

Form name	Integrated Impact Assessment
Reference	IA524328056
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Policy details

Request date	15/06/2023 21:47
Directorate	PCC Executive
Service	Strategy
Title of policy, service, function	Violence Against Women and Girls Strategy
Type of policy, service, function	New
What is the aim of your policy, service, function, project or strategy?	To build upon work to date to strengthen existing arrangements, closing gaps, and maximising impact in respect of addressing Violence Against Women and Girls (VAWG).
Has any consultation been undertaken for this proposal?	yes
What were the outcomes of the consultations?	Consultation has been undertaken with key stakeholders to consider existing workstreams in place and how these could be better connected with each other to improve outcomes via the development of a VAWG strategy. The proposal for the strategy is to be developed in partnership and includes additional consultation through multiagency workshops to understand stakeholder views about the existing response, and how learning from this can be used to strengthen the strategy.
Has anything changed because of the consultation?	yes
Please provide details	Consultation to date with public health and education colleagues identified the need to explore a pillar in respect of early intervention and messaging. Consultation with Police identified links to Serious sexual offences and rape work.
Did this inform your proposal?	yes

Please provide details	The proposal is to develop a strategy in partnership with key stakeholders. The new strategy is not seeking to replace or duplicate existing work, its focus will be on strengthening existing arrangements, closing gaps, and maximising impact. Organisations will retain their statutory responsibilities.
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Equality & diversity - will it have any positive/negative impacts on the protected characteristics?

With the above in mind and following data analysis, who is the policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?	Victims/survivors of domestic abuse and sexual offences are overwhelmingly women and girls (69% for domestic abuse and 80% for sexual offences). This strategy will develop a response that addresses underlying causes of violence including gender inequality and sexism. Whilst men can also be victims of these behaviours, women and girls are disproportionately affected, and the term VAWG is used to refer to all victims of these offences regardless of the gender of the victim in alignment with the definition used within the national VAWG strategy.
Will any of those groups be affected in a different way to others because of your policy, project, service, function, or strategy?	Part of the strategy is to comprehensively understand local need. Although there is national research, we currently only have a partial understanding of VAWG locally. The strategy proposal sets out a need to understand how different factors including health inequality may impact some groups so that measures can be put in place to address these.
If you are directly or indirectly discriminating, how are you going to mitigate the negative impact?	The strategy will be addressing inequality, improving access to support and seeking to prevent gender based violence. In doing this it will not be advantaging any one group over another.
Who have you consulted with or are planning to consult with and what was/will be your consultation methodology?	Key stakeholders including Public Health, Education and Hampshire Constabulary. The Domestic Abuse strategy group will be consulted with and asked to support the development of the strategy. It is proposed that a task and finish group is formed to develop the strategy. In addition stakeholder workshops will be held.

<p>How are you going to review the policy, service, project or strategy, how often and who will be responsible?</p>	<p>The strategy would remain within the governance and oversight of the Health and Wellbeing Board with existing workstreams such as the domestic abuse strategy sitting within the new structure. Monitoring and review frequency will be agreed with the HWB - expected to align with other elements of the wider Community Safety Plan and Strategic assessment.</p>
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Crime - Will it make our city safer?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>In alignment with the National VAWG strategy, the development of a local AWG strategy is seeking to address all elements of VAWG to include:</p> <ul style="list-style-type: none"> • Rape and Sexual Violence • Sexual and other forms of harassment • Stalking • Honour'-based abuse - female genital mutilation, and forced marriage • Domestic Abuse • Violence against women and girls in public places • Violence against women and girls perpetrated online • Prostitution and sex work. • Image based - Revenge Porn, and Upskirting
<p>How are you going to measure/check the impact of your proposal?</p>	<p>Performance indicators will be agreed as part of the development of the strategy, with a focus on actions which are likely to have the greatest impact.</p>

Housing - will it provide good quality homes?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>The Local Authority has a statutory duty to have a Safe Accommodation strategy. The Domestic Abuse strategic group will continue to have responsibility for the Domestic Abuse strategy, including governance of the Safe Accommodation duty.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>The domestic abuse strategy will be updated for Autumn 2024, to align with the statutory duty for local authorities to have a Safe Accommodation strategy.</p>

Health - will this help promote healthy, safe and independent living?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>The strategy proposal sets out a need to consider health disparities and highlight groups which may be experiencing additional barriers to accessing support.</p> <p>More broadly there is a strong link between fear of crime and poorer mental health. In general people with a fear of crime exercise less, see friends less and participate in fewer social activities compared with less fearful individuals. The Community Safety Survey 2022, the best measure of resident's views on levels of ASB and crime in the community, identified a higher proportion of women felt unsafe in certain parts of the city, than men. More work is needed to know if fear of crime is preventing women from engaging in activities and this could be addressed within the designing out crime pillar that is proposed.</p> <p>The stress of experiencing violence is liable to impact significantly on an individual's attendance and performance at work. According to White Ribbon UK:</p> <p>1 in 4 women have experienced sexual harassment in the workplace Around 60% of abused women missed at least three days of work a month</p> <p>The VAWG strategy will bring together existing workstreams including White Ribbon which focuses on organisational change to address VAWG.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>It is usually not possible to directly quantify improved health outcomes at a local community or individual level from schemes such as that proposed. This is for a range of reasons, not least that the cause-effect relationship is far from straightforward.</p> <p>However it may be possible to deploy some measures such as the Healthy Streets Tool kit to consider impact within the designing out crime pillar. There may be some observable correlation in respect of staff absence, and also some movement in take up of specific health services associated with efforts to break down barriers to access which may be observable.</p>

Income deprivation and poverty - will it consider income deprivation

and reduce poverty?

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	<p>Often, economic equality and safety from violence against women and girls are seen as separate issues. However despite the progress that has been made on gender equality, a gender pay gap still persists as the result of deeply rooted inequalities in societies and the economy including gender stereotypes and social norms. Women are over represented in care and domestic work, and underrepresented in STEM subjects. Women are therefore more likely to be financially dependent on someone else or on the state.</p> <p>Domestic abuse can occur within households of any income. Poverty does not cause domestic abuse. However, domestic abuse can contribute to higher rates of poverty among survivors due to the fact that it exacerbates the economic instability of those experiencing abuse.</p> <p>Economic abuse can happen alongside other forms of domestic abuse, making it harder for women to leave abusive relationships.</p> <p>Agenda's such as White Ribbon which will form part of the VAWG strategy are seeking to improve women and girls participation in traditionally male dominated working environments. Improving earning potential, also holds the potential to reduce women's economic dependence, which in turn increases their bargaining power within households, and provides additional outside choices.</p>
How are you going to measure/check the impact of your proposal?	<p>Organisations participating in White Ribbon are required to develop an action plan. This action plan includes organisational change work associated with improving gender equity within the workplace. Engagement of businesses across the city in white ribbon/ gender equality employment activities and measuring % of men/women in key roles may be one measure that could be used. However as with addressing health inequalities it would be difficult to attribute any success solely to the VAWG strategy.</p>

Carbon emissions - will it reduce carbon emissions?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>Evidence from the Transport Champions for Tackling Violence Against Women and Girls highlighted that as women and girls are more reliant on public transport and active travel modes for their mobility needs, their fears can reduce their life opportunities and ambitions. Fully reviewing the Transport Champion for VAWG recommendations against local context would be undertaken as part of the strategy development to understand what action is required to improve take up of active travel modes amongst women and girls.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>Locally scooter provider Voi have undertaken some analysis of scooter use within Portsmouth which indicates that there is some work required to encourage equal take up. This could form a baseline measurement in respect of that element of active travel.</p>

Energy use - will it reduce energy use?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Climate change mitigation and flooding - will it proactively mitigate against a changing climate and flooding?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Natural environment - will it ensure public spaces are greener, more sustainable and well-maintained?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Air quality - will it improve air quality?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>Taking action to create a safer environment for women (prioritising active travel and improving the urban realm) may have the co-benefit of reducing air pollution. Similarly, some women may feel the need to drive to avoid walking, or using public transport, in areas perceived to be unsafe. Therefore improving these aspects of the transport network could reduce car dependence and air pollution.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>As with health, there a number of factors that would need to be considered when agreeing impact measurements.</p>

Transport - will it make transport more sustainable and safer for the whole community?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>The National VAWG strategy and Transport Champions for tackling Violence Against Women and Girls have identified the role of Transport in addressing VAWG. A number of recommendations have been proposed to address the impact that transport solutions can have in reducing the fear associated with using transport and public places, which can in turn improve access to many opportunities for women and girls. As part of developing the VAWG strategy work will be undertaken to understand how those recommendations align with the local context, and what can be done to strengthen existing structures in respect of designing out crime and improving participation.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>Appropriate impact measures will be agreed as part of the strategy plan. As with health and income outcomes there are many factors that intersect that would need to be considered within any impact measurements.</p>

Waste management - will it increase recycling and reduce the production of waste?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Culture and heritage - will it promote, protect and enhance our culture and heritage?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>Society teaches us through media and advertising that women, girls and sometimes boys can be portrayed as weak and submissive, existing mainly to satisfy others' needs. These messages dehumanize the victims of sexual violence, representing them primarily as objects of sexual desire rather than 'real' people, with feelings and rights. This objectification is an enabler of inequality and exploitation. Projects such as the Art for change International True stories 'Objectification' project in 2010, and 2018 evidence review Promoting gender equality through the arts and creative industries highlight the role of Art in challenging unhealthy and unsafe behaviours.</p> <p>Locally art projects like the mural of inspirational Portsmouth woman, Marie Costa, painted on Portsmouth Combined Court external wall, the transformation of Lake Road underpass as part of Safer Streets two, community mural in Belmont Path as part of Safer streets 3, and Safe and Strong vinyl project provide an active demonstration of the role of Art in transforming people's perceptions and experience within the built environment.</p> <p>The designing out crime pillar of the VAWG strategy will explore how through structures such as the local plan, a placed based approach to addressing VAWG can improve safety, and the image and perceptions of the city to attract residents, visitors, businesses, and investors by improving both day and night-time experiences.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>Improved natural surveillance, access control, territorial reinforcement, and space management.</p> <p>Improved feelings of safety reported in community safety survey.</p> <p>Reduction in incidents of VAWG crime in public places</p>

Employment and opportunities - will it promote the development of a skilled workforce?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>In addition to the commentary in relation to gender pay gap within Income deprivation and poverty section, and a need to improve access to STEM careers, fear of crime can also impact on update of the employment opportunities that are available. Fear of using public transport and active travel routes incurs additional costs for women travelling in the city. For example, opting to use taxis instead. If these additional costs cannot be covered, the economic opportunities of women can be restricted. For example, not being able to accept a job role in an area which is considered to be unsafe, or with unsafe transport connections. This has a negative impact on the local economy, by constraining women's participation in the labour market.</p> <p>The cross cutting ambition of the VAWG strategy means that there is an opportunity approach to this issue through both the designing out crime and organisational change pillars.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>Organisations participating in White Ribbon are required to develop an action plan. This action plan includes organisational change work associated with improving gender equity within the workplace. Engagement of businesses across the city in white ribbon/ gender equality employment activities and measuring % of men/women in key roles may be one measure that could be used. However as with addressing health inequalities it would be difficult to attribute any success solely to the VAWG strategy. How confidence in public transport is measured would need to be considered in partnership with key service providers.</p>

Economy - will it encourage businesses to invest in the city, support sustainable growth and regeneration?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>See response to Employment and opportunities. The Solent LEP Solent Skills Advisory Panel (SAP) works to understand existing and future skills gaps and priorities for the area. In 2022 it reported that the combined effects of the Covid-19 pandemic and Brexit had resulted in significant labour market volatility within the Solent, with many sectors reporting recruitment challenges and skills shortages - sectors including Construction, Digital and Technology, Haulage and Logistics, and manufacturing appear to be particularly affected. These are also industries where women have been traditionally under represented within the workforce.</p> <p>In 2019 Ranstand, Building places post Brexit, Women in Construction report found that 72% of female construction workers had been subject to some form of gender discrimination while 41% reported receiving inappropriate comments from male colleagues. In 2022 Engineering UK noted the fact that women represent only 16.5% of those working in engineering should still be a major concern to the engineering sector.</p> <p>Improving equity within the workplaces through organisational change agendas such as White Ribbon and promoting STEM to girls as part of an early intervention and messaging campaign within the VAWG Strategy will alongside other work promote employment and growth within the city. This includes the LSIP (Local Skills Improvement Plan) led by Hampshire Chamber of Commerce for the Solent region, which extends the work of SAP under the Skills and Post 16 Education Act 2022. A draft LSIP plan has been submitted and work continues to address inequalities within workforces and skills opportunities based on employer collaboration</p> <p>Making the public realm feel safer for women through the designing out crime pillar proposed will have the overall benefit of improving the liveability of the city. A city that prioritises the safety and experience of residents will be an attractive city for investments and business.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>There may be some economic metrics that could be considered. The main indicators would be rising income levels amongst women and availability of skilled workers within industry's that draw upon STEM qualifications, however these would be long term pieces of work and subject to a number of variables.</p>

Social value

Please explain how your policy, service, function, project or strategy delivers Social Value	The development of a VAWG strategy will increase the health, wellbeing and safety of a significant proportion of the local population, creating a more positive environment for all who live, work, study and visit the city.
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Involvement

Who was involved in the Integrated impact assessment?	This impact assessment was informed by consultation with a number of key stakeholders including Public Health, Transport, Economic Development, Community Safety, and Equalities, Diversity and inclusion.
Name of the person completing this form	Caroline Hopper
Date of completion	2023-06-15