

Equality Screening -Domestic Abuse and Violence Policy

Part 1: Introduction

CCEA has a 'duty of care' to employees, to ensure their health, safety and wellbeing. This includes protecting staff identified as at risk of harm.

Information about the policy

Domestic abuse and violence is a serious problem in Northern Ireland. Recent [statistics](#)¹ from the PSNI has stated that there were 32,875 domestic abuse incidents recorded in 2022/23, the second highest level recorded since the data series began in 2004/05. This latest figure is more than one and a half times higher than the level of 20,959 recorded at the start of the data series in 2004/05.

The policy and guidance sets out CCEA's commitment to supporting employees who are victims or have been victims of domestic abuse and violence and to provide the basis for open and supportive conversations.

There will be no adverse impact on any of the 9 equality categories.

Name of the policy: Domestic Abuse and Violence Policy

Is this an existing, revised or a new policy? New

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

To provide support and guidance for line managers and employees who are impacted by the domestic violence and abuse.

It is proposed that awareness training will be provided to all staff to help promote the implementation of the policy with some specific training for line managers in the 2024/2025 L&D programme on handling sensitive conversations.

Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.

All employees.

Who initiated or wrote the policy? Human Resources

Who owns and who implements the policy? Human Resources

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they:

- Financial
- Legislative
- Other, please specify

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- Staff
- Service users
- Other public sector organisations
- Voluntary/community/trade unions
- Other, please specify

Other policies with a bearing on this policy

What are they?

Sickness Absence Policy
Flexible Working Arrangements Policy
Leave Policy
Disciplinary Policy
Use of ICT Services

Who owns them? Human Resources & ICT

¹ Domestic Abuse Annual Trends 2004/05 to 2022/23 (published 24 November 2023)
[Domestic Abuse Statistics | PSNI](#)

Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Please specify details for each of the Section 75 categories.

Section 75 category	Details of evidence/information
Religious Belief	None
Political Opinion	None
Racial Group	None
Age	None
Marital Status	None
Sexual Orientation	None
Men and Women generally	<p>Domestic abuse and violence is a serious problem in Northern Ireland. Recent statistics¹ from the PSNI has stated that there were 32,875 domestic abuse incidents recorded in 2022/23, the second highest level recorded since the data series began in 2004/05. This latest figure is more than one and a half times higher than the level of 20,959 recorded at the start of the data series in 2004/05.</p> <p>Consultation and approval through the following: WoMan Committee Legislation: Domestic Abuse (Safe Leave) Act (NI) 2022 Trade Union Executive Team</p>
Disability	None
Dependants	None

Needs, experiences and priorities

Taking into account the information referred to previously, are there different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Please specify details as appropriate for each of the Section 75 categories.

Section 75 category	Yes/No/ Not sure	If yes, please provide details of needs/experiences/priorities
Religious Belief	No	
Political Opinion	No	
Racial Group	No	
Age	No	
Marital Status	No	
Sexual Orientation	No	
Men and Women generally	No	
Disability	No	
Dependants	No	

Part 2: Screening Questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories (minor/major/none)?

Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious belief	None	None
Political opinion	None	None
Racial group	None	None
Age	None	None
Marital status	None	None
Sexual orientation	None	None
Men and women generally	None	None
Disability	None	None
Dependents	None	None

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?

Section 75 category	Is <u>Yes</u>, provide details	If <u>No</u>, provide reasons
Religious belief	No	Policy applies to all CCEA staff irrespective of S75 characteristics.
Political opinion	No	As Above
Racial group	No	As Above
Age	No	As Above
Marital status	No	As Above
Sexual orientation	No	As Above
Men and women generally	No	As Above
Disability	No	As Above
Dependents	No	As Above

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group (minor/major/none)?

Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief	None	None
Political opinion	None	None
Racial group	None	None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If <u>Yes</u>, provide details	If <u>No</u>, provide reasons
Religious belief	No	Policy applies to all CCEA staff/contractors irrespective of S75 characteristics. As such any opportunities would benefit all staff.
Political opinion	No	As above
Racial group	No	As above.

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example: disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

None.

Part 3: Screening decision

Decision	Please tick ✓ as appropriate
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The policy has been 'screened in' for equality impact assessment.

The policy has been 'screened out' for equality impact assessment. x

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

This policy applies to all CCEA staff irrespective of Section 75 characteristics.

Mitigation

If the decision is not to conduct an equality impact assessment you may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality or opportunity and/or good relations?	Yes	No
		x

If yes, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy.

Timetabling and prioritising

If the policy has been 'screened in' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
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Effect on equality of opportunity and good relations	N/A
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Social need N/A

Effect on people's daily lives N/A

Relevance to CCEA's functions N/A

The total rating score will be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist CCEA in timetabling.

Part 4: Monitoring

The policy will be revisited in 3 years. However, feedback on the success the Policy will be monitored and any change will be made earlier where required.

Part 5: Approval and authorisation

Screened by: Rosemary Bryans

Position: Employee Experience Manager

Date: 20/5/2024

Approved by: Kelly McBride

Position: Head of Resources

Date: 21/5/2024