directly or indirectly.

SDAS – ages of victim/survivors:

12 years and under	2
13 to 17 years	1
18 to 24 years	143
25 to 34 years	328
35 to 44 years	284
45 to 54 years	145
55 to 64 years	69
65 to 74 years	10
75 years or over	10
Not stated	24

The council’s current commissioned DA Child Therapeutic support service has an annual capacity for 25 children aged up to 11 years old, 52 referrals were received during 2023/2024

There were 2393 Children Social Care contacts and 635 actual referrals for children and young people aged between, unborn children up to 18 years old during 2023/2024.

Specialist service provision will be available for people of all ages. Including for older victims/survivors with care and support needs. It should be understood that safe accommodation will not be suitable for everyone, or accessible for people with medical needs or appropriate

Victims and Survivors and their children can experience Multiple Disadvantages. Coercive controlling Domestic Abuse perpetrators may restrict access to finances, deliberately accrue debt in the victim’s name.

Victims may be unable to afford legal costs, immediate relocation costs, replacement of clothes and household items if destroyed or left behind.

Domestic Abuse and VAWG crimes involve physical injuries caused by perpetrator violence and psychological impacts due to perpetrator violent and abusive behaviours. This can result in lack of earnings due to injury, unforeseen expenses and unachievable costs for victims/survivors.

Exploration of additional funding for immediate financial help and support for people experiencing Domestic Abuse should be prioritised.

The cost of living crisis has impacted on the specialist workforce resulting in people leaving the sector because they cannot afford to work in the sector.

The Lack of suitable refuge or safe accommodation for victim/survivor families with children, including boys over the age of 14 years old.

Disruption to education for children and young people due to impact of DA or VAWG crimes, and also relocation.

<p>for people with additional needs; victims/survivors with care and support needs.</p> <p>Service delivery options should always consider the practicalities and needs of victims/survivors of all ages whilst developing new Domestic Abuse and VAWG crimes service options. Some Elderly victims/survivors may experience additional challenges to accessing online information/support and unfit accommodation due to adaptations required.</p> <p>Victims/survivors of Domestic Abuse may experience all or combinations of the following Socio-economic disadvantages may arise from a range of factors, including:</p> <ul style="list-style-type: none"> • poverty • health • education • limited social mobility • housing • discrimination <p>This is in addition to other forms of multiple disadvantages associated with protected characteristics and intersectionality as highlighted in the following Delivery of support to victims of domestic abuse in domestic abuse safe accommodation services - GOV.UK (www.gov.uk)</p> <p>Specialist services must be capable of effectively delivering needs led appropriate services for all victims and survivors of Domestic Abuse and or Violence Against Women and Girls in line with industry standards listed in (Annex B) found in the link above.</p>	
<p>Equality information on which above analysis is based</p>	<p>Socio-Economic data on which above analysis is based</p>
<p>LB Southwark Commissioned Domestic Abuse Services Data 2023/24 Data sourced from MPS LA Box Data <i>are not official Police published figures</i> Delivery of support to victims of domestic abuse in domestic abuse safe accommodation services - GOV.UK (www.gov.uk)</p> <p>https://safelives.org.uk/resources-for-professionals/spotlights/spotlight-older-people-and-domestic-abuse/</p> <p>https://dewischoice.org.uk/wp-content/uploads/2021/02/Dewis-Choice-Duluth-Wheel-1.pdf</p> <p>https://safelives.org.uk/resources-for-</p>	<p>LB Southwark Commissioned Domestic Abuse Services Data 2023/24</p>

professionals/spotlights/spotlight-young-people-and-domestic-abuse/	
Mitigating and/or improvement actions to be taken	
<p>People of all age groups can experience Domestic Abuse and or VAWG crimes. Commissioned services must be accessible for anyone impacted and have the ability to work across age ranges to identify and support those at risk of harm.</p> <p>Embedding trauma informed working practices and responses reflecting the needs of victims and survivors of Domestic Abuse and VAWG crimes is of vital importance. This should take into account the potential of exposure to multiple aspects of violence and abuse.</p> <p>Appropriate specialist workforce training should incorporate all protected characteristics associated types of abuse, reducing victim blaming attitudes and understanding perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals. Publicity about how to access support should be in age appropriate formats, easy to understand and available in several languages.</p> <p>The procurement competitive dialogue process will explore age appropriate provision, communication approaches, formats and service delivery times with a view of expanding accessibility.</p> <p>Banks and the Coordinated Community Response - Surviving Economic Abuse</p>	

<p>Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p> <p>Please note that under the PSED due regard includes:</p> <p>Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)

<p>It is expected that the new service will create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, and people with disabilities and race. Prevention work will be developed to assist with the reduction of Domestic Abuse and Violence Against Women and Girls crimes.</p> <p>National research highlights that people with long term illness and disabled women are at a higher risk of victimisation than people without. Individuals with a learning disability are 3x more likely to experience DA.</p> <p>It is not uncommon for signs of Domestic Abuse or disclosure not being recognised or considered by professionals where other, multiple complex needs or highly coercive perpetrators are present. Domestic Abuse is often overshadowed by other needs, with care and support needs taking primacy.</p> <p>The 2021 Census collected information on residents' disability status, with over 42,000 Southwark residents (14%) recording a disability. This is a similar proportion to London but slightly less than the national average of 17%. Almost a quarter of households (33,000) had at least one resident with a disability.</p> <p>Southwark commissioned service user data for the councils combined commissioned Domestic Abuse services shows that 33% of service users 2023/2024 indicated that they have some form of disability.</p> <p>Perpetrators of Domestic Abuse cause physical and psychological injuries. Victims/survivors recovery from Domestic Abuse and violence, both medical and physiological conditions can be life changing and longstanding and exceed the length of time support is available. Recovery is not necessarily ever complete.</p> <p>Specialist support services should ensure support services are provided in locations and ways which are accessible to all victims including their children.</p> <p>Lack of suitable specialist adapted refuge accommodation or accessible support services, such as lack of wheelchair access, or equipment.</p>	<p>Recovery and good health and wellbeing can be dramatically affected by continually experiencing toxic behaviours, traumatic violence and abuse.</p> <p>Frontline workers need to be alert to perpetrators responsible for caring for victims and survivors, who may try to manipulate medical appointments and take advantage of individual vulnerabilities.</p> <p>Playing professionals off against one another, making false allegations and convincing professionals that controlling behaviours are to help the victim in some way or due to false allegations. This type of perpetrator is highly likely to make official complaints against professionals either as distractions or in attempts to control or delay actions.</p> <p>Perpetrators may align abuse with physical or sensory and communication impairments, mental health issues, learning disabilities, cognitive impairments, long-term health conditions and neuro diverse.</p> <p>Perpetrators who are also carers for the victim control finances and any benefits received.</p> <p>Children and young people may not be able to achieve their full educational potential due to longstanding effects of living in households, continually exposed to toxic, physical and psychological abuses and traumatic events, can become vulnerable to risks of wider societal abuses, and or grooming by criminal predators.</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>ONS Census 2021/ Southwark Annual JSNA 2023 LB Southwark Commissioned Services Data 2023/24 PowerandControl.pdf (theduluthmodel.org)</p>	<p>LB Southwark Commissioned Services information. Stakeholder Engagement.</p>

Mitigating and/or improvement actions to be taken	
<p>Specialist services must be capable of effectively delivering needs led, appropriate services for all victims and survivors of Domestic Abuse and or Violence Against Women and Girls in line with industry standards (Annex B)</p> <p>Delivery of support to victims of domestic abuse in domestic abuse safe accommodation services - GOV.UK (www.gov.uk)</p> <p>Embedding trauma informed working practices and responses reflecting the needs of victims and survivors of DA and VAWG crimes is of vital importance. This should take into account the potential of exposure to multiple aspects of violence and abuse.</p> <p>Appropriate specialist workforce training should incorporate all protected characteristics associated types of abuse, reducing victim blaming attitudes and understanding perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals. Publicity about how to access support should be in appropriate formats, easy to understand and available in several languages.</p> <p>Contract and performance monitoring of the new service will include impact of delivery for people with a disability.</p>	

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The Domestic Abuse Act 21 statutory guidance recognises that Transgender identities can be used to further abuse and cohesive control behaviour. Perpetrators may threaten to “out” to maintain coercive control, abusers may promote negative stereotypes about professionals and service availability to stop victims/survivors from accessing services.</p> <p>DA and VAWG crime data is not currently captured in the Metropolitan Police reported offence data monitoring, council DA commissioned service data, or by the Southwark DA MARAC.</p> <p>The complete picture is therefore unknown, anecdotally local, predominantly frontline practitioners working for specialist support providers working with heterosexual women and girls do not report many service users in</p>	<p>Sexual abuse victim/survivor genitals and body dysphoria can be exasperating when sexual violence was connected to their genitals.</p>

this category.

Data and statistics are dependent on the type of system monitoring information and questions asked for. The lack of data undoubtedly does not reflect the true picture.

A lack of understanding from frontline workers, or in statutory operational practices relating to the enormity of combined multiple negative impacts of prolonged trauma, discrimination, distress, exploitation, violence and abuse present increases additional barriers to recovery and, ultimately, fail victims and survivors of DA and VAWG.

Findings from "Safe Lives" states Transgender victims/survivors experience specific types of abuse linked to their trans identities. Some trans victims/survivors abuses by a family member. The briefing highlights the need for appropriate support for trans victims and survivors who may have mental health, additional needs.

Service need for the LGBTQ+ communities will be considered in the procurement of a new DA service to ensure that the service is accessible to all and that appropriate support is made available to meet the needs of this group.

Ensure Safe Accommodation rights and access meet DLUHC Quality Standards as set out in the Domestic Abuse Act Statutory Guidance 2021

Specialist by and for providers documented and shared concerns raised by victim/survivors.

Galop - Trans, non-binary and gender-diverse+, and pan/queer victim/survivors expressed high levels of concern about not being understood or mistreated by services who may not understand their identities

LGBT+ victim-survivor views on interventions

'The majority of respondents reported that they were more likely to feel comfortable accessing an LGBT+ specialist domestic abuse service, and more likely to feel uncomfortable accessing a mainstream victim support service'

'When asked what was important to be included within a domestic abuse support service specifically for LGBT+ victim-survivors, respondents emphasised the importance of services having LGBT+ specialist knowledge and understanding.' Galop research based on 119 victim/survivor interviews stated that Non-specialist support services frequently do not understand LGBT+ identities and this often contributed to poor experiences of these services.

The Southwark March 2021 data recorded there were 500 trans men, 450 trans woman and 400 non-binary identified residents.

<p>Equality information on which above analysis is based.</p>	<p>Socio-economic data on which above analysis is based</p>
<p>https://drivepartnership.org.uk/wp-content/uploads/2023/09/LGBT-victim-survivor-views-on-interventions-for-those-who-cause-harm-in-their-relationships.pdf</p> <p>https://galop.org.uk/resource/an-isolated-place-lgbt-domestic-abuse-survivors-access-to-support/</p> <p>https://www.starsupport.org.uk/transforming-spaces</p> <p>Southwark Demographics - Southwark Council</p>	<p>Briefing - Transgender Victim-Survivors' Experiences of Domestic Abuse Final.pdf (safelives.org.uk)</p>
<p>Mitigating and/or improvement actions to be taken</p>	
<p>Work in partnership with council services and other Domestic Abuse and VAWG specialist providers including organisations for Black, Asian and Minority Ethnic women, LGBTQ+ and Domestic Abuse services supporting disabled survivors. The service will establish practical co-location opportunities and shared working arrangements with by and for services.</p> <p>Southwark has a unique opportunity to build a relationship and increase knowledge of local needs with a local LGBTQ+ Refuge Star support who have created TRANSforming Spaces Star Support “TRANSforming Futures is a joint programme between Stonewall, LGBT Consortium, Be North, CliniQ, Galop, Gendered Intelligence, GIRES, Mermaids, Sparkle, and UK Black Pride, designed to create meaningful and lasting change for trans communities.” Star Support Refuge and service provision are supported by MOPAC and DLUHC</p> <p>Create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, and people with disabilities and race.</p> <p>Embedding trauma informed working practices and responses reflecting the needs of victims and survivors of DA and VAWG crimes is of vital importance. This should take into account the potential of exposure to multiple aspects of violence and abuse.</p> <p>Appropriate specialist workforce training should incorporate all protected characteristics associated types of abuse, reducing victim blaming attitudes and understanding perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals. Publicity about how to access support should be in age appropriate formats, easy to</p>	

understand and available in several languages.	
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Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.)**

Potential impacts (positive and negative) of proposed policy/decision/business plan

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)

The council's current commissioned DA service seeks to support all people regardless of marital status. However, for some, marriage is synonymous with abuse specifically Forced marriage where the victim is often subjected to sexual violence and rape.

Service provision accessibility in Southwark is not impacted by marital status, It is known that individuals, particularly women, living in couples (married or cohabiting) or who have decided to separate from their partners are more likely to be a victims of domestic abuse. Relationship breakdown is identified as a significant indicator of risk in homicide reviews.

Commissioned service data for Southwark Refuge and the SDAS:

Marriage & Civil Partnership	Refuge Accommodation 2023/2024	SDAS 2023/2024
Civil Partnership	0	4
Co-Habiting	5	30
Divorced	4	30
Married	39	190
Not asked	28	407
Not disclosed	15	96
Separated	9	69
Single	100	514
Widowed	0	2
Missing	2	4
		1346

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
LB Southwark Commissioned Services Data 2023/24	
Mitigating or improvement actions to be taken	
Relationship status is not a factor in accessing DA support. The councils DA service and any future service will not discriminate in this area.	

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Specialist Support Services state that Perpetrator Physical violence and Psychological abuses are known to escalate during pregnancy both pre and post-natal.</p> <p>Effective service provision, cross agency training and multi-agency working to reduce risks will be available within the new Domestic Abuse and VAWG service delivery offer. This may help to reduce risks of harm at pre and post-natal associated perpetrator heightened risk level of violence and abuse and pregnancy.</p> <p>There is an ongoing need for capacity in maternity and both pre and post-natal services to exercise professional curiosity, identify risks and refer to relevant support services and appropriate safeguarding teams.</p> <p>Community Child Services; including community midwifery, health visitors etc. have a high awareness of DA with routine enquiry embedded in services. Services are aware and know how to make referrals to the councils DA service.</p> <p>Domestic Abuse and VAWG crimes involve physical injuries caused by perpetrator violence and psychological impacts due to perpetrator violent and abusive behaviours.</p> <p>Whilst services will aim at being available for anyone</p>	<p>Potential for increased multiple disadvantages associated with being a victim of Domestic Abuse whilst pregnant and when the new baby is born.</p> <ul style="list-style-type: none"> • Lack of suitable, affordable available Housing • Cost of Living combined with finances required associated with a new baby • Health and Wellbeing of mother and child

<p>and therefore positive. It will undoubtedly not be possible to be accessible for everyone, as referenced earlier there will be women who become pregnant due to sex working and other sexual violence who will become victims of forced abortions.</p>	
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Domestic abuse in pregnancy - NHS (www.nhs.uk) Southwark Maternity Commission - Southwark Council</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<p>The heightened risk of DA when pregnant is widely recognised by specialist DA services and consideration is given to increased risk and additional risks factor during initial assessments.</p> <p>This recognition of heightened risk will continue in new service delivery offers procured to ensure risks are managed, safeguards in place and the right support is provided with appropriate links to maternity services.</p> <p>Encourage professional curiosity in maternity health care professionals.</p> <p>Embedding trauma informed working practices and responses reflecting the needs of victims and survivors of DA and VAWG crimes is of vital importance. This should take into account the potential of exposure to multiple aspects of violence and abuse during pregnancy across all ages and cultures of new mothers and their partners.</p> <p>Appropriate specialist workforce training should incorporate all protected characteristics associated types of abuse, reducing victim blaming attitudes and understanding perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals. Publicity about how to access support should be in age appropriate formats, easy to understand and available in several languages.</p> <p>Ensure Safe Accommodation rights and access meet DLUHC Quality Standards as set out in the Domestic Abuse Act Statutory Guidance 2021</p>	

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by

<p>their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The new service will align with the ethos of Southwark Stands together</p> <ul style="list-style-type: none"> • Develop a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact Black and Minority Ethnic communities and their physical, mental and emotional wellbeing • Recognise that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of Black and Minority Ethnic patients in health and care • Police visibility and accessibility. Improve communication strategy linked to Community Safety and Policing reporting good news stories as well as the negative ones. (Police/Council) <p>The quality and access to service must be equal for it is recognised that there are inequalities in society and the borough and the service provider and the Southwark council community safety team will seek to address inequalities in line with the above strands of Southwark Stands Together.</p> <p>In addition, commitments to improve trust and confidence in local policing may disproportionately impact those from Black Caribbean backgrounds where confidence is found to be the lowest. Confidence in the local police - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)</p> <p>The Public Health JSNA 23 stated that March 2021 census over a tenth of Southwark residents (13%) were born in Europe with Italy (5,900 residents), Spain (4,500 residents) or France (3,800 residents). This has changed from 2011, when the highest number of residents born in a European country were born in Poland, comprising 12% of Southwark’s European-born population at the time. In 2021, there were 600 less residents who were Poland-born. It also stated that since 2011, there has been a notable increase in the number of residents born in the Americas or the Caribbean, making up 8% of the population in 2021, with over half of these residents being born in countries in South America, 9,200 residents, 3% of the Southwark population are from a Latin American or Hispanic ethnic backgrounds</p>	<ul style="list-style-type: none"> • The English Indices of Deprivation 2019 show that: <ul style="list-style-type: none"> ○ Asian people as a whole (15.7%) were the most likely out of all ethnic groups to live in the 10% most deprived neighbourhoods, followed by Black people (15.2%) ○ White people were the least likely to live in them (9.0%) ○ Out of the 18 individual ethnic groups, people from the Pakistani (31.1%) and Bangladeshi (19.3%) groups were the most likely to live in them ○ People from the Indian (7.6%), White Irish (8.1%) and White other (8.2%) ethnic groups were the least likely to live in them. <p>People living in deprived neighbourhoods - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)</p> <p>People from Black or from minoritised groups experience additional and multiple layers of discrimination race, class, faith, immigration status, disability and sexuality from statutory services, within work settings, society and within communities. Leading to unequal treatment and severely lacking equal access to positive opportunities.</p> <p>Children and young people may not be able to achieve a “good start in life” or build strong foundations for their adult life. Restricted recovery from DA and challenges in reaching educational potential. Children and young people being continually exposed to traumatic events, can become vulnerable to wider societal harms and risks including grooming by criminal predators.</p> <p>Children growing up in temporary accommodation can experience high amounts of sometimes alarming noise nuisance, lack of landlord safeguarding / rules, other tenant anti-social and</p>

<p>Institutional racism and lack of trust in the authorities emanating from Victim/survivor bad experiences and inappropriate treatment during engagement with authorities including the Metropolitan Police Service add to challenges in victim/survivors seeking support.</p> <p>Perpetrators of Domestic Abuse restrict victim/survivors from accessing help and support, weaponise immigration status and create coercive false narratives about rights and laws to maintain control.</p> <p>Practitioners working with undocumented Latin American women are assaulted 60 times before they make their first contact to the police (vs 35 times amongst women in general).</p> <p>A lack of suitable specialist refuge accommodation and other forms of “Safe Accommodation” or accessible “by and for” support services may reduce recovery.</p> <p>Adults and children living in temporary accommodation or in hotels can be exposed to wider risks, trauma, crimes and exploitation.</p>	<p>inappropriate behaviours associated with multiple complex needs, such as mental health, drug and alcohol misuse.</p> <p>There are practical challenges in relation to having appropriate spaces for study or simply play as a child or with other children.</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Cabinet report template 2012 (southwark.gov.uk)</p> <ul style="list-style-type: none"> • 2021 Census, recorded 282 different Southwark resident ethnicities • 51% identified as being from a White ethnic background. 70% recorded their national identity as English, British or both. • 25% identified as Black, Black British, Caribbean or African. • 10% identified as Asian. • 7% identified as Mixed or multiple ethnicities. • The most common non-UK identity was Spanish. <p>Southwark Demographics - Southwark Council Overcrowded households - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk) JSNA Annual Report - Southwark Council https://census.gov.uk/about-the-census</p> <p>The Domestic Abuse Commissioner has published a series of reports (Safety Before Status: FINAL-DOC Firewall-Report_2023_V2.pdf (domesticabusecommissioner.uk) The Solutions; How to ensure the Victims and Prisoners Bill meets the needs of all survivors; and Improving Pathways to Support) which set out in full the challenges faced and the solutions to overcoming them</p>	<p>Information provided by frontline workers during stakeholder engagement events.</p> <p>BARONESS CASEY REVIEW Final Report (met.police.uk)</p>

Mitigating and/or improvement actions to be taken

The new service will be expected to provide anti-racist, intersectional, inclusive, non-judgmental, and non-oppressive support services for victims and survivors of Violence against Women and Girls (VAWG) and domestic abuse (DA).

Work in partnership with council services and other Domestic Abuse and VAWG specialist providers including organisations for Black, Asian and minoritised women, LGBTQ+ and Domestic Abuse services supporting disabled survivors. The service will establish practical co-location opportunities and shared working arrangements with those services.

Create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, and people with disabilities and race

Specialist services must be capable of effectively delivering needs led, appropriate services for all victims and survivors of Domestic Abuse and or Violence Against Women and Girls in line with industry standards (Annex B)

[Delivery of support to victims of domestic abuse in domestic abuse safe accommodation services - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Embedding trauma informed working practices and responses reflecting the needs of victims and survivors of DA and VAWG crimes is of vital importance. This should take into account the potential of exposure to multiple aspects of violence and abuse.

Appropriate specialist workforce training should incorporate all protected characteristics associated types of abuse, reducing victim blaming attitudes and understanding perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals. Publicity about how to access support should be in appropriate formats, easy to understand and available in several languages.

Contract and performance monitoring of the new service will include impact of delivery for people with protected characteristics.

Service delivery will be expected to generate a network approach to ensure the experiences of victims and survivors, Black, Asian and racially minoritised Southwark residents are understood and needs are appropriately met.

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<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>The new service will improve officer understanding of Harmful Practices, Female Genital Mutilation, and Honour Based Violence.</p> <p>The new service will work with Southwark Councils Safer Communities team to ensure cultural nuances and victim voices heard are understood, regarding the potential and real increased risks dangers of minimal options for accessing a services. Ensuring choice and options, not being restricted to a single service.</p> <p>Some perpetrators with conservative or extreme views of their faith will weaponise faith to control and abuse victims/survivors.</p> <p>There are 40 distinct religions identified among Southwark residents.</p> <ul style="list-style-type: none"> o 43% identified as Christian. o 36% reported no religion. o 10% identified as Muslim. <p>Some perpetrators with personal extreme and highly conservative interpretations of faith/scriptures are known to use faith verses as manipulation against victims/survivors.</p> <p>Specialist providers have stated in some clergy direct victims of Domestic Abuse and Sexual Violence to pray for the perpetrator, to bring about change of abusive, toxic and or violent behaviours. Divorce is deemed unacceptable or frowned upon by wider family members and or community.</p>	
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Southwark Demographics - Southwark Council</p> <p>https://www.mwnuk.co.uk/resourcesDetail.php?id=97</p> <p>https://www.mwnuk.co.uk/resourcesDetail.php?id=162</p> <p>https://safelives.org.uk/resources-for-</p>	

professionals/spotlights/spotlight-honour-based-violence-and-forced-marriage/	
Mitigating and/or improvement actions to be taken	
<p>The new commissioned service must be equally accessible for anyone impacted by Domestic Abuse or VAWG crimes, in physical and psychological safe spaces with the ability to work across age ranges and to identify and support people at risk of harm. Appropriate specialist workforce training should incorporate all protected characteristics associated types of abuse, reducing victim blaming attitudes and understanding perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals.</p> <p>Embedding trauma informed working practices and responses reflecting the needs of victims and survivors of Domestic Abuse and VAWG crimes is of vital importance. This should take into account the potential of exposure to multiple aspects of violence and abuse needs led specialist support services in physically and psychologically safe spaces.</p>	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The service is expected to create and deliver targeted work and resources to improve engagement with local victims and survivors across all protected characteristics. Prevention work will be developed to assist with the reduction of Domestic Abuse and Violence Against Women and Girls crimes.</p> <p>Women who experience intimate partner violence may have more health needs and seek health services more frequently than the general population. Frequently engaging with health services creates opportunities for disclosure and subsequent specialist support. The severity of violence can increase engagement with health professionals. Both in relation to associated physical and psychological injuries and harms due to prolonged and continual traumas. Creating additional barriers to recovery, such as mental ill health, depression, fear, anxiety, sexual dysfunction, obsessive compulsive disorder, post-traumatic stress, and at times feel suicidal.</p> <p>Male victim focussed service provision is not available as readily available for male victims of domestic abuse,</p>	<p>Perpetrators of domestic abuse may feed into gendered assumptions regarding income. Some male perpetrators will restrict female victims/survivors access to money. Victims/survivors may have extremely restricted access to finances both in relation to joint benefit claims and earnings through paid employment.</p> <p>Fleeing Domestic Abuse can result in immediate poverty. Some perpetrators will continue to financially and fraudulently exploit victims/survivors after leaving the relationship. Requiring victim/survivors to alert banks and credit reference agencies to halt further economic abuses.</p> <p>Victims/survivors who have received physical injuries can reduce job performance. Psychological impact of</p>

<p>resulting in a lack of men only refuge accommodation and also a lack of specialist support provision for men. Humiliation felt by male victims of female perpetrated Domestic Abuse, along with societal stereotypical views and expectations can provide additional barriers to seeking and accessing support and have significant impacts on male victim's mental health and wellbeing.</p> <p>There are concerns about a perceived increased levels of serious violence from male perpetrators of domestic abuse participating in Chemsex parties with other men. Taking GHB and GBL and returning to heterosexual wife, girlfriend or partner.</p> <p>There are victims/survivors and perpetrators of Domestic Abuse and Violence Against Women and Girls crimes who are in same sex relationships. Where Men and Women in same sex relationships perpetrate Domestic Abuse.</p>	<p>continual trauma can be debilitating. Women who are mothers experiencing domestic abuse are likely to become single parents after leaving perpetrators of violence and abuse. Women may be left with debts caused by the abuser.</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Stakeholder engagement and Local specialist services feedback</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<p>It is expected that the new service will create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, and people with disabilities and race. Prevention work will be developed to assist with the reduction of Domestic Abuse and Violence Against Women and Girls crimes.</p> <p>The service will help victims and survivors to access debt services and future employment opportunities is essential.</p> <p>Service development and delivery will be alert to new and emerging themes and aim to develop ways to address these.</p>	

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The Southwark Public Health JSNA 2023 states that Southwark has a large population whose sexual orientation is non-heterosexual. 21,000 people identifying as lesbian, gay, bisexual or other (LGB+)</p> <p>Research carried out by Galop found “The vast majority of LGBT+ sexual violence survivors surveyed did not report to the police — only 12% had reported their most significant experience of sexual violence. There were multiple factors that deterred them from doing so, including being worried that the police would discriminate against them because of their LGBT+ identity (25%), fearing that they would not be taken seriously (51%) and thinking that the police would not be able to do anything (56%).”</p> <p>Crime data relating to same sex victims/survivors and perpetrators of Domestic Abuse and VAWG is not always readily available, a true picture of the volume of need is not fully understood.</p> <p>People from communities where same sex relationships are outlawed are highly likely not to trust reporting to authorities such as the Metropolitan Police Service for a combination of reasons, including the multiple findings highlighted in the Baroness Louise Casey Review.</p> <p>The full range of Domestic Abuse and VAWG support services are not currently accessible for people who do not wish to provide full personal details to statutory agencies such as the Police and Council. Referral criteria require victim/survivors to trust authorities, share their personal information in order to access specialist support, safeguarding and risk management. Such as the Domestic Abuse Multi-Agency Risk Assessment Conference – DA MARAC. Some victims/survivors will not get past this initial step required.</p> <p>It is expected that the new service will have a positive impact in reducing inequalities by working in partnership with council services and other specialist Domestic Abuse and VAWG providers including organisations for Black, Asian and minoritised women, LGBTQ+ and Domestic Abuse services supporting disabled survivors. People identifying as LGBTQ+ also experience discrimination and homophobia when accessing other statutory services such as health, care services. JSNA Annual Report (southwark.gov.uk) It is hoped that engaging with By and For servicers such as “Star Support” and Latin American Womens Rights there will be better and more informed positive outcomes.</p>	

<p>The service will establish practical co-location opportunities and shared working arrangements with those services.</p> <p>Create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, and people with disabilities and race.</p>	
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<ul style="list-style-type: none"> • 8.1% of residents (nearly 21,000 people) aged 16+ identifying as non-heterosexual. • 4.5% were lesbian or gay and 3.2% were bisexual or pansexual. <ul style="list-style-type: none"> ○ LGB+ prevalence peaked in 16–24 year olds for women and 35–44 year olds for men. ○ 6.2% of Southwark women identify as LGB+. ○ 10.1% of Southwark men identify as LGB+. <p>Southwark Demographics - Southwark Council</p> <p>https://www.equalyours.org.uk/galop-research-navigating-the-criminal-justice-system-and-support-services-as-an-lgbt-survivor-of-sexual-violence/</p> <p>LGBT-victim-survivor-views-on-interventions-for-those-who-cause-harm-in-their-relationships.pdf (drivepartnership.org.uk)</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<p>Service needs for the LGBTQ+ communities will be considered in the procurement of a new Domestic Abuse and VAWG service offers to ensure that the service is accessible to all and that appropriate support is made available to meet needs.</p> <p>Southwark has a unique opportunity to build a relationship and increase knowledge of local needs with a local LGBTQ+ Refuge Star support who have created TRANSforming Spaces Star Support “TRANSforming Futures is a joint programme between Stonewall, LGBT Consortium, Be North, CliniQ, Galop, Gendered Intelligence, GIRES, Mermaids, Sparkle, and UK Black Pride, designed to create meaningful and lasting change for trans communities.” Star Support Refuge and service provision are supported by MOPAC and</p>	

<p>DLUHC</p> <p>Create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, and people with disabilities and race.</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<p>More work is required to close gaps for people who may be being completely overlooked, unsupported and unable to access equal levels of support services.</p> <p>The new commissioned service must be equally accessible for anyone impacted by Domestic Abuse or VAWG crimes, in physical and psychological safe spaces with the ability to work across age ranges and to identify and support people at risk of harm.</p> <p>Appropriate specialist workforce training should incorporate all protected characteristics associated types of abuse, reducing victim blaming attitudes and understanding perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals. Service needs for the LGBTQ+ communities will be considered in the procurement of a new Domestic Abuse and VAWG service offers to ensure that the service is accessible to all and that appropriate support is made available to meet the needs.</p> <p>The procurement competitive dialogue process will explore age appropriate provision, communication approaches, formats and service delivery times with a view of expanding accessibility. Publicity about how to access support should be in age appropriate formats, easy to understand and available in several languages.</p> <p>Embedding trauma informed working practices and responses reflecting the needs of victims and survivors of Domestic Abuse and VAWG crimes is of vital importance. This should take into account the potential of exposure to multiple aspects of violence and abuse needs led specialist support services in physically and psychologically safe spaces.</p> <p>Service development and delivery will be alert to new and emerging themes and aim to develop ways to address these. It will aim to create effective operational working practices aligned with views raised at stakeholder engagement events and the compliance with the Serious Violence Duty requirements, particularly in relation VAWG crimes in public spaces (non domestic abuse VAWG crimes), and create and implement VAWG and non-Domestic Abuse MARAC problem solving / multi-agency operational approaches.</p> <p>Domestic Abuse and VAWG service delivery will be designed to meet specific needs for people with protected characteristics in line with the Equality Act 2010 and at least 3 of the 6 Southwark 2030 goals:</p> <ol style="list-style-type: none"> 1. Children and young people have a great childhood that builds on a solid foundation for adult life 2. People across our whole community can have good health and wellbeing 3. Crime is low and people feel safe <p>Create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, and people with disabilities and race.</p> <p>The new service will be expected to provide anti-racist, intersectional, inclusive, non-judgmental, and non-oppressive support services for victims and survivors of Violence against Women and Girls (VAWG) and domestic abuse (DA).</p>	

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed policy/decision/business plan

New service development should bring about positive impacts for Southwark residents.

Core Principles

1. The focus of the Service must be firmly person centred, needs led approach promoting safety, independence and wellbeing of the Service User(s) through the provision of quality support. To achieve the Service Outcomes the Service Provider will:
 - 1.1. Ensure that all victims and survivors and their children are safeguarded and enable person-centred recovery from the abuse and violence experienced, and also assist survivors and their families to move into leading fulfilling and happy lives.
 - 1.2. Provide anti-racist, intersectional, inclusive, non-judgmental, and non-oppressive support services for victims and survivors of Violence against Women and Girls (VAWG) and domestic abuse (DA).
 - 1.3. Work in partnership with council services and other Domestic Abuse and VAWG specialist providers including organisations for Black, Asian and minoritised women, LGBTQ+ and Domestic Abuse services supporting disabled survivors. The service will establish practical co-location opportunities and shared working arrangements with those services.
 - 1.4. Create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, young parents, people with disabilities and people with complex needs.
 - 1.5. Provide services in a way that recognises the effects of immigration status on DA and VAWG victims and supports Southwark's commitment to make Southwark a Borough of Sanctuary that welcomes, supports and celebrates asylum seekers, refugees and migrants.
 - 1.6. Provide information in a way that is easy to understand and help users of the service to be understood, where necessary providing access to multi-lingual advisers, translation and interpretation services.

1.7. Reduce Domestic Abuse and Violence Against Women and Girls crimes experienced by women and girls and men and boys through raising awareness and delivering interventions designed to prevent DA and VAWG.

1.8. Refocus service delivery to keep people safe by incorporating:

- a. Victim focused prevention,
- b. Victim focused and person-centred health and wellbeing outcomes
- c. Increased alignment of services with all communities in Southwark.
- d. Improved information and intelligence sharing across partners to understand context and risk.

1.9. Improve perpetrator engagement to reduce the severity of further abusive behaviour from the perpetrator, reduce the risk for the adult victim(s) and address the impact abusive behaviour has on any child victim(s) including:

a. Ensuring the consistent availability of quality-assured perpetrator interventions, effectively addressing and mitigating risks to victims/survivors, ensuring the risk of repeating behaviours is minimised or eliminated and addressing areas identified for high-risk individuals.

b. Understanding and establishing effective multi-agency/services arrangements that ensures all services actively hold perpetrators accountable, train professionals to identify and respond to perpetrators and provide clear pathways to safe and effective interventions

Information on which above analysis is based

1. [Position statement on male victims of crimes considered in the cross-Government strategy on ending Violence Against Women and Girls \(VAWG\) \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/90222/position-statement-on-male-victims-of-crimes-considered-in-the-cross-government-strategy-on-ending-violence-against-women-and-girls-2016.pdf)
2. [Delivery of support to victims of domestic abuse in domestic abuse safe accommodation services - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/531223/delivery-of-support-to-victims-of-domestic-abuse-in-domestic-abuse-safe-accommodation-services-2019.pdf)
3. <https://safelives.org.uk/resources-for-professionals/spotlights/spotlight-older-people-and-domestic-abuse/>
4. <https://dewischoice.org.uk/wp-content/uploads/2021/02/Dewis-Choice-Duluth-Wheel-1.pdf>
5. <https://safelives.org.uk/resources-for-professionals/spotlights/spotlight-young-people-and-domestic-abuse/>
6. [PowerandControl.pdf \(theduluthmodel.org\)](https://www.theduluthmodel.org/wp-content/uploads/2014/02/PowerandControl.pdf)

7. <https://drivepartnership.org.uk/wp-content/uploads/2023/09/LGBT-victim-survivor-views-on-interventions-for-those-who-cause-harm-in-their-relationships.pdf>
8. <https://galop.org.uk/resource/an-isolated-place-lgbt-domestic-abuse-survivors-access-to-support/>
9. <https://www.starsupport.org.uk/transforming-spaces>
10. [Southwark Demographics - Southwark Council](#)
11. [Briefing - Transgender Victim-Survivors' Experiences of Domestic Abuse Final.pdf \(safelives.org.uk\)](#)
12. [Domestic abuse in pregnancy - NHS \(www.nhs.uk\)](#)
13. [People living in deprived neighbourhoods - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](#)
14. [Confidence in the local police - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](#)
15. [BARONESS CASEY REVIEW Final Report \(met.police.uk\)](#)
16. [Cabinet report template 2012 \(southwark.gov.uk\)](#)
17. [Southwark Demographics - Southwark Council](#)
18. [Overcrowded households - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](#)
19. [JSNA Annual Report - Southwark Council](#)
20. <https://census.gov.uk/about-the-census>
21. <https://www.mwnuk.co.uk/resourcesDetail.php?id=97>
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23. <https://safelives.org.uk/resources-for-professionals/spotlights/spotlight-honour-based-violence-and-forced-marriage/>
24. <https://www.equallyours.org.uk/galop-research-navigating-the-criminal-justice-system-and-support-services-as-an-lgbt-survivor-of-sexual-violence/>
25. [LGBT-victim-survivor-views-on-interventions-for-those-who-cause-harm-in-their-relationships.pdf \(drivepartnership.org.uk\)](#)
26. [sanctuary-scheme-exemption-from-removal-of-the-spare-room-subsidy-](#)

[003.pdf \(dahalliance.org.uk\)](#)

27. [Banks and the Coordinated Community Response - Surviving Economic Abuse](#)

28. [FINAL-DOC_Firewall-Report_2023_V2.pdf \(domesticabusecommissioner.uk\)](#)

29. [Fatal domestic abuse reviews renamed to better recognise suicide cases - GOV.UK \(www.gov.uk\)](#)

30. [Southwark Maternity Commission - Southwark Council](#)

31. [Home - Domestic Abuse Commissioner](#)

Mitigating and/or improvement actions to be taken

People of all age groups can experience Domestic Abuse and or VAWG crimes. Commissioned services must be accessible for anyone impacted and have the ability to work across age ranges to identify and support those at risk of harm.

Embedding trauma informed working practices and responses reflecting the needs of victims and survivors of Domestic Abuse and VAWG crimes is of vital importance. This should take into account the potential of exposure to multiple aspects of violence and abuse.

Appropriate specialist workforce training should incorporate all protected characteristics associated types of abuse, reducing victim blaming attitudes and understanding perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals. Publicity about how to access support should be in age appropriate formats, easy to understand and available in several languages.

The procurement competitive dialogue process will explore age appropriate provision, communication approaches, formats and service delivery times with a view of expanding accessibility.

[Banks and the Coordinated Community Response - Surviving Economic Abuse](#)

Specialist services must be capable of effectively delivering needs led, appropriate services for all victims and survivors of Domestic Abuse and or Violence Against Women and Girls in line with industry standards (**Annex B**)

[Delivery of support to victims of domestic abuse in domestic abuse safe accommodation services - GOV.UK \(www.gov.uk\)](#)

Contract and performance monitoring of the new service will include impact of delivery for people with protected characteristics

Work in partnership with council services and other Domestic Abuse and VAWG specialist providers including organisations for Black, Asian and Minority Ethnic women, LGBTQ+ and Domestic Abuse services supporting disabled survivors. The service will establish practical co-location opportunities and shared working arrangements with by and for services.

Southwark has a unique opportunity to build a relationship and increase knowledge of local needs with a local LGBTQ+ Refuge Star support who have created TRANSforming Spaces | Star Support "TRANSforming Futures is a joint programme between Stonewall, LGBT Consortium, Be

North, CliniQ, Galop, Gendered Intelligence, GIRES, Mermaids, Sparkle, and UK Black Pride, designed to create meaningful and lasting change for trans communities.” Star Support Refuge and service provision are supported by MOPAC and DLUHC - [TRANSforming Spaces | Star Support](#)

Service needs for LGBTQ+ communities will be considered in the procurement of a new Domestic Abuse and VAWG service offers to ensure that the service is accessible to all and that appropriate support is made available to meet needs.

Create and deliver targeted work and resources to improve engagement with local victims and survivors from minoritised communities and increase service provision options for groups under-represented including LGBTQ+ communities, older people, and people with disabilities and race.

The heightened risk of DA when pregnant is widely recognised by specialist DA services and consideration is given to increased risk and additional risks factor during initial assessments.

This recognition of heightened risk will continue in the new service delivery and proposals procured need to ensure risks are managed, safeguards are in place and the right support is provided with appropriate links to maternity services. Encourage professional curiosity to maternity health care professionals.

The new service will be expected to provide anti-racist, intersectional, inclusive, non-judgmental, and non-oppressive support services for victims and survivors of Violence against Women and Girls (VAWG) and domestic abuse (DA).

Service delivery will be expected to generate a network approach to ensure the experiences of victims and survivors, Black, Asian and racially minoritised Southwark residents are understood and needs are appropriately met.

Prevention work will be developed to assist with the reduction of Domestic Abuse and Violence Against Women and Girls crimes.

The service will help victims and survivors to access debt services and future employment opportunities is essential.

Service development and delivery will be alert to new and emerging themes and aim to develop ways to address these. It will aim to create effective operational working practices aligned with views raised at stakeholder engagement events and the compliance with the Serious Violence Duty requirements, particularly in relation VAWG crimes in public spaces (non domestic abuse VAWG crimes), and create and implement VAWG and non-Domestic Abuse MARAC problem solving / multi-agency operational approaches.

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

It is expected that the procurement of the new service and subsequent service delivery model will be positive for Southwark residents, including improving accessibility to needs led services for people with one or more protected characteristics.

This process has largely focused on Domestic Abuse and harmful practices classed as VAWG crimes aligned with recorded data. Please note there are data limitations due to inconsistencies of recording methods and unavailable data for people experiencing crimes and abuse who do not disclose their personal information because of mistrust of authorities and people who are undocumented.

Official Risk Management systems require victim/survivors personal data and disclosure, this is not viable for all victim/survivors in Southwark. Therefore some victims/survivors are unable to access official risk management and safety planning and safeguarding services.

People as Victims/Survivors of Domestic Abuse with one or more protected characteristic are highly likely not to have equal access to specialist support, risk management or safeguards. This is not exclusive to Southwark and is recognised within central government work associated with the Domestic Abuse Act, Part 4 Safe Accommodation Duty and support service industry standards.

There is a need to increase capacity building and maximising the existing assets and improving collective delivery with local community organisations, either as DA /VAWG Champions sign posting people to specialist services or where appropriate to deliver needs led specialist support is thought to be advantageous and could increase the reach by providing services in spaces where people have trust and confidence and ultimately feel safe to disclose information. Full attention should be given to how risks are managed and how personal, sensitive information is appropriately stored and shared.

It is currently unclear how Children and Young People deemed as direct victims of Domestic Abuse are offered support they are eligible for if living in accommodation classed as “Safe Accommodation” defined by the statutory Safe Accommodation Duty Part 4 of the Domestic Abuse Act 2021. This is not exclusive to Southwark and requires a pan London response.

*Please note - Children and Young People living in privately owned homes, privately rented accommodations, HMO’s - Houses of multiple occupancy, Mixed Temporary Accommodation units, Bed and Breakfasts, Hotels, shared mixed supported accommodation including for people with high levels of support needs and social care semi-independent placements and foster care placements, families living in general needs accommodation without Sanctuary schemes in place are not eligible for “Safe Accommodation Support”. All are used to house several tenants in shared spaces, often without, measures in place to safeguard tenants from non-domestic abuse or VAWG crimes, sexual violence and sexual predatory perpetrators. This will be an area of concern picked up by the multi-agency VAWG strategic forum or the Serious Violence Duty Violence Reduction Action Plan.

Aside from Emergency first responders and Health services, Public space VAWG crimes, (Non Domestic Abuse) do not have equivalent victim focused services to provision for victims/survivors. This includes training prevention and awareness, specialist emotional support, practical support and data collection.

The Safer Business Network operate across London and other parts of the country as a credible independent organisation that delivers high quality training and awareness covering VAWG and DA to staff and security teams working at local businesses, hotels, music venues, pubs associated with the night time economy.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	All Protected Characteristics	The new commissioned service must be equally accessible for anyone impacted by Domestic Abuse or VAWG crimes, in physical and	TBC

		psychological safe spaces with the ability to work across age ranges and to identify and support people at risk of harm	
2	All Protected Characteristics	Appropriate specialist workforce trauma informed training should incorporate all protected characteristics associated types of abuse, reduce victim blaming attitudes and understand perpetrator coercive and controlling, disguised compliance / behaviours used to groom professionals.	TBC
3	All Protected Characteristics	Comms - how to access support age appropriate and various formats, easy to understand and available in several languages.	
4	All Protected Characteristics	Service development and delivery will be alert to new / emerging themes aiming to develop ways to address these. It will create effective operational working practices aligned with views raised at stakeholder engagement events and compliance with the Serious Violence Duty requirements.	TBC
5	All Protected Characteristics	The new service will be expected to provide anti-racist, intersectional, inclusive, non-judgmental, and non-oppressive support services for victims and survivors of Violence against Women and Girls (VAWG) and domestic abuse (DA).	TBC
6	All Protected Characteristics	Work in partnership with council services and other Domestic Abuse and VAWG specialist providers including organisations for Black, Asian and Minority Ethnic women, LGBTQ+ and Domestic Abuse services supporting disabled	

		survivors.	
7	All Protected Characteristics	Ongoing work is required to close gaps for people who are overlooked, unsupported and unable to access equal levels of support services.	

6. Review of implementation of the equality objectives and actions				

Implementation Equality Impact and Needs Analysis