EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**
   A clear definition of what is being screened and its aims

2. **Gathering Evidence & Stakeholder Engagement**
   Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. **Assessment & Differential Impacts**
   Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. **Outcomes, Action & Public Reporting**
   Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

5. **Monitoring, Evaluation & Review**
   Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Glasgow MARAC

b) Reason for Change in Policy or Policy Development

Cessation of the provision of MARAC in Glasgow.

c) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

MARAC in Glasgow is a public protection priority and has responsibility to maximise the safety and wellbeing of highly vulnerable (mostly but not exclusively) women, children and young people who were living with or continue to experience domestic abuse.

It is the only public protection process which has a focus on the adult victim of domestic abuse.

The primary focus of the MARAC is to safeguard the male or female adult victim and to improve the safety and support of agency staff who may be working with the victim, their children or the perpetrator.

The MARAC makes links with other multi-agency meetings and processes to safeguard children, vulnerable adults and manage the behaviour of the perpetrator.

At the heart of MARAC is the working assumption that no single agency or individual can see the complete picture of the life of a victim, to be able to identify and manage the risks, but all may have insights that are crucial to their safety.

d) Name of officer completing assessment (signed and date)

Kirsti Hay, Violence Against Women Coordinator 30th September, 2022

e) Assessment Verified by (signed and date)

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: ➢ age ➢ disability, ➢ race and/or ethnicity, ➢ religion or belief (including lack of belief), ➢ gender, ➢ gender reassignment, ➢ sexual orientation ➢ marriage and civil partnership, ➢ pregnancy and maternity,	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
https://www.gov.scot/publications/improving-multi-agency-risk-assessment-interventions-victims-domestic-abuse-analysis-consultation-responses/documents/	Scottish Government Consultation Analysis: Improving Multi-Agency Interventions	Not at this stage.
https://communications.safelivesresearch.org.uk/Whole%20Lives%20Stirling-%20Research%20Report.pdf	All	
https://www.scld.org.uk/wp-content/uploads/2019/04/MARAC-Layout-final.pdf	Disability	

https://safelives.org.uk/sites/default/files/A%20Safe%20Fund%20costing%20domestic%20abuse%20provision%20for%20the%20whole%20family%20in%20England%20and%20Wales_0.pdf	Cost benefit analysis	
https://safelives.org.uk/knowledge-hub/spotlights	Protected Characteristics	

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	**Specific Characteristics**	**Positive Impact** (**it could benefit an equality group**)	**Negative Impact –** (**it could disadvantage an equality group**)	**Socio Economic / Human Rights Impacts**
SEX/ GENDER	Women	There are no positive impacts.	Overwhelmingly women living with, or previously experienced domestic abuse will be affected by any decision not to continue to support the delivery and funding of MARAC in Glasgow.	Domestic abuse is a breach of any domestic abuse victim's human rights. Public authorities have a responsibility to uphold Human Rights legislation. Under Article 1 of the European Convention of Human Rights, the UK is required to convey the Convention Rights and fundamental freedoms of 'everyone within their jurisdiction'. A failure to protect a woman from domestic abuse may breach: Article 2 (her right to life); Article 3 (her right to be free of inhuman and degrading treatment); Article 4 (her right to be free of slavery and servitude). It is well documented that in this time of austerity and cost of living crisis that women are most likely to be in poverty and remain in poverty for longer. Women who live with domestic abuse are even more likely to be subject to financial and economic abuse, prevented from working, have no independent access to funds. The cost of fleeing from domestic abuse has risen significantly.
	Men	There are no positive impacts.	High risk male victims of domestic abuse	Men as a group are less likely to experience domestic abuse/coercive control. None the less high risk male

				victims do exist and their right to safety should not be ignored.
	Transgender	There are no positive impacts.	Transgender victims/survivors experience specific types of abuse that can be linked to their trans identities. Trans victims/survivors experience large numbers of additional needs, particularly in relation to mental health. SafeLives dataset highlights 44% of trans victims/survivors identified as female while 56% identified as male. Indicating that they are referred to services at broadly similar rates.	Human rights abuses can and do exist in relation to their trans identities.
RACE*	White	There are no positive impacts	In Glasgow the vast majority of those discussed at MARAC are white women.	
Further information on the breakdown below each of these headings, as per census, is available here. *For example Asian includes Chinese, Pakistani and Indian etc*	Mixed or Multiple Ethnic Groups	There are no positive impacts	Domestic abuse is no less prevalent in BME communities. This can be further enforced by traditional gender roles which places women in a subordinate position to men.	Women from BAME communities will experience human rights abuses as identified above. Furthermore if UK is not their country of origin, they may well have had to flee human rights abuses in their country of origin. If their right to remain in the UK is subject to immigration controls, they are likely to have No Recourse to Public Funds. This limits their access to certain services and benefits placing them further at risk of harm. Women from asylum seeking communities may well be seeking asylum based on their partners claim, this increases their dependency and level of risk. Women on spousal visa's will be financially dependent on their husband and often experience further abuses such as

				having their passport removed from their possession, threats to remove children from their care; threats to disclose earnings if they have no right to work in the UK. All of these serve to limit the rights and choices of women from BAME communities.
	Asian	There are no positive impacts	Traditional harmful practices reinforce and perpetuate coercive control/domestic abuse. Practices such as Honour Based Violence; Forced and child marriage are an issue for some Asian communities. This tends to remain hidden in communities and is under reported but often identified during multi-agency MARAC discussions.	As above
	African	There are no positive impacts	Women from African communities are no less likely to experience domestic abuse that their white counterparts. They are however further away from interventions and experience additional barriers which could include language; immigration status in UK; harmful traditional practices such as FGM; Bride Price. African communities are diverse and there will be specific discriminations which will uniquely affect different African communities.	As above
	Caribbean or Black	There are no positive impacts	There is no evidence to suggest that women from Caribbean or Black communities are less affected	As above.

			by domestic abuse/coercive control.	
	Other Ethnic Group	There are no positive impacts	As all of above.	As above.
DISABILITY	Physical disability	There are no positive impacts	Women with disabilities are twice as likely as non-disabled women to experience domestic abuse, whether that be physical, emotional, mental, sexual or financial. Disability of any kind is an additional power imbalance. Women with a disability are more likely to be socially isolated this coupled with an increased likelihood relying on partners for care needs increases dependency.	Women with any disability will experience the same human rights abuses as non-disabled women. They are even more likely to be financially dependent leading to and increased likelihood of financial and economic abuse. They are more likely to be in poverty and to remain in that poverty for longer.
A definition of disability under the Equality Act 2010 is available here.	Sensory Impairment (sight, hearing,)	There are no positive impacts	Deaf women are just as likely to experience domestic abuse/coercive control as hearing women. Deaf women are further disadvantaged by a language barrier and the ability to seek interventions mostly located in the hearing community. Women with sight impairments have difficulty in locating support and advocacy owing to lack of accessible information increasing their risk.	As above
	Mental Health	There are no positive impacts	Domestic abuse in childhood and adult life has a severe and enduring impact on mental health. It is often the main factor the development of depression, anxiety, low self-esteem. This can then further	As above

			lead to self-harming, suicide, eating disorders and substance misuse.	
	Learning Disability	There are no positive impacts	Women with a learning disability are as vulnerable as any women to experiencing domestic abuse. They can be targeted by abusers because of their vulnerability and learning disability. They experience lack of information on relationships both emotional and sexual. Exposing them to further harm and exploitation.	As above
LGBT	Lesbians	There are no positive impacts	Domestic abuse within lesbian community is a serious issue. It is estimated that the prevalence rates are similar to those in heterosexual relationships and like those is under reported. This is further compounded by the threat to 'out' their sexuality as part of the domestic abuse and coercive control.	As above.
	Gay Men	There are no positive impacts	Domestic abuse within Gay community is a serious issue. It is estimated that the prevalence rates are similar to those in heterosexual relationships and like those is under reported. This is further compounded by the threat to 'out' their sexuality as part of the domestic abuse and coercive control.	
	Bisexual		Bisexual women are more likely to face distinct forms of	Human rights abuses as before.

			abuse as a result of biphobia and/or harmful myths about the behaviours of bisexual women. They are also more likely to have experienced previous domestic abuse and to have been through adverse childhood experiences, as well as to have additional needs in areas including mental health and finance. SafeLives research indicate that bisexual victims are more likely to be young, female, black and unemployed. For more details	SafeLives research highlighted bisexual women affected by domestic abuse were more likely to be unemployed and reliant on benefits therefore more likely to experience poverty. https://safelives.org.uk/sites/default/files/resources/Briefing%20-%20Comparison%20of%20Bisexual%20and%20Heterosexual%20Womens%20Experiences%20of%20Domestic%20Abuse%20Final.pdf
AGE	Older People (60 +)	There are no positive impacts	It is important to recognise that domestic abuse occurs across the lifetime. Being older is not a protective factor. Multiple disadvantage exists in traditional gender roles, and barriers to health and mental health services all serve to increase the vulnerability of older women.	Human rights abuses are as above. Women are more likely than men to live longer and therefore form the majority of our ageing population. Ageing, is not gender-neutral and inequality and discrimination experienced by women during their lifespan is often exacerbated in older age. Older women are more likely to be in receipt of pensions which can drive them below the poverty line.
	Younger People (16-25)	There are no positive impacts	Young people in particular young women are just as likely to experience domestic abuse and coercive control in their relationships. Approximately 1/3 of young women have reported coercive control/domestic abuse in their relationships. Young people live with domestic abuse by an abusive parent, most commonly their	Human rights abuses are as detailed above.

			father or mother's partner. They witness abuse, this impacts on their safety, wellbeing and mental and emotional health.	
	Children (0-16)	There are no positive impacts	Children and young people are impacted by domestic abuse. The vast majority of children and young people were in the same or in a room next to where the domestic abuse took place and often appear as witness in criminal prosecutions. Child contact is often used as a perpetrator tactic to continue domestic abuse long after the end of a relationship.	Child poverty is well documented. Given that financial and economic abuse are part of domestic abuse it is a significant feature in child poverty. Domestic abuse is child abuse and all children who or who have lived with domestic abuse are affected. These are also abuses of Rights of the Child.
MARRIAGE & CIVIL PARTNERSHIP	Women	There are no positive impacts	Women are more likely to be subject to Forced Marriage because of family commitments made in other countries or to secure visa's to UK. Also because of their sexuality, learning or other disability.	Forced marriage is an abuse of human rights.
	Men	There are no positive impacts	Men while less likely to experience forced marriage do feature. This can be because of their sexuality, or because of learning or other disability.	As above
	Lesbians	There are no positive impacts	Lesbians can be subject to forced marriage. They may well be pressured or forced into marriage because their sexuality is perceived to have 'brought shame' on their	As above

			community.	
	Gay Men	There are no positive impacts	Gay men can be subject to forced marriage. They may well be pressured or forced into marriage because their sexuality is perceived to have 'brought shame' on their community.	As above
PREGNANCY & MATERNITY	Women	There are no positive impacts	Domestic abuse can and does first manifest when women are pregnant. Research demonstrates that the risk increases as the pregnancy develops. This is not only harmful for the pregnant woman but also on the developing foetus.	Women can be prevented by their abusive partner the right to access maternity care which is an additional Human Rights abuse. Women on maternity leave may experience a reduction of income leading to increased financial dependency.
RELIGION & BELIEF** A list of religions used in the census is available here.	See note	There are no positive impacts	Religion and faith beliefs are often used by abusive partners to coercively control and ensure compliance all of which allow domestic abuse to continue.	

* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available here.

Summary of Protected Characteristics Most Impacted

Women
Children and young people
Pregnant women
Men and women in same sex relationships
Overwhelmingly women are most likely to be affected given the cross cutting nature of domestic abuse and coercive control is such that there is no one protected characteristic that will not be impacted at some level.

Summary of Socio Economic Impacts

The social and economic costs of domestic abuse are significant. There is the physical, emotional and mental cost to the individual and any of their children; there is an economic cost to services in responding to domestic abuse; there is an impact on communities disrupting community and intra- familial relationships, isolating people from social networks, encouraging negative norms and perpetuating social exclusion.

Summary of Human Rights Impacts

Domestic abuse is a significant human rights abuse. Public authorities have a responsibility to uphold Human Rights legislation. Under Article 1 of the European Convention of Human Rights, the UK is required to convey the Convention Rights and fundamental freedoms of 'everyone within their jurisdiction'. A failure to protect a woman from domestic abuse may breach: Article 2 (her right to life); Article 3 (her right to be free of inhuman and degrading treatment); Article 4 (her right to be free of slavery and servitude). The cessation of MARAC in Glasgow will further undermine access to early and effective intervention to increase safety and wellbeing and mitigate against risks.

4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	Yes
Does the project, policy or strategy require to be amended to have a positive impact?	Yes
Does a Full Impact Assessment need to be undertaken?	Yes

Actions: Next Steps

(i.e. is there a strategic group that can monitor any future actions)

Further Action Required/ Action To Be Undertaken	**Lead Officer and/or Lead Strategic Group**	**Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)**
The EQIA to be agreed by the Glasgow MARAC Steering Group.	Ann Fehilly/ Glasgow MARAC Steering Group	EQIA agreed by MARAC Steering Group 8th February, 2023.
The EQIA to be endorsed by Glasgow Violence Against Women Partnership.	Ann Fehilly/Glasgow Violence Against Women Partnership	28th March, 2023
Further work should be undertaken to fully understand the full impact of any withdrawal or cessation of MARAC in Glasgow.	Glasgow MARAC Steering Group and GVAWP	Report to GCC ELN Committee 14th March, 2023

Public Reporting

All completed EQIA Screenings are required to be publically available on the Council EQIA Webpage once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See EQIA Guidance: Pgs. 11-12)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012
The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called 'gender reassignment' in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: Equality Act Guidance

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: Understanding Scottish Specific Public Sector Equality Duties

Fairer Scotland Duty
Authorities should also consider Socio-Economic Impacts where appropriate. Further information: Fairer Scotland Duty Interim Guidance

Enforcement
Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.