



# STOCKPORT WOMEN'S CENTRE

**Equality Impact Assessment**

## **Background**

Stockport Women's Centre is committed to ensuring that every individual has the opportunity to achieve their potential. This Equality Impact Assessment is to ensure both contractual and legislative compliance with the Equalities Act 2010, as well as promoting Equality.

## **Analysis**

In the design and development of services Stockport Women's Centre is committed to conducting Equalities Analyses to ensure particular groups are not intentionally, or indeed unintentionally, discriminated against.

To fulfil our duties under the Equality Act 2010, Stockport Women's Centre will ensure that in working with **service users, staff, contractors and the public** that we will:

- advance equality of opportunity
- work to eliminate discrimination, harassment and victimisation
- foster good relations between people

The aim of the analysis is to understand the effects of a policy, procedure or practice on equality and any actions needed as a result. It involves looking for what steps could be taken to advance equality as well as to eliminate discrimination, including any action to meet the needs of those affected or to remove or minimise disadvantage.

1	<p><b>What is subject of the Equality Impact Assessment</b></p> <p>Stockport Women’s Centre is the only women centred organization in Stockport. The centre is centrally located, easily accessible and offers a women only safe space. Preventative and holistic support for the woman is our focus. Delivery is gendered and trauma-informed, recognizing women’s multiple needs but also their potential within the community. SWC create effective pathways of support for women facing multiple and complex issues, support that is tailored to individual need, developed in partnership with women, builds on strengths and taking a problem-solving approach. The centre is committed to having an overview of the whole service delivery, with a view to promoting continual improvement, and in this case to assess whether our service delivery model could lead to disadvantage or discrimination to any particular group or groups of Women.</p> <p>It is acknowledged throughout this document and this assessment that the services provided are for Women only. The service is not open to men, but this is justified on the basis that Women require a service which is women-centered for the following reasons;</p> <ul style="list-style-type: none"> <li>- Women need to access services within a women-only, safe place.</li> <li>- It is recognised that women’s needs are different to men, and a service needs to be delivered which is women-centric, and designed in such a way as to provide the best opportunity for positive outcomes for women.</li> </ul>
2	<p><b>What outcomes are intended from the EIA?</b></p> <p>The Equality Impact Assessment is designed help us discover whether any aspect of service delivery could lead to any particular group, with protected characteristics as defined by the 2010 Act, being intentionally or unintentionally discriminated against. If any such discrimination is found, then the Assessment will allow us to put in place measures to eradicate that discrimination where practically possible.</p>

**3. Could protected characteristic groups experience different outcomes? Briefly state the potential problems and what can be done to remedy this?**

The grid below assesses whether any group or groups of service users are likely to experience negative outcomes due any form of discrimination, or lack of access to our services. It also allows us to demonstrate where any group actively achieves more positive outcomes due to our service delivery.

Protected Characteristics	Different Outcomes?			Impact?	
	Yes	No	Unclear	Positive	Negative
Age			x	We offer services to any women age 18+, all ages have access to all activities.	We do not have specific activities that are age related.
Physical Disability			x	DAA access to building Accessibility to a DAA toilet on the ground floor A 1:1 room with access to a wheel chair All service users are asked what support is needed to access the services and the Centre actively addresses when possible. We will produce different printed information eg Large print information for women with visual impairment, yellow paper are available for those with dyslexia. We have available non optical aids	No hearing loop. No information on the service in braille. No information to advise that guide dogs are allowed access No marketing material and promotion

<b>Learning Disability / Difficulty</b>			x	Partnership with relevant/external organisations which can provide support. 1:1 support Access to drop-in groups Dependent on the LDD, a support worker/carer is able to attend ensuring access if required	We do not have any specific activities for women with LDD. No marketing material and promotion
<b>Gender Reassignment / Transgender</b>		X		The Centre welcomes anyone that identifies as a woman. Training to staff/volunteers	
<b>Maternity / Pregnancy</b>			X	We offer services to any women age 18+, all women have access to all activities. In particular the Centre offers the following: Parent/Infant Mental Health Practitioner	No assigned baby change area. No information on healthcare in pregnancy at the centre.
<b>Race</b>			X	The centre is based in the Town Centre where all surrounding communities can access. In the main the Centre is accessed by white women but we know from equality monitoring that the services we deliver are accessed by a higher % of women from the BAME	Language barriers. Do not have immediate access to interpreters.

				community than the % cohort in the borough. Our existing workforce allows us to offer services in 6 different languages and we have access to Stockport Interpreting Service	
<b>Religion and Belief (including no religion / belief)</b>	x			The centre is based in the Town Centre where all surrounding communities and faiths can access. If any service user has a particular requirement eg requirement of a prayer room we would accommodate.	No promotion to religious groups internally or externally.
<b>Sex</b>		x		We offer services to any woman age 18+, all women have access to all activities. The service is delivered in a women-only safe space.	None identified.
<b>Sexual Orientation</b>		X		We offer services to any women age 18+	None identified.
<b>Any other relevant characteristics (e.g. gypsies and travelers / safeguarding) Please state:</b>			x	None identified.	Staff training would be required to understand any other relevant characteristics of women.

4. Where a negative impact is identified, what mitigating action(s) can be taken?

Protected Characteristics	Identified Negative Impact?	Mitigating Factors
<b>Age</b>	We do not have specific activities that are age related.	We collect equality monitoring data on registration for us to better understand who accesses services and what needs to be considered in the future in order to make sure our services are provided fairly and easily accessible. The age range across the Centre is equally split.
<b>Physical Disability</b>	No hearing loop in the centre. No information on our service in braille. No information to advise that guide dogs are allowed in our centre. No Marketing material and promotion	Access to DAA toilet on ground floor available but not advertised Access for DAA to be promoted guide dogs welcome. Provide information in braille
<b>Learning Disability / Difficulty</b>	We do not have any specific activities for women with LDD.	Any woman identified as having a LDD will be offered appropriate interventions available at the Centre or from partner agencies
<b>Gender Reassignment / Transgender</b>	Training to staff/volunteers	Ongoing staff training
<b>Maternity / Pregnancy</b>	No assigned baby change area. No information on healthcare in pregnancy at the centre.	There is available a baby change mat Signposting and healthcare information to be displayed
<b>Race</b>	Language barriers. Do not have immediate access to interpreters.	Availability of interpreters. We are able to offer support in 6 different languages utilizing our existing workforce.

<b>Religion and Belief (including no religion / belief)</b>	No promotion to religious groups internally or externally.	We do not believe it is in the best interest of our service users to promote a particular religion or belief so we can be inclusive of everyone. We aim to be sensitive to the religious needs of staff and service users and will do our utmost to meet their requirements.
<b>Sex</b>	None Identified	
<b>Sexual Orientation</b>	None Identified	
<b>Any other relevant characteristics (e.g. gypsies and travelers / safeguarding) Please state:</b>	Staff training required to understand any other relevant characteristics	Training delivered when appropriate

<b>5</b>	<b>If there is still likely to be a negative impact can you justify why this particular policy/practice/procedure has to be delivered in this way?</b>
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**6 How will the impact be monitored following implementation?**

We will continue to collect equality monitoring data for us to better understand who accesses services and what needs to be considered in the future in order to make sure our services are provided fairly and easily accessible.

The impact of the EIP will be monitored through comments and complaints, service user evaluation, feedback from partner agencies voluntary sector, friends and family results.

Name of individual conducting analysis: **Board of Trustees, SWC**

Date: **October 2019**