



Western Health and Social Care Trust

EQUALITY AND HUMAN RIGHTS SCREENING TEMPLATE

THIS IS A PUBLIC DOCUMENT

Title of Policy: Domestic and Sexual Violence and Abuse Workplace Policy	
Lead Manager: Joanne Scott	Title: HR Manager
Directorate: Human Resources	Department: Directorate Support Team
Contact details: Address: T&F Hospital, Omagh Tel: 028 8283 5806 Email: Joanne.Scott@westerntrust.hscni.net	
Short Description of Policy To provide employees who are experiencing domestic violence or who have experienced domestic violence with practical help and support. It provides managers with the knowledge to support these employees. It also makes clear the Trust's position in relation to employees who are perpetrators of domestic violence and provide guidance to managers on how to deal effectively with domestic violence. Through implementation of this policy it is intended to provide employees with a safe and more supportive working environment.	
Final Recommendations: (please tick as appropriate)	
1.	GREEN: No equality issues/impact: no further action <input checked="" type="checkbox"/>
2.	AMBER: Minor equality issues/impact: actions identified <input type="checkbox"/>
3.	RED: Major equality issues/impact: full EQIA recommended <input type="checkbox"/>
<p>Please send draft completed form for quality assurance to equality.admin@westerntrust.hscni.net</p> <p>For further information on quality assurance see page 3, section 3.</p>	
Final Approval Date:	

(1) INFORMATION ABOUT THE POLICY OR PROPOSAL

1.1 Title of policy or proposal

Domestic and Sexual Violence and Abuse Workplace Policy

1.2 Description of policy or proposal

The policy outlines the Trust's commitment to providing a harmonious and supportive working environment for staff affected by, or who are at risk of, domestic and sexual violence and/or abuse. It aims to raise awareness of the serious impact that domestic and sexual abuse/violence can have on victims and their families; whilst recognising the significant impact it can have on an individual's ability to function effectively at work.

The overarching aim of this Policy is to ensure that victims/survivors of Domestic and Sexual violence and abuse who raise the issue in the workplace will be treated promptly, sensitively and with regard to personal safety and confidentiality.

The purpose of this policy is to raise awareness of the serious impact that domestic and sexual violence and abuse can have on an individual and their family. It aims to provide a framework within which staff have a safe space to seek information and support; and managers and colleagues have access to the tools to effectively respond.

In accordance with this policy, staff will be protected against victimisation or any other detrimental treatment related to their act of disclosure.

1.3 Main stakeholders affected (internal and external)

For example, staff, actual or potential service users, other public sector organisations, GPs, primary care providers, voluntary and community groups, trade unions or professional organisations or private sector organisations or others. **Start to consider how you might involve them in the development of the policy/decision.** This will also help you to meet the Trust's obligations under Personal and Public Involvement (PPI).

- Employees
- Managers
- HR Staff
- OH
- Volunteer Support Officers
- Trade Union Representatives

1.4 Other policies or decisions with a bearing on this policy or proposal

- Attendance at Work Policy (September 2017)

- Domestic Violence – Workplace Policy (February 2012)
- Special Leave Provisions (February 2019)
- Flexible Working Policy (June 2024)
- Zero Tolerance Policy
- Adult Safeguarding
- Child Safeguarding
- Workplace Policy on Domestic and Sexual Abuse (Revised October 2022) published by DoJ & DoH)
- AFC Terms and Conditions of Service Handbook (Section 33)

(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED

2.1 Data Gathering

2.1.1 What information did you use to inform this equality screening? For example, previous consultations, statistics, research, Equality Impact Assessments (EQIAs), complaints, etc.

Consultation within the Western Domestic Sexual Violence Partnership which engages with all interested agencies (October 2023). Representatives approved content of revised Policy.

Consultation with Assistant Director & Head of Service - Learning, Development, Governance & Adult Safeguarding; Service Managers – Children’s Safeguarding; Head of Service Adult Safeguarding & Protection, Principal Social Work Practitioner – Governance; Senior Social Work Practitioner Public Protection Team (May 2024 – September 2024) Key outcome of these meetings – agreement that all relevant information and available supports are included in the policy and governance process agreed in relation to the DV Support Service for Staff.

Consultation with Trade Unions locally (October 2023 & February 2024). TU Representatives welcome the revised policy.

Engagement with our Occupational Health Service including their Clinical Psychology Services. (February 2024) Key outcome – agreement with Policy content and information on available supports.

Engagement with Belfast HSC Trust (October 2023). Received information on BHSC Policy & Support Service

Domestic Violence Survey conducted by regional Trade Unions (Irish Congress of Trade Unions Northern Ireland Committee.)

Guidance which has been jointly published by DoH and the DoJ – ‘Developing a Workplace guidance on Policy on Domestic and Sexual Abuse’

Domestic Violence – Workplace Policy (February 2012)

2.1.2 How did you involve people?

The Trust requires evidence of engagement with stakeholders to fulfil its statutory obligations under its Equality scheme, Consultation Scheme and Personal and Public Involvement strategy. Provide details of how you involved stakeholders e.g. views of

colleagues, service users, carers, Trade Unions, Section 75 groups or other stakeholders.

Consultation and Engagement Statement: In your policy/proposal include a paragraph titled Consultation and Engagement and summarise this section. If there was no engagement, please explain why.

Consultation within the Western Domestic Sexual Violence Partnership which engages with all interested agencies (October 2023). Representatives approved content of revised Policy.

Consultation with Assistant Director & Head of Service - Learning, Development, Governance & Adult Safeguarding; Service Managers – Children’s Safeguarding; Head of Service Adult Safeguarding & Protection, Principal Social Work Practitioner – Governance; Senior Social Work Practitioner Public Protection Team (May 2024 – September 2024) Key outcome of these meetings – agreement that all relevant information and available supports are included in the policy and governance process agreed in relation to the DV Support Service for Staff.

Consultation with Trade Unions locally (October 2023 & February 2024). TU Representatives welcome the revised policy.

Engagement with our Occupational Health Service including their Clinical Psychology Services. (February 2024) Key outcome – agreement with Policy content and information on available supports.

Engagement with Belfast HSC Trust (October 2023). Received information on BHSCT Policy & Support Service

Domestic Violence Survey conducted by regional Trade Unions (Irish Congress of Trade Unions Northern Ireland Committee.)

Guidance which has been jointly published by DoH and the DoJ – ‘Developing a Workplace guidance on Policy on Domestic and Sexual Abuse’

Domestic Violence – Workplace Policy (February 2012)

2.2 Equality Profile

Who is affected by the policy or proposal? What is the makeup (%) of the affected group? Please provide a statistical profile. Could you improve how you gather Section 75 information? Are there any issues or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group? If the policy affects both staff and service users, please provide information on both. If not, merge the 2 columns.

Category	Staff Information (Workforce Planning Information December 2023)	
Gender	Female	11576
	Male	2999
	TOTAL	14575
Age	16-24	974
	25-34	3066
	35-44	3710
	45-54	3483
	55-64	2738
	65+	604
	TOTAL	14575
Religion	Protestant	3049
	Roman Catholic	7818
	Not Determined/Not Known	3708
	TOTAL	14575
Political Opinion	Broadly Unionist	819
	Broadly Nationalist	1772
	Other	1394
	Do not wish to answer/not known	10590
	TOTAL	14575
Marital Status	Married	7749
	Single	5395
	Other	1431
	TOTAL	14575
Dependent Status	Yes	2844
	No	3413
	Not Known	8318
	TOTAL	14575
Disability	Yes	340
	No	7766
	Not Known	6469
	TOTAL	14575
Ethnicity	Bangladeshi	3
	Black African	25
	Black Caribbean	2
	Black Other	1
	Chinese	7
	Filipino	38
	Indian	137

	Irish Traveller	3
	Mixed Ethnic Group	15
	Not assigned	4589
	Other	70
	Pakistani	26
	White	9659
	TOTAL	14575
Sexual Orientation	Opposite sex	7148
	Same sex	139
	Same and Opposite sex	37
	Do not wish to answer/not known	7251
	TOTAL	14575

2.3 Assessing Needs/Issues/Adverse Impacts, etc.

What are consequences of the policy/proposal on Users/Carers and staff? What are the different needs, issues and concerns of each of the equality groups? Are there any adverse impacts? If the policy affects both staff and service users, please specify issues for both. If not, merge the 2 columns. Please state the source of your information, e.g. colleagues, consultations, research, user feedback, etc.

	Needs and Experiences
Equality Group	Staff
Gender	Although this policy is for all Trust staff both male and female it is likely that the greater uptake will be from female as research has shown that 1 in 4 women in NI experience Domestic Violence. Due to the confidential nature of issues being raised by staff, the Trust is unlikely to be in a position to determine the exact uptake. Employees, regardless of gender, who are experiencing domestic violence need to know that they can disclose domestic violence, to their manager with complete confidentiality and receive appropriate support from their employer to deal with the situation that they find themselves in.
Age	No additional issues identified.
Religion	No additional issues identified.
Political Opinion	No additional issues identified.
Marital Status	There may be an increased uptake of staff in this category but this type of violence/abuse can present in non-marital and familial relationships also.
Dependent Status	Women/men who are carers may have additional concerns about how disclosure might increase the risk to their children.
Disability	<p>Women with disability who experience domestic violence report that being disabled makes the abuse worse and also puts further limits on their capacity to escape or take preventative measures. The research also suggests that when a disabled woman discloses abuse that she is more often disbelieved or not taken seriously. Source: Making the links: disabled women and domestic violence. Women's Aid Federations of England 2008.</p> <p>This principle would apply also to men who are experiencing this type of violence/abuse and who have a disability.</p> <p>This Policy will be available in different formats and interpreters are available as per Trust Policy.</p>

Ethnicity	For members of minority ethnic communities there can be additional barriers in terms of language, financial constraints and cultural norms. Their immigration status can also be dependent on them staying with their partner/husband. Source: Cultural Competence and Confidence Project: Working together and tackling Domestic Violence in Minority Ethnic Communities in the Western Area (2010).
Sexual Orientation	<p>A report by Safe Lives (2018) in Great Britain has indicated that the limited available research suggests that some LGBT+ people experience domestic abuse at a higher rate than non-LGBT+ people, and that this appears to be particularly the case for bisexual women and those who identify as Trans or non - binary16</p> <p>It also indicates that those who identify as LGBT+ face additional barriers to accessing support that are unique to their sexual orientation and/or gender identity, and that evidence suggests that LGBT+ victims and survivors are not accessing services at the same rate as others in the population.</p> <p>Submission to Committee for Justice on Domestic Abuse and Family Proceedings Bill June 2020</p>
Other Issues: e.g. Rurality	No additional issues identified

2.4 Multiple Identities: When considering this policy/proposal, are there any additional issues relating to people with multiple identities? For example: older women, disabled minority ethnic people, young Protestant men, disabled people who are gay, lesbian or bisexual.

No additional issues identified

2.5 Making Changes: Promoting Equality of Opportunity/Minimising Adverse Impacts

Based on the equality issues you identified in 2.2, 2.3 and 2.4, what do you currently do that meets those needs? What additional changes do you intend to make that will improve how you promote equality of opportunity or minimise adverse impacts?

Equality Group	Actions that promote equality of opportunity or minimise (mitigate) adverse impacts
Gender:	<p>Although this policy is for all Trust staff both male and female it is likely that the greater uptake will be from female as research has shown that 1 in 4 women in NI experience Domestic Violence. Due to the confidential nature of issues being raised by staff, the Trust is unlikely to be in a position to determine the exact uptake. Employees, regardless of gender, who are experiencing domestic violence need to know that they can disclose domestic violence, to their manager with complete confidentiality and receive appropriate support from their employer to deal with the situation that they find themselves in.</p>
Disability:	<p>Women with disability who experience domestic violence report that being disabled makes the abuse worse and also puts further limits on their capacity to escape or take preventative measures. The research also suggests that when a disabled woman discloses abuse that she is more often disbelieved or not taken seriously.</p> <p>Source: Making the links: disabled women and domestic violence. Women's Aid Federations of England 2008</p> <p>This principle would apply also to men who are experiencing this type of violence/abuse and who have a disability.</p> <p>This Policy will be available in different formats and interpreters are available as per Trust Policy.</p>
Marital Status	<p>There may be an increased uptake of staff in this category but this type of violence/abuse can present in non-marital and familial relationships also.</p>
Dependent Status	<p>Women/men who are carers may have additional concerns about how disclosure might increase the risk to their children.</p>
Ethnicity:	<p>For members of minority ethnic communities there can be additional barriers in terms of language, financial constraints and cultural norms. Their immigration status can also be dependent on them staying with their partner/husband. Source: Cultural Competence and Confidence Project: Working together and tackling Domestic Violence in Minority Ethnic Communities in the Western Area (2010).</p>
Sexual Orientation:	<p>A report by Safe Lives (2018) in Great Britain has indicated that the limited available research suggests that some LGBT+ people experience domestic abuse at a higher rate than non-LGBT+ people, and that this appears to be particularly the case for bisexual women and those who identify as Trans or non-binary¹⁶</p> <p>It also indicates that those who identify as LGBT+ face additional barriers to accessing support that are unique to their sexual orientation and/or gender identity, and that evidence suggests that LGBT+ victims and survivors are not accessing services at the same rate as others in the population.</p>

2.6 Good Relations

Does the policy/proposal have any impact/consequences for Good Relations? What changes to the policy or proposal or what additional measures could you suggest to ensure that it promotes good relations (if any)? (Refer to Guidance Notes for guidance on impact).

Group	Impact/Consequences	Suggestions
Religion	None	
Political Opinion	None	
Ethnicity	None	

(3) CONSIDERATION OF DISABILITY DUTIES

How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?

A process exists whereby people with a disability who are experiencing domestic violence may seek assistance and support.

(4) CONSIDERATION OF HUMAN RIGHTS

**4.1 Does the policy or proposal adversely affect anyone's Human Rights?
Complete for each of the Articles.**

Article	Positive Impact	Negative Impact - human right interfered with or restricted	Neutral Impact
Article 2 – Right to life	Yes		
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	Yes		
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			Yes
Article 5 – Right to liberty & security of person	Yes		
Article 6 – Right to a fair & public trial within a reasonable time			Yes
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			Yes
Article 8 – Right to respect for private & family life, home and correspondence.	Yes		
Article 9 – Right to freedom of thought, conscience & religion			Yes
Article 10 – Right to freedom of expression			Yes
Article 11 – Right to freedom of assembly & association			Yes
Article 12 – Right to marry & found a family			Yes
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			Yes
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			Yes
1 st protocol Article 2 – Right of access to education			Yes

If you have answered either 'Positive Impact' or 'Neutral Impact' to all of the above, please move on to Section 5.

4.2 If you have identified any potential negative impacts to any of the articles, please complete the following table.

Article Number	What is the negative impact and who does it impact upon?	What do you intend to do to address this?	Does this raise any further legal issues?* Yes/No

**It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this.*

4.3 Outline any further actions which could be taken to promote or raise awareness of human rights or, to ensure compliance with the legislation in relation to the policy or proposal.

(5) SHOULD THE POLICY OR PROPOSAL BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?

A full Equality Impact Assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity. Base your decision on information from sections 2.2, 2.3, 2.4 and 2.5.

How would you categorise the impacts of this proposal or policy? (refer to Guidance Notes for guidance on impact)

Do you consider that this policy or decision needs to be subjected to a full Equality Impact Assessment?

Please tick:

GREEN: No impact	
AMBER: Minor impact	x
RED: Major impact	

Please tick:

Yes	
No	X

Please give reasons for your decision. (See Guidance Notes, page 28, for sample paragraph).

We consider that the introduction will go some way to have a positive impact on Trust employees who experience domestic violence. Specific actions have been introduced as the policy was developing to address any identified inequality or actions to better promote equality of opportunity.

Trust Managers are expected to make a managerial commitment to assist the member of staff and outline what help is available to them and not to deal with the abuse themselves. Respond sensitively and with compassion to any disclosures made in regards to domestic and sexual violence or abuse. It is important that an employee who is experiencing domestic and sexual violence and abuse accesses professional specialist support as soon as possible. Where appropriate, managers should support employees who make a disclosure by signposting them to professional support services and report to the PSNI if appropriate. Assess and take appropriate measures to ensure a safe working environment in line with Health and Safety regulations

HR Staff & Trade Union Representatives will facilitate access to appropriate support and information for those experiencing this form of abuse/violence.

All Trust staff are expected, where appropriate, to assist and support co-workers in gaining confidence to tackle and report domestic and sexual violence and abuse.

Support Officers will offer confidential support and information about domestic and sexual violence and abuse for all Trust Staff, irrespective of gender, sexual orientation, background or position within the Trust. They will provide a 9-5 Monday to Friday, easily accessible support and signposting service which aims to ensure staff can access specialist Domestic Violence agencies. This support will be short term and not a substitute for specialist DV agencies.

Confidential monitoring of usage of the policy may be undertaken by designated Support Officers by recording the number of calls received from staff/managers. This data will be used to monitor the use of this service and identify when additional officers may be required.

This Policy & associated Support Service will be communicated to all staff via Trust Communication and through awareness/information sessions for managers. The Policy and related documents will all be made available through the HR Knowledge Hub and in addition, when launched, will be cascaded through SMT Meetings within each Directorate. It is intended that promotional materials such as posters/calendars will also be disseminated.

- **NOTE: Equality and Human Rights Statement:** The policy/proposal that this screening relates to MUST include the above paragraph. In addition, this paragraph should be used in the briefing note to Trust Board and will also be included in the Trust's Equality Screening Report.

(6) EQUALITY AND HUMAN RIGHTS MONITORING

What data will you collect in the future in order to monitor the effect of the policy or proposal, on any of the equality groups, for equality of opportunity and good relations, disability duties and human rights?

Confidential monitoring of usage of the policy may be undertaken by designated Support Officers by recording the number of calls received from staff/managers. This data will be used to monitor the use of this service and identify when additional officers may be required.

Employers and Trade Unions will undertake to monitor the implementation of this policy and review it on an annual basis and review formally through the Policy Committee on a 5 yearly basis.

Approved Lead Officer: Joanne Scott

Position: HR Manager

Policy/Proposal Screened By: Joanne Scott

Date: 25/09/24

Quality Assurance: Please send the final draft for quality assurance to the Equality and Human Rights Unit, Tyrone and Fermanagh Hospital, Omagh, BT79 0NS or email: equality.admin@westerntrust.hscni.net. **Quality Assurance can take up to three weeks.**

Directorate SMT Approval: The completed Equality Screening Form **MUST** be presented along with the policy/proposal to your Directorate SMT for approval.

Quarterly Equality Screening Reports: When final Trust approval is received, ensure that you send the completed screening form and associated policy/proposal, etc. to the Equality and Human Rights Unit, for inclusion in the WHSCT's quarterly equality screening reports. As a public document, the screening form will be available for downloading on both the Trust's website and intranet site.