

# Equality Impact Assessment Tool - Introduction

This Equality Impact Assessment tool aims to help you to consider and record how equality issues relate to your policies, projects, services, strategies or functions. It is easy to complete and will help you to understand which communities of identity will be affected by your proposals and how. The tool will help you to:

1. Assess whether a policy, project, service redesign or strategy is relevant to our equality duties and / or different groups in Manchester
2. Identify what the potential impacts of the activity will be for different communities
3. Highlight what actions could be taken to mitigate any negative impacts that you identify

The Equality, Diversity and Inclusion Team – (we give equality advice, guidance and support to all Council Teams)

Role	Contact Details
Equality, Diversity and Inclusion Team Manger	Lorna Young – 07904 679 204 <a href="mailto:lorna.young@manchester.gov.uk">lorna.young@manchester.gov.uk</a>
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## Guidance for officers

### Roles and responsibilities

- The service managing the activity is responsible for completing an Equality Impact Assessment (EqIA) on it and should start this at the earliest opportunity
- The Equality, Diversity and Inclusion Team (EDI Team) is responsible for help, support and guidance throughout the process of completing EqIAs and provide quality assurance on final draft versions prior to submission to your Head of Service.
- The Head of Service is responsible for approving the EqIA
- The Strategic Director is ultimately responsible for the EqIAs completed in their service area as these documents are completed in line with our statutory responsibilities

### Gathering your evidence

When developing your policy, strategy or project, consider which vulnerable or disadvantaged groups might be the most affected. These will include the groups protected by the Equality Act 2010, but may also include other vulnerable groups in society. Have a think about impact on:

- People in different age groups, like older people, young people and children
- People with continuing health conditions
- Disabled people (including consideration of mental health issues)
- People with caring responsibilities
- People of various faiths, religions and beliefs
- Trans people, non-binary people and other consideration of gender reassignment
- Married people and people in a civil partnership
- Homeless people
- Ex-Armed Forces personnel and their families
- People of either sex, with consideration of women during periods of pregnancy and maternity
- Different racial groups
- Lesbian, gay and bisexual people and other consideration of sexual orientation
- Children, families and other people living in poverty

When you're gathering evidence for your equality analysis, think about:

- What relevant service-level information is available and where can I get it from?

- Is there evidence from other sources that I could use, like websites, research reports, Census data or advice from independent commissions (i.e. Equality and Human Right Commission)?
- Has there been any engagement with stakeholders that I can draw evidence from, or might I need to do this?

### Completing the tool

The tool has tips to help you as you fill it in, but a few things to remember are:

- Your assessment should be objective and based of evidence, not opinion.
  - Make your points clearly and concisely; don't copy and paste whole sections of other reports into this tool.
  - Signpost to other sources of information if they're relevant.
  - Use plain English and avoid abbreviations, jargon or technical terms.
  - Clearly show the link between your findings and the evidence that supports them.
  - Highlight whether the impacts that you identify are positive or adverse. If adverse, indicate whether the proposal can be adjusted to prevent the impact. Seek support from the Head of Service to assess what adjustments could be considered.
  - If there is a justifiable reason why the proposal can't be adjusted, clearly outline why and what the implications of this would be. This will help decision-makers reach well informed conclusions.
  - Any actions you identify to adjust the option should be captured in the actions log at Annex 1.
  - Remember that impacts can be on all groups, some or one. An adverse impact on one characteristic is no less significant than impacts for all groups.
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# Equality Impact Assessment

## 1. Tell us about your service

My Directorate	Neighbourhoods
My Service	Compliance and Enforcement
My team / section	Community Safety Team
The name of the function being analysed	Safety of women and girls - Development of Action Plan and Steering Group
Who is completing the assessment?	Candida Wallis
Who is the lead manager for the assessment?	Delia Edwards / Sam Stabler

## 1. Tell us about the activity that you're analysing

Briefly describe the main aims and objectives of your policy, project, service redesign or strategy, including outlining at a high level if it has implications for other areas of the Council's work and priorities.

In March 2021, at a meeting of the Council, a Notice of Motion to 'End Misogyny and Violence against Women and Girls' was unanimously supported by members. The Council committed to 'do everything in its power to ensure we have a city free from misogyny and violence against women and girls'. The city council's proposed approach and response to this issue is outlined below.

The proposed approach to ending Violence Against Women & Girls (VAWG) will establish that a Steering Group with senior representative from Directorates across the council, partners and the voluntary community sector. The steering group will have a delivery plan and the group will be responsible for delivering this, consult with groups to better understand this issue, commission services and will ensure the Council's commitment to end violence against women is reached. The work will also develop and launch a Manchester night time women's safety charter, which will encourage communities and businesses to understand this issue and ensure the safety of women and girls is a priority for everyone, there will also be communications to increase awareness of this issue and educate males on this issue.

Violence Against Women and Girls (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 a cause and effect of inequality and impacts negatively on all the protective characteristics of the Equality Act 2010.

VAWG brings together multiple forms of serious violence under a single policy strand.

- Crimes committed in the name of "honour"
- Domestic abuse
- Female genital mutilation (FGM)
- Forced marriage
- Sexual violence, abuse, exploitation, and rape
- Stalking
- Harassment
- Trafficking for sexual exploitation and modern slavery
- Prostitution

The National Context: In 2010, the Government published the cross government Strategy "Call to End Violence Against Women and Girls" which detailed a series of actions plans to address VAWG across all agencies. This has been followed by "The National Ending Violence Against Women and Girls Strategy, 2016 – 2021"

The Government strategy introduced a new National Statement of Expectations. The strategy reiterated the framework of prevention, provision of services, partnership working and perpetrators as the model to tackle VAWG. It also created a number of opportunities for all responsible authorities to address VAWG, which included a new dedicated VAWG funding stream.

Local context: In September 2021, the GMCA launched a ten year 'GM Gender-based Violence Strategy' in the same year the City council launched a Domestic Abuse Strategy 2021. While VAWG is a broad agenda encompassing a range of issues, there are many and varied points of crossover between DA and VAWG, and between VAWG and other strategies such as the Modern Slavery Strategy, the Manchester Sex Work Strategy 2020- 2022 and the Serious Violence Strategy (due in 2022).

The city council has adopted the term 'Violence Against Women and Girls' rather than 'Gender-based Violence' while recognising that both men and women can be victims and/or perpetrators of VAWG. The disproportionate number of women and girls whom are victims and the inequality of this, is the reason for adopting VAWG as a term, though such adoption is not intended to preclude or deny men and we recognise that men can also be the victim of violent crimes termed VAWG (with the exception of Female Genital Mutilation). However, this project will use the title 'Safety of women and girls in the city of Manchester'.

**TIP:** briefly summarise the key points and keep your answer under 500 words.

**TIP:** try not to duplicate information that's available elsewhere; you can easily use this space to signpost to other sources of background information instead of rewriting them here.

## 2. Analysing the impact on equality

Will the policy, strategy, project, service redesign being assessed here... (Tick all that apply):

Remove or minimise disadvantages suffered by individuals or groups because of their characteristics	✓
Meet the needs of people from protected or disadvantaged groups where these are different from the needs of other people	✓
Promote diversity and encourage people from protected or disadvantaged groups to participate in activities where they are underrepresented	✓

Describe how you've reached your conclusion and what evidence it's based on (500 words max).

Through the development of the DA Strategy consultation events, data collection and analysis were collated, this provided the analytical and voice from partners and victims to understand the issues of violence against women and girls in the city. We know from this work DA is overwhelmingly an issue that effects women with nearly 8 out of 10 perpetrators being men. We also know from the recent Community Safety Strategy consultation that violence VAWG and serious violence is important to residents and people who work or visit the city. The results from the consultation identified 42% of respondents selected VAWG as their number one priority, we also saw serious violence and knife crime in 43% of respondents first priority. This has put violence as a clear priority in areas of our work. Inequality and disproportionality also had high rates from respondents with 52% selecting this as their first priority.

We know people from the protected characteristic groups are more likely to suffer abuse. The development of this work will ensure individuals are protected and the disadvantages suffered by these groups are minimised. This will be achieved through a robust action plan and the work of a steering group to drive this project forward and support the work of other related strategies.

The project will meet the needs of people from the protected characteristic and disadvantaged groups, including vulnerable and marginalised women, by ensuring they are represented, consulted, listened to and involved as we shape the way forward and design / commission services and support.

Considering which group/s you have identified the policy, project, strategy or service redesign as being relevant to, complete the table below. Be brief with your answers and only complete them for the group/s relevant to your activity.

	1. What is the impact of your proposal on this group?	2. What evidence have you used to reach this assessment?	3. What actions could be taken to address the impacts?

Age (older people)	<p>The VAWG approach will not be age specific, it will encompass all women and girls and will therefore not negatively impact older people, it will have a positive impact on older people by supporting women who are victims. Manchester has a relatively young population with most people likely to be victims of DA and sexual violence aged between 20-40.</p>	<p>The city has a relatively young population, with 35.7% aged between 19 and 34 and students representing 21.2% of the total. However, it is noted in recent analysis that 22% of DA incidents recorded by GMP in Manchester from March 2020 – March 2021 concerned victims aged over 50.</p> <p>Data sources. State of the city report 2020 Domestic violence and abuse strategy 2021 -24</p>	<p>Awareness raising, including comms campaigns that 'speak to' older people, encouragement to report and seek help, redesign of service provision. Consultation with the Age Friendly partnership</p>
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<p>Age (children and young people)</p>	<p>A standalone approach to VAWG will support children and young people. We recognise that a high proportion of violence is against women &amp; girls, who are mothers, sisters, daughters, or close family members. It is also recognised that VAWG can affect unborn children who are at risk of harm through acts of abuse towards their mothers.</p> <p>It is noted in the DA Needs Assessment that 11% of named perpetrators were sons or daughters.</p> <p>Also from the Serious violence needs assessment young males are the highest risk ages for Manchester residents, calculated as a rate per population, are 14 to 18 for robbery offences, and 15 to 17 for serious assaults. Although this approach is mainly focused on women and girls, we recognise the impact of violence on young males, however the stand alone approach to Serious violence and statutory powers due in 2022/23 will support young males most at risk.</p> <p>Younger women and girls disproportionately experience significant issues of stalking, harassment and online abuse. Research from the Crime Survey in England and Wales highlighted, 977,000 women were estimated to have been victims of stalking compared to 526,000 men in the year ending March 2020.</p>	<p>From the recent Needs Assessment for the DA Strategy we know of the 13003 incidents per year that were reported to Police in the city in 2020-21, an average of 80 per week were coded as 'juvenile present', or over 4100 across the year. There has also been an increase in the number of children and young people identified as perpetrating violence against a parent.</p> <p>During national lockdowns there was an increase in children being exposed to domestic violence at the home.</p> <p>Statutory powers to address young males drawn into serious violence and knife crime will address some of these concerns, with Manchester having a stand alone public health approach to SV and knife crime with separate funding streams to work with those at risk.</p> <p>From the CoM STA 2021 – Stalking and harassment saw significant increases and have more than doubled since 2016.</p> <p>Data sources Ref. State of the city report 2020 Domestic violence and abuse strategy 2021 -24 Serious Violence Needs assessment 2022 Crime Survey in England and Wales 2021</p>	<p>Operation Encompass aims to identify these children and notifications of a domestic incident passed to the school to offer the child interventions and support following an incident.</p> <p>A recent commissioning of a bespoke intervention related to Child to Parent Violence and Abuse, and through piloting in the South of the city of the nationally accredited DRIVE project</p> <p>Safe and Together project – this project in Manchester aims to keep families together and children with the non-abusive parent.</p> <p>St Mays Maternity Hospital provide specialist maternity services for all but have service to protect unborn babies where a parent is in an abusive relationship.</p> <p>Education provide Operation Encompass to support children and young people who have witnessed a DA incident at home. Specialist support for young people at risk of violence are offered a range of Interventions.</p>
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			<p>Public health approach to SV.</p> <p>Hospital Navigators in A&amp;E units across GM to intervene with young people who have been victims of violence.</p>
Disability	<p>A VAWG approach will support and recognise people with disabilities as not only already a vulnerable group but a group who are impacted by this type of crime. It is recognised this group are unlikely to report incidents, so under-reporting is a significant challenge. This approach would have a positive impact on this group.</p> <p>We also take into account intersectionality and in some areas there is likely to be multiple factors that cross over several protected groups.</p>	<p>National research highlights that people with long term illness disabled women are at a higher risk of victimisation than people without. Manchester has over 86,000 people who see themselves as disabled.</p> <p>Data sources Ref. State of the city report 2020 Domestic violence and abuse strategy 2021 -24</p>	<p>Consultation with MHCC inclusion lead.</p> <p>Consultation with the Deaf society and Sign health and VCS disability groups</p>
Race	<p>The VAWG approach would support and offer services to support this group and to increase awareness. It is acknowledged that incidents are under-reported from some minority groups due to a number of reasons (cultural, woman's status, immigration, financial) and incidents often go unchallenged or tackled. The impact of the safety of women and girls on this group would be positive.</p> <p>We also take into account intersectionality and in some areas there is likely to be multiple factors that cross over several protected groups.</p>	<p>Manchester is a diverse city, with over 30% of the population from BAME backgrounds. 17.1% Asian or Asian British 8.6% Black or Black British, 4.6% are of mixed heritage</p> <p>There are some forms of gender-based violence that affect specific communities and minoritised groups more significantly, this includes: Honour Based Violence; Female Genital Mutilation; Forced Marriage. Although, some traditional practices are often associated with minoritised communities. It is evident that forced marriage and honour based violence occurs within a number of communities and faiths.</p>	<p>Harmful practice partnership group</p> <p>The establishment of a victim and survivor network and group to ensure the victims voice is at the centre of this issue.</p> <p>Identifying gaps in services and commissioning services to reach this group.</p>

		Data sources. State of the city report 2020 Domestic violence & abuses strategy 2021-24	
Sex	<p>Both men and women can be victims and/or perpetrators of VAWG. However, the proportion of women (75% in City of Manchester) who are victims is high, and the impact on gender inequality is the reason for the emphasis in our response towards provision of support and services for female victims. However, whilst the term VAWG may seem to preclude and/or deny that men can be victims of the ranges of violent crimes termed VAWG (with the exception of Female Genital Mutilation), and therefore have support needs, this is not the case, and it will be important going forward to ensure that equality data captures male and female victim and perpetrator information, in order to inform any adjustment in emphasis and approach that may be necessary over time. The approach will have a positive impact on the female majority victims of violence and abuse whilst recognising that males may also be victims and females may be perpetrators.</p> <p>We understand from the SV Needs Assessment young males (aged between 16 – 30) are most at risk of serious violence in the city, often being victims and perpetrators, the city centre and night time economy does account for a high proportion of this violence.</p>	<p>In the City of Manchester (CoM) the data overwhelmingly demonstrates women are disproportionally victims (over 75% of recorded incidents) and nearly 8 out of 10 perpetrators are male. As mentioned previously it is appropriate to feature women strongly in this approach due to the overrepresentation of them in incidents in this area.</p> <p>From the SV Needs assessment 84% of perpetrators were male, however as mentioned previously this area has statutory, GM and CoM approach to reduce and tackle this area of violence.</p> <p>Data sources Ref. State of the city report 2020 Domestic violence and abuse strategy 2021 -24</p>	<p>A safety of women and girls Steering group will established and a delivery plan to commission services and interventions.</p> <p>The CSP also have a separate approach titled the Public health approach to Serious violence which looks serious violence with a focus on particularly young men who are most at risk of SV.</p> <p>IRIS Advise project in sexual health clinics</p>

Sexual orientation	<p>The term VAWG may seem to potentially exclude some members of the LGBTQ community, however the term is used to recognise the disproportionate number of women who are victims. The term does not exclude men or the LGBTQ community from being supported and accessing services. In Manchester we have a dedicated range of support for the LGBTQ community and recognise this group is likely to experience violence and under reporting is high. This work will have a positive impact on this group as it will continue to raise awareness and commission services to support those affected.</p>	<p>The LGBT IDVA service dealt with 55 referrals from the city during 2020-21, including 13 from North, 11 from Central and 22 from South, with the remainder recorded as unknown / confidential. That total represented the largest by district across GM, with Salford next highest on 30.</p> <p>Of those 55 referrals, 35 were male, 12 female, 2 transgender female, 5 transgender male and 1 non-binary / other</p> <p>In terms of sexuality, 36 were gay, 14 lesbian, 1 bi-sexual and 3 heterosexual</p> <p>Data sources Ref. Domestic violence and abuse strategy 2021 -24</p>	<p>LGBT Foundation service are provided funding to deliver tailored services to people who identify as LGBT. These services are commissioned through Community Safety Partnership funding streams.</p>
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Marriage / civil partnership	There will be minimal impact on this group, although we recognise DV&A takes place in marriages, civil partnerships and relationships, the issue of VAWG is not focusing on DV&A as this area has its own strategy, delivery plan and funding streams. Although we recognise there is crossover between these two areas of work, the VAWG approach is focusing on the wider misogynistic and attitudes of men towards women and girls. ( <a href="#">Domestic violence strategy   Manchester City Council</a> )	We do collect data on marriage / civil partnerships, however for the purposes of this EIA we have relied on information gathered for the DV&A Strategy 2021-24.	Domestic violence and abuse board and strategy with a delivery plan to tackle this area.  A Greater Manchester Gender Based Violence Strategy and board which is attended by officers from the city council.
Pregnancy / maternity	This is a high risk group in relation to domestic abuse and VAWG with pregnancy and maternity being a significant risk factor for victimisation. There is an ongoing need for capacity in maternity and both pre and post natal services to identify risks and refer appropriately to relevant support services.	Figures from the national charity Refuge reported 20% of those in refuge accommodation were either pregnant or had recently given birth. (data from 2017/18)  Data source – Refuge Report 2017/18	IDVA services in the three main hospitals in Manchester. Specialist services at St Mary's Hospital
Gender Reassignment	The term VAWG may seem to potentially exclude some members of this group, however the term is used to recognise the disproportionate number of women who are victims. The term does not exclude those who have or are undergoing gender reassignment. The city council recognises there are people from all groups who may be affected, in all cases individuals will be supported and offered services appropriate for the needs of the individuals no one should be excluded by this term and services are available for everyone to access.	The LGBT IDVA service dealt with 55 referrals from the city during 2020-21  Of those 55 referrals, 2 transgender female, 5 transgender male and 1 non-binary / other  Data ref Manchester Domestic Violence and Abuse Strategy 2021-24	LGBT IDVA service – provides specialist support to people undergoing gender reassignment.  LGBT Foundation/Indigo gender service – offer specialist support to those undergoing gender reassignment.  Pride in Practice developed by LGBT foundation in conjunction with primary care services to provide specialist support.

Faith / religion / belief	<p>The VAWG approach would support and offer services to people with religious, faith or belief groups. Research and analysis recognise that individuals from particular religious beliefs are more likely to be victims of certain forms of hate crime and women are likely to be victims due to the way they dress (for instance head scarfs). Some religious beliefs are also associated with so called honour-based crimes such as FGM and forced marriage.</p>	<p>The VAWG approach would support and offer services to support this group to increase awareness. It is accepted that incidents are underreported from some religious groups due to a number of reasons (cultural, woman's status, immigration, financial, cultural) and incidents often go unchallenged or tackled. The impact of the safety of women and girls on this group would be positive.</p> <p>Data reference GMP data on hate crime and incidents</p>	<p>Specialist services include: NESTAC Olive Pathway Faith network AFRUCA</p> <p>All provide services to support people from different faith and religious groups.</p>
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#### Additional / Optional Characteristics

Families living in Poverty	<p>Manchester has a diverse population in terms of wealth, with parts of the city being affluent and other areas people living in poverty. Women and girls are often caught in poverty traps due to their situation, employment, relationship status, immigration and being carers to young children or other family members. A stand approach to VAWG will have a positive impact on this group, it will identify those most at risk, offer services and support.</p>	<p>The city still has significant issues of deprivation and is ranked the 6<sup>th</sup> most deprived local authority area in England (IMD 2019). Almost 29% of the city's population are educated to at least Degree/Diploma level, though 23.1% have no qualifications at all Over 30% of the city's population has an income of less than £20,800 per year, with 10% of the population being long or short-term economically inactive. Over 45,000 children in the city are classed as living in poverty, amounting to 40.6% of all under 16s in the city and significantly above the national average</p>	<p>Our Manchester approach has priorities to address and support the most vulnerable families in the city.</p> <p>Year of child – programme of activities to improve all children and young peoples opportunities in the city.</p> <p>Youth providers – delivering a range of interventions and activities to those in need.</p>
Homelessness	<p>The link between homelessness and VAWG is evident in all the research and data. There is a strong correlation between those who present and become homeless and being the victim of violence against them. This is in both families and single homeless presentations and cuts across heterosexual and LGBT groups.</p> <p>Much work has been completed to address these issues and improve the situation for victims and to try to ensure they remain in their home but homelessness due to domestic abuse is a significant contributing factor.</p> <p>A stand alone approach to VAWG will be a positive impact on this group by offering specialist services and understanding how we can intervene and prevent homelessness at an earlier stage.</p>	<p>From April 2020 – March 2021, 325 families and 379 singles presented as homeless where the main reason for loss of settled home was domestic abuse. 326 of that total (46.30%) classed themselves as White: English/Welsh/Scottish/Northern Irish/British</p> <p>The five Wards with the highest volumes of DA homeless presentations in 2020-21 are Harpurhey, Gorton / Abbey Hey, Longsight, Clayton / Openshaw and Miles Platting / Newton Heath.</p> <p>There are a small number of Wards where the volume of homelessness presentations as a result of DA is somewhat disproportionate to the Ward's overall prevalence rate. Moss Side is one such example, ranked 15th in terms of overall DA incidents reported to GMP in 2020-21, versus 6th for homelessness presentations as a result of DA.</p>	<p>Manchester Women's Aid Saheli offer support</p> <p>LGBT Foundation homeless project</p> <p>Specialist accommodation Oak Lodge</p> <p>Priority Move on project</p>

		<p>We also receive a number of presentations from applicants out of the city. Of note 100% of the people accessing support for refuge accommodation or safe accommodation were female.</p> <p>Data source - Domestic violence and abuse Strategy 2021-24</p>	
Care leavers	<p>It is recognised care leavers are more vulnerable than others, with women and girls who have been in the care system often more likely to be drawn into exploitation and be the victims of domestic abuse relationships and at risk of other violence against women and girls.</p> <p>This is because a child who has been in the care system is more likely to have suffered or experienced trauma and ACEs as a child, this trauma can often impact on their lives later. A standalone VAWG approach will have a positive impact on female care leavers by supporting all women and improving safety. However, it is also likely to impact all males and male care leavers by addressing misogynistic behaviours and attitudes and working towards changing culture of all men and boys in the city. Men and Boys who have witnessed violence as children are more likely to go on commit violence against others.</p>	<p>Through the ACEs work and research nationally and across the city, it accepted a trauma informed approach to working with vulnerable children and families is beneficial for those who have experienced adverse childhood experiences and reduces the impact on their lives later.</p> <p>Data source – Manchester Safeguarding Partnership</p>	<p>ACE's training across the city continues to be delivered to frontline staff.</p> <p>The Serious Violence public health approach which commissions interventions for young people impacted by trauma and at risk of SV.</p>



Armed Forces	People who are in or have served in the armed forces are more likely to be impacted by several disadvantages due to being in service. The high proportion of men in the army and fewer women maybe one area of concern and challenging misogynistic and cultural behaviours of those who have served and the impact on former soldiers mental health and isolation they have experienced while serving. The VAWG approach would support both men and women who have served by creating better environments for all women and looking at challenging and addressing some males attitudes towards women and girls.	Research from 2012 by the Kings college found of the 2,700 serving soldiers in the study aged under 30, found 20.6% had been convicted of a violent offence compared to 6.7% of the general population.	Armed force support and programmes for former soldiers.  Training for frontline staff to be able to support former soldiers and understand the dynamics, stress and isolation former soldiers suffer.
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**QUESTION 1 TIP:** think about 1) whether your policy, strategy, project or service redesign removes or minimises disadvantage for this group, 2) whether it meets their needs that are different from other people's and / or 3) whether it promotes diversity / encourages participation.

**QUESTION 2 TIP:** evidence could include customer profile data, demographic information, research, or engagement and consultation outcomes

**QUESTION 3 TIP:** think about the extent to which your policy, strategy, project or service redesign meets our equality duties and whether this should or could be improved. If you identify any actions to address impacts, list these in Annex 1 along with responsible officers and timescales for each action.

### 3. Quality Assurance - Equality, Diversity and Inclusion Team

Send your draft EqIA to the EDI Team inbox - [equalitiesteam@manchester.gov.uk](mailto:equalitiesteam@manchester.gov.uk) using **EqIA Advice – Your Service Name**. in the subject line.

<b>EDI Team: Name</b>	<b>Adiba Sultan</b>	<b>Date reviewed:</b>	<b>19.07.22</b>
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#### 4. Head of Service Approval

Your completed analysis needs to be signed off by your Head of Service.

<b>Name:</b>	Samantha Stabler	<b>Date:</b>	20.07.22
<b>Job title:</b>	Strategic Lead Community Safety	<b>Signature:</b>	

#### Annex 1 – Actions Log

Use this table to list the actions you have identified to mitigate and adverse risks, detailing who will be responsible for completing these and setting clear timescales for delivery. Your actions will be reviewed at 6 months and 12 months to assess progress.

Actions identified in your EqIA	Responsible officer / team for delivery	Timescale for delivery	Comments
Setting up of Steering group	Candi Wallis, CST	Sep 2022	
Introduction of the safety of women's night time charter	Candi Wallis, CST	End of 2022	
it will be important going forward to ensure that equality data captures male and female victim and perpetrator information,	Safety of women and girls Steering Group	End of March 2023	
Support services for women and girls – commissions	Safety of women and girls Steering Group	March 2023	
Race – identifying gaps in services	Safety of women and girls Steering Group	March 2023	
Education of young men and boys to improve attitudes towards women.	Safety of women and girls Steering Group	March 2023	
Training frontline staff to increase awareness of people	Safety of women and girls Steering Group	March 2023	

who have served in the armed  
forces.