

EQUALITY IMPACT ASSESSMENT

Review of Bharosa

Reference: EIA000240

Date: 23/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

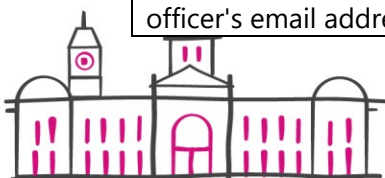
Reference number	EIA000240
Date Submitted	23/01/2024
Subject of the EIA	Review of Bharosa
Brief description of the policy, service or function covered by the EIA	The directorate has been given a savings target of 21.9million for 2024/25 and in order to make these required savings a review a review of Bharosa is required. Bharosa is a bespoke non-directive Domestic Abuse Service, that works in partnership with other agencies to sensitively support women on their journey towards independence and living safely. The service supports South Asian women and girls (aged 16+) who are unable to access mainstream services due to some cultural norms. Support is provided to women to understand how domestic abuse is entwined with some cultural norms. Educating women to recognise how they and any children that they are responsible for may be at risk of Domestic Abuse. The service works with schools to improve the awareness of how Domestic Abuse is linked to some cultural norms. The service works with girls to improve their knowledge of Domestic Abuse and to help them avoid becoming victims, to help them to make safe and healthy choices by working in partnership with other agencies. The service provides preventative measures to support to upskill and educate women which supports to reduce their reliance on more costly health and social care services
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-03-29

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Adults Social Care"]
Division	Community and Operational Services
Service area	Community and Operational Services
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Timsey Deb
What is the accountable officer's email address?	Temitope Ademosu



Data Sources

Data sources	["Birmingham City Observatory data and insight", "Relevant reports/strategies", "Oracle"]
Data source details	Birmingham City Observatory data and insight, relevant reports/strategies, relevant research, Eclipse

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes																		
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years"]																		
Please describe the impact to the age characteristic	<p>Age Citizens currently accessing the service</p> <table> <tr><td>18-24</td><td>4</td><td>8.9%</td></tr> <tr><td>25-34</td><td>10</td><td>22.2%</td></tr> <tr><td>35-44</td><td>24</td><td>53.3%</td></tr> <tr><td>45-54</td><td>6</td><td>13.3%</td></tr> <tr><td>55-64</td><td>1</td><td>2.2%</td></tr> <tr><td>Grand Total</td><td>45</td><td></td></tr> </table> <p>The data highlights for citizens currently accessing the Bharosa service that 53% are aged between 35 and 44 years. The impact on age of citizens will be limited, however there is a possibility that without the Bharosa service being delivered in house that citizens may not be able to access these services in the community. This may result in citizens being less likely to be able to identify the signs of domestic violence in a relationship due to lack of education should the service no longer be provided.</p>	18-24	4	8.9%	25-34	10	22.2%	35-44	24	53.3%	45-54	6	13.3%	55-64	1	2.2%	Grand Total	45	
18-24	4	8.9%																	
25-34	10	22.2%																	
35-44	24	53.3%																	
45-54	6	13.3%																	
55-64	1	2.2%																	
Grand Total	45																		
How will you mitigate against any negative impact to the age characteristic?	There are a variety of options which would need to be considered internally and externally for citizen's requiring education and support when suffering from domestic violence. This will support to identify any alternative options for citizens should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed.																		



Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	<p>Disability Citizens currently accessing the service Not Recorded 45 Grand Total 45</p> <p>Current data held for citizens accessing this service does not have any disability detail recorded. There is a possibility that disability does not affect the cohort of citizens accessing this service, however until this is recorded and reviewed this cannot be ruled out. Research highlights, women with disabilities have been described as being doubly marginalised on account of their disability and the gender. They may be more vulnerable to poverty and social exclusion, and often have limited social, political and economic opportunities and lack of access to basic services. Citizens Research has found that many LGBTQ+ people with a disability face discrimination and abuse because of the sexuality or gender, including from those paid to support them There is a possibility that without Bharosa being delivered in house that citizens accessing the service who also have a disability could be less educated on signs of domestic violence and support options available to them as they may not be able to access this support in the community.</p>
How will you mitigate against any negative impact to the disability characteristic?	A review of the data captured around disability for this service area needs to take place. When considering options for this service, in order to ensure citizen’s who have disabilities that are accessing this service appropriate alternatives to meet their needs is required should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed.

Protected Characteristic – Sex

Does this proposal impact citizens based on their gender as per the Equality Act 2010?	Yes
What genders will be impacted by this proposal?	["Female"]



<p>Please describe the impact to the gender characteristic</p>	<p>gender Citizens currently accessing the service Female 45 Grand Total 45</p> <p>The data shows that 100% of citizens accessing the service are female. Research highlights, women with disabilities have been described as being doubly marginalised on account of their disability and the gender. They may be more vulnerable to poverty and social exclusion, and often have limited social, political and economic opportunities and lack of access to basic services. There is a possibility that without Bharosa being delivered in house citizens may not be educated in recognising the signs of domestic violence and the support that they require as they may not be able to access these services in the community.</p>
<p>How will you mitigate against any negative impact to the gender characteristic?</p>	<p>There are a variety of options which would need to be considered internally and externally for citizen's requiring education and support when suffering from domestic violence. This will support to identify any alternative options for citizens should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed. We will continue to educate our workforce in relation to concepts such as social exclusion, biased thinking and stereotypes through ongoing development and training. Furthermore, we will signpost our citizens to community services and support groups with an expertise in the relevant areas.</p>

Protected Characteristic - Gender Reassignment

<p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p>	<p>Yes</p>
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<p>Please describe the impact to the gender reassignment characteristic</p>	<p>Data in relation to gender reassignment for citizens is not currently available. Nonetheless, current estimates suggest that there are approximately 536,648 trans people in the UK and 9,124 trans people in Birmingham. There is a higher prevalence of mental health problems in young trans people aged 16-25 compared to trans adults and trans children. Trans people assigned female at birth are significantly more likely to experience mental health problems than trans people assigned male at birth. Trans people have higher rates of self-reported disability (33%) and poor health than LGB people (14%)</p> <p>There is a possibility that without the Bharosa service being delivered in house citizens may not be able to access these services in the community.</p>
<p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p>	<p>There are a variety of options which would need to be considered internally and externally for citizen's requiring education and support when suffering from domestic violence. This will support to identify any alternative options for citizens should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed.</p> <p>We will continue to educate our workforce in relation to the trans community. The directorate shall draw upon its links with NIHR and Birmingham University to continue to deepen its understanding of the experiences of the trans community who are at risk of domestic violence. Furthermore, we will look to identify community services and support groups with an expertise in gender reassignment and domestic violence.</p>

Protected Characteristic - Marriage and Civil Partnership

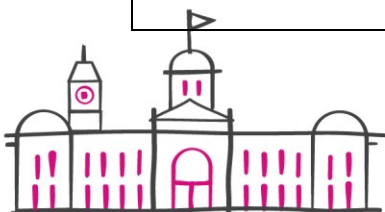
<p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["Single", "Married: Opposite sex", "In a registered civil partnership: Opposite sex"]</p>



<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>MARITAL STATUS Citizens currently accessing the service Single 1 Married 1 Not Recorded 43 Grand Total 45</p> <p>The data currently held shows that 96% of citizens accessing Bharosa currently do not have their marital status recorded. Due to cultural norms forced marriages and arranged marriages are prevalent in the South Asian community which can be linked to a higher risk of domestic violence.</p>
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>A review of the data captured around marital status for this service area needs to take place. There are a variety of options which would need to be considered internally and externally for citizen's requiring education and support when suffering from domestic violence. This will support to identify any alternative options for citizens should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed.</p>

Protected Characteristic - Pregnancy and Maternity

<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
<p>Please describe the impact to the pregnancy and maternity characteristic</p>	<p>Currently the service does not record pregnancy and maternity of the citizens accessing this service. As the Bharosa service work with females from predominately South Asian backgrounds, there are often culturally related practices dependent on the sex of the unborn child this can create a higher risk of being subjected to Domestic Violence. Most women from the South Asian background who are suffering from domestic violence face many barriers, such as poor education, poor access to health care during pregnancy and high unemployment. Women face many family/community pressures and religious expectations based on myths; this makes the women more vulnerable to domestic abuse. There is a possibility that without Bharosa being delivered in house citizens may not be able to access these services in the community.</p>



<p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p>	<p>Data in relation to pregnancy and maternity needs to be collected in relation to citizens accessing this service. There are a variety of options which would need to be considered internally and externally for citizen's requiring education and support when suffering from domestic violence. This will support to identify any alternative options for citizens should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed.</p> <p>It is imperative that we work closely with our NHS partners and create pathways that ensure adequate support is provided to pregnant citizens and those on maternity leave.</p>
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Protected Characteristic - Ethnicity and Race

<p>Does this proposal impact people due to their race as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What ethnic groups would be impacted by this proposal?</p>	<p>["Indian", "Pakistani", "Other Asian"]</p>
<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>Ethnicity Citizens currently accessing the service Asian/Asian British 34 Other Ethnic Group 1 Not Recorded 10 Grand Total 45</p> <p>76% of citizens currently accessing this service are of Asian ethnicity. Birmingham is the first minority majority city with a diverse population. Most women from the South Asian background who are suffering from domestic violence face many barriers, such as poor education, poor healthcare and high unemployment. Women face many family/community pressures and religious expectations based on myths; this makes the women more vulnerable to domestic abuse</p> <p>There is a possibility that without Bharosa being delivered in house regardless of their ethnicity citizens may not have access to being educated around the signs of domestic violence and have knowledge of the support that is available to them be able to access these services in the community.</p>



How will you mitigate against any negative impact to the ethnicity and race characteristic?	There are a variety of options to be considered internally and externally for citizen's requiring education and support when suffering from domestic violence. This will support to identify alternative options for citizens should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed.
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Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	<p>Religion Citizens currently accessing the service</p> <p>Hindu 2</p> <p>Muslim 18</p> <p>Sikh 1</p> <p>Other Religion 1</p> <p>Not Recorded 23</p> <p>Grand Total 45</p> <p>The data held on citizens accessing this services shows that 51% do not have their religious preferences recorded. There is a possibility that without Bharosa being delivered in house citizens of all religions/beliefs may not have access to being educated around the signs of domestic violence and have knowledge of the support that is available to them be able to access these services in the community.</p>
How will you mitigate against any negative impact to the religion or beliefs characteristic?	There are a variety of options to be considered internally and externally for citizen's requiring education and support when suffering from domestic violence. This will support to identify alternative options for citizens should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Straight or heterosexual", "All other sexual orientations"]



<p>Please describe the impact to the sexual orientation characteristic</p>	<p>A breakdown of the sexual orientation of citizen's currently accessing Bharosa is shown below:</p> <p>SexualOrientation Citizens currently accessing the service Heterosexual/Straight 2 Other 1 Not Recorded 42 Grand Total 45</p> <p>The data shows that 93% of citizens accessing this service do not have their sexual orientation recorded. There is a possibility that without Bharosa being delivered in house citizens regardless of the sexual orientation may not be able to access education and support required in relation to domestic violence in the community</p>
<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>There are a variety of options to be considered internally and externally for citizen's requiring education and support when suffering from domestic violence. This will support to identify alternative options for citizens should ASC discontinue direct delivery of these services. As these options are reviewed and considered the impact on this protected characteristic will need to be regularly reviewed</p>

Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>Due to lack of recorded data in many areas of protected characteristics of citizens a review will be required to identify how recorded data in these areas can be improved. An equality impact log will be undertaken, it will highlight areas of responsibility and time frames to ensure mitigations are put in place and adverse impacts are dealt with accordingly</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>Timsey Deb</p>

