

Equality Impact Assessment – Screening Form (A)

For the purposes of this document, the word 'proposal' can refer to any procedures, strategies, reviews, projects, plans and includes new, reviewed or is significantly amended.

Name of Policy/Procedure/Project/Piece of Equipment proposed	
<i>Gender-based Violence, Domestic Abuse and Sexual Violence Policy Guidance</i>	
Directorate/Department/Team	
<i>HR/Equalities</i>	
Date of screening:	Who are the main beneficiaries/users?
<i>12th June 2014</i>	<i>Staff of NWFRS and the Community of North Wales</i>
Aims, objectives and outcomes	
<i>The aim of this policy guidance is to set out clearly the Services position on Domestic Abuse and Sexual Violence in relation to the staff who work for the Service, or the members of the public our staff come into contact with on a daily basis</i>	

An Equality Risk Assessment helps us promote equality of opportunity and services, as well as prevent unlawful discrimination. It is a tool that will help when you are making key decisions, developing a project, writing or updating a Policy/Procedure, or starting an initiative. The assessment will also serve to act as an audit of the decisions you are proposing.

Assessing for impact/risk is a legal requirement. As a publicly funded organisation, we must consider how the decisions we make will impact on people and their protected characteristics namely; age, disability, gender-reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, or sexual orientation.

Screening for Impact

Please consider each of the Protected Characteristics below and note if your proposal has an impact risk of **low**, **medium** or **high**

Level of Risk	
Low	Minimal or extremely minor impact on a protected characteristic. Adverse impact unlikely.
Medium	<p>A minor to medium risk exists that an impact on a protected characteristic could happen. Measures are in place to ensure no adverse impact will occur.</p> <p>If there are mitigating reasons, such as legal obligations (e.g.; driving license age), job requirements (e.g.; eye test for recruits), or project criteria (e.g.; young drivers), these must be included in relevant section. Please note that cost alone cannot be used as a mitigating reason.</p>
High	<p>Major negative impact on the protected characteristic group for the community, staff, or business process. It would lead to non-compliance with legislation and could therefore put the organisation at risk. If this level is identified, the completion of a Full Assessment Form (B) is required.</p> <p>If the impact actually promotes equality of opportunity and services for a group that is under represented (such as access days for females, or a fire safety campaign aimed at mental health service users) this could be a positive impact which is allowed by law.</p>
Good Practice/ Mitigating Factors	If the procedure, project, plan, etc. will provide improvements – for example the wording becomes more inclusive, ensure this is put in the Good Practice section. Also, if there are mitigators (as discussed in the Guidance), make sure to include them here.

Protected Characteristics	Level of Risk high, medium, low	Please briefly explain your assessment	Good Practice and/or Mitigating Factors
Age (younger, older or particular age group)	Low	Older women are less likely to report their experiences of domestic abuse.	This policy guidance is clear that anyone of any age could be a victim of domestic abuse and will be applied to all staff and members of the community regardless of their age.
Disability (physical, sensory, mental health, long term illness, hidden)	Low	Disabled women are more likely to experience domestic abuse and sexual violence than non-disabled women.	This policy guidance is available online and on the intranet, this enables viewing in various accessible formats. The wording and layout of the guidance has been kept to user friendly language. The guidance will be applied to all staff and members of the community regardless of their disability status.
Gender Re-assignment (someone in transition from one gender to another)	Low	Transgender women and men have fewer services available to them.	Although the policy guidance does not explicitly name Transgender victims, it is clear that domestic abuse can happen man to woman, woman to man, woman to woman, man-to-man parent to child, This policy guidance will be applied to all staff and members of the community regardless if they are transgender.
Marriage/Civil Partnership (married as well as same-sex couples)	Low	Intimate partner violence is violence against a husband, wife, or partner who lives with you or who you have had a	The term partner is used throughout the document to take into account victims who are not just married or civil

		relationship with.	partnered, but who also might be co-habiting. This policy guidance will be applied to all staff regardless if they are married in a civil partnership or living with a partner.
Pregnancy and Maternity (Pregnancy, maternity leave, breast-feeding)	Low	Pregnancy can be a risk factor for domestic violence. Over a third of domestic violence starts or gets worse when a woman is pregnant.	Included within the definitions of abuse indicators are: causing a miscarriage, threatening children, etc. This policy guidance will be applied to staff either during pregnancy or whilst on maternity leave.
Race (Ethnic origin, nationality, colour, including gypsies and travellers)	Low	The issue of honour crime and forced marriages for young Asian girls, and some boys, is a potential problem within this group. Women from Ethnic Minorities face additional barriers to accessing support because of family.	The fact that domestic abuse occurs across all Races is explicit within the guidance, and includes external support organisations that assist victim from different Races. This policy guidance will be applied to all staff and members of the community regardless of their Race.
Religion/Belief (Christian, Muslim, Hindu, Jewish, Buddhist)	Low	The misuse of religious teachings can exacerbate domestic abuse.	This policy guidance will not discriminate against anyone from a particular faith group, and will be applied to all staff and members of the community regardless of their religious belief.
Sex (Female, Male)	Low	Although predominantly violence is against women, it is recognised that men can experience domestic abuse and sexual violence from their female and same sex partners.	The policy guidance has been made gender neutral, as all staff need to recognize that the range of support is available to them. As the National data shows that, the majority of people

			experiencing domestic violence and abuse are women. Many services are focused on providing support for women experiencing domestic violence or abuse, however, men can find it difficult to ask for advice, so may need additional support. Male specific agencies are also included on the list of external support.
Sexual Orientation (Gay, Lesbian, or Bisexual)	Low	Lesbian gay and bisexual women and men can be vulnerable to abusers who undermine their sexuality and threaten to 'out them to colleagues, employers and family members.	This policy guidance states LGB staff can be victims, as well as Heterosexual staff; and an LGB specific agency is included within the list of external support. This policy guidance will be applied to all staff and members of the community regardless of their sexual orientation.
Language (Welsh language, minority ethnic languages, braille, BSL)	Low		If staff wish to discuss aspect highlighted in this policy guidance in Welsh the HR department will endeavour to arrange this
<p>General actions required to apply across each of the protected characteristics:</p> <ul style="list-style-type: none"> • Identify ways of raising awareness of domestic violence and sexual abuse across the Service • Communicate this policy guidance to all staff and place on the intranet where it is accessible for all staff to read. • Carry out a review of staff awareness training needs on Domestic Abuse and Sexual Violence, and plan a schedule of training based on risk. • Devise a policy monitoring form that can be submitted anonymously. 			

If high risk is identified for any protected characteristic, a Full Assessment (Form B) will be required. If the risk is medium, but there are no Mitigating Factors, a Full Assessment may still be needed, so speak with the Equality Adviser.

Please ensure that this form is signed by the person who requested you to complete it (yourself, your line manager, project leader, etc.) and a copy is kept with the accompanying document.

By Law, all EIAs must be published, so this will be uploaded onto the *Completed Equality Impact Assessment* section of the intranet, and may also be made available on our website.

Remember to check out the guidance if you are unsure. Should you still have any questions, or want further information, then contact your Equality Adviser.

Signature of person carrying out screening: Signature: Name: Sue Jones Date: 12 th June 2014	Signature of person who authorised : Signature: Name: Ruth Simmons Date: 12 th June 2014
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