

Full equalities impact assessment

Directorate: **External Contract** Service: **Sheffield Domestic Abuse Forum**

Piece of work being assessed: **Delivery of Domestic Abuse Awareness and other related training**

Aims of this piece of work: **To improve participation in training amongst minority groups**

Name of lead person: **Maureen Storey** Other partners/stakeholders involved: **Rebecca Mountain – Training Worker
SWAVT Training Pool
Sheffield DAP**

Date of assessment: **5th July 2010**

Who is intended to benefit from this piece of work? **All training participants and particularly those from (minority) groups which are currently under-represented.**

Single Equality Scheme strand	Baseline data and research on the population that this piece of work will affect What is available? What does it show? Are there any gaps? Use both quantitative and qualitative research and user data Include consultation with users if available	Is there likely to be a differential impact? Yes or no
Gender	<p>In 2009-10 training participants' gender breakdown was: 49 men (14%), 284 women (83%) and 9 gender not disclosed (3%) = 342 total.</p> <p>The majority of training participants on Sheffield Domestic Abuse Forum's training courses are women, This is possibly because more women work in roles where they come into contact with families affected by domestic abuse and possibly because women feel more comfortable with the subject of domestic abuse (or are less worried about feeling uncomfortable) on a course where gender-based violence could be a theme.</p>	Yes.
Race	<p>In 2009-10 training participants' race breakdown was: 63 BAMER (18%), 263 WB</p>	

	<p>(77%) and 16 unknown/undisclosed (5%) = 342 total. Sheffield Domestic Abuse Forum training works within the policy of ensuring one black trainer on all training courses to encourage participants from BAMER backgrounds to feel comfortable contributing their views and experiences. Our course content includes how people from different backgrounds might be affected by domestic abuse and is conscious of creating an informed and inclusive group dynamic. We deliberately use images which demonstrate diversity in all Forum publicity, including the training photograph on our website.</p>	
<p>Disability</p>	<p>In 2009-10 training participants' disability breakdown was: 8 reporting disability (2%), 291 reporting no disability (85%), and 43 unknown/undisclosed (13%) = 342 total. Quarters 3 and 4, where we adopted NHS Sheffield more detailed Equalities monitoring form, showed more disclosure of disability (6 - compared to 2 in the 1st two quarters). With SCC Adults Safeguarding Team, we commissioned Respond to deliver specialist training on adults with learning disabilities affected by domestic abuse, and plan to feed this understanding into the SWAVT Training Review of our courses in July. We contributed to the creation of Sheffield Domestic Abuse Partnership website which recognises that disabled people are at increased risk of domestic and sexual abuse, can be abused in additional ways because of their disability and can experience additional barriers to disclosure.</p>	<p>Yes.</p>
<p>Sexual orientation</p>	<p>No data for Q1 and Q2 in 2009-10. In Q3 and 4 training participants identified themselves as: 96 heterosexual (78%), 1 gay (1%), 2 lesbian (2%) and 4 bisexual (3%). 20 people (16%) did not disclose their sexual orientation. As part of the induction for our new Helpline staff, we commissioned Broken Rainbow to come and deliver their specialist training on LGBT people affected by domestic abuse. We also arranged Centre for HIV and Sexual Health to deliver LGB Training with a local perspective. We plan to feed this understanding into the SWAVT Training Review of our courses in July. SDAF contributed to the creation of Sheffield Domestic Abuse Partnership website, which recognises that LGBT people can face additional barriers to accessing help and which emphasises that Helpline workers will not judge people who are in LGB relationships or blame them for their situation.</p>	<p>Yes.</p>

Age	<p>No data for Q1 and Q2 in 2009-10. In Q3 and 4 there were 11 training participants aged 18-24 (9%), 42 aged 25-44 (34%), 43 aged 45-60 (35%) and 2 aged 60+ (2%). We recognise that Sheffield has an aging population and are keen to include a diverse range of ages on our training. Research by Amnesty International in 2005 identified that the least progressive (i.e. victim-blaming) attitudes are held most frequently amongst the youngest and oldest age groups. It would be helpful to promote Domestic Abuse Awareness training to workers in these age groups and to people who work with these age groups. A recent NSPCC report highlighted high levels of emotional, sexual and physical violence in teen relationships, so again it would be helpful to specifically target workers working with young people. We have consistently offered places to Social Worker students on placement at different organisations, in the hope of promoting understanding of domestic abuse at the start of their careers working with children and vulnerable adults.</p>	
Religion/belief	<p>No data for Q1 and Q2 in 2009-10. In Q3 and 4 training participants identified themselves as 42 having no religion (34%), 52 Christian (42%), 11 Muslim (9%), 4 agnostic (3%), 2 other religions 21% and 12 unknown (10%).</p>	
Human Rights	Will this piece of work impact on anyone's human rights?	Not directly.

Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact/outcome?	Timescale	Lead
Gender		Wording resources – flyers, booking forms and website information which are viewed at the point of booking to include proactive statement about men also being affected by domestic abuse and playing a vital role in	We hope to record an increase from 14% of training participants being men in Q3 and 4 2010-11.	September 2010	RM

		cultural change and improving responses to people and children affected by domestic abuse.			
Gender		Assess current training programmes and training handouts in relation to gender	As above.	July 2010 – as part of SWAVT review	
Race		As we generally have more applicants than places for our courses, we haven't advertised extensively in the past couple of years. We plan to advertise our courses more this year to ensure that a wider range of groups know about the training on offer and to particularly identify and target BAMER organisations and community groups to increase participation. Ask BME network to send form round their email group.	We hope to maintain levels of BAMER training participants at 18% or increase in Q3 and 4 2010-11.		RM
Race		Assess current training programmes and training handouts in relation to race – including handouts on forced marriage, Honour Based Violence and Female Genital Mutilation, which disproportionately affect BAMER communities.	As above.	July 2010 – as part of SWAVT review	
Disability		Identify and advertise to disability groups.	We hope to increase the proportion of disabled		RM

			training participants from 2% in Q3 and 4 of 2010-11.		
Disability		Assess current training programmes and training handouts in relation to disability.	As above.	July 2010 – as part of SWAVT review	
Sexual Orientation		Send advertising to Centre for HIV and Sexual Health for wider circulation, so LGB workers and people who work with LGB groups are more likely to see it.	We hope to increase the number of LGB training participants from 6% in Q3 and 4 of 2010-11.		RM
Sexual Orientation		Assess current training programmes and training handouts in relation to sexual orientation.	As above.	July 2010 – as part of SWAVT review	
Religion/ Belief					