



Function area:	
Name of Business Case	Disruptive VAWG programme
Name of Business Lead	Jules Dickson
Name of Person carrying out EIA	Amanda Wells
Version & Date	V4 14.07.26
Associated Documents / Working Practices	

Equality Impact Initial Screening

1. Significance & Impact: The relevance for equality depends on the nature and extent of the impact not just the numbers of people affected.

Do the proposals affect service users, employees or the wider community?	Y
Do the proposals significantly affect service delivery, business processes or policy?	Y
Does it involve a significant commitment of resources?	Y
Do the proposals relate to an area where there are known inequalities? (e.g. hate crime, violence against women and girls, accessibility, recruitment & progression)	Y
Do the proposals relate to the Force Equality Objectives	Y

2. What are the main aims, purpose and outcomes of the proposals? How do these support the overall mission and vision of the organisation?

Violence against women and girls (VAWG) remains a significant societal issue, with rising reports of domestic abuse, sexual violence, harassment and online harms. Existing services face increasing demand and complexity, requiring a more proactive, disruptive approach.

Serious Violence is identified as one of the priorities in the current Police and Crime plan. In July 2025, the Police and Crime Commissioner hosted a Disruptive VAWG event for representatives of more than 70 organisations across Devon and Cornwall, with the aim of seeking a wide variety of disruptive ideas to combat violence against women and girls. Over the months that followed these were distilled into a range of interventions to benefit the communities of Devon, Cornwall and the Isles of Scilly.

This year (2026-27) the OPCC is investing £4.1m in a range of services supporting victims of domestic abuse and sexual violence across the peninsula.

The national VAWG strategy - Freedom from violence and abuse: a cross-government

strategy to build a safer society for women and girls has an emphasis on prevention, perpetrator accountability, whole system collaboration and support for all those affected and an ambition to half VAWG within a decade.

Local intelligence across Devon and Cornwall indicates gaps in early intervention, inconsistent disruption of high-risk perpetrators, and limited targeted prevention for vulnerable groups.

This programme responds to these challenges by co-ordinating new and innovative projects, events and approaches designed to disrupt and reduce violence against women and girls.

Definition

Violence Against Women and Girls covers a wide range of crime types and abusive behaviours and violence that are disproportionately experienced by women and perpetrated by men including:

- Domestic abuse and Coercive Control; Psychological, physical, sexual, financial, or emotional abuse within intimate or familial relationships
- Stalking; Persistent unwanted attention, fixated harassment and intimidation
- Sexual violence & Harassment: Rape, sexual assault, cyber-flashing, upskirting, and unwanted sexual behaviour in public or the workplace
- 'Honour'-based abuse: Practices such as female genital mutilation (FGM), forced marriages and so called 'honour killings
- Fatal VAWG, including domestic homicides, femicides, and suicides and sudden or unexplained deaths which occur in the context of abuse;
- Exploitation: Human trafficking, forced prostitution, and sexual exploitation
- Online abuse: Image based sexual abuse (so-called 'revenge porn'), deepfakes, and gender-based hate speech
- Spiking – giving someone alcohol or drugs without their knowledge or consent could include drink spiking, needle spiking, food spiking, vape or cigarette spiking, over alcohol dosing (double shots)

The Disruptive VAWG programme challenges entrenched norms, systems and power structures that perpetuate gender-based violence, questioning traditional models of intervention and service delivery by:

- Shifting focus from response (crisis services) to prevention, (education, cultural change)
- Testing out new methods, approaches and tools to provoke change
- Leading on digital campaigns that shift public narratives about consent and accountability
- Elements of the programme of work aims to facilitate men supporting women in

disrupting this behaviour.

Aim

To reduce the prevalence, severity and normalization of violence against women and girls working collaboratively with local organisations, providers and agencies through radical thinking and testing new ideas and approaches.

Objectives

The objectives of this programme are:

- To improve early identification of VAWG
- To improve interventions to tackle VAWG
- To reduce instances of VAWG by addressing root causes, harmful attitudes and risk factors.
- To strengthen multi-agency coordination, data sharing and operational capability within each of the projects and approaches
- To increase community confidence and reduce tolerance of harmful behaviours
- To lead disruptive approaches to challenge harmful norms
- To identify and detail opportunities for systemic change to prevent VAWG

This Disruptive VAWG programme directly addresses behaviours and systems that cause unlawful treatment, especially those linked to sex, race, disability, sexual orientation and religion or belief all of which are protected characteristics.

The Disruptive VAWG programme comprises of a number of different projects & approaches which include:

- **Male Ally Network (MAN) pilot in Cornwall**) An alliance between male and female champions, standing as equals to form a partnership in combatting VAWG.
- **Hollie Gazzard (stalking) training** – 9 x Stalking Awareness sessions, offered to local councils, providers and agencies.
- **Let's Talk programme:** empowering parents and carers by raising awareness of community safety risks and challenges faced by young people
- **Research paper understanding women and girl's perception of safety on trains and other public transport**
- **Teenage Coercive Control pilot** - across a number of North Devon secondary schools. For young people to recognize coercive control, understand unhealthy relationship behaviours and break cycles of abuse at an early stage.
- **Stamp out spiking awareness training:** To deliver Stamp out Spiking training running a six month programme in Plymouth, Exeter and Newquay, delivering two live two hour sessions per location for frontline staff, plus venue resources including drink protection tools, posters, window notices, a quick action flow chart and an incident checklist.
- **International Women's Day (11 March 2026)** -To support International Women's Day in March 2026 – this year's theme is Justice, showcasing local victim services and focus on Criminal Justice and You resource.
- **Disruptive VAWG microsite development** - hosting all the projects, events and approaches

3. Relevance: How does the aim and purpose of the proposals relate to each of the aims of the public sector equality duty?	
a) To eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010	Strategically, The Police and Crime Plan's vision to support Safe, Resilient and Connected Communities across Devon, Cornwall and the Isles of Scilly without prejudice. The plan consists of 4 key priorities, one of which is Serious Violence which focusses on a commitment to supporting women and girls to feel safer in towns and cities and radical ideas being tested to prevent domestic abuse, violence against women and girls and child sexual abuse. All projects and approaches which form part of the Disruptive VAWG programme have a commitment to and must clearly demonstrate how they are aligning with the key priority of Serious Violence. All grant agreements for projects under this programme issued by the OPCC include statements relating to the Equality Duty 2010 to ensure services treat victims and perpetrators fairly and with respect. The Disruptive VAWG programme will have a focus on: - Challenging harmful behaviours such as misogyny, co-ercive control, sexual harrassment and abuse, behaviours that often intersect with protected characteristics eg sex, race, disability - Creating safe environments in workplaces, schools, and public spaces by reducing unwanted behaviour that violates dignity or creates hostile environments - Providing clear reporting pathways so victims can safely disclose discrimination or harassment without fear of retaliation (victimisation) - Ensuring perpetrators are disrupted early, preventing escalation into further unlawful conduct.
b) To advance equality of opportunity between people from different groups	The Disruptive VAWG programme's core objectives focus on shifting from reactive to preventative approaches and challenging harmful norms and behaviours.

c) To foster good relations between people from different groups.	The police and crime plan includes a number of commitments to work in collaboration and in partnership across the criminal justice system and a commitment to encouraging and celebrating community cohesion with everyone playing their part. The Disruptive VAWG programme approach includes a focus on collaborative working, allowing those from different organisations and backgrounds to work together to best meet the needs of people who need help. The projects which form part of the wider programme will: - Challenge stereotypes and prejudices that underpin gender based violence - Deliver community education that promotes respect, consent and equality - Engage men and boys in prevention work to reduce hostility and build shared responsibility for safety				
4. Is it likely that the proposals could affect particular protected groups differently?					
Age	No	Disability	No	Sexual Orientation	No
Race	No	Sex	Yes	Religion or Belief	No
Gender reassignment	Yes	Pregnancy & Maternity	No	Marriage or Civil Partnership Status	No
Please provide details for each protected group where you have indicated 'Yes'.					
As the core purpose of the programme is to disrupt violence against women and girls, the projects will be focussed on challenging entrenched norms, systems and power structures that perpetuate gender-based violence, questioning traditional models of intervention and service delivery by: • Shifting focus from response (crisis services) to prevention, (education, cultural change) • Testing out new methods, approaches and tools to provoke change • Leading on digital campaigns that shift public narratives about consent and accountability The programme also recognises equality of opportunity for people undergoing gender reassignment by reducing disproportionate exposure to violence – through prevention, education and perpetrator accountability, challenging structural discrimination and harmful norms. Each project will be evaluated, and the learning used to inform new opportunities to commission new services and support and preventative measures which align with our current VAWG services and support.					
5. What are the issues that you have identified and considered in relation to Human Rights? (see Guidance)					

a) What is the potential for interference with an individual's rights?	No negative impact identified. The intended course of action supports the rights and freedoms protected by the European Convention of Human Rights and furthers the prohibitions against criminal restrictions of people's rights and freedoms. The proposed Disruptive VAWG programme seeks to make Devon, Cornwall, and the Isles of Scilly a safe, resilient, and connected place, which includes protecting people from discrimination, protecting the right to property and security, and supporting access to fair legal systems.	
b) What is the legal basis?	N/A	
c) Are the interferences justified?	N/A	
d) Are the interferences proportionate?	N/A	
6. Proceed to Equality Analysis? (For complex or long-term project use the EIA Risks & Issues Spreadsheet)	Yes	
7. Approved by Business Lead	Name: Jules Dickson Signature :  Date: 16/07/2026	

Step 2 Equality Analysis - assessing the impact for different groups

8. What information from internal or external reviews or reports is available to help understand the impact for people with different protected characteristics?

The national VAWG strategy - [Freedom from violence and abuse: a cross-government strategy to build a safer society for women and girls](#) has an emphasis on prevention, perpetrator accountability, whole system collaboration and support for all those affected and an ambition to half VAWG within a decade.

Nationally:

- **One in eight women** in England and Wales in the year ending March 2025 experienced domestic abuse, sexual assault, or stalking.
- On average, **almost 200 rapes were recorded by the police every single day** in the year ending June 2025 (likely underestimated).
- And more than **150 women in England and Wales are killed** every year.

Men and boys can and do experience these crimes and behaviours and their needs and experiences are often unique.

Nationally:

- Around **1 in 5 men** have experienced domestic abuse,
- **1 in 17 men** have experienced sexual assault,
- **1 in 13 men** have experienced stalking since the age of 16

Local intelligence across Devon and Cornwall indicates gaps in early intervention, inconsistent disruption of high-risk perpetrators, and limited targeted prevention for vulnerable groups.

In Devon and Cornwall (April 2025- April 2026):

- 36,208 Domestic abuse, Rape and serious sexual offences (RaSSO), and Stalking offences recorded in 12 months to April 2026
- Of these, 11,130 were recorded in Cornwall and the Isles of Scilly (30.7% of overall)
- 7,725 Domestic Abuse cases
- 1,648 RaSSO cases
- 1,757 Stalking cases

This programme responds to these challenges by co-ordinating new and innovative projects, events and approaches designed to disrupt and reduce violence against women and girls.

The Devon, Cornwall and Isles of Scilly Peninsula Strategic Needs Assessment 2022/23 includes an oversight of key data in relation to demographics in the region including demographics relating to groups and individuals with protected characteristics, including Domestic Abuse and Sexual Violence.

https://www.torbay.gov.uk/media/19388/peninsula-strategic-assessment-refresh-2022_23-final.pdf

These national and local reports highlight the need to address violence against women and

girls and reinforce why this programme is key to challenging entrenched norms, and testing out new and innovative ways of preventing gender based violence.

9. Who has been consulted and what are the main findings?

Consultation developed as part of the current Police and Crime plan and regular feedback to the OPCC, through for example, annual surveys, correspondence, victim feedback and contract management has informed the Disruptive VAWG programme, the Commissioner's ongoing commitment to tackle VAWG is highlighted within her Police and Crime Plan and also echoed through central government with the publishing of the latest national strategy has highlighted the need to disrupt and reduce VAWG.

The national VAWG strategy - [Freedom from violence and abuse: a cross-government strategy to build a safer society for women and girls](#) has an emphasis on prevention, perpetrator accountability, whole system collaboration and support for all those affected and an ambition to half VAWG within a decade.

Each local authority across Devon and Cornwall are responsible for commissioning Domestic Abuse and Sexual Violence services and support. This programme's focus is on a more preventative approach to VAWG.

This year (2026-27) the OPCC is investing **£4.1m** in a range of services supporting victims of domestic abuse and sexual violence across the peninsula. Gathering feedback from victims of sexual violence and those with lived experience will be carried out as part of regular contract monitoring arrangements will together with the project evaluations help inform future commissioning activity.

10. Describe the impact for protected groups and any risks or issues arising from the risk in relation to equality, diversity and human rights? (summary from EIA Risks & Issues spreadsheet or complete below)

Description of risk / issue	Score	Mitigation / Action
AGE: No adverse impact identified at this stage, review during first 6 months of programme.		Not applicable
DISABILITY: No adverse impact identified at this stage, review during first 6 months of programme.		Not applicable
SEX: In recent years there has been an increase in the reporting of violent crimes		This Disruptive VAWG programme will reduce the prevalence, severity and

against women and girls such as sexual offences and domestic abuse. In February 2023, VAWG was included within the strategic policing requirement, which recognises VAWG as a national threat alongside terrorism and serious and organised crime. Evidence from the Crime Survey for England and Wales (CSEW), considered the most reliable data source for measuring the prevalence of VAWG, shows that women are more likely to be victims of sexual assault. In the year ending March 2024, 26.9% of women and 5.7% of men reported experiencing sexual assault (including attempts) since the age of 16 (ONS, 2024). OPCC support services for all victims of violence regardless of gender		normalization of violence against women and girls working collaboratively with local organisations, providers and agencies through radical thinking and testing new ideas and approaches. The different projects will seek to: • Improve early identification and intervention • Reduce instances of VAWG by addressing root causes, harmful attitudes and risk factors. • Strengthen multi-agency coordination, data sharing and operational capability within each of the projects and approaches • Increase community confidence and reduce tolerance of harmful behaviours • Lead disruptive approaches to challenge harmful norms • Identify and detail opportunities for systemic change to prevent VAWG Victim Support: Newly co-commissioned contracts for sexual violence support will ensure more women and girls are able to access support following sexual assault / rape. A more coherent support offer will empower more to report to the police and remain engaged with criminal justice processes. The new Sexual Violence contract also has a specific offer for men which will ensure the needs of men are better met and that support is available when they need it.
RACE: No adverse impact identified at this stage, review during first 6 months of		Not applicable

programme.		
GENDER REASSIGNMENT: Trans women, men and non binary people experience higher rates of violence and domestic abuse and harassment in public spaces.		The programme recognises equality of opportunity for people undergoing gender reassignment by reducing disproportionate exposure to violence – through prevention, education and perpetrator accountability, challenging structural discrimination and harmful norms.
MARRIAGE AND CIVIL PARTNERSHIP: No adverse impact identified at this stage, review during first 6 months of programme.		Not applicable
PREGNANCY & MATERNITY: No adverse impact identified at this stage, review during first 6 months of programme		Not applicable
RELIGION OR BELIEF: No adverse impact identified at this stage, review during first 6 months of programme		Not applicable
SEXUAL ORIENTATION: No adverse impact identified at this stage, review during first 6 months of programme		Not applicable
11. Is there any evidence to indicate that any of the proposals could unlawfully discriminate, directly or indirectly, against people with a protected characteristic? (If yes please provide an explanation in the box below and provide 'objective justification' to support this)		No
12. Could the proposals affect relations between different communities or groups; for example be seen as favouring a particular group or denying opportunities to another? (If 'Yes' provide details of proposed mitigation below)		No
Mitigation: N/A		

13. What opportunities are there to promote 'equality of opportunity' or participation in public life by disabled people?	Each of the projects that form part of the Disruptive VAWG programme will be evaluated which will include feedback from those involved including those with lived experience. The evaluations will be used to inform future commissioning opportunities and shape and influence service design. The Disruptive VAWG programme also has a detailed comms and engagement plan which will promote and raise awareness of the different projects, highlight opportunities for involvement and participation and share key messaging and support offers/educational opportunities to a range of different audiences. Victim support is offered by Intercom Trust commissioned by OPCC.
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Step 3 Approval & Publication

Equality analysis supports effective decision making by providing evidence of the impact for equality.

Business Leads are required to confirm that a rigorous and robust assessment of the potential impact on Equality, Diversity and Human Rights has been undertaken.

Business Lead	Date: 16/07/2026 Name: Jules Dickson Signature: 
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Quality Assurance: Corporate EDHR will quality assure EIAs for all complex / long term projects and for those policies that have been identified as high relevance / high risk for equality.

Corporate EDHR	Name: Jonathan Back Date: 16/07/2026 Signature: 
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Step 4 Version Control

Version	Date	Details of the version
V2	26.06.26	Further detail added to area of risk
V3	10.07.26	Change of business lead signatory, addition of male victims national data and update on consultation section