KENT COUNTY COUNCIL
EQUALITY IMPACT ASSESSMENT

Directorate: Social Care, Health and Wellbeing

Name of policy, procedure, project or service
Integrated Domestic Abuse Service Commissioning

What is being assessed?
Service

Responsible Owner/ Senior Officer
Melanie Anthony

Date of Initial Screening

<table>
<thead>
<tr>
<th>Version</th>
<th>Author</th>
<th>Date</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Emily Matthews</td>
<td>July 2015</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Emily Matthews</td>
<td>May 2016</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>A Agyepong</td>
<td>May 2016</td>
<td>Comments for review</td>
</tr>
<tr>
<td>4</td>
<td>E Matthews</td>
<td>June 2016</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>A Agyepong</td>
<td>June 2016</td>
<td>Comments for review + tracked changes</td>
</tr>
<tr>
<td>6</td>
<td>Emily Matthews</td>
<td>June 2016</td>
<td>Addition of data, and risk assessment.</td>
</tr>
<tr>
<td>Characteristic</td>
<td>Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?</td>
<td>Assessment of potential impact</td>
<td>Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?</td>
</tr>
<tr>
<td>---------------</td>
<td>-----------------------------------------------------------------------------------------------------------------</td>
<td>-------------------------------</td>
<td>----------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Age</td>
<td>No</td>
<td>High</td>
<td>a. No, this specific service will be open to all those who are 16 years old and over. There is no upper age limit. All interventions will be delivered to all individuals who are assessed as requiring it.</td>
</tr>
<tr>
<td>Disability</td>
<td>No</td>
<td>High</td>
<td>a. No, This service will deliver interventions to all individuals who are assessed as requiring it, who are aged over 16 and classed as disabled as described within the Equality Act 2010.</td>
</tr>
</tbody>
</table>
of all disabled people, including those with sensory impairments and those with learning difficulties. Those with literacy and/or sight impairments may/will require information in various formats depending on need.

There is a broad spectrum of recognised learning difficulties and the service will need to be able to accommodate the presenting needs of all service users. Some of those with learning difficulties may need information in an Easy-read format.

Accessibility relates to mobility, physical impairment, mental impairment, hearing and sight impairment, Dyslexia and literacy impairment.

Domestic abuse is a consistently under-reported crime, so any data collected is accepted as being an under-representation of actual prevalence. Kent Police received 31,744 reports of domestic abuse in the financial year to 31 March 2016. Data is not collected to show how many of these instances related to victims with a disability, but Multi-Agency Risk Assessment Conferences (MARAC – the meeting during which support is put in place for the highest risk victims of domestic abuse) do collate this data. In 2015/16, 59 cases
involved victims with a declared disability, which equates to 2.6% of all cases heard. This proportion is assessed as being indicative of usage of other service provision within Kent.

The depth of data collected regarding users of domestic abuse services across Kent is recognised as not being ideal, and it is intended that the newly commissioned service will collate much more robust equalities data to inform commissioning and service delivery going forward.

We aim to ensure that the services we commission are delivered in premises that are compliant with the Equality Act 2010 (previously the Disability Discrimination Act 2005) where possible. All premises must have a current and up to date Access Audit, along with an action plan if required.

The service specification (Appendix 1) has an Equality, Diversity and Accessibility section (p9) which highlights all of the characteristics and related requirements. This characteristic will be assessed within the Equality section of the submitted tenders thoroughly.

Quarterly performance monitoring and reporting will enable us to effectively
<table>
<thead>
<tr>
<th>Gender</th>
<th>No</th>
<th>High</th>
<th>Low</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th></th>
<th>a. No, this specific service will be open to all individuals who are assessed as requiring it, who are aged over 16.</th>
<th>b. Yes. Traditional Womens’ Refuge accommodation will remain accessible only to women and their dependent children.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes. The provider will be required to offer interventions to all individuals who meet the specified criteria and are assessed as requiring support irrespective of gender.</td>
<td></td>
</tr>
</tbody>
</table>

The service specification will have an Equality, Diversity and Accessibility section which highlights all of the characteristics and related requirements.

Whilst male service users will be unable to access traditional womens’ refuge accommodation, there will be a requirement to have suitable accommodation available for male victims of domestic abuse as appropriate.

MARAC data indicates that there were 66 male victims presented at conference during 2015/16, which equates to 2.92% of all cases heard. The Home Office estimates that 1 in 6 men will be victims of domestic abuse during their lifetimes. Kent has an adult male population of approximately 45,000, which shows a clear under-representation of male victims within support services.
The revised model will require service providers to actively promote the service to men in the community, and to tailor the services offered to ensure accessibility to men.

This characteristic will be assessed within the Equality section of the submitted tenders thoroughly.

Quarterly performance monitoring and reporting will enable us to effectively establish any trends or potential unmet needs within this group.

| Gender identity | No | High | Unknown | a. No, this specific service will be open to all individuals who are assessed as requiring it, who are aged over 16. | Yes. We aim to ensure that all services we commission are delivered to meet all requirements of the population. We expect all providers to have a skilled and competent workforce. This will ensure that workers will be able to understand this group and be able to offer the interventions which are requested and delivered as required. A person who identifies as either male or female must be treated as such. It is understood that not all individuals will necessarily wish to disclose this information and it is our aim that all of our services are engaging to all groups. Community based support will provide appropriate interventions to all |
individuals meeting the criteria for support, regardless of their gender identity.

Accommodation based provision will be required to offer a range of suitable solutions to all of those requiring this intervention. For those individuals undergoing a transitionary process the service will be expected to thoroughly assess the needs of the individual before placing in accommodation sensitively, and with consideration for any additional needs. This may include the use of traditional women’s refuge accommodation, or alternative safe and appropriate accommodation, such as ‘safe houses’.

This particular group will inevitably be vulnerable through past experiences with other aspects of their lives and we expect this to be respected and understood.

The service will be expected to respond sensitively and appropriately to the support needs of this group.

There is extremely limited data available on domestic abuse within transgender couples in Kent, and data collected does not differentiate between transgender clients and those from lesbian, gay or bisexual relationships. There were 18 cases
heard at MARAC in 2015/16 involving LGBT clients, but national estimates indicate that 1 in 4 LGBT people will experience domestic abuse at some point in their life. This is evidence that current service design is not reaching out effectively to LGBT clients, and this will be addressed in the commissioning of a new support offer.

The service specification will have an Equality, Diversity and Accessibility section which highlights all of the characteristics and related requirements.

This characteristic will be assessed within the Equality section of the submitted tenders thoroughly. A further ongoing action is included to gain a further understanding.

Quarterly performance monitoring and reporting will enable us to effectively establish any trends or potential unmet needs within the area.

<table>
<thead>
<tr>
<th>Race</th>
<th>No</th>
<th>High</th>
<th>Low</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>a. No. We aim to ensure that the service provision meets the specific needs of people from different racial backgrounds. We have a multi racial society and the service will need to show this through its workforce and experience.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Yes. The provider will be required to offer a range of interventions to all individuals who meet the specified criteria and are assessed as requiring treatment irrespective of nationality or ethnicity.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Policies and procedures must be in place to deliver appropriate services for example Racial Harassment.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Within our specification there is an expectation placed on the provider to ensure that documents are available in more than one language. That interpreters' are available for those who English is not their first language.

The provider will be expected to engage with the Gypsy / Traveller communities, and be able to support victims of honour based violence, forced marriage and FGM.

10% of all cases heard at MARAC (223) in 2015/16 involved victims from minority ethnic backgrounds, largely matching the demographics of Kent as a whole. The sector does have experience of recognising cultural and racial needs, and this work will be built on within the new service offer.

The service specification will have an Equality, Diversity and Accessibility section which highlights all of the characteristics and related requirements.

This characteristic will be assessed within the Equality section of the submitted tenders thoroughly.

Quarterly performance monitoring and reporting will enable us to effectively establish any trends or potential unmet
<table>
<thead>
<tr>
<th>Religion or belief</th>
<th>No</th>
<th>High</th>
<th>Low</th>
<th>needs within this group.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>a. No. We aim to ensure that those who are assessed as requiring a service intervention will be able to access this service provision and are treated equally irrespective of their religion or belief.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Yes. We aim to ensure that all services we commission are delivered to meet all requirements of the population. We expect all providers to have a skilled and competent workforce. This will ensure that workers will be able to understand the potential needs of this group and be able to offer the interventions which are requested and delivered as required.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>The Equality Act 2010 protects employees as well as service users. The provider will be expected to recognise the different religions and beliefs within their workforce. They will be expected to recognise that different beliefs may require time off for religious festivals / celebrations. The provider will also be expected to recognise the different religions and beliefs within their workforce when designing the building layout to ensure there is a Faith/quiet space available for prayer if required.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>The service specification will have an Equality, Diversity and Accessibility section which highlights all of the characteristics and related requirements.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>This characteristic will be assessed</td>
</tr>
</tbody>
</table>

07/06/2016
<table>
<thead>
<tr>
<th>Sexual orientation</th>
<th>No</th>
<th>High</th>
<th>Low</th>
</tr>
</thead>
</table>

a. No. We aim to ensure that those who are assessed as requiring a service intervention will be able to access this service provision and are treated equally irrespective of their sexual orientation.

Yes. We aim to ensure that all services we commission are delivered to meet all requirements of the population. We expect all providers to have a skilled and competent workforce. This will ensure that workers will be able to understand this group and be able to offer the interventions which are requested and delivered as required.

It is recognised that clients from same sex relationships may face differing challenges when it comes to reporting Domestic Abuse and obtaining support. The service will be expected to respond appropriately to the needs of clients from the LGBT community.

There is extremely limited data available on domestic abuse within LGBT relationships in Kent, and data collected does not differentiate between transgender clients and those from lesbian, gay or bisexual relationships. There were 18 cases heard at MARAC in 2015/16 involving
LGBT clients, but national estimates indicate that 1 in 4 LGBT people will experience domestic abuse at some point in their life. This is evidence that current service design is not reaching out effectively to LGBT clients, and this will be addressed in the commissioning of a new support offer.

The service specification will have an Equality, Diversity and Accessibility section which highlights all of the characteristics and related requirements.

This characteristic will be assessed within the Equality section of the submitted tenders thoroughly.

Quarterly performance monitoring and reporting will enable us to effectively establish any trends or potential unmet needs within this group.

<table>
<thead>
<tr>
<th>Pregnancy and maternity</th>
<th>No</th>
<th>High</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. No. We aim to ensure that those who are assessed as requiring a service intervention will be able to access this service provision and are treated equally irrespective of their current/previous or pending parental/maternal/paternal status.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes. We aim to ensure that all services we commission are delivered to meet all requirements of the population. We expect all providers to have a skilled and competent workforce. This will ensure that workers will be able to understand this group and be able to offer the interventions which are requested and delivered as required.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
It is recognised that pregnancy can be a trigger point for domestic abuse to commence or escalate, and also that this time may put victims at elevated risk. As such the service will be expected to respond appropriately and sensitively to the needs of this group.

The service specification will have an Equality, Diversity and Accessibility section which highlights all of the characteristics and related requirements.

This characteristic will be assessed within the Equality section of the submitted tenders thoroughly.

<table>
<thead>
<tr>
<th>Marriage and Civil Partnerships</th>
<th>No</th>
<th>High</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. No. We aim to ensure that those who are assessed as requiring a service intervention will be able to access this service provision and are treated equally irrespective of their marital or partnership status.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes. We aim to ensure that all services we commission are delivered to meet all requirements of the population. We expect all providers to have a skilled and competent workforce. This will ensure that workers will be able to understand this group and be able to offer the interventions which are requested and delivered as required.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic Abuse services traditionally only work with victims of abuse, and do not work with spouses and partners (often the perpetrators). In the case of familial abuse (e.g. adolescent to parent abuse) the service should support adult victims equally. In cases</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
where a couple wish to reunite the service should signpost to suitable services such as Relate/ perpetrator programmes.

The service specification will have an Equality, Diversity and Accessibility section which highlights all of the characteristics and related requirements.

This characteristic will be assessed within the Equality section of the submitted tenders thoroughly.
Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid what RISK weighting would you ascribe to this function – see Risk Matrix

<table>
<thead>
<tr>
<th>Low</th>
<th>Medium</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low relevance or Insufficient information/evidence to make a judgement.</td>
<td>Medium relevance or Insufficient information/evidence to make a Judgement.</td>
<td>High relevance to equality, /likely to have adverse impact on protected groups</td>
</tr>
</tbody>
</table>

Based on the initial screening, the commissioning of an integrated domestic abuse support service presents a **low** risk of adverse impact on protected groups. This is because the new service will specify that commissioned providers must take action to make the service accessible to those from protected groups, and tailor support interventions to meet the needs of the diverse range of people experiencing domestic abuse. This activity is designed to enhance and extend existing provision, and potential providers will be fully tested during the tender process to ensure a capacity and willingness to deliver effectively to those with protected characteristics.

The proposed model will undergo a full, proactive public consultation, during which equalities data will be analysed to ensure sufficient responses from individuals with protected characteristics, with the potential to ‘target’ particular groups from response should initial data show a lack of representation.

Once procured, there will be improvements to equality data collection from delivery partners, to monitor engagement. This will then be managed through performance monitoring, should the service not deliver to expected levels. This improved data collection will also provide a more holistic, reliable basis from which to make future commissioning decisions.

Context

This piece of commissioning is being undertaken by the Community Support Team within Strategic Commissioning, in the Social Care, Health and Wellbeing Directorate. It is being led by Commissioning staff who were previously part of the ‘Supporting People Team’, commissioning Housing Related Support Services for vulnerable adults across Kent.

We follow a specific commissioning framework which we have developed over years of learning and experience. We believe that this will lead to improved openness and transparency in the commissioning process.

This commissioning exercise brings together a number of existing services within one contract to deliver efficiencies and more seamless service delivery for survivors of domestic abuse.

The Service Provider will work in partnership with Kent County Council (KCC) Commissioned Services to contribute towards the following outcomes and will consider all opportunities to enhance the aims of the service outcomes:
1.1 The Service Provider will work in partnership to contribute towards the following outcomes and will consider all opportunities to enhance the aims of the service outcomes:

1.2 To support victims of domestic abuse in coping with the immediate aftermath of abuse and empower them to recover from the long term affects of that abuse, with consideration to;

1.1.1 Mental and Physical Health
1.1.2 Shelter and Accommodation
1.1.3 Family, friends and children
1.1.4 Education, skills and employment
1.1.5 Drugs and alcohol
1.1.6 Finances and benefits
1.1.7 Outlook and attitudes
1.1.8 Social interactions

1.3 Improved capacity to establish and maintain independent living.

1.4 A reduction in the need for interventions by Families and Social Care Services.

1.5 A reduction in level of harm caused by domestic abuse

1.6 A reduction in homelessness/repeat homelessness and placement in temporary/emergency accommodation amongst people at risk of Domestic Abuse in Kent.

1.7 Effective promotion of the wider impact of domestic abuse.

This Equality Impact Assessment has been completed to ensure that all potential positive or adverse impacts are highlighted and addressed accordingly. These impacts relate directly with the proposed integrated substance misuse service specification.

The service specification will clearly identify the expectations for the integrated domestic abuse service which the successful bidder will be required to establish and deliver.

**Aims and Objectives**

The domestic abuse service specification intends to amalgamate refuge provision, outreach services, IDVA support, Sanctuary Services and rent deposit funding into one holistic and therapeutic provision.

The integrated service will ensure that all victims of domestic abuse are able to access consistent, high quality support across the county. Every member of society has a range of the protected characteristics and all members of the community with a domestic abuse issue will be able to benefit equally.

The service will:

- Promote fair access and diversity to existing service users and ensure that services are flexible and accessible to the wider communities.
- Ensure that vulnerable people do not become dependent on support
- Promote service user involvement and consultation
The service will deliver interventions that will aim to meet the needs of all existing and new service users from within all of the protected characteristic groups.

**Beneficiaries**

The proposed service will address the needs of socially excluded groups and will apply the principles of equal opportunities and fair access.

The intended beneficiaries of the proposed service are vulnerable people in need of domestic abuse related services who are an ordinary resident within the specified area, or who are entering the county to flee domestic abuse.

The beneficiaries of the proposed service will be victims of domestic abuse, their families and their children.

**Information and Data used to carry out your assessment**

Domestic Abuse is widely recognised as being under reported, both to criminal justice agencies and support services. The landscape of service provision to victims of domestic abuse is currently disparate, with a number of key interventions delivered using grant funding and charitably raised monies. As such, meaningful data regarding the prevalence of domestic abuse, and access to services by those with protected characteristics is limited.

Reports of Domestic Abuse to Kent Police continue to rise, with an increase in reports of over 10,000 cases since 2010/11.

**Kent Police DA Incidents Reported:**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases</td>
<td>21627</td>
<td>22509</td>
<td>23409</td>
<td>25365</td>
<td>28489</td>
<td>31744</td>
</tr>
</tbody>
</table>

Multi Agency Risk Assessment Conferences (MARAC) are held in respect of those victims who have been assessed as at the highest risk of harm, and these conferences collate data on the profile of cases heard. Due to the limited quantity and quality of data available on the profile of domestic abuse victims in Kent, this assessment has been based on the data available from MARAC, which, over the 2500 cases heard in 2015/16 is broken down as follows:

<table>
<thead>
<tr>
<th>Protected Characteristic</th>
<th>Number of Cases</th>
<th>% of Total Caseload</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>223</td>
<td>10%</td>
</tr>
<tr>
<td>Sexuality/ Gender Identity</td>
<td>18</td>
<td>0.8%</td>
</tr>
<tr>
<td>Disability (Physical and Learning)</td>
<td>59</td>
<td>2.61%</td>
</tr>
<tr>
<td>Gender (Male Victims)</td>
<td>66</td>
<td>2.92%</td>
</tr>
</tbody>
</table>

The data available shows a clear under-representation of many of those with protected characteristics within service provision, when compared to national statistics, most specifically male victims (gender) and those from LGBT communities (sexuality and gender identity). For example, the Home Office estimates that 1 in 6 men will be victims of domestic abuse during their lifetimes. Kent has an adult male population of approximately 45,000, which shows a clear under-representation of male victims accessing help and support.
Additionally, national estimates indicate that 1 in 4 LGBT people will experience domestic abuse at some point in their life. This is evidence that current service design is not reaching out effectively to LGBT clients, and this will be addressed in the commissioning of a new support offer, with the consultation on the proposed model targeted specifically at those groups who are not accessing support currently.

The proportion of MARAC cases from minority ethnic communities is broadly in line with the population demographics of the county, but it is recognised that service could take further steps to ensure that provision meets needs in a culturally sensitive manner.

**Potential Impact**

The integrated service will ensure that all victims of domestic abuse will have access to the same level of service across Kent. As all members of society have a range of protected characteristics all members of the community with a domestic abuse issue will be able to benefit equally.

We have currently assessed that no group from the protected characterises should be impacted differently in either a potentially positive or adverse way.

The EqIA is an evolving document and it will be fully completed to show current engagement levels for all of the characteristics on the final submission.

In order to ensure that no group either experience or receive a negative impact we will fully Evaluate all tenders against the Equality expectations we have stipulated what we expect within the specification and each tenderer will need to address each of the characteristics separately. They will need to prove compliance with legislation in both providing services to individuals and as an employer.

The data available regarding usage of services by protected characteristics is limited due to the wider landscape of service provision. Most services are aimed at those who are at high risk of harm, and are crisis interventions. As such, the most reliable data available is in relation to those heard at MARAC. There are very few interventions, and subsequently extremely limited data, for those at standard and medium risk of harm, and as such it is not possible at this point to accurately assess the level of demand for lower intensity, preventative and early intervention services. Many of these types of service are provided on a voluntary, or grant funded basis, which leads to limited availability of usable data.

The intention of the proposed commissioning activity is to redesign the landscape of domestic abuse support provision, drawing a number of strands together to deliver seamless pathways for victims of abuse, at all levels of risk. This will provide a firm basis for future collection of data, and the ability to inform future commissioning activity to a greater degree. The new offer is expected to be commissioned on a flexible contract to allow for timely response to changing demands, particularly in the case of victims with protected characteristics who are considered ‘hard to reach’ such as male victims of domestic abuse, and LGBT individuals who have traditionally been reluctant to approach what are considered ‘women’s’ services.

**JUDGEMENT**

To date, no negative impacts have been identified because this is a fully inclusive service for victims of domestic abuse.

07/06/2016 19
Option 1 – Screening Sufficient  NO

Justification:

Option 2 – Internal Action Required  YES

The service has been assessed as a major service because it involves significant resources and it will affect a significant number of people throughout the community.

Although to date, no negative impacts have been identified because this is a fully inclusive service for domestic abuse victims, we acknowledge that we still need to scrutinise engagement statistics for service users who access services by characteristic over the duration of the contract to get a clearer picture of any under-represented groups.

Option 3 – Full Impact Assessment  NO

To date the service has been assessed as having no adverse impacts in its delivery, and as the scope of existing delivery is being widened to be more inclusive of those with protected characteristics, no further action is required.

Equality and Diversity Team Comments

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:  Mel Anthony  Name:  Melanie Anthony
Job Title:  Commissioning & Development Manager  Date: 07-Jun-16

DMT Member

Signed:  Name:
Job Title:  Date:

07/06/2016  20
Please forward a final signed electronic copy to the Equality Team by emailing

diversityinfo@ken.gov.uk

The original signed hard copy and electronic copy should be kept with your team for audit purposes.
## Equality Impact Assessment Action Plan

<table>
<thead>
<tr>
<th>Protected Characteristic</th>
<th>Issues identified</th>
<th>Action to be taken</th>
<th>Expected outcomes</th>
<th>Owner</th>
<th>Timescale</th>
<th>Cost implications</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>Limited data available to measure accessibility and effectiveness of support services to those with protected characteristics.</td>
<td>The new commissioned service to have more robust mechanisms for collecting and reported equalities data</td>
<td>It is expected that this action will facilitate a more responsive, targeted service, and improved intelligence for future commissioning, and resource allocation purposes.</td>
<td>Emily Matthews</td>
<td>April 2017 – March 2018</td>
<td>NIL</td>
</tr>
<tr>
<td>All</td>
<td>Under-representation of those with protected characteristics within current service provision makes thorough consultation challenging.</td>
<td>Equalities data to be collected and analysed from consultation events. Should under-representation continue, additional consultation events should be held to further engage with communities.</td>
<td>Meaningful responses to the proposed model from a wide range of individuals, including those with protected characteristics. There is scope to change the service specification should issues be raised.</td>
<td>Emily Matthews</td>
<td>June 2016 – August 2016</td>
<td>Less than £500 (costs of holding additional consultation events)</td>
</tr>
</tbody>
</table>

Updated 26/10/2015