

### Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Claire Shand
<b>Directorate:</b>	Resources
<b>Date of Completion:</b>	February 2012

#### Name of Policy/Strategy/Service/Function Proposal

**Domestic Abuse Policy**

#### The Aims, Objectives and Expected Outcomes:

The aim of the policy is to make provision for appropriate support and help for staff who have or are experiencing domestic abuse as well as assistance to perpetrators who are committed to changing their attitude and behaviours and who are engaging with services that can assist them.

Please delete as appropriate:

- This is a new policy

#### Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	No
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No

Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer <b>Yes</b> to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer <b>No</b> to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

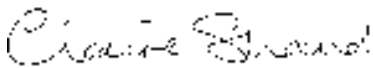
Protected Characteristics	Positive	Negative	No impact	Reasons
Age			x	<p>The policy is intended to provide increased awareness of the impact of domestic abuse and the ways in which support and help can be provided, whilst taking into account service delivery needs can be afforded to staff that have or are experiencing domestic abuse.</p> <p>In doing so, support and help is also made available to perpetrators who are committed to change and are engaging with services to help them.</p>
Disability			x	
Gender Reassignment			x	
Marriage & Civil Partnership			x	
Pregnancy & Maternity			x	
Race			x	
Religion / Belief			x	
Sex (male / female)	x			
Sexual Orientation			x	

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<p>The policy will raise awareness of the problems faced by those who experience domestic abuse and provide a safe environment in which they can be supported as far as possible to recover without fear of discrimination. This is specifically applicable to the protected characteristic of sex where the statistics highlight that 1 in 4 women and 1 in 6 men experience domestic abuse.</p>	

Evidence Considered During Screening
<p>The policy has been developed in conjunction with Unison and is based on best practice guidance in this area of work. It is known that domestic abuse accounts for 1 in 7 (14%) of all violent incidents in England and Wales (Walker et al 2009) and this in itself is an indicator of the need for employers to</p>

provide an appropriate policy framework to underpin the support needs of those who have or may be experiencing domestic violence.

Whilst it could be identified in the above matrix that different groups of people within the local community will have different needs or experiences in the area this issue relates to, it is not considered necessary to undertake a full impact assessment as an internal staffing policy which relates to the provision of appropriate support, not services that relate to the management of domestic abuse.

Head of Service Sign off:	
Advice sought from Legal Services (Name)	Kate Hill Rosie Barnard
Date	February 2012

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)