

**EQUALITY IMPACT ASSESSMENT FORM (EQIA) – Violence Reduction**  
**(Step Two – please refer to the guidance)**

**What is known about the diverse needs and/or experiences of people who will be affected by the proposal? – detail evidence available and consultation to date**

Disability	<p>Evidence – None available</p> <p>Consultation/Involvement - Moray Citizens Panel Safer Communities Survey consulted with the Citizens Panel and equalities groups on violence issues in Moray.</p>
Gender	<p>Evidence – 87% of all victims of domestic abuse are female and 87% of all perpetrators of domestic abuse are male.</p> <p>Consultation - Moray Citizens Panel Safer Communities Survey consulted with the Citizens Panel and equalities groups on violence issues in Moray.</p>
Race	<p>Evidence – None available</p> <p>Consultation - Moray Citizens Panel Safer Communities Survey consulted with the Citizens Panel and equalities groups on violence related issues in Moray.</p>

**(Step Three – please refer to the guidance)**

**Is there enough information to understand the diverse needs and/or experiences of equality groups? If not, what further information is needed ?**

Disability	No specific evidence available, further information would be required

Gender	Sufficient information.
Race	No specific evidence available, further information would be required.

(Step Four – please refer to the guidance)

**What does the information you have tell you about how this proposal might impact positively or negatively on equality groups**

Disability	No foreseen impact.
Gender	Negative impact.
Race	No foreseen impact.

(Step Five – please refer to the guidance)

**Are changes required to the proposal ?**

Please identify the action that is required:

To reduce the negative impact on the high proportion of females who access the service, reduce the proposed savings to provide the current service. This would provide the support to the higher proportion of service users.

(Step Six – please refer to the guidance)

**Does the proposal offer an opportunity to promote equality of opportunity or good relations by altering the proposal or how it will be implemented?**

Disability	
Gender	The altered proposal would give opportunity of the support and service to the identified target group i.e. females, that require the service. This offers them enhanced support and quality of life.
Race	

(Step Seven – please refer to the guidance)

**Based on the assessment - rate the level of impact of the savings proposal**

*Tick one box for each strand*

	Disability	Gender	Race
<p><b>High</b></p> <ul style="list-style-type: none"> <li>- There is substantial evidence that people from different groups or communities are (or could be) differently affected by the proposal (positively or negatively)</li> <li>- There is substantial public concern about the proposal, or concerns have been raised about the policy's potential impact by relevant bodies</li> <li>- The proposal is relevant to all or part of the respective general duty, in the case of race, disability and gender.</li> </ul>		√	
<p><b>Medium</b></p> <ul style="list-style-type: none"> <li>- There is some evidence that people from different groups or communities are (or could be) differently affected (positively or negatively).</li> <li>- There is some public concern about the proposal.</li> <li>- The proposal is relevant to parts of the respective general duty, in the case of race, disability and gender.</li> </ul>			
<p><b>Low</b></p> <ul style="list-style-type: none"> <li>- There is little or no evidence that some people from different groups or communities are (or could be) differently affected (positively or negatively).</li> <li>- There is little or no evidence of public concern about the proposal.</li> <li>- The policy has little or no relevance to the respective general duty, in the case of race, disability and gender.</li> </ul>			
<p><b>Unknown</b></p> <ul style="list-style-type: none"> <li>- No evidence or data has been collected therefore an assessment cannot be made</li> </ul>	√		√

(Step Eight – please refer to the guidance)

**Is a further impact assessment required?**

Disability	Yes		No	√
Gender	Yes		No	√
Race	Yes		No	√

**If you have answered yes please explain why**

**If you have answered no please explain why**

Sufficient information is available to make informed decision without further assessment.

(Step Nine – please refer to the guidance)

**Please explain how monitoring will be undertaken, when it will take place, who will be responsible for undertaking it and, also, evaluating the implementation of this proposal to measure progress?**

Identification of smart targets in relation to this proposal would take place. This would be reported upon on a quarterly basis and monitored and evaluated by the appropriate Research and Information Officer. This would establish whether the service is achieving its aims and objectives in relation to the target group.

Once you have completed the above assessment please complete the sign off and authorisation page.

**Sign off and authorisation page – Equality Impact Assessment Completed**

You should have completed the following steps:

<b>Impact Assessment Steps 1-9</b>	<b>Yes</b>	<b>No</b>
1. Defined the aims of the proposal	√	
2. Identified what we already know (i.e. what does the existing evidence base tell us?)	√	
3. Identified what more we need to know (i.e. what gaps have we identified in our evidence base?)	√	
4. Analysed the evidence	√	
5. Considered any necessary changes & identified action (i.e. will you be taking action to make any changes? If yes, what, when and who? If not, what are your reasons for not taking any action?)	√	
6. Identified opportunities to promote equality	√	
7. Measured differential impact	√	
8. Assessed whether further impact assessment work is needed	√	
9. Outlined arrangements for monitoring & evaluation	√	

This form should be completed by the officer who is responsible for completing the assessment.

The impact assessment should now be authorised by either the Director or Head of Service.

Savings Proposal	
Desired Outcome	
Department	
Activity	
We have completed the equality impact assessment for this proposal.	Name: Position: Date:
Authorisation by Director or Head of Service	Name: Position: Date:

**On completion of this step, the equality impact assessment will be included in the budget consultation pack.**