

**Equality, Good Relations and Human Rights  
Screening Template**

**\*\*\*Completed Screening Templates are public documents and will be posted on the Trust's website\*\*\***

See 'Equality, Good Relations and Human Rights Screening Guidance Notes' (on SharePoint) for further background information on the relevant legislation and for help in answering the questions on this template.

**(1) Information about the Policy/Proposal**

(1.1) Name of the policy/proposal

Workplace Policy and Guide on Domestic Abuse

(1.2) Is this a new, existing or revised policy/proposal?

This is a revised policy.

(1.3) What is it trying to achieve (intended aims/outcomes)?

The purpose of this policy is to signal a clear commitment of the Trust's support to any member of staff affected by domestic abuse. The policy aims to:

- Raise awareness and identify the impact of domestic abuse on employees
- Set in place a framework to offer support to employees in addressing problems arising from domestic abuse
- Maximise the safety of our employees
- Deal effectively with perpetrators of domestic abuse among our workforce as appropriate.

(1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal?

All section 75 categories have the potential to benefit from the Trust's Workplace Policy and Guide on Domestic Abuse. From an Equality perspective it addresses an important issue that affects Section 75 groups and in particular some 'vulnerable' Section 75 groups – see table 2.1 below.

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DoH, HSCB, the Trust?

The Trust owns the Policy. The following will be involved in the implementation of the policy

- Trust Management and Staff
- HR Directorate - Staff Health and Wellbeing
- Trade Unions/Professional Organisations
- External Agencies
- Inspire

(1.6) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal/decision? (Financial, legislative or other constraints?)

- The ability or inability to communicate the Policy including key contacts, sources of advice and information will contribute to or detract from the intended aim to 'Raise awareness and identify the impact of domestic abuse on employees'.
- The cooperation of all staff or lack of cooperation could contribute to or detract from the intended aim to 'Maximise the safety of our employees'.

(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (E.g. staff, service users, other public sector organisations, trade unions, professional bodies, independent sector, voluntary and community groups etc.)

Internal - Staff, Management, Trade Unions, HR, Occupational Health & Wellbeing

External - PSNI, Education Authority, Northern Ireland Housing Executive, Probation Board Northern Ireland, Women's Aid, Men's Advisory Project, NSPCC, General Practitioner Representative and Trade Unions

***This list is not exhaustive***

(1.8) Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?

This Policy should be read in conjunction with the following:

- HSCT Domestic Abuse Guide for Staff and Managers
- Lone working Policy and Procedure
- Zero Tolerance on abuse of staff
- Management of violence and aggression Policy, Procedures and Strategies

***This list is not exhaustive***

## **(2) Available evidence**

Evidence to help inform the screening process may take many forms. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? *NB: Specify the details for each of the Section 75 categories for any staff affected, the Trust Workforce, any patients/clients affected and the Trust general population in the following tables **if appropriate**.*

### **2.1 Staff Affected by this Policy/Proposal / 2.2 Composition of Southern Trust Workforce – all staff are potentially affected by this policy.**

<b>Section 75 Group</b>	<b>Southern Trust Workforce Profile as at 1 January 2022</b>	<b>Percentage</b>
<b>Gender</b>	Female	<b>85.3%</b>
	Male	<b>14.7%</b>
<b>Religion</b>	Protestant	<b>34.9%</b>
	Roman Catholic	<b>57.2%</b>
	Neither	<b>7.9%</b>
<b>Political Opinion</b>	Broadly Unionist	<b>9.1%</b>
	Broadly Nationalist	<b>9.9%</b>
	Other	<b>7.8%</b>
	Do Not Wish To Answer/Not Known	<b>73.2%</b>
<b>Age</b>	16-24	<b>8.7%</b>
	25-34	<b>24.3%</b>
	35-44	<b>25.3%</b>
	45-54	<b>21.0%</b>
	55-64	<b>17.5%</b>
	65+	<b>3.2 %</b>
<b>Marital Status</b>	Single	<b>33.2%</b>
	Married	<b>56.9%</b>
	Not Known	<b>9.9%</b>
<b>Dependent Status</b>	Caring for a Child/Children / Dependant Older Person / Person With a Disability	<b>17.1%</b>
	None	<b>31.1%</b>
	Not Known	<b>51.8%</b>
<b>Disability</b>	Yes	<b>2.4%</b>
	No	<b>76.3%</b>
	Not Known	<b>21.3%</b>
<b>Ethnicity</b>	Bangladeshi	<b>0.01%</b>
	Black African	<b>0.2%</b>
	Black Caribbean	<b>0.02%</b>
	Black Other	<b>0.02%</b>
	Chinese	<b>0.08%</b>
	Filipino	<b>0.4%</b>
	Indian	<b>0.7%</b>
	Irish Traveller	<b>0.02%</b>
	Mixed Ethnic	<b>0.2%</b>
	Pakistani	<b>0.1%</b>
	White	<b>77.5%</b>
Not Known	<b>20.8%</b>	
<b>Sexual Orientation towards:</b>	Opposite Sex	<b>57.2%</b>
	Same Sex	<b>1.0%</b>
	Same and Opposite Sex	<b>0.2%</b>
	Do Not Wish To Answer/Not Known	<b>41.6%</b>

## 2.3 Patients / Clients Affected

***Not applicable, internal Policy for all staff***

### **(3) Needs, experiences and priorities**

(3.1) Taking into account the information above what are the different needs, experiences and priorities of each of the Section 75 categories and for both service users and staff.  
***(NB: Use relevant statistical and qualitative data to complete the table below)***

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
Gender	<p>Women represent 85.03% of the workforce in comparison to males who represent 14.7% of the workforce indicating that there may be a higher uptake of the Policy by females.</p> <p><i>Research has revealed that 1 in 4 women and 1 in 7 men experience domestic violence / abuse in their lifetime.</i></p> <p>Research reveals that isolation is a factor which has a bearing on inequalities for marginalised women e.g. lone parents, women with disabilities or from ethnic communities or women who are lesbian have additional barriers to accessing support for domestic violence. Also, there is an ignorance and lack of understanding of men's needs and a reluctance to acknowledge male victims. GPs, A&amp;E and Maternity staff are important points of contact and their response is critical and can make an immense difference to the future choices of the woman.</p> <p>Therefore the Policy is open to both male and female staff.</p>	<p>Emerging Themes Document S75 Equality Groups HSC</p>
Age	<p>Older people will have a higher need of protection as they are often more vulnerable. However children and young people can also be classed as vulnerable.</p>	<p>Evidence based research Belfast HSCT</p>

<b>Section 75 Category</b>	<b>Details of Needs, Experiences and Priorities</b>	
	<b>Staff</b>	<b>Service Users</b>
	<p>Over 30% of domestic violence starts or escalates during pregnancy with around 32,000 children living with domestic abuse NI.</p> <p>-One in six older people are victims of some form of abuse and on average older people experience domestic abuse for twice as long before seeking Staff of all ages can be affected and or victims of Domestic Violence and support will be available to all.</p>	<p>UNICEF 2006</p> <p>Evidence based research PSNI</p> <p>Evidence based research PSNI</p>
<b>Religion</b>	Nil of Note	
<b>Political Opinion</b>	Nil of Note	
<b>Marital Status</b>	<p>Research from the crime survey reveals Couples who have separated are more likely to suffer partner abuse than those who are married. 8.7% of separated men and 16.8% of separated women suffered partner abuse in 2014/15 while only 1.5% of married men and 2.4% of married women did so.</p>	<p>This chapter presents findings from the 2013/14 Crime Survey for England and Wales (CSEW) self-completion module on intimate violence which is asked of adults aged 16 to 59.</p>
<b>Dependent Status</b>	<p>Just over 1 in 5 women living in lone parent households were victims of domestic abuse in the last year (22.6%) compared with around 1 in 15 of those living in a household with other adults and children (6.7%) or a household with no children (7.7%). The pattern was similar for men, with an estimated 11.4% of men from lone parent households experiencing domestic abuse compared with 3.9% of men living in a household with other adults and children and 4.8% living in a household with no children.</p>	<p>This chapter presents findings from the 2013/14 Crime Survey for England and Wales (CSEW) self-completion module on intimate violence which is asked of adults aged 16 to 59.</p>

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
Disability	<p>Research commissioned by Women's Aid in October 2007 reveals that people with disabilities are more vulnerable to domestic violence and will often face additional difficulties in attempting to access support.</p> <p>50% of disabled women have experienced domestic abuse compared with 25% of non-disabled women, •Both men and women with a limiting illness or disabilities are more likely to experience intimate partner violence. •Disabled women are likely to have to endure it for longer because appropriate support is not available.</p> <p>Main priority is to ensure that everyone is able to access support and means of access must meet the needs of those with a disability.</p>	<p><a href="http://www.lwa.org.uk/understanding-abuse/who-is-affected-by-abuse/disability-abuse.htm">http://www.lwa.org.uk/understanding-abuse/who-is-affected-by-abuse/disability-abuse.htm</a> - LWA living without abuse</p> <p><a href="http://www.domesticviolencelondon.nhs.uk/1-what-is-domestic-violence-/21-domestic-abuse-perpetrated-against-people-with-disabilities.html">http://www.domesticviolencelondon.nhs.uk/1-what-is-domestic-violence-/21-domestic-abuse-perpetrated-against-people-with-disabilities.html</a> Domestic Violence London</p>
Ethnicity	<p>195 women from black and minority ethnic (BME) communities, including the Travelling community, were accommodated in our local refuges – an increase of 11% from 2013/14</p> <p>262 calls came from foreign nationals and black and minority ethnic women.</p> <p>Some cultural beliefs can act as barriers to seeking help – for some Asian families these include izzat (honour) and sharam (reputation) which play a role in controlling women and children's behaviour, just as stigma and shame prevent many seeking help. Such beliefs can limit their choices as they become concerned about others in close-knit communities finding out.</p>	<p>Women's Aid</p>

<b>Section 75 Category</b>	<b>Details of Needs, Experiences and Priorities</b>	
	<b>Staff</b>	<b>Service Users</b>
	<p><i>The Trust must prioritise confidentially and take a sensitive approach to those who come forward from all ethnic backgrounds.</i></p> <p><i>BME Communities- especially those with 'no recourse' to public funds are also vulnerable.</i></p>	
<b>Sexual Orientation</b>	<p>Lesbian, Gay, Bisexual and Transgender (LGBTQ+) people are affected in very similar ways to heterosexual people. However, they face that added fear of being 'outed' if they report the abuse.</p> <p>Research shows that 1 in 4 lesbian and bisexual women have experienced domestic abuse in a relationship. Two thirds of those say the perpetrator was a woman, a third a man. Almost half (49%) of all gay and bisexual men have experienced at least one incident of domestic abuse from a family member or partner since the age of 16.</p> <p>The Trust must acknowledge that Domestic Violence/abuse can happen to anyone and provide specific means of support for all (LGBTQ+).</p>	

(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.

ALL staff were initially invited to take part in the consultation process via an online survey; this included all levels of employees and management. Trade Union reps, social workers and occupational health representatives were included in the policy working group. The consultation survey responses will be taken into consideration and used to amend the Draft Policy and Guide where appropriate. This information will be used to inform the screening and the out works of the Policy.

The Trust engaged with the Southern Area Domestic Violence Partnership and member agencies of the partnership; including PSNI, Education Authority, Northern Ireland Housing Executive, Probation Board Northern Ireland, Women's Aid, Men's Advisory Project, NSPCC, General Practitioner Representative and Trade Union Representative.

#### (4) Screening Questions

You now have to assess whether the impact of the policy/proposal is major, minor or none. You will need to make an informed judgement based on the information you have gathered.

<b>(4.1) What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?</b>			
<b>Section 75 category</b>	<b>Details of policy/proposal impact</b>		<b>Level of impact? Minor/major/none</b>
	<b>Staff</b>	<b>Service Users</b>	
<b>Gender</b>			<p>Level of impact for <b>staff</b> –From an Equality perspective it addresses an important issue that affects Section 75 groups and in particular some ‘vulnerable’ Section 75 groups – see table 3.1 needs and experiences.</p> <p>The Trusts Workplace Domestic Abuse Policy is a positive intervention created with the intention to support and guide staff that may be experiencing domestic abuse. The Guide for employees, managers and trusted colleagues is intended to aid in the application of the policy and its aims.</p>
<b>Age</b>			see above
<b>Religion</b>			see above
<b>Political Opinion</b>			see above
<b>Marital Status</b>			see above
<b>Dependent Status</b>			see above
<b>Disability</b>			see table 3.1 above

<b>Ethnicity</b>			see above
<b>Sexual Orientation</b>			see above

<b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b>	
<b>Section 75 category</b>	<b>Please provide details</b>
<b>Gender</b>	See table 3.1 above. Must ensure that the Policy and Guide is fairly and sensitively applied
<b>Age</b>	See above
<b>Religion</b>	See above
<b>Political Opinion</b>	See above
<b>Marital Status</b>	See above
<b>Dependent Status</b>	See above
<b>Disability</b>	See above
<b>Ethnicity</b>	See above
<b>Sexual Orientation</b>	See above

<b>(4.3) To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none</b>		
<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
<b>Religious belief</b>		(see section 4.1)
<b>Political opinion</b>		(see section 4.1)
<b>Racial group</b>		(see section 4.1)

<b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>	
<b>Good relations category</b>	<b>Please provide details</b>
<b>Religious belief</b>	This Policy will be implemented in partnership with all relevant parties in particular Trade Union Representatives. All critical partners will have a role to play in the implementation of this Policy and advice will be taken from external organisations.
<b>Political opinion</b>	As above.
<b>Racial group</b>	As above.

#### **(5) Consideration of Disability Duties**

<p>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</p> <p>The Policy is intended to reach all staff and all staff with or without a disability can receive the help, support and guide that is available.</p>
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#### **(6) Consideration of Human Rights**

The Trust has a duty to act compatibly and must take Human Rights considerations into account in its day-to-day functions/activities.

(6.1) How does the policy/proposal impact on Human Rights?  
Complete for each of the articles

<b>Article</b>	<b>Positive impact</b>	<b>Negative impact = human right interfered with or restricted</b>	<b>Neutral impact</b>
<b>Article 2 – Right to life</b>	✓		
<b>Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment</b>	✓		
<b>Article 4 – Right to freedom from slavery, servitude &amp; forced or compulsory labour</b>			✓
<b>Article 5 – Right to liberty &amp; security of person</b>	✓		

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
Article 6 – Right to a fair & public trial within a reasonable time			✓
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			✓
Article 8 – Right to respect for private & family life, home and correspondence.	✓		
Article 9 – Right to freedom of thought, conscience & religion			✓
Article 10 – Right to freedom of expression			✓
Article 11 – Right to freedom of assembly & association			✓
Article 12 – Right to marry & found a family			✓
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			✓
1 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1 <sup>st</sup> protocol Article 2 – Right of access to education			✓

**Please note: If you have identified potential negative impact in relation to any of the Articles in the table above, speak to your line manager and/or Equality Unit on tel: 028 375 64151. It may also be necessary to seek legal advice.**

(6.2) Please outline any actions you will take to promote awareness of human rights and evidence that human rights have been taken into consideration in decision making processes.

Provide staff with information and training on human rights. Similarly, this policy has been considered under the terms of the Human Rights Act 1998, and was deemed compatible with the European Convention Rights contained in the Act.

**(7) Screening Decision**

(7.1) Given the answers in Section 4 of this template, how would you categorise the impacts of this decision or policy/proposal? *(Please tick one option below and list your reasons for the decision in 7.2 below)*

<b>Major impact</b>	<b>EQIA Required? <i>(Delete as appropriate)</i></b>	
		<b>No</b>

<b>Minor impact</b>	<b>+ Minor</b>	Mitigation Required	Alternative Policy Required
		See table 3.1 needs and experiences	<b>No</b>

<b>No impact</b>	Screened Out
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(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

The Policy will have a minor positive impact and is therefore screened out for an EQIA, as the intended aims of the Policy are to set in place a framework to offer support to employees in addressing problems arising from domestic abuse; maximise the safety of our employees and deal effectively with perpetrators of domestic abuse among our workforce as appropriate.

All section 75 categories have the potential to benefit from the Trust's Workplace Policy and Guide on Domestic Abuse. From an Equality perspective it addresses an important issue that affects Section 75 groups and in particular some 'vulnerable' Section 75 groups – see table 3.1. It furthers the Trust's equality and human rights obligations by providing a support system for ALL staff who wish to avail of the help.

The Trust will monitor the uptake of this policy and later identify on-going and new trends.

(7.3) Do you consider the policy/proposal needs to be subjected to ongoing screening? NB: for strategies/policies that are to be put in place through a series of stages – screen at various stages during implementation.

Yes	
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No	✓
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**(8) Monitoring**

(8.1) Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?

This Policy will be reviewed in light of operational experience and updated according - in line with the Trust's default position to review policies at least once every 3 years/sooner where it is necessary to do

**Approved Lead Officer:** Andrea Sergeant

**Position:** Interim Head of Workforce and Organisational Development

**Email:** Andrea.Sergeant@southerntrust.hscni.net

**Telephone No:** 07887 502 395

**Date:** 30 November 2022

**Policy/proposal screened by:** Áine Hamill, Equality Advisor, SHSCT

**Please forward completed screening template to [Equality.Unit@southerntrust.hscni.net](mailto:Equality.Unit@southerntrust.hscni.net) for inclusion in the Trust's Policy Screening Reports which are uploaded to the Trust's website.**