



HILLINGDON
LONDON

Appendix C - Equality Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick

Review of a service Staff restructure Decommissioning a service
(not approving grant)

Changing a policy Tendering for a new service A strategy or plan

The proposal is not to approve further grant funding (for 2020/21) for the PUKKAR project run by the organisation EACH and to mitigate impact by integrating services within the borough's other resources. This will enable provision to become established in Hillingdon and to reach wider communities with more mother tongue services not currently covered by the PUKKAR project.

Who is accountable? E.g. Head of Service or Corporate Director

Kevin Byrne Head of Health Integration and Voluntary Sector partnerships

Date assessment completed and approved by accountable person

26th November 2019

Names and job titles of people carrying out the assessment

Carla Canter - Voluntary Sector Development Officer

A.1) What are the main aims and intended benefits of what you are assessing?

Review of service:

The review of grant application received for 2020/21 from EACH has identified

performance issues relating to previous grant awarded, especially in relation to transparency and quality of data returns. Given that the Council has not been able to judge value for money from the service with any confidence, a further grant has not been recommended.

This assessment considers the impact on service users and identifies mitigating action.

The anticipated benefits of new arrangements are :-

- To align current Hillingdon based counselling services in the borough to provide a more transparent service.
- To provide residents with various access points / access to specialisms across the borough to engage in counselling services.
- More cost effective use of funding in the delivering of these services.

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

Reported number of service beneficiaries (from EACH application)	85 (73 received 1: 1 counselling)
Average length of counselling sessions offered per client (from monitoring data)	10.94
Counselling hours offered for clients per week	22.82
Individual unit costs per session	£41.09
Total female Hillingdon BAME population 2019 (ONS data) :	36,660 (31.4%)
Reported DV crimes in Hillingdon (October to October 2018/19)	827
% of women in Hillingdon reporting DV (year 2018/19)	2.25%

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
Victims /survivors of domestic violence or abuse who require counselling	To have available counselling in mother tongue language with counsellors who understand cultural and language barriers
EACH	To be awarded grant funding to provide a counselling service to those who experience domestic violence and abuse in mother tongue language
Head of Health Integration and Voluntary Sector Partnerships: Kevin Byrne	To provide a transparent and effective counselling services to women who experience domestic violence and abuse,

	<p>available in their mother tongue.</p> <p>Ensuring grant recipients' deliver against objectives and that the programme offers good value for money.</p>
Director : Dan Kennedy	<p>To provide a value for money, transparent and effective counselling services to women, who experience domestic violence and abuse, in mother tongue.</p> <p>Ensure value for money in the borough core grant funding.</p>
Deputy Chief Executive and Corporate Director Residents Services	<p>To provide a value for money, transparent and effective counselling services to women, who experience domestic violence and abuse, in mother tongue.</p> <p>Ensure value for money in the borough core grant funding.</p>
Cabinet Member for Community , Commerce and Regeneration: Cllr Douglas Mills	<p>To provide a value for money, transparent and effective counselling services to women who, experience domestic violence and abuse, in mother tongue.</p> <p>Ensure value for money in the borough core grant funding.</p>
Leader of the Council and Cabinet	<p>To provide a value for money, transparent and effective counselling services to women, who experience domestic violence and abuse, in mother tongue.</p> <p>Ensure value for money in the borough core grant funding.</p>

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age		Sex	✓
Disability		Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	
Race/Ethnicity	✓	Community Safety	✓
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

B.1) Consideration of information and data - what have you got and what is it telling you?

The data on current service users supplied from EACH state that 85 clients, mostly from BAME backgrounds and, of those, mostly Asian, benefitted from the service in 2018/19. 73 were provided with 1:1 counselling.

Data demonstrates that there is a small number of the overall population who reported domestic violence or abuse, which amounted to 827 per year at October 2019. Not all those reporting would require counselling and it is recognised that DV and abuse can occur many times before being reported.

The data does suggest that the PUKKAR project reaches a particular cohort of women who have benefitted from the service.

We have been unable to draw any significant statistics from EACH due to their lack of data and this has affected our confidence in the information we are provided with.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick ✓ NO ✓ YES

No formal consultation was carried out as part of this assessment however, dialogue with EACH has been ongoing during 2019/20 and with other organisations to review the service and opportunities for alternative provision.

B.3) Provide any other information to consider as part of the assessment

The EACH/Pukkar project has received grant funding to deliver additional mother tongue counselling in LBH for approximately 7 years. This has aided the forging of positive relationships with clients. Since the grant was first awarded other services have developed comparable services which reflect the borough's profile.

Within Hillingdon there are a number of organisations that offer counselling in mother tongue language and offer specialised DV counselling in sites across the borough and access for women facing DV or abuse is often through statutory agencies or third sector groups like Hillingdon's Women's centre.

These services include Hillingdon MIND which offers mother tongue counselling in several languages and has strong relationships within the other third sector local groups in Hillingdon. If necessary accessing services can be done remotely and safely for women.

An Afghani Women's group is supported by EACH, based at Nestles Childrens' centre. Hillingdon Women's Centre has agreed to support this group with the aid of some small funding to cover the costs of a crèche worker. There is not deemed to be any effect felt on service users as the facilitator has agreed to continue under the umbrella of Hillingdon Women's centre.

In addition EACH receives funding via the London Councils grant scheme under the ASCENT project (£18,150 in 2019/20 for delivery in Hillingdon). This pan-London programme offers counselling and support services to women and girls affected by violence and abuse as part of a London wide consortium.

Hillingdon is diverse in its makeup and organisations within the borough are aware of this and their volunteer and staff teams widely reflect the borough's make up enabling them to offer BAME counsellors as well as reaching wider communities that have language barriers such as some of the European countries and languages needed like Polish, Latvian, Croatian etc.

Having a positive relationship with your counsellor aids change and the impact of withdrawal of this funding may have a negative effect on those already in receipt of services but given that the funding runs until the end of March 2020, this can be mitigated given that most clients have an average of just less than 11 sessions and it's reasonable to think that endings with clients can be contained and managed within this time frame.

A part time member of staff is employed by EACH for the delivery of their current service and it's likely that any change would mean a redundancy for this post. The current work load is shared by the paid post and volunteer counsellors. The use of volunteer counsellors is used by the majority of organisations and it is widely recognised an effective and efficient use of resources so impact on employment is minimal.

Legal context

The council has a public duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010)

Financial context - standard text

Since 2010, the Business Improvement Delivery (BID) Programme has driven transformation across the Council, reducing costs and improving efficiency to ensure that in an environment of on-going funding reductions we continue to deliver high quality services that put residents first.

Hillingdon's approach to maintaining sound financial management ensures that our finances are in a robust position, and therefore the Council is well placed to respond to the combined challenge of on-going funding reductions, emerging inflationary pressures and growing demand for services. Our latest projections indicate that further savings of £54m will be required by 2022.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group	Impact on this group and actions you need to take
Asian women	<p>As this service is aimed at particularly at Asian women experiencing Domestic Violence it may have a negative impact on this group.</p> <p>In order to mitigate against this, the Council is supporting other groups such as MIND and Hillingdon Women's Centre to continue service in locations where there is demand and in the mother tongue needed.</p> <p>In addition via the London Council's Grant scheme, EACH receives support to deliver mother tongue counselling to BAME women experiencing DV and abuse in Hillingdon so a service will continue.</p> <p>The notice given to EACH will allow for any sessions reliant on grant funding to finish in a timely way so that clients are prepared for the ending of the relationship.</p>

C.2) Describe any **POSITIVE** impacts

Equality Group	Impact on this group and actions you need to take
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D) Conclusions

We recognise that the proposed withdrawal of funding could have a negative effect on some of those currently in receipt of counselling but the cohort of users is relatively small and sufficient notice would be given to ensure that any impact is minimised. EACH is also supported via London Council's ASCENT programme to deliver in Hillingdon.

Withdrawal of grant would also be mitigated by other services being available from borough based organisations, including Hillingdon Women's Centre and Hillingdon MIND and these services are available in more mother tongue languages also taking into account women from European countries.

Signed and dated:.....

Name and position:.....