

Title of the policy	Domestic Abuse Policy & Guidance
Date	23/09/2014
Lead Officer	Human Resources
Who else is involved in undertaking this assessment?	N/A

Step 1 – Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
The Domestic Abuse Policy & Guidance has been developed to raise awareness of issues relating to domestic abuse, and to provide clear guidance about how to address situations in which individuals make disclosures relating to domestic abuse either as a victim or a perpetrator.
B. What specific groups is the policy designed to affect/impact?
The Policy & Guidance is designed to affect all staff of the Council, but in particular those who may be directly affected or involved in domestic abuse and managers who may be required to deal with a domestic abuse situation relating to a member of their team.
C. Which groups have been consulted as part of the creation or review of the policy?
Consultation has been undertaken with the management team, Legal Services and trade unions (Unison, GMB, UCCAT) as part of the creation of this policy.

Step 2 – What we already know and where there are gaps

A. List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to ethnicity, religion, sexual orientation, disability, age, gender, transgender etc.
<p>Data/information such as:</p> <ul style="list-style-type: none"> ▪ Consultation ▪ Previous Equality Impact Assessments ▪ Demographic information ▪ Anecdotal and other evidence
<p>The Council produces a quarterly report detailing its workforce demographics. The most recent statistics showed that the workforce comprised the following:</p> <ul style="list-style-type: none"> • Sex – Male / Female: 43.2% / 56.8% • Disability: 3.66% of the workforce declared themselves as having a disability • Sexual Orientation: 0.008% of the workforce identified themselves as gay, lesbian or bisexual • Ethnic Origin: the majority of the workforce were White/British (85.02%), with those identifying as Indian forming the second largest group (6.10%) • Age: 90.24% of the workforce are aged over 25 <p>Workforce monitoring data relating to other protected characteristics as defined by the Equalities Act 2010 are not currently available.</p> <p>Across the UK in 2011/12, 7.3% of women and 5% of men¹ were affected by domestic abuse.</p> <p>Parenting UK report that according to NHS research, 30% of domestic abuse cases begin during pregnancy, indicating a high risk factor for expectant mothers.²</p> <p>Home Office data³ indicates that those with a disability are more likely to have experienced domestic abuse, and in particular they are twice as likely as others⁴ to have experienced it. Further, Home</p>

¹ Office for National Statistics (ONS), 2013

² <http://pelorous.totallyplc.com/public/cms/115/237/85/7774/Understanding%20domestic%20violence%20Jan%202013.pdf?realName=Xbl4SC.pdf>

Office findings in 2004/05⁵ indicate that those who are socio-economically disadvantaged, or otherwise vulnerable, are significantly more likely to have experienced domestic abuse.

Although little difference has been found with regard to race and ethnicity within the Home Office studies⁶, it is noted that specific studies in this area have not been widely undertaken. Language barriers are more likely to arise when attempting to report incidents and access help and support.

B. What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (please list)

The Council has no specific data relating to people who may be affected by domestic abuse; however it is likely this would not be possible to obtain due to the sensitive nature of the subject.

Step 3 – Do we need to seek the views of others? If so, who?

A. In light of the answers you have given in step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

No further consultation was necessary as staff side representatives and management were involving in the consultation process. It would be difficult to identify a group of affected employees to consult with, due to the sensitive nature of the subject. It would be advisable for future policy reviews to include reference to a specialist group or advisory body for advice if available.

Step 4 – Assessing the impacts

	In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and provide an explanation for your decision. (please refer to the general duties on the front page)
Age	
Disability (physical, visual, hearing, learning disabilities, mental health)	
Gender	There is a generally held view that domestic abuse is usually perpetrated by a male partner against a female partner. The Domestic Abuse Policy & Guidance has been specifically written to emphasise that the perpetrator may actually be female and the victim male, and that this does not detract from the seriousness of the situation.
Religious Belief	
Racial Group	
Sexual Orientation / Transgender	A general assumption about domestic abuse is that it affects heterosexual couples, and although there is currently no data to evidence the prevalence in LGBT relationships, the policy has been written in an inclusive manner which clarifies that LGBT people are also covered by the same provisions. However, managers must be sensitive to the fact that disclosing details about domestic abuse may also inadvertently reveal information about sexual orientation or transgender status which was not already known. This may act as a barrier to accessing the policy.
Other protected groups	Evidence appears to indicate that pregnancy may increase the incidence of domestic abuse.

³ <http://hlsweb.dmu.ac.uk/pgcpd/roh436/official-documents/HomeOfficeOnlineReport1206.pdf>

⁴ <http://www.womensaid.org.uk/domestic-violence-survivors-handbook.asp?section=000100010008000100350003>

⁵ <http://hlsweb.dmu.ac.uk/pgcpd/roh436/official-documents/HomeOfficeOnlineReport1206.pdf>

⁶ <http://www.communitycare.co.uk/2006/11/01/a-look-at-domestic-violence-among-families-from-ethnic-minorities/>

(pregnancy & maternity, marriage & civil partnership)	
Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)	
All	Dealing with situations involving Domestic Abuse requires managers to be aware of the provisions of the policy and to apply them consistently, while also ensuring that commonly-held assumptions (such as the view that perpetrators are always male) are set aside. The Policy has been written to provide a clearer approach for managers and the reassurance for those affected to speak up.

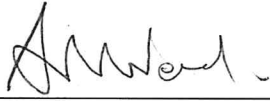
Step 5 – Action Plan

Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date

Step 6 – Who needs to know about the outcomes of this assessment and how will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	√	This assessment will be sent to the Service Head for agreement and published on the intranet. It will form the basis for producing a policy that is designed to remove barriers and have a positive effect. They will be informed and information will be available via the intranet.
Service users		
Partners and stakeholders		
Others		
To ensure ease of access, what other communication needs/concerns are there?	√	The policy would be available to all staff and published on the intranet.

Step 7 – Conclusion (to be completed and signed by the Service Head)

Please delete as appropriate
I agree / disagree with this assessment / action plan
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head): 
Date:

Please send completed & signed assessment to: Rachel Beaumont