

Domestic Abuse, Violence Against Women
and Sexual Violence Policy
16/01/2014
amended 17/02/2014

Equality Impact Assessment

Domestic Violence, Violence Against Women and Sexual Violence Policy

Contact: Catrin Roberts, Stratetic HR

Updated: 16/01/2014

1. What type of proposal / decision is being assessed?

A new or revised policy

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The Welsh Government commissioned the 10,000 Safer Lives Project to ensure that all relevant service providers and organisations are able to identify the signs of domestic abuse and are able to effectively support individuals who experience domestic abuse.

As part of this project there is a requirement for the Council to introduce a Domestic Abuse, Violence Against Women and Sexual Violence Policy.

The purpose of this policy is to provide clear guidance to managers and staff on how to manage a disclosure by a member of staff relating to Domestic Violence, Violence Against Women and Sexual Violence. It also ensures that the employee is aware of what support they can expect from the Council and it sends a clear message to the Council's workforce that it condemns any form of domestic abuse, violence against women and sexual violence and recognises it is both a crime and unacceptable.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken

Yes

<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

An Equality Impact Assessment form was completed and a review of the statistical evidence relating to domestic violence.

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

This policy will have a positive impact on Women who are more likely to be affected by Domestic Violence. However, the policy does recognise that there is a growing number of men also affected by these issues and the steps detailed in the policy applies to all.

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

<Please summarise any disproportionate negative impact and identify which protected characteristics will be affected>

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

Yes

The policy has been amended to ensure that it is clear that it applies to both men and women.

8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes

This will need to be incorporate into the awareness raising events that will support this policy

Action(s)	Owner	By when?
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
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9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	15/01/2015
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Name of Lead Officer for Equality Impact Assessment	Date
Catrin Roberts	16/01/14

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
