

COUNTY COUNCIL FULL EQUALITY IMPACT ASSESSMENT TEMPLATE

Rape Counselling and Support Service Specification

Stage of EIA	Description of Step	Checklist	Checklist
	Is this a new or an existing policy?	Yes - It is a new specification to replace an existing one	
Stage 1	Defining policy objectives and how they will be achieved	<p>The planned outcomes for the policy:</p> <p>To continue the delivery of the existing service but to include access for men , to integrate the service with the SARC regional pathways initiative and support Worcestershire County Council Sexual Violence and Abuse Strategy 2011-2014</p>	<p>How will the outcomes be achieved?</p> <p>To detail the new requirements in the specification, tender for a service provider to deliver the service award a contract and monitor compliance and performance</p>
Stage 2	Information gathering/consultation Detail existing data/research/consultation sources you will use.	<p>Existing Sources</p> <p>I undertook a literature and document research</p> <p>Rape Crisis (England and Wales)</p> <p>The Crisis in Rape Crisis Report 2008 (A survey of Rape Crisis (England and Wales) centres, Womens Resource Centre and Rape Crisis (England and Wales) 2008).</p>	<p>What do these sources show you?</p> <p>Currently, many of the services for victims of sexual assault are inequitable across Worcestershire.</p> <p>Although the data shows that the majority of need is from adult female victims the number of women currently supported annually with the existing funding were 23 (March 2009) there is also a need for services for males who live in Worcestershire and although some are referred</p>

		<p>Revised National Service Guide – Resource for developing Sexual Assault Referral Centres</p> <p>Worcestershire County Council Sexual Violence and Abuse Strategy 2011-2014 (draft)</p> <p>West Mercia SARC, project plan and pathways (delivering agreed local care pathways and standards)</p> <p>Worcestershire Sexual Violence Health need Assessment (Rachael Cox: Public Health Specialty Registrar November 2010)</p> <p>Worcestershire Rape and Sexual Abuse Support Centre Annual report 2010</p> <p>Worcestershire Rape and Sexual Abuse Support Centre Equality Impact Assessment commentary</p> <p>I consulted with</p> <p>Public Health Department NHS Worcestershire, Leading on the SARC development for West Mercia</p> <p>SARC commissioners group</p> <p>Worcestershire Rape and Sexual Abuse Support Centre (WRASA)</p>	<p>to national charities, there is not an official pathway in place to support referral.</p> <p>There is much less data available nationally about sexual violence against men although records show that around eight per cent of recorded rape cases are rape of a man (Stern Review, 2010). In England and Wales in 2008/9, 12,129 rapes of women and 964 rapes of men were recorded by the police. Research has found that male victims “find it less easy to identify as victims and ask for help” (Stern Review, 2010) making them a potentially hard to reach group.</p> <p>Location can also be a barrier to accessibility and this must be considered when taking account to the rural populations in Worcestershire.</p> <p>The research recognised the resource requirements to sustain third sector services for victims and survivors of sexual assault, but noted current funding limitations mean that services are restricted and inequitable.</p> <p>SARC services contribute to achieving a range of local and national priorities and policies to improve health and wellbeing, tackle violence and abuse, reduce inequalities and tackle discrimination.</p>
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	Do you consider these sources to be sufficient?	Yes	
	What further user engagement (if any) do you need to undertake? The County Council's	None	<p>How will you communicate the consultation results;</p> <p>The results of the literature and document research and consultation with the provider and what this tells me is recorded above at stage 2</p>

	<p>Consultation Strategy will assist you in identifying the appropriate methods to use for your consultation.</p> <p>*Person, group or organisation that has a direct or indirect stake in the policy because it can affect or be affected by the policy's actions or objectives.</p>		<p>the EIA and will be placed on the NHS and County Council Website. The results will be communicated to our project board via e- mail and to our stakeholders through relevant meetings. The existing provider will be contacted directly</p>
<p>Stage 3</p>	<p>Assessing the equality impact of your policy from evidence gathered.</p> <p>Decision should be based on 4 factors:</p> <ul style="list-style-type: none"> • Aims of the policy • Evidence collected • Results of both formal/informal consultation • Pros and cons of alternative approaches to delivering policy objectives 	<p>From the information gathered, could the policy unlawfully discriminate or have a less favourable impact, If adverse impact is found to exist, please describe what this impact. What groups could potentially be disadvantaged?</p>	<p>If there is adverse impact could it be justified?</p> <p>Yes – The current service provider reports that services for women will be reduced by allocating 8% of limited funding to male provision (prevalence of male victims) The impact will see £1600 spent on services for men while the bulk of funding £18400 will remain to be spent on women. I have taken a balanced approach of reducing funding for women which will not adversely affect services (based on figures of 23 women supported by £20,000 the unit cost would be £870 therefore there would be a reduction in capacity to 21 while providing for 2 males.) In line with the EIA findings I have taken positive actions to target male victims and also to provide a service which will deliver to agreed regional care pathways and standards of care for both men and women.</p>

	*See 'what should be done if adverse impact is identified?' to help with your decision.		
		Will the policy have any positive impacts for particular groups?	The delivery of services to the new specification will have a positive impact for men
Stage 4	<p>Action Planning and Time Frames</p> <p>Please complete your EIA Action Plan template (Annex E)</p>	<p>What equality objectives and targets have you developed?</p> <p>Have you attached a timescale to your targets? If yes, what?</p> <p>Have the equality objectives and targets been included in your service plan</p>	<p>Yes - Equality objectives/ targets have been detailed in the new specification (outcomes) and incorporated into our contract monitoring and performance management system. They will be monitored quarterly by the contracts manager</p> <p>The Project Board of senior managers (Lead Commissioner for Mental Health , Public Health Lead for development of the SARC and Head of community services have signed off the specification</p>
Stage 5	<p>Publication</p> <p>This is a legal requirement so you MUST send your EIA results for publishing.</p> <p>*This is for accessibility purposes for lengthy EIA's.</p>	<p>Have you sent a copy of this assessment to the Corporate Equality and Diversity Team for publication on the website?</p> <p>Have you logged your EIA onto the Listening to our communities - consultation and community engagement webpage?</p>	<p>Have you sent a copy of this assessment to your Directorate Equalities Lead Yes</p> <p>Has an executive summary been prepared N/A</p>

Stage 6	Monitoring and Review	<p>How will you monitor/evaluate the policy?</p> <p>Have you planned policy reviews? If so, how often?</p>	<p>Who will be responsible for monitoring?</p> <p>Commissioning Manager – Mental Health Review to take place yearly</p> <p>How will you use the monitoring results?</p> <p>To inform the continual improvement and development of a quality service in line with strategic planning and needs of the population and service users</p>
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Signed (Commissioning Manager).....

Date.....

Signed (Lead Commissioner Officer)

Date.....