

ARDS AND NORTH DOWN BOROUGH COUNCIL

Policy Screening Form

1.	Policy Reference (Equality use only)	E 126
2.	Policy Name	Ards and North Down Borough Council Domestic Violence and Workplace Policy
3.	Existing / Revised / New Policy	New policy
4.	Responsible Officer	Director of Community and Wellbeing
5.	Description of policy to be screened	Ards and North Down Borough Council (The Council) is committed to create a working environment that promotes the view that violence and/or abuse against people is unacceptable and that such violence will not be condoned. This policy demonstrates the Council's commitment to providing guidance for employees and managers to address the occurrence of domestic violence and its effect on the workplace. Domestic violence and abuse is a pattern of behaviour that is characterised by the exercise of control and the misuse of power by one person over another within an intimate or family relationship. It is usually frequent and persistent. The Council is also committed to raising awareness of domestic violence in the community.
	Aims and Expected Outcomes – what is the Policy expected to achieve?	The aim of the policy is to make the workplace a safe and supportive environment for all employees of Council who experience domestic violence.
6.	Section 75 categories which might be expected to benefit and how they may benefit.	All Section 75 categories should benefit as domestic violence does not discriminate against the personal dimension of any individual.
7.	Factors which could contribute to / detract from the intended aims / outcomes of the Policy when being implemented	If the policy is not implemented as intended or the training is not carried out as recommended
8.	The main stakeholders on whom the policy will impact. For example, Employees, Potential Service Users and	The Council, elected members, employees of the Council, residents, visitors to the Borough, business owners, Policing & Community Safety Partnerships (PCSP), other local organisations in the Ards and North Down Borough

<p>Community Groups Consider the internal and external impacts (either actual or potential) and comment, or list, information where appropriate</p>	<p>Council area, PSNI, Women's Aid, Samaritans, local churches, faith based organisations, charities and voluntary organisations as well as Onus, through its Safe Place initiative. Local hospitals, GP's, Northern Ireland Ambulance Service and Social Services</p>
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<p>9. Please provide details of other policies which have a bearing on this one.</p>	<p>Policies: E 13 Capability Policy E 36 Flexible Working Arrangements Policy E 37 Managing Absence Policy and Procedure E 38 Dignity at Work Policy and Procedure E 60 Family Friendly Leave Arrangements Policy E 66 Safeguarding policy for children, young people and adults who may be vulnerable E 75 Investors in People Accreditation</p>	<p>Owned by : Ards and North Down Borough Council</p>
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<p>10. Available evidence (quantitative and qualitative) considered as important to encourage completion in relation to :</p>	<table border="1"> <tr> <td data-bbox="168 930 623 968">Religious Belief</td> <td data-bbox="623 930 1568 1623" rowspan="9"> <p>The NINIS and NISRA data demonstrates the breakdown of the Borough resident population in relation Religious Belief, Racial Group, Age, Marital Status, Men & Women generally as well as some data on Disability and Dependents. The Electoral Office provide accurate data on the outcome and recorded attendance at the Local Council, Stormont and Westminster elections. The employee monitoring data shows the breakdown of the workforce in relation to Religious Belief, Age and Men & Women. There is limited data on Racial Group, Marital Status, Disability and Dependents. The data on those individuals subjected to domestic violence demonstrates that although women are more likely to be affected by it and its threat, domestic violence does not discriminate in relation to any of the categories of Section 75. Monitoring data on employees is currently being considered to ensure an up to date profile on the current workforce. No accurate data is retained on sexual orientation. Political Opinion is not collated in relation to the employees as it is not considered appropriate in the working environment.</p> </td> </tr> <tr> <td data-bbox="168 968 623 1005">Political Opinion</td> </tr> <tr> <td data-bbox="168 1005 623 1043">Racial Group</td> </tr> <tr> <td data-bbox="168 1043 623 1081">Age</td> </tr> <tr> <td data-bbox="168 1081 623 1119">Marital Status</td> </tr> <tr> <td data-bbox="168 1119 623 1157">Sexual orientation</td> </tr> <tr> <td data-bbox="168 1157 623 1230">Men & Women generally</td> </tr> <tr> <td data-bbox="168 1230 623 1268">Disability</td> </tr> <tr> <td data-bbox="168 1268 623 1623">Dependents</td> </tr> </table>	Religious Belief	<p>The NINIS and NISRA data demonstrates the breakdown of the Borough resident population in relation Religious Belief, Racial Group, Age, Marital Status, Men & Women generally as well as some data on Disability and Dependents. The Electoral Office provide accurate data on the outcome and recorded attendance at the Local Council, Stormont and Westminster elections. The employee monitoring data shows the breakdown of the workforce in relation to Religious Belief, Age and Men & Women. There is limited data on Racial Group, Marital Status, Disability and Dependents. The data on those individuals subjected to domestic violence demonstrates that although women are more likely to be affected by it and its threat, domestic violence does not discriminate in relation to any of the categories of Section 75. Monitoring data on employees is currently being considered to ensure an up to date profile on the current workforce. No accurate data is retained on sexual orientation. Political Opinion is not collated in relation to the employees as it is not considered appropriate in the working environment.</p>	Political Opinion	Racial Group	Age	Marital Status	Sexual orientation	Men & Women generally	Disability	Dependents
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Political Opinion											
Racial Group											
Age											
Marital Status											
Sexual orientation											
Men & Women generally											
Disability											
Dependents											

<p>11. Based on data previously provided what are the needs, experiences and priorities for each of the following categories, in relation to this policy/decision?</p>	<table border="1"> <tr> <td data-bbox="168 1736 623 1774">Religious Belief</td> <td data-bbox="623 1736 1568 1885" rowspan="4"> <p>While domestic violence and abuse most commonly refers to that perpetrated against a partner, it also includes violence against ex-partners, and violence by any other person who has a close or family relationship with the victim. It does not</p> </td> </tr> <tr> <td data-bbox="168 1774 623 1812">Political Opinion</td> </tr> <tr> <td data-bbox="168 1812 623 1850">Racial Group</td> </tr> <tr> <td data-bbox="168 1850 623 1885">Age</td> </tr> </table>	Religious Belief	<p>While domestic violence and abuse most commonly refers to that perpetrated against a partner, it also includes violence against ex-partners, and violence by any other person who has a close or family relationship with the victim. It does not</p>	Political Opinion	Racial Group	Age
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Political Opinion						
Racial Group						
Age						

	Marital Status	discriminate on any of the Section 75 categories, although is more frequently carried out against females. The policy is to ensure any individual has the protection and support necessary within the workplace irrespective of their Section 75 identity.
	Sexual orientation	
	Men & Women generally	
	Disability	
	Dependents	

Does this Policy require an Equality Impact Assessment?

1.	What is the likely impact on equality of opportunity for each of the Section 75 categories?		
		Detail of Impact	Level of Impact Minor/Major/None
	Religious Belief	Domestic violence and abuse most commonly is perpetrated against a partner, ex-partner, or any other person who has a close or family relationship with the victim. It does not discriminate on any of the Section 75 categories, although is more frequently carried out against females.	None
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

2.	Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
		If "Yes", provide details	If "No", provide details
	Religious Belief	No. This policy is to ensure all employees are afforded the same training, protection, sign posting and support irrespective of their Section 75 dimensions and those of their colleagues and trusted friend where they identify within this policy.	
	Political Opinion		
	Racial Group		
	Age		
	Marital Status		
	Sexual orientation		
	Men & Women generally		
	Disability		
	Dependents		

3.	To what extent is the Policy likely to impact on Good Relations between people of different religious belief, political opinion or racial group?		
		Details of Impact	Level of Impact Minor/Major/None
	Religious Belief	This policy will impact on all employees equitably.	
	Political Opinion		
	Racial Group		

4.	Are there opportunities to better promote Good Relations between people of different		
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religious belief, political opinion or racial group?		
	If "Yes" provide details	If "No" provide details
Religious Belief	No as the policy is effective towards all employees.	
Political Opinion		
Racial Group		

Additional Considerations

Multiple Identity Considerations	Details of Impact or potential impact (Positive/Negative)
<p>Are there any potential impacts of the policy decision on people with multiple identities? (e.g. disabled minority ethnic persons)</p> <p>Where appropriate provide details of data on the impact of the policy on people with multiple identities.</p> <p>Specify relevant Section 75 categories concerned.</p>	<p>Domestic violence and abuse most commonly is perpetrated against a partner, ex-partner, or any other person who has a close or family relationship with the victim. It does not discriminate on any of the Section 75 categories, although it is more frequently carried out against females. Each individual affected will have their unique multiple identity.</p>

Disability Discrimination Order (NI) 2006

Does this proposed policy provide an opportunity to:	Yes / No	Explain your reasoning:
<ul style="list-style-type: none"> - <u>better promote positive attitudes</u> towards disabled people - <u>increase participation</u> by disabled people in public life 	Yes	<p>This policy will be made available to all employees. Where a need is identified or a reasonable adjustment required to access the policy, or support under this policy, this will be facilitated.</p>

Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services, help identify barriers to fair participation and to better promote equality of opportunity.

Outline what data you could collect in the future in order to monitor the impact of this policy / decision on <u>equality</u> ,	Access to this policy should be confidential. However, those accessing the policy may provide information that will assist in its review and improve awareness.
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<u>good relations and disability duties</u>	
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Consideration of Human Rights

The Human Rights Act 1998 brings the European Convention on Human Rights (ECHR) into UK and, therefore, Northern Ireland. Indicate below any potential adverse impacts that the policy / decision may have in relation to human rights issues

Right to Life	Article 2	<input type="checkbox"/>
Prohibition to torture, inhuman or degrading treatment	Article 3	<input type="checkbox"/>
Prohibition of slavery and forced labour	Article 4	<input type="checkbox"/>
Right to Liberty and Security	Article 5	<input type="checkbox"/>
Right to a Fair and Public Trial	Article 6	<input type="checkbox"/>
Right to no punishment without due legal process	Article 7	<input type="checkbox"/>
Right to respect for private and family life, home and correspondence	Article 8	<input type="checkbox"/>
Right to freedom of thought, conscience and religion	Article 9	<input type="checkbox"/>
Right to freedom of Expression	Article 10	<input type="checkbox"/>
Right to freedom of peaceful assembly and association	Article 11	<input type="checkbox"/>
Right to marry and found a family	Article 12	<input type="checkbox"/>
The prohibition on discrimination	Article 14	<input type="checkbox"/>
Protection of property and enjoyment of possessions	Protocol 1 Article 1	<input type="checkbox"/>
Right to education	Protocol 1 Article 2	<input type="checkbox"/>
Right to free and secret election	Protocol 1 Article 3	<input type="checkbox"/>

	Please explain any adverse impacts on human rights that you have identified?	
	Please indicate any ways in which you consider the policy positively promotes Human Rights	

I can confirm that the proposed policy / decision have been screened for:-

x	Equality of opportunity and good relations
x	Disabilities duties; and
<input type="checkbox"/>	Human rights issues

On the basis of the answers to the screening questions, I recommend that this policy / decision is:-

x	Screened Out – No EQIA necessary (no impacts)
<input type="checkbox"/>	Screened Out – Mitigating Actions (minor impacts)
<input type="checkbox"/>	Screened In – Necessary to conduct a full EQIA
	Please detail actions to be taken:

Screening assessment completed by:-

Name: Nicola Dorrian
 Title: Externally Funded Programmes Manager
 Date: 17 September 2017
 Signature:

Director/Head of Service decision approved by:

Name: Jan Nixey
 Title: Head of Community and Culture
 Date: 17 September 2017
 Signature:

If an Equality Impact Assessment is required

Priority Rating for Timetabling an Equality Impact Assessment. (1-3)	Priority Criterion	Rating
	Effect on equality of opportunity and good relations	
	Social need	
	Effect on people's daily lives	
	Relevance to a public authority's functions	

Is this Policy Affected by Timetables established by other relevant Public Authorities?	
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Monitoring Recommendation	
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Approval and Authorisation		
Screened by :	Position/Job Title:	Date:

		Externally Funded Programmes Manager	17 September 2017
	Approved by:	Head of Community and Culture	17 September 2017