

Equality Screening Template



The Council has a statutory duty to screen. This includes our strategies, plans, policies, legislative developments; and new ways of working such as the introduction, change or end of an existing service, grant funding arrangement or facility. This screening template is designed to help departments consider the likely equality impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training first. To find out about the training needed or any other queries on screening, contact the Equality and Diversity Officers (job-share) Stella Gilmartin or Lorraine Dennis on extension 6026/6027 or by email equality@belfastcity.gov.uk

The accompanying **Screening Guidance** note provides straightforward advice on how to carry out equality screening exercises. Detailed information about the Section 75 equality duties and what they mean in practice is available on the Equality Commission's website¹.

The screening template has 4 sections to complete. These are:

Section A - provides details about the policy / decision that is being screened

Section B – gives information on the consultation process, supporting evidence gathered and has 4 key questions outlining the likely impacts on all equality groups.

Section C - has 4 key questions in relation to obligations under the Disability Discrimination Order

Section D - is the formal record of the screening decision.

¹ <http://www.equalityni.org/archive/pdf/S75GuideforPublicAuthoritiesApril2010.pdf>

Section A

Details about the policy / decision to be screened

1. Title of policy / decision to be screened:-

Workplace Policy on Domestic Violence and Abuse

2. Brief description of policy / decision to be screened:-

(Explain - Is this a new, revised or existing policy? Are there financial / legislative / procurement implications?)

This revised policy replaces the previous version from 2012.

Its purpose is to support employees who are affected by domestic violence and abuse and to establish a framework to assist the Council in providing that support.

3. Aims and objectives of the policy / decision to be screened:-

(What is the policy trying to achieve?)

To make the workplace a safe and supportive environment for all employees of the Council who are affected by domestic violence and abuse.

Policy objectives are to set out how the Council will:

- Offer support to its employees in addressing problems arising from domestic violence and abuse sympathetically and in confidence (as far as possible).
- Maximise the safety of its employees in the workplace.
- Signpost employees to external support agencies who can carry on support beyond the workplace
- Deal effectively with the perpetrators of domestic violence and abuse among its workforce, as appropriate and to challenge behaviours and attitudes through awareness raising campaigns.

4. On whom will the policy / decision impact?

Consider the internal and external impacts (both actual or potential) and explain:-

Staff	YES
Service users	NO
Other public sector organizations	NO
Voluntary / community groups / trade unions	NO
Others, please specify	NO

5. Are there linkages to other Agencies/ Departments?

It may be appropriate, on occasions to liaise with the Council's Occupational Health and Employee Counselling providers in terms of absence, medical advice relating to specific injuries, additional support services etc.

The policy sets out details of useful contacts, such as Women's Aid, Men's Advisory Project, Gay/ Lesbian/ Bisexual/ Transgender helplines etc. It is not however intended that the council will make direct contact with these agencies on an employee's behalf.

Section B

Information on the consultation process, supporting evidence gathered and has 4 key questions outlining the likely impacts for equality and good relations

6. Outline consultation process planned or achieved

The policy revisions have been subject to consultation through the Council's Joint Consultative Committee (management side and TU side). In addition, the following external stakeholders have been consulted:

- Onus
- Women's Aid
- Focus The Identity Trust

- Stonewall

7. Available evidence

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below to help inform your screening assessment.

It is important to record information gathered from a variety of sources such as: monitoring information; complaints; research surveys; consultation exercises from other public authorities.

Section 75 category	Details of evidence/information and engagement											
Religious belief	No data available											
Political opinion	No data available											
Racial group	<p>Data from PSNI Trends in Domestic Abuse Incidents and Crimes Recorded by the Policy in NI 2004/05 to 2016/17 (published 12 January 2018)</p> <p>In 2016/17 nearly nine in ten victims were of white ethnicity and one in ten had some combination of ethnicity or nationality not available. 2% were classified to Asian, Black or mixed/other ethnicity. Around four in five victims were of white ethnicity with UK and Ireland nationality.</p> <p>At least three quarters of offenders are of white ethnicity and UK and Ireland nationality.</p>											
Age	<p>In 2016/17 62% of victims were between the ages of 20 and 49, this is a 13% decrease in victims in 2004/05. Over the same time period increase in proportions were seen in both the younger and older age groups but particularly for victims under the age of 15.</p> <p>In 2016/17 the main crime type relating to domestic abuse by age and gender is:</p> <table border="1" data-bbox="424 1895 1437 2018"> <thead> <tr> <th data-bbox="424 1895 683 2018">Crime type</th> <th data-bbox="683 1895 932 2018">Under 18</th> <th data-bbox="932 1895 1187 2018">Female age 18+</th> <th data-bbox="1187 1895 1437 2018">Male age 18+</th> </tr> </thead> <tbody> <tr> <td data-bbox="424 1895 683 2018"></td> <td data-bbox="683 1895 932 2018"></td> <td data-bbox="932 1895 1187 2018"></td> <td data-bbox="1187 1895 1437 2018"></td> </tr> </tbody> </table>				Crime type	Under 18	Female age 18+	Male age 18+				
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	Violence with injury (inc homicide)	25%	30%	35%
	Violence without injury	60%	42%	43%
	Theft (inc burglary and criminal damage)	1%	22%	21%
	All other crimes	15%	5%	2%
<p>At least 85% of offenders are male and up to 14% are female. During 2016/17 age was missing or unknown in 1% of cases. Up to 5% of offenders are under 18 and nine in ten are aged 18 or over</p>				
Relationship between victim and offender		%		
Current spouse, partner, girlfriend, boyfriend etc.		26		
Ex-spouse, partner, girlfriend, boyfriend etc.		26		
Parent / child		23		
Grandparent / grandchild		1		
Sibling		8		
Other family relationship		2		
<p>It is estimated that 32,000 children in NI are living with domestic violence (Unicef).</p>				
Marital status	Between 2010/11 and 2016/17 the main changes in the distribution of the nature of the relationship between the victim and the offender have			

	<p>been an increase in the proportion of parent and child relationships and a fall in the fall in the proportion where the relationship details are missing or unknown.</p>																
Sexual orientation	<p>According to PSNI research one in four LGBT people may experience domestic violence.</p> <p>Same sex domestic violence has been experience by 22% of lesbian and bi sexual women and 29% of gay an bi sexual men (Prevalence of Domestic Violence Among Lesbians and Gay Men, Laurie Henderson 2010/2011).</p>																
Men and women generally	<p>Data from PSNI Trends in Domestic Abuse Incidents and Crimes Recorded by the Policy in NI 2004/05 to 2016/17 (published 12 January 2018).</p> <p>While the NI population gender profile is 49% male and 51 % female the gender profile of domestic abuse crime victims for 2016/17 is 31% male and 69% female. This represents a 6% increase in the percentage of male victims since 2004/05 (25%) and a corresponding decrease in the number of female victims (75%).</p> <p>In 2016/17 the main crime type relating to domestic abuse by age and gender is:</p> <table border="1"> <thead> <tr> <th>Crime type</th> <th>Under 18</th> <th>Female age 18+</th> <th>Male age 18+</th> </tr> </thead> <tbody> <tr> <td>Violence with injury (inc homicide)</td> <td>25%</td> <td>30%</td> <td>35%</td> </tr> <tr> <td>Violence without injury</td> <td>60%</td> <td>42%</td> <td>43%</td> </tr> <tr> <td>Theft (inc burglary and criminal damage)</td> <td>1%</td> <td>22%</td> <td>21%</td> </tr> </tbody> </table>	Crime type	Under 18	Female age 18+	Male age 18+	Violence with injury (inc homicide)	25%	30%	35%	Violence without injury	60%	42%	43%	Theft (inc burglary and criminal damage)	1%	22%	21%
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	Parent / child	23		
	Grandparent / grandchild	1		
	Sibling	8		
	Other family relationship	2		
	Over 30% of all domestic violence starts during pregnancy. Up to 80% of trans people experience domestic violence (Broken Rainbow – national statistic)			
Disability	Anecdotal evidence indicates that disabled people can be more at risk because of their vulnerability. (Coordinated Action Against Domestic Abuse)			
Dependants	During 2016/17 just under a quarter (23%) were parent and child relationships.			

8. What is the likely impact (indicate if the policy impact is positive or negative) on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? What is the level of impact?

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
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Religious belief	Positive	
Political opinion	Positive	
Racial group	Positive	
Age	Positive	
Marital status	Positive	
Sexual orientation	Positive	
Men and women generally	Positive	
Disability	Positive	
Dependants	Positive	

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

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	Yes – through training and awareness raising.	
Political opinion	Yes – through training and awareness raising.	
Racial group	Yes – through training and awareness raising.	
Age	Yes – through training and awareness raising.	
Marital status	Yes – through training and awareness raising.	

Sexual orientation	Yes – through training and awareness raising. This could be achieved through the LGB&T staff network and linking with external partner organisations.	
Men and women generally	Yes – through training and awareness raising. May particularly wish to target males as they are less likely to report incidents of domestic violence and abuse. This could be achieved through the Women’s Staff Network.	
Disability	Yes – through training and awareness raising. This could be achieved through the Disability Staff Network.	
Dependants	Yes – through training and awareness raising. This could be achieved through the various staff networks.	

10. To what extent is the policy likely to impact (positive or negatively) on good relations between people of different religious belief, political opinion or racial group? What is the level of impact?

Good relations category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	None	none
Political opinion	None	none
Racial group	None	none

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

Good relations category	If Yes, provide details	If No, provide reasons
Religious belief	Not relevant	
Political opinion	Not relevant	
Racial group	Not relevant	

Section C

Belfast City Council also has legislative obligations to meet under the **Disability Discrimination Order** and Questions 12-13 relate to these two areas.

Consideration of Disability Duties

12. Does this proposed policy / decision provide an opportunity for the Council to better promote positive attitudes towards disabled people?

Explain your assessment in full

Not relevant

13. Does this proposed policy / decision provide an opportunity to actively increase the participation by disabled people in public life?

Explain your assessment in full

Not relevant

14. Multiple Identities

Provide details of data on the impact of the policy with multiple identities

Not relevant

Specify relevant Section 75 categories concerned.

Monitoring Arrangements

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

Outline what data you will collect in the future in order to monitor the impact of this policy / decision on equality, good relations and disability duties.

Equality	Good Relations	Disability Duties

Corporate HR will review the policy as part of its ongoing policy review process.

Trusted colleagues throughout the organisation will maintain information relating to a specific individual. This is a confidential process and records held in a secure folder with restricted access. It is not proposed that information relating to section 75 categories is collated however trusted colleagues will meet twice yearly to share information and learning. Anonymity regarding individual employees will be maintained. Any specific issues resulting from the trusted colleague meetings will be considered and a determination made whether or not further policy revisions are required.

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened Domestic Violence Policy

I can confirm that the proposed policy / decision has been screened for –

<input type="checkbox"/>	equality of opportunity and good relations
<input type="checkbox"/>	disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is – *(place an X in the appropriate box below)*

	* <u>Screened In</u> – Necessary to conduct a full EQIA
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	* <u>Screened Out</u> – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
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X	* <u>Screened Out - Mitigating Actions</u> (minor impacts) <ul style="list-style-type: none">• Provide a brief note here to explain how this decision was reached:• Explain what mitigating actions and / or policy changes will now be introduced: <p>The revised policy will be communicated to all staff in BCC and training provided as appropriate. It is an inclusive policy and applies equally to every employee of BCC regardless of gender, gender identity, gender expression or sexual orientation. For those section 75 categories that have been identified as less likely to report domestic violence and abuse (such as males, LGB&T community) we will raise awareness through the various council staff networks. The policy will be kept under review and will be reviewed in line with HRs rolling programme of policy and procedure reviews.</p>
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Formal Record of Screening Decision *(cont.)*

Screening assessment completed by (Officer Level) –

Name: Andrea Anderson

Date: 16 April 2019

Department: City and Organisational Strategy

Signature: please insert a scanned image of your signature below

Screening decision approved by –

Name: Catherine Christy

Date: 16 April 2019

Department: City and Organisational Strategy

Signature: please insert a scanned image of your signature below

Please save the final version of the completed screening form and forward to the Equality and Diversity Officer – equality@belfastcity.gov.uk. The screening form will be placed on the BCC website and a link provided to the Council's Section 75 consultees.

For more information about equality screening contact –

Stella Gilmartin / Lorraine Dennis

Equality & Diversity Officer *(job-share)*

Belfast City Council

City Hall

Belfast

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equality@belfastcity.gov.uk