



Hart Equality and Diversity Information 2020

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Introduction

The Equality Act 2010 introduced a 'Public Sector Equality Duty' for councils. This document sets out how Hart District Council is meeting this duty in relation to its residents. This report does not address equality in relation to the council's employees.

Our vision for Hart is a district that appreciates and celebrates its diversity, challenges intolerance and discrimination, and positively promotes equality and community cohesion.

In order to achieve this, we collect and publish information to improve our understanding of local communities. We use this information to shape the services and programmes we provide.

This document has two sections. The first sets out our understanding of local communities in Hart, and the second explains how we use this understanding to shape services and projects.

Further information about our equality policy and objectives can be found at www.hart.gov.uk/corporate-policies.

1 - Understanding Hart's communities

This section sets out the types of information we use to shape projects and services, and inform decision making. It then provides more detail on Hart's communities in relation to each of the nine 'protected characteristics' defined in the Equality Act 2010.

1.1 - Sources of information

Council service usage data

Where appropriate, we collect data when users access some Council services. The type and amount of information held by each team varies depending on the service provided. For example, the housing service collects information about the number and characteristics of people presenting for housing advice, making a homelessness application or registering for

the Hart Housing Register. In order to ensure we comply with data protection the data we collect is often anonymised and only used when we have had the persons consent to do so.

Data from other agencies

Some information is already available from bodies such as the Office for National Statistics (ONS) Census data and Public Health England Profiles.

Community engagement and consultation

We use a range of approaches to gather the views and feedback of residents including:

Formal consultations

When important decisions are made, we will often ask residents about their views on proposed changes. For example, in 2019 the Council consulted on the development of its Vision to 2040. Optional survey questions about age, gender, ethnicity and disability status were included to help us understand the equality profile of consultation respondents and to identify where further work may be needed to engage particular equality groups.

For more information on consultations carried out by the Council, visit www.hart.gov.uk/consultations.

Customer experience

In 2016 the Council introduced a standard Customer Feedback Form to assess how well a service has been provided and where improvements can be made in future. The survey includes optional equality monitoring questions and a summary of the equality profile of respondents can be found in section 1.2.

Some individual services also carry out their own customer experience surveys. For example, in 2019 the countryside services team carried out a survey with visitors to the Edenbrook Country Park to understand how people use the site and what developments visitors would like to see. This survey included questions to understand the age, gender, ethnicity and disability profile of respondents.

Stakeholder engagement

The Council engages with a range of groups, organisations and forums including:

- The Hart Health and Wellbeing Partnership – the Council coordinates this partnership of representatives from local agencies which oversees the delivery of local health priorities.
- The Hart Ageing Well network – the Council coordinates this network whose membership is drawn from local Over 55's forums, communities and organisations to represent the views of older people in the District and address issues that affect people as they get older.

- The Hart Starting Well Network – in December 2016, the Council – in partnership with Hart Voluntary Action – established regular partnership meetings to focus on issues affecting the health and wellbeing of children and young people. Meetings are attended by representatives of schools and local services who work with children and young people.
- The North Hampshire Military Covenant Partnership – the Council helps to coordinate this partnership which meets regularly to bring together District Councils in North Hampshire with the Royal Air Force and the Army.
- Housing Management Forum – the Council coordinates this meeting which brings together social housing providers which operate in the Hart area.
- The Council is part of a number of partnership networks which focus on improving community safety such as the Community Safety Partnership and North East Hants Domestic Abuse Forum. These fora bring together representatives from the many local agencies who work with those affected by domestic violence and other vulnerabilities across Hart, Rushmoor and Basingstoke and Deane.
- Basingstoke & Deane, Hart & Rushmoor Learning Disability Local Implementation Group (LIG) – the Council’s Health & Policy Project Officer links with this group which is attended by people with learning disabilities, family carers, and local services.
- Hart Voluntary Action – the Council grant funds and works in partnership with the local Council for Voluntary Services to engage communities through a range of projects, many of which focus on improving outcomes for people who share protected characteristics.
- Citizens Advice Hart – the Council grant funds and works in partnership with Citizens Advice Hart to support some of the most vulnerable residents and support residents in becoming economically active. Citizens Advice Hart clients are more likely to have a long term health condition or disability than the general Hart population. For example, in 2017-18 38% of clients reported having a disability or long-term condition compared to just 12% of Hart residents (based on 2011 Census data).

1.2 – Protected characteristics in Hart

Hart is a largely rural district situated in North Hampshire with an estimated population of 96,293 (ONS mid-year estimate, 2018). The following provides more detail about the nine ‘protected characteristics’ which are:

- Age
- Disability
- Race

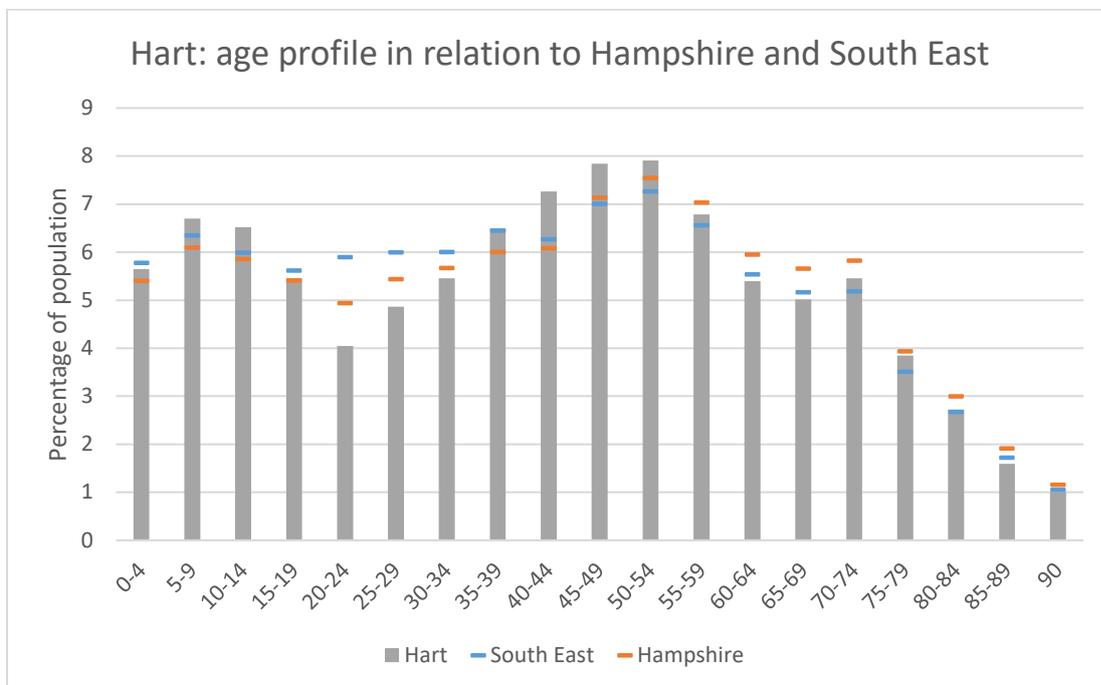
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief (or lack of belief)
- Sexual orientation

Age

The latest ONS Mid-Year Estimates (for 2018), provide an age profile of the district's population, which can be compared with the profiles for Hampshire and South East England.

The chart below shows that the District has:

- a higher percentage of people aged 5-14 and 40-54 compared to Hampshire and the South East (reflecting the presence of a higher proportion of households consisting of a married couple with dependents, compared to Hampshire and the South East)
- a lower percentage of people aged 20-34 than Hampshire and the South East (probably reflecting the absence of a higher education institution in the District)
- a slightly lower percentage of people aged 60 and over compared to Hampshire



Source: *Population estimates by age for local authorities in the UK, mid-2018 (ONS)*

Between 1981 and 2011 the population aged 65 and over in Hart more than doubled, representing the fastest growth of any authority in Hampshire (Hampshire Ageing Profile,

2015). Further information about changes in the age profile of Hart since the 2001 Census can be found at www3.hants.gov.uk/2011_census_hart_summary_factsheet.pdf.

Forecasts suggest that the population of Hart will grow from 93,300 in 2014 to 99,100 in 2021. The largest percentage increases are forecast in the 65-84 and 85+ age groups (14.5% and 48.8% respectively).

Forecasts suggest that compared to Hampshire and England, Hart will experience:

- a greater increase in the 75 and over age group
- a smaller increase in the 60 to 74 age group
- a smaller increase in those aged 30 to 44
- an increase in the 15 to 29 population compared to decreases in this population in Hampshire and England
- a smaller increase in the 0 to 14 population

Further information about forecast changes to the age profile of the district can be accessed at <http://documents.hants.gov.uk/population/Hartinfographic-2014SAPE.pdf>.

Disability

The latest available Census data from 2011, together with more recent claimant counts for key benefits and allowances, provide an indication of the numbers of people in the borough who are disabled or of poor health. Where possible, this information has been compared to county wide and regional data:

Disability statistics

- At 2011 Census, 12% of Hart residents had a long term health problem or disability which limited their day-to-day activities. This is lower than Hampshire (15.8%) and the South East (15.7%)
- For 4.5% of Hart residents day-to-day activities were limited a lot. Again this is lower than for Hampshire (6.7%) and the South East (6.9%)
- 15% of Hart residents aged 65 and over (2,244) described themselves as having a long term health problem or disability which limited their day-to-day activities a lot
- 4.8% of females described themselves as having a long term health problem or disability which limited their day-to-day activities a lot, compared to 3.7% of males
- 8.9% of all usual residents in households in Hart (7,943) provided unpaid care at Census 2011, 24% of these residents (1,919) were aged 65 and over. This is lower than Hampshire (10.1%) and the South East (9.8%).
- 1.4% of all usual residents in households in Hart (1,282) provided 50 or more hours unpaid care a week, 39% of these (505) were aged 65 and over. This is lower than Hampshire (2.0%) and the South East (2.0%).

Source: Office for National Statistics, Census 2011

Benefits and allowances:

- 1.34% (1,287) of Hart residents were claiming Disability Living Allowance (DLA) at August 2019. This is lower than Hampshire (1.9%) and the South East (2.1%).

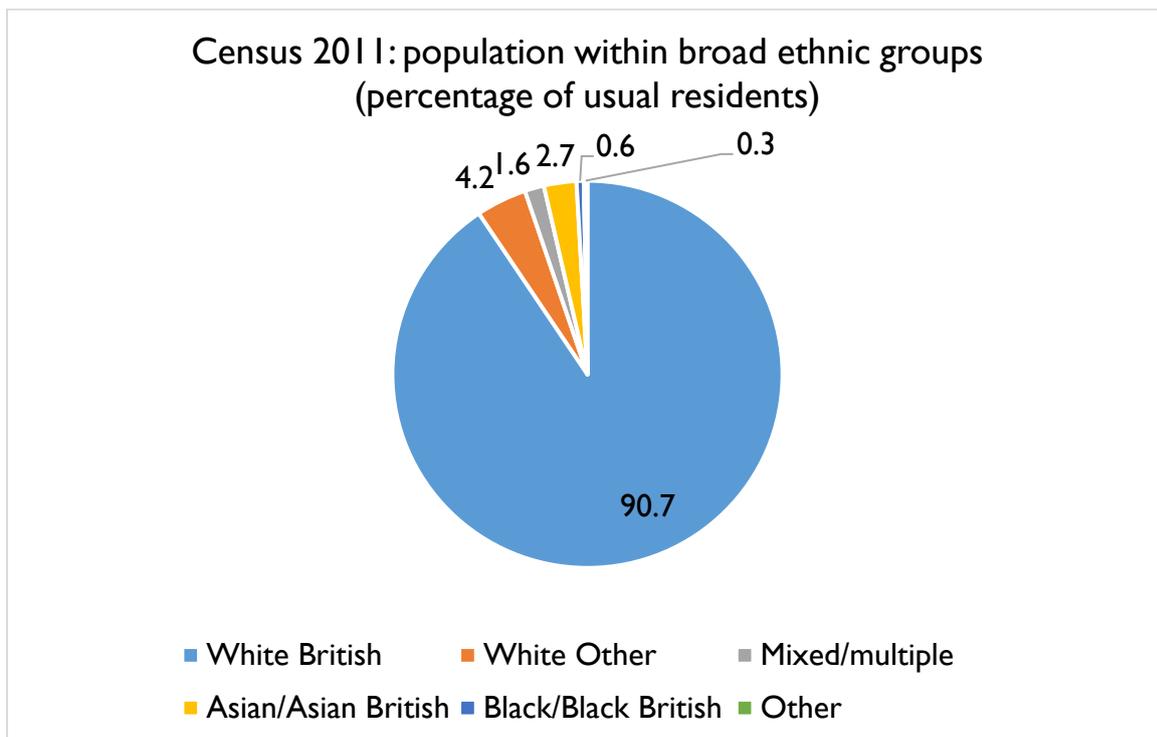
Personal Independence Payment (PIP) is replacing Disability Living Allowance (DLA) for eligible working age people aged 16 to 64.

- 1.3% (1,247) of Hart residents were claiming Personal Independence Payments (PIP) at October 2019. This is lower than Hampshire (2.3%) and the South East (2.5%).
- 1.2% (1,133) of Hart residents were claiming Employment and Support Allowance (ESA) at August 2019. This is lower than Hampshire (2.0%) and the South East (2.2%).
- 0.5% (521) of Hart residents were claiming Carer's Allowance at August 2019. This is lower than Hampshire (0.9%) and the South East (1.0%).
- 1.6% (1,547) of Hart residents were claiming Attendance Allowance at August 2019. This is lower than Hampshire (2.0%) and the South East (2.0%).

Source: <https://stat-xplore.dwp.gov.uk/>

Race and ethnicity

The latest available Census data provides a comprehensive picture of the race and ethnicity of residents in the District at 2011.



The majority of residents (82,534 or 90.7%) described themselves as White British. This is slightly lower than in Hampshire as a whole (91.8%) but higher than the South East (85.2%).

White Other (including Irish, Gypsy or Irish Traveller, and Other White) was the next most common ethnic group (3821 or 4.2%), followed by Asian or Asian British (2448 or 2.7%).

Since 2001 the population has become slightly more ethnically diverse. The largest increase (both in terms of percentage and actual numbers) has occurred in the Asian/Asian British population where there has been an increase of 1,313 people or 188% (700 people in 2001 and 2013 people in 2011). This could in part be due to definitional changes between the 2001 and 2011 Census whereby the Chinese ethnic group moved from “Other” to “Asian”. With the exception of the Mixed/multiple ethnic origin group which increased roughly in line with projections, all other ethnic minority groups have increased more slowly than projected.

Gypsies and Travellers:

At the time of the 2011 Census 273 people (0.3%) in Hart described themselves as being from the Gypsy or Irish Traveller ethnic group. This proportion is higher than any other Borough or District in Hampshire (although the largest number of Gypsies and Travellers is in the New Forest) and almost double the proportion in the South East.

Commonwealth families:

The number of families from Commonwealth countries living in Hart has increased since 2018 due to a number of new Army regiments moving into the Aldershot Garrison.

Sex

The latest official Mid-Year Estimates for 2018 indicate that the Hart population consisted of 47,759 males (50%) and 48,534 females (50%).

Below the age of 20, the percentage of males (52%) in the District is higher than that of females (48%). A similar pattern is found in Hampshire and South East England.

For ages 65 and over, the percentage of females (54%) in the District is higher than that of males (46%). A similar pattern is found in Hampshire and South East England.

Gender reassignment

Gender reassignment, is defined by the Equality and Human Rights Commission as ‘the process of transitioning from one gender to the other’. The more commonly used term, ‘transgender’, is an umbrella term for people whose gender identity and/or gender expression differs from their birth sex.

The Gender Identity Research and Education Society published ‘Gender Variance in the UK’ in June 2009. This report estimates that the prevalence of those that have ‘presented’ with gender dysphoria in Hampshire is 25 per 100,000 people. Using this prevalence, it is

estimated that the number of people aged 16 and over that have 'presented' with gender dysphoria in Hart may be around 20 people (rounded to the nearest 10 people).

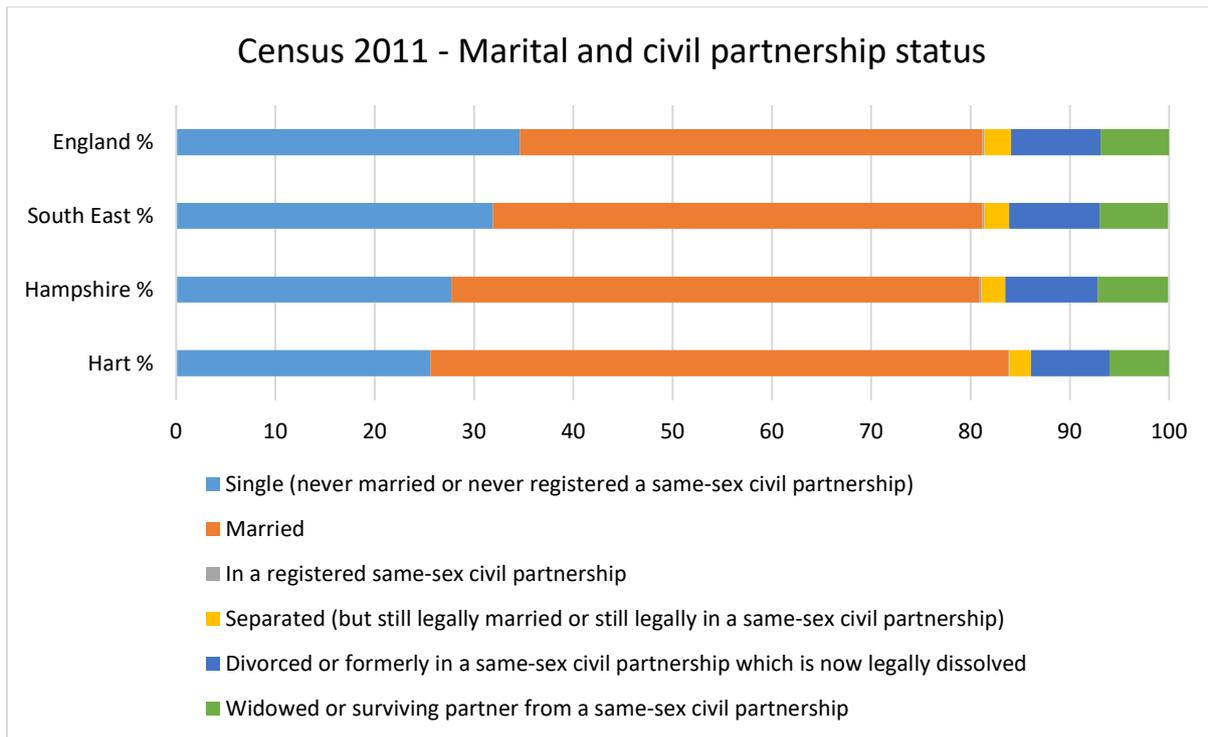
The Gender Identity Research and Education Society created a quick guide to monitoring in 2015. This stated that:

“Before starting to monitor, organisations may estimate the number of gender nonconforming employees and service users, based on the information that GIRES assembled for the Home Office and subsequently updated: gender nonconforming to some degree (1%); likely to seek medical treatment for their condition at some stage (0.2%); receiving such treatment already (0.03%); having already undergone transition (0.02%); having a GRC (0.005%); likely to begin treatment during the year (0.004%). The number who have sought treatment seems likely to continue growing at 20% per annum or even faster. Few younger people present for treatment despite the fact that most gender variant adults report experiencing the condition from a very early age. However referrals for treatment of young people are growing even more rapidly (50% p.a.). Organisations should assume that there may be nearly equal numbers of people transitioning from male to female (trans women) and from female to male (trans men).”

By applying these percentages to the Hart population aged 16 and over (76,993 people), it is estimated that 770 people may be experiencing some degree of gender variance, 150 people may seek medical treatment for their condition at some stage, 20 people may be receiving such treatment already and 10 may have undergone transition (all numbers rounded to the nearest 10 people).

Marriage and civil partnership

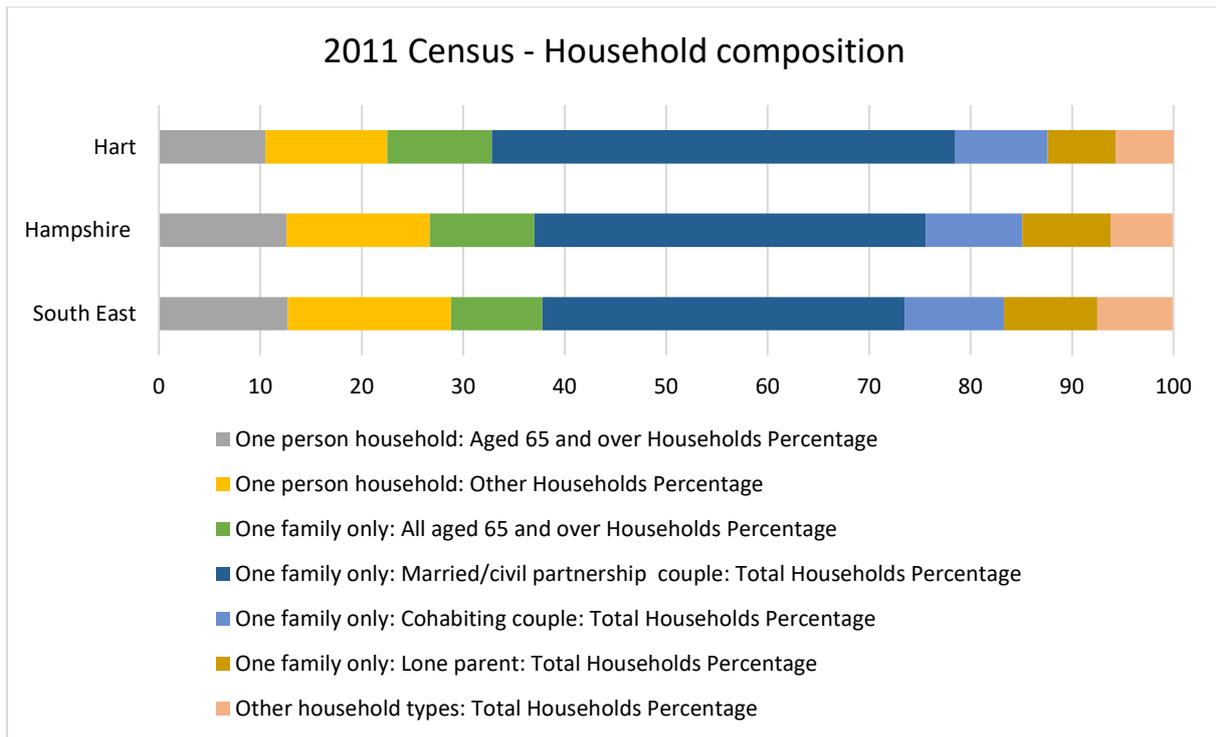
The latest available data on marital and civil partnership status for residents aged 16 and over is that recorded in the 2011 Census:



Of the 72,681 Hart residents aged 16 or over in 2011:

- 25.6% (18,599) were single (never married or never registered a same-sex civil partnership); lower than the averages for Hampshire and South East England
- 58% (42,320) were married; higher than the averages for Hampshire and South East England
- 0.1% (107) were in a registered same-sex civil partnership; half the averages for Hampshire and South East England
- 2.2% (1571) were separated (but still legally married or still legally in a same-sex civil partnership); lower than the averages for Hampshire and South East England
- 7.9% (5758) were divorced or formerly in a same-sex civil partnership which is now legally dissolved; lower than the averages for Hampshire and South East England
- 6% (4326) were widowed or surviving partner from a same-sex civil partnership; lower than the averages for Hampshire and South East England

Household composition



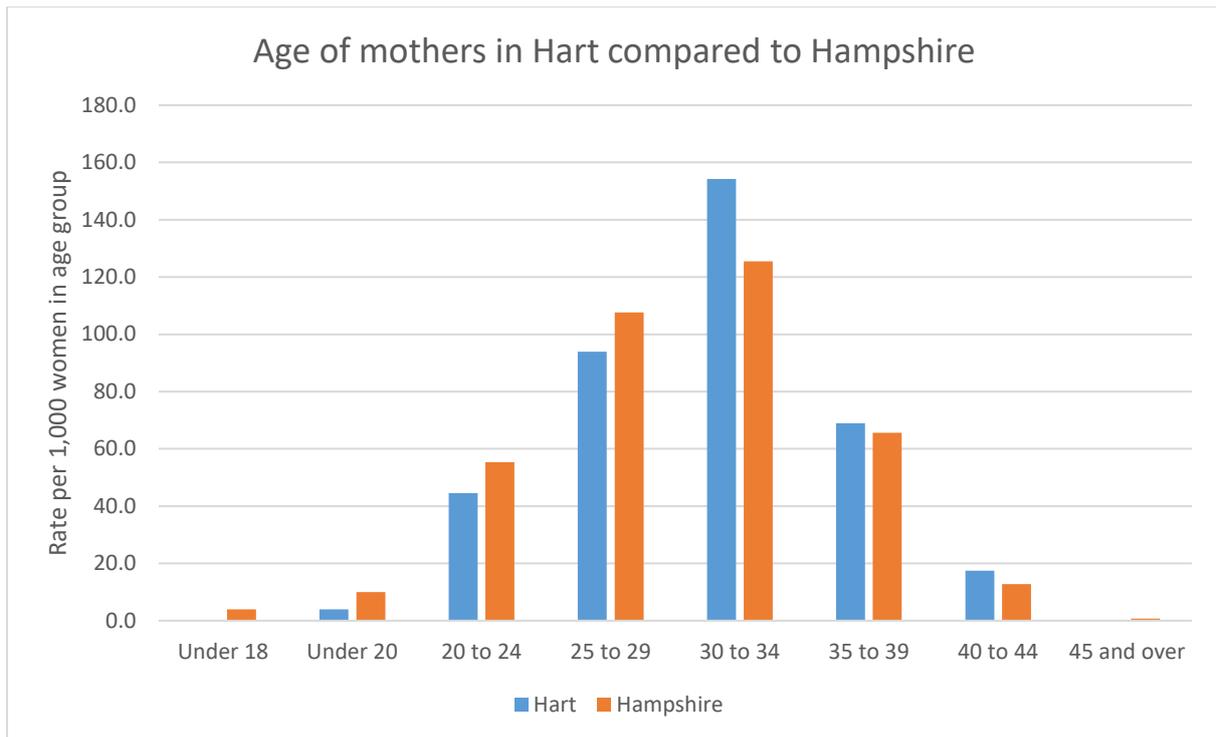
Of the 35,510 District households in 2011:

- 22.4% were one person households; lower than for Hampshire and South East England
- 10.5% were one person households aged 65 and over; lower than Hampshire and South East England
- 10.3% had more than one occupant where all occupants were aged 65 and over; in line with Hampshire but higher than South East England
- 45.7% were married or same-sex civil partnership couple households; higher than Hampshire and South East England
- 9.1% were cohabiting couple households; slightly lower than Hampshire and South East England
- 6.7% were lone parent households; lower than Hampshire and South East England

Pregnancy and maternity

The district's Total Fertility Rate (TFR) was 1.89 in 2018, lower than the figure of 1.97 in 2008, a decrease of 4%.

The age of mothers in Hart is higher than in Hampshire as a whole as illustrated by the chart below.

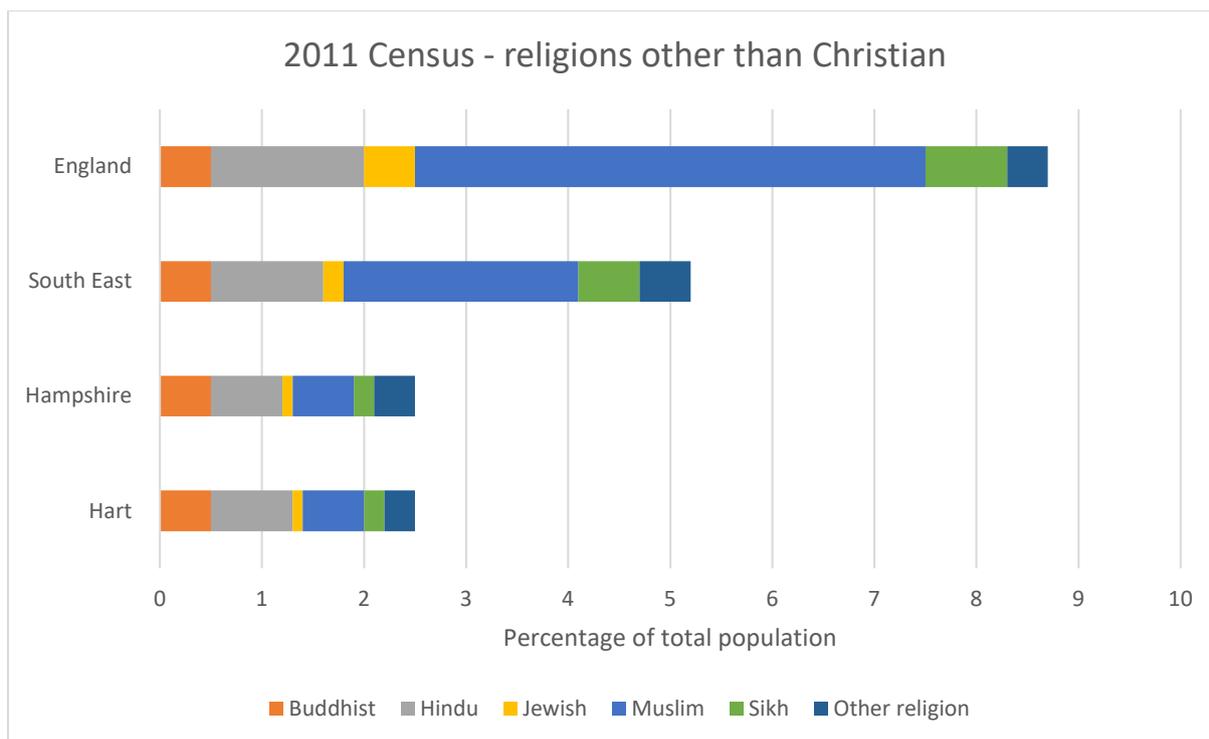


Source: Office for National Statistics, *Births by mothers' usual area of residence in the UK*.
www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsbyareaofusualresidenceofmotheruk

Religion or belief (or lack of belief)

The 2011 Census provides the most recent comprehensive data available on religion and belief in the UK. 64.6% of Hart residents who responded to this question were Christian, compared to 62.4% of Hampshire residents.

With regards to religions other than Christian, those found most commonly in Hart are set out below:



The second most common religion in Hart was Hindu at 0.8%, which is similar to findings for Hampshire as a whole.

25.8% of respondents stated they had no religion and 7.1% did not state their religion at all.

Sexual orientation

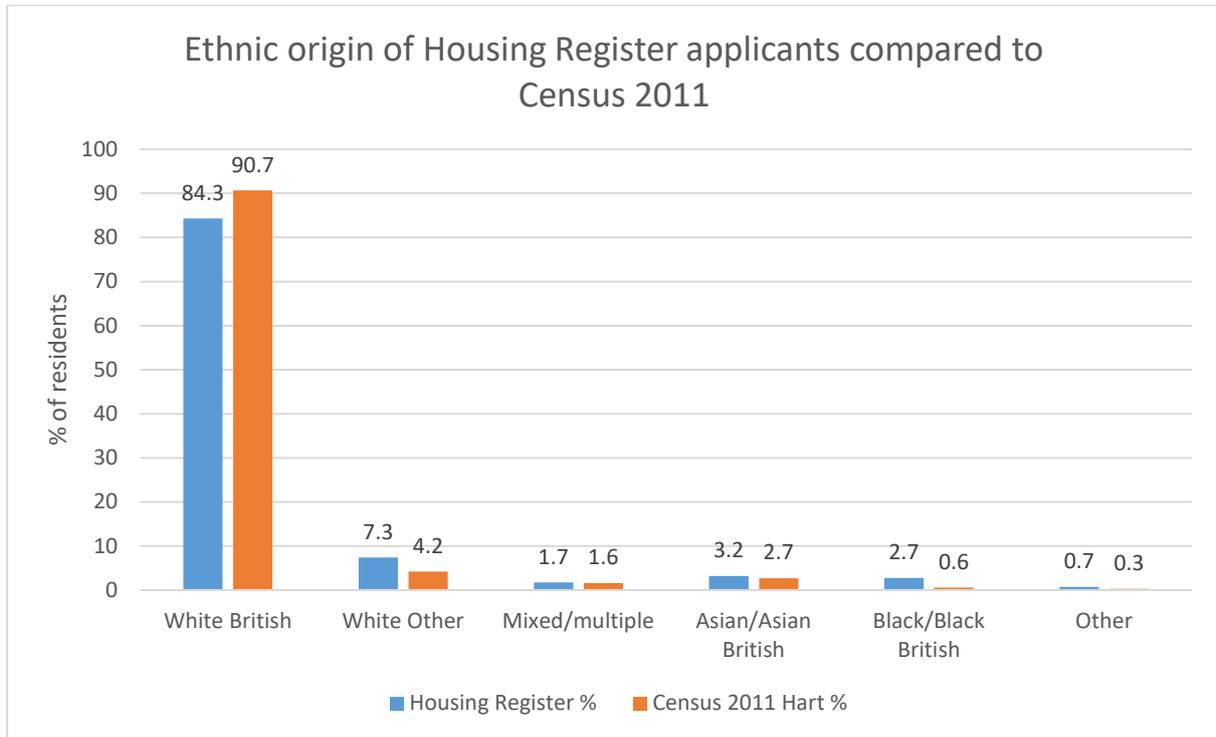
This term refers to whether a person's sexual attraction is towards their own gender, the opposite gender or both genders. Currently, there is no reliable data on the numbers of Lesbian, Gay and Bisexual (LGB) residents within Hart. However, the latest release (2016) of the Office for National Statistics Annual Population Survey, published in October 2017, indicated that 2.0% of the UK adult population identified themselves as LGB. This figure may underestimate the true figure as a further 4.1% stated that they 'Don't Know' or refused to answer the question, and another 0.5% stated other. In the same survey 2.2% of respondents in the South East identified themselves as LGB, 4.0% stated 'Don't know' and 0.5% stated other. The council is not aware of any data to indicate that Hart is likely to differ from the regional average. On this basis and incorporating the 0.3% (Gay or lesbian) and 0.2% (bisexual) confidence interval published with the data, it is estimated that at least 1,500 district residents aged 16 and over would describe themselves as LGB but the number could be nearer 1,900.

Equality data relating to Housing services and benefits

Housing Register

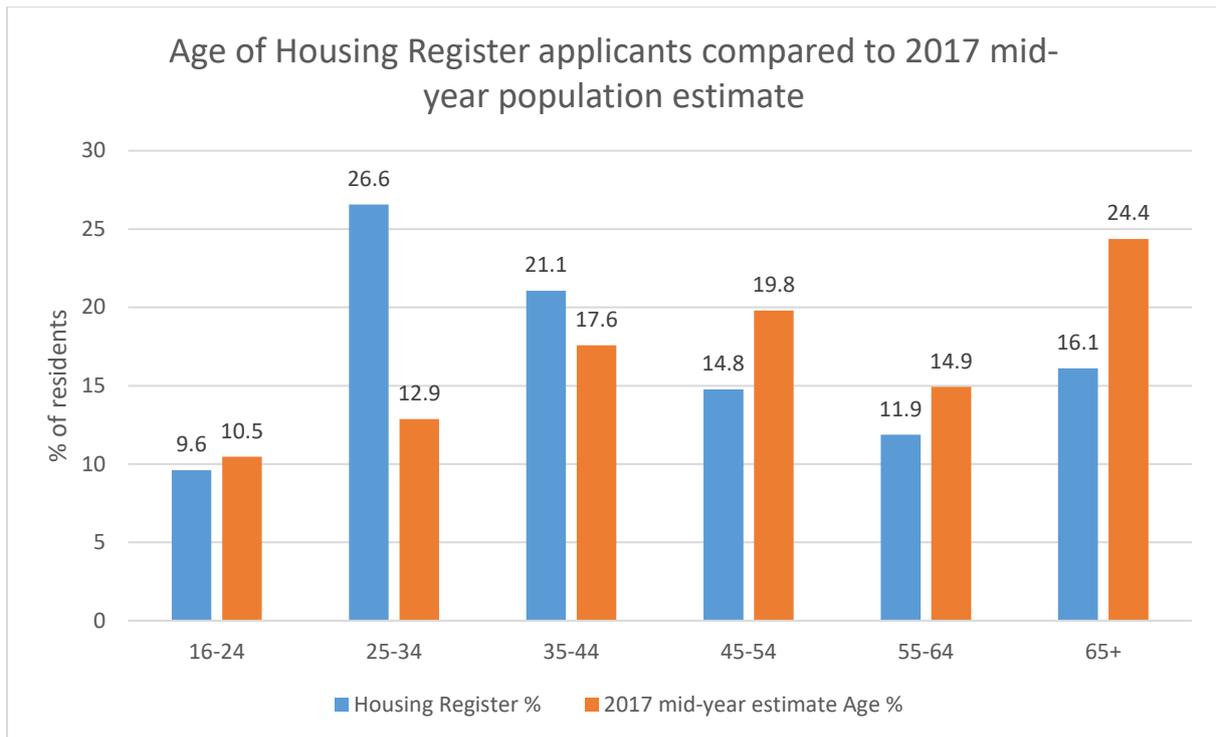
Hart District Council does not own any council properties but the council does provide a housing register for people who want a home from one of the Housing Associations in the Hart District.

The chart below shows the percentage of Housing Register applicants as at January 2019 by ethnicity compared to the census profile.



The profile of the housing register applicants by ethnic origin is broadly in line with the census.

The chart below shows the percentage of Housing Register applicants as at January 2019 by age compared to 2017 mid-year population estimates.

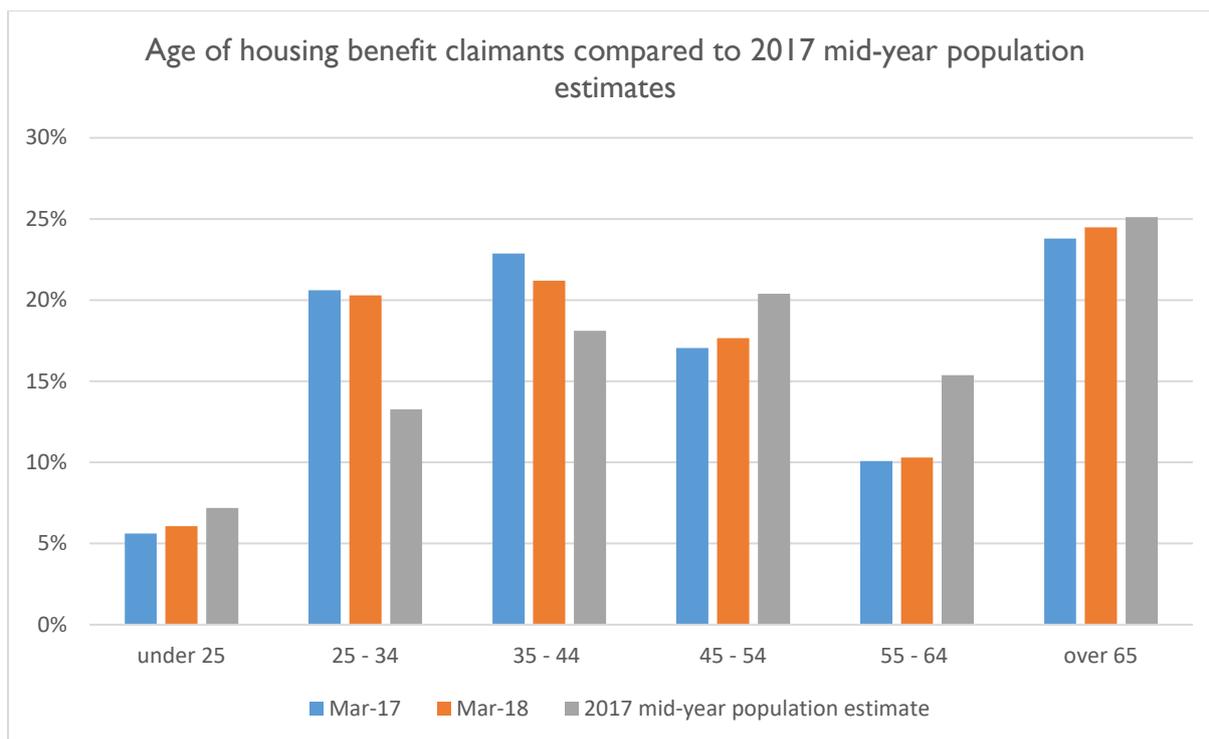


The chart indicates that people aged 25-34 and to a lesser extent those aged 35-44 are over-represented on the Housing Register when compared to the population of Hart as a whole. This could be due to the high cost of homes to both buy and rent within Hart, and because this age group are likely to be looking to leave the family home and looking at affordable options.

Housing Benefit

2.5% (1,863) of Hart residents aged 18 and above were claiming Housing Benefit at 19 March 2018.

The chart below shows the age of Housing Benefit claimants in Hart, compared to the 2017 mid-year population estimates for each age group. The higher percentage of those aged 25-34 claiming Housing Benefit compared to the mid-year population estimates is likely to be due to: the cost of property to rent in Hart, younger people tending to rent rather than buy, and the number of single parent families claiming.



Source: Hart District Council Revenues & Benefits Service

Discretionary Housing Payment

Discretionary Housing Payments (DHPs) are extra payments to help people with their housing costs.

Data from the Council's Revenue and Benefits Service shows that:

- The proportion of DHP applications from women increased from 71.76% in 2015-16 to 85.26% in 2017-18
- The proportion of DHP applications from 25-34 year olds increased from 14.12% in 2015-16 to 38.95% in 2017-18

These trends may be due to national changes in the Benefit Cap introduced in November 2016 which reduced the total amount of benefits a household can receive.

- The proportion DHP applications from disabled people decreased from 30.59% in 2015-16 to 24.21% in 2017-18

Households where someone receives Disability Living Allowance or Personal Independent Payment were exempt from the Benefit Cap, which may explain this trend.

Universal Credit

Universal Credit is a payment to help with living costs for working age residents. Universal Credit was rolled out across the Hart District during 2018 for all new claims. Universal

Credit Full Service is a single payment and replaces a number of means tested benefits including: Income-based Job Seekers Allowance (JSA); Income-based Employment Support Allowance (ESA); Housing Benefit; Income Support; Child Tax Credits; Working Tax Credits.

As of August 2018 138 households in Hart were on Universal Credit, of which 99 were in payment (Department for Work & Pensions)

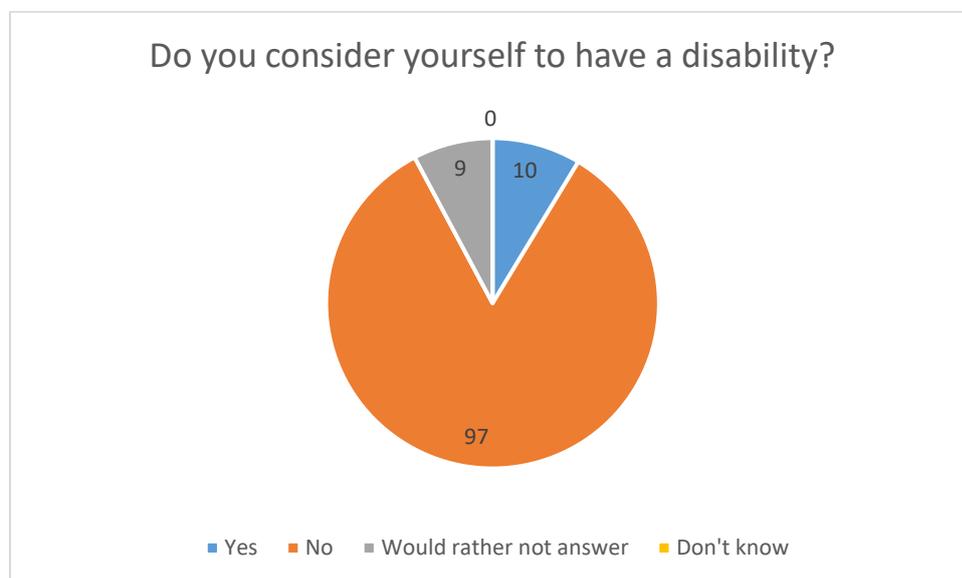
Customer Feedback Equality Breakdown

In 2017 the council introduced equality monitoring questions to the Customer Feedback Form in order to understand if any of the feedback (such as dissatisfaction) is particular to specific groups of people.

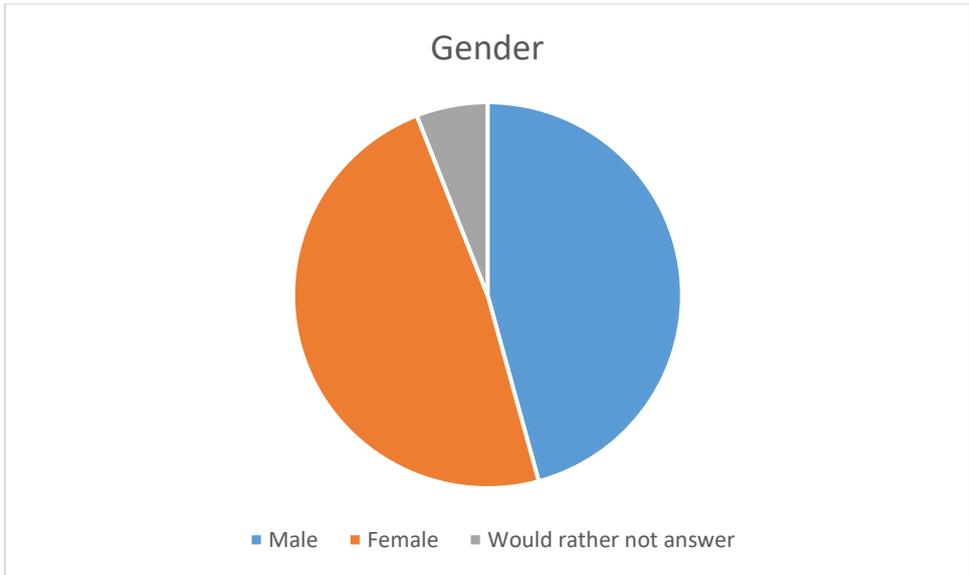
Between January 2019 and November 2019, 146 people completed the survey. This section provides a breakdown of the equality profile of customers who responded to the equality monitoring questions.

No specific equality issues were identified from the feedback in terms of people's experience of council services by disability, sex, ethnicity or age.

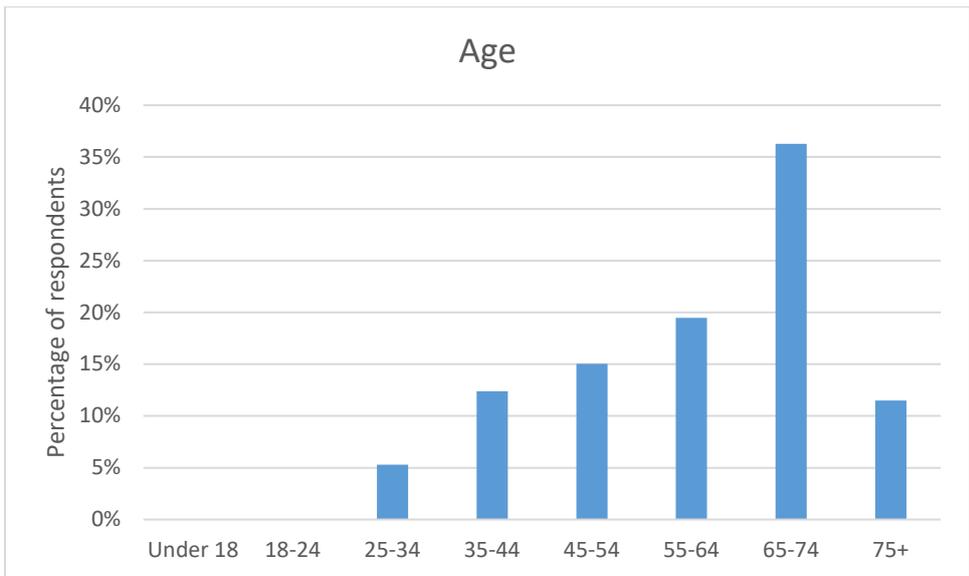
9% of respondents considered themselves to have a disability, compared to 12% of Hart's population who considered themselves to have a disability or limiting long term condition as at the 2011 Census.



43% reported their gender as female, compared to 50% of Hart's population being recorded as female at the 2011 Census.



The chart below shows that those aged 55-74 are over-represented among survey respondents compared to the proportion of this age group in the Hart population. This reflects findings from other council engagement exercises where younger people are less likely to take part in consultations.



2 – Using equality information to shape council functions and services

Informing policy and strategy

We use information about communities in Hart to help inform our policies, plans and programmes which in turn, shape the services we provide.

Corporate Plan - summarises our priorities, goals and promises for the environment, economy and communities over a 3 year period.

Customer Care Standards – set out what we will do to deliver the best possible service to all our residents and visitors including provision of a translation service or documents in alternative formats, if required.

Corporate Equality Policy and Objectives – sets out our commitment to equality and diversity for staff and residents.

Equality Impact Assessment - in order to meet our equality duty, we need to understand the impact we have on equality through our functions and service provision (including policies, practices and activities). The Council takes a proportionate approach, and where appropriate, carries out an Equality Impact Assessment (EIA) when making changes to or introducing new services.

For example, an Equality Impact Assessment was carried out in 2017-18 to assess the potential impacts of the Draft Local Plan on equality groups. This can be viewed at www.hart.gov.uk/Local-Plan-Publication-2018.

Responding to communication needs

To improve access to Council services, the Council meets any requests we receive to provide information in alternative formats and languages where we perceive there to be a genuine need.

More information about our policies can be found at www.hart.gov.uk/corporate-policies.

Equality and Diversity training

Our staff undertake training to ensure we are informed and up-to-date with equalities issues. Equality & Diversity Awareness training was provided to Officers in 2019 and Members in 2018 and 2019. In 2017 staff in managerial or policy/service development roles completed Equality Impact Assessment training.

The council has introduced a programme of diversity awareness sessions for staff, topics covered to date include Autism Awareness, Sight Awareness, D/deaf Awareness, and Armed Forces Awareness. In 2018 21 staff attended an introductory British Sign Language course.

2.1 - Case study

North East Hampshire Domestic Abuse Forum

The council is a key partner in the Safer North Hampshire community safety partnership. The partnership coordinates the North East Hampshire Domestic Abuse Forum which aims to increase awareness of domestic abuse, identify gaps in services and improve access to support.

The Forum uses a range of information including local and national data, as well as engagement with the community, to shape a programme of work with specific groups who share a protected characteristic.

We recognise that for many people, they have additional barriers to overcome when seeking help and support to address the domestic abuse they are experiencing, be that as a victim, perpetrator or child in the household. The forum is constantly looking to develop resources and provide specialist training for practitioners to enable them to best support the family.

Our aim is that everyone is equally able to access help and support and we are proud to have been key partners with the Office of the Police and Crime Commission in producing guides for businesses to help them recognise and respond to any form of hate crime. The guides can be found at: <https://www.hampshire-pcc.gov.uk/get-involved/crime-prevention/business>

Age

There are unique challenges for young people as well as older people who have or are experiencing domestic abuse.

The forum works closely with Hampshire's Youth Commission in order to hear the voices of young people and what they are identifying as their priorities so that we can reflect these in the assembly sessions and other interventions delivered. This year the young people have said they would like more education and awareness on healthy and unhealthy relationships; to highlight the impacts of unhealthy relationships; and to tackle gender (and other) stereotypes.

An increasing number of families are seeking help to respond to abuse and control which is intergenerational, for example child to parent abuse, with resources and multi- agency training sessions being organised to support families and enable frontline practitioners to best respond to families who are facing these issues. Economic abuse is one form of abuse which can take place inter-generationally and the forum has delivered training to help people better understand the impact of economic abuse.

We continue to recognise the difficulties many people face when age related illnesses or frailty affects their reliance on other people. This can mean that people may live with someone who is abusing or controlling them. The forum has worked with local statutory and voluntary agencies, alongside providing training sessions, in order to help practitioners understand more about the options available to them, including safety planning for the victim of the abuse.

Disability

Statistically disabled people are more likely to suffer from domestic abuse than non-disabled people and yet they are under-represented in police recorded incidents as well as through multi agency processes to identify and respond to those at the highest risk of serious harm as a result of domestic abuse.

It is therefore a priority of the forum to ensure that practitioners have the skills to recognise the unique barriers to accessing services and support that people may have and to make services as accessible as possible.

For those who are experiencing physical difficulties there are many practical issues to address when providing safety planning advice and guidance and the forum has worked closely with the relevant agencies to gain a better understanding of what options are available. Hart Council leads on the 'South Coast Target Hardening Options' scheme which links the Blue Lamp Trust with specialist domestic abuse services in order to tailor safety planning information and equipment. This can include, for example, vibrating alarms, key safes and fire prevention advice.

We are also aware that many people who are affected by domestic abuse will have mental health issues and / or learning difficulties. The forum works closely with mental health services to ensure a shared understanding in order to best support clients and patients with safety planning and to help improve their mental wellbeing.

Gender Reassignment

Statistically, around 80% of trans-people experience domestic abuse from a partner / ex-partner or family member and we continue to see an increase in people who are reaching out for help and support as they explore their gender identity and potentially go through transition. The forum was able, with the support of Hampshire Cultural Trust to hold a number of trans-wellbeing sessions to help support this community and encourage reporting of hate crime, increase awareness of domestic abuse and safety planning options and very importantly increase their self-confidence. Sessions included voice coaching and department.

Race

Due to the location of Hart, we have several communities where strong cultural factors could impact on understanding and reporting of domestic abuse. We continue to see cases of 'honour' based violence (HBV), forced marriage and (less often) cases of Female Genital Mutilation. The forum continues to work closely with Hampshire Police HBV lead and organise regular training sessions for school staff and practitioners to be able to respond to residents who are facing these issues.

The forum works alongside the armed forces to respond to the needs of Foreign and Commonwealth families who are affected by domestic abuse and this work has included producing briefing sheets to share knowledge and understanding. Our Nepali domestic and sexual abuse outreach project is reaching out to many Nepali families who have difficulty in accessing mainstreamed services due to language or cultural needs and we continue to explore options to better support members of the Gypsy, Romany and Traveller community affected by domestic abuse.

Pregnancy and Maternity

Research has identified that around 30% of domestic abuse commences when someone is pregnant. As a result, health services routinely ask about domestic abuse in order to identify issues as early as possible. Domestic abuse training continues to be delivered in our hospitals and health settings including embedding a Hampshire Health Pathway which provides guidance to support health practitioners identify and respond to victims of domestic abuse.

Sexual Orientation

Progress continues to be made with encouraging members of the Lesbian, Gay, Bi-sexual and Transgender community to report domestic abuse to the police and other agencies. As a result, we have been encouraged to see greater representation of the LGBT community when meeting to discuss high risk domestic abuse cases, with the figures continuing to be monitored and training and input provided as required.

Much of the learning from engagement with individual equality groups and with experts and specialist services has been collated into a Practitioners Guide to Tailoring Support for Diverse Communities. This can be found at <http://nehantsdvf.co.uk/Resources.html>.