

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Corporate

Name of Service/Title of Policy or Strategy, Name of Event:

Domestic Abuse

Service:

Policy:

Event:

Strategy:

Equality Impact Assessment Undertaken by:

Louise Bertman

Date undertaken:

05.07.22

Questions

1. What are the main aims and purposes of the Policy / Service / Event or Strategy?

This policy aims to provide a framework to support staff to identify and respond to domestic abuse. It addresses adults and young people who are experiencing (or have experienced) domestic abuse, includes perpetrators of domestic abuse and how to support staff who are experiencing domestic abuse. It also covers children and young people who are affected by domestic abuse.

2. Who is involved in delivering the service, implementing the policy or strategy / organising the event? (i.e., partnerships, stakeholders or agencies)

The procedure was developed by the safeguarding team in consultation with Human Resources

3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy / service / event or strategy?

The policy is based on the Domestic Abuse Act 2021

Please complete the following table in reference to the impact checklist, your own consultations and impact research suggestions.

Protected Characteristics	Positive Impact	Neutral Impact	Negative Impact	Evidence for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Anyone can be a victim of DA
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Disabled people have increased vulnerabilities
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	LGBTQ individuals may be victims of DA

Please complete the following table in reference to the impact checklist, your own consultations and impact research suggestions.

Protected Characteristics	Positive Impact	Neutral Impact	Negative Impact	Evidence for Impact
Marriage and civil partnership	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Anyone can be a victim of DA
Pregnancy and maternity	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Women who are pregnant have increased risk of DA
Race	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy does not discriminate against any protected characteristics
Religion or belief	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above
Sex	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Applicable to both sexes
Sexual Orientation	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	LGBTQ individuals may be victims of DA
Disadvantaged groups	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Individuals who receive our services require support for various reasons and it is recognised there is a relationship between adversity, trauma and support
Carers	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Anyone can be a victim of DA

4. What positive impacts are there for this policy / service / event or strategy to better meet the needs of people with protected characteristics?

This policy is designed to support staff in their roles and responsibilities and what actions must be taken where there is a disclosure of DA

If there are no negative impacts skip to point 7.

5. What action would be needed to ensure the policy / service / event or strategy overcomes:

- Discriminatory negative impacts
- Exclusion

Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised.

Impact identified	Action required/explanation if none taken	Lead responsible for overseeing actions	Timescales	Costs (where applicable)

7. What arrangements are going to be made to monitor and review the adverse impact in the future?

How the equality impact of the service/event/policy/strategy will be monitored	Data Collection
Frequency of monitoring	Annually
How the monitoring results will be used and where they will be published;	Reported to the Safeguarding Assurance Group
Who will be responsible for reviewing monitoring results and initiating further action where required	Louise Bertman
Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?	None
Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.	None

8. Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.

Yes No x

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

Name of lead:

Louise Bertman

Head of service:

Louise Bertman

Designation:

Nurse Consultant for Safeguarding

Signature:



Signature:

Date:

A handwritten signature in black ink, appearing to be 'DL', is written on a white rectangular background.

05.07.22

Additional information and guidance can be found [here](#).

Once completed and signed by your head of service if it's a policy please send a copy to please send to the Policy Review Panel, or anything else to the Equality Workstream.