

# Newry, Mourne and Down District Council Policy Screening Form

## Policy Information

Name of the policy	Domestic Abuse and Sexual Violence
Is this an existing, revised or new policy?	New
What is it trying to achieve (aims/outcomes)	<p>The aim of the policy is to make the workplace (working from anywhere including remotely &amp; from home) a safe and supportive environment for all employees, elected members, volunteers, agency workers, casual workers and volunteers of Council who are affected by domestic abuse and sexual violence.</p> <p>The objectives of the policy are:</p> <ul style="list-style-type: none"> <li>• To offer support to our employees in addressing problems arising from domestic abuse and sexual violence sympathetically and in confidence (as far as possible).</li> <li>• To mitigate the risk of harm of our employees in the workplace.</li> <li>• To signpost employees to external support agencies who can carry on support beyond the workplace.</li> <li>• To recognise and respond effectively to cases of Domestic Abuse among our workforce, as appropriate and to challenge behaviours and attitudes through awareness raising.</li> </ul>
Are there any Section 75 categories which might be expected to benefit from the intended policy?	This is a Council wide policy that's purpose is to promote safe experiences and support for all within the workplace. Nor does not distinguish between rural and urban areas.
If so, explain how.	This Policy aims to prevent Domestic Abuse occurring to staff and to promote safe work processes to ensure that protection and support mechanisms are implemented/available for anyone when Domestic Abuse has occurred
Who initiated or wrote the policy?	Gary Scott, Safeguarding Coordinator
Who owns and who implements the policy?	Catrina Miskelly, Assistant Director – Human Resources & Safeguarding

## Implementation factors

	Yes	No
Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?	x	
If yes, are they Financial	x	
If yes, are they Legislative		

If yes, and they are Other please specify:		
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**Main stakeholders affected**

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

	Yes	No
Staff	x	
Service users	x	
Other public sector organisations	x	
Voluntary/community/trade unions	x	
Other, please specify:		

**Other policies with a bearing on this policy**

What are they	Safeguarding Children and Adults at Risk Equality and Good Relations Training and Development Media Health & Safety Complaints, Comments and Compliments Records Management (Data Protection) Code of Conduct
Who owns them	Newry, Mourne and Down District Council

**Available evidence**

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

<b>Section 75 Category</b>	<b>Details of evidence / information</b>
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Religious belief	<table border="1"> <thead> <tr> <th>LGD</th> <th>All usual residents</th> <th>Catholic</th> <th>Protestant and other Christian</th> <th>Other religions</th> <th>None</th> </tr> </thead> <tbody> <tr> <td><b>Northern Ireland</b></td> <td>1,810,863</td> <td>817,385 (45.14%)</td> <td>875,717 (48.36%)</td> <td>16,592 (0.92%)</td> <td>101,169 (5.59%)</td> </tr> <tr> <td><b>Newry, Mourne &amp; Down</b></td> <td>169,211</td> <td>122,544 (72.42%)</td> <td>40,273 (23.8%)</td> <td>861 (0.5%)</td> <td>5533 (3.3%)</td> </tr> </tbody> </table>	LGD	All usual residents	Catholic	Protestant and other Christian	Other religions	None	<b>Northern Ireland</b>	1,810,863	817,385 (45.14%)	875,717 (48.36%)	16,592 (0.92%)	101,169 (5.59%)	<b>Newry, Mourne &amp; Down</b>	169,211	122,544 (72.42%)	40,273 (23.8%)	861 (0.5%)	5533 (3.3%)																								
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(Source: Census Data 2011 - Religion or Religion Brought Up In: KS212NI).																																											
Political opinion	<p>Elected political party representation is an approximate barometer of political opinion of people within the Council area.</p> <p>The party breakdown of the Council's elected members is as follows:</p> <table> <tbody> <tr> <td>Sinn Féin</td> <td>16 seats</td> </tr> <tr> <td>SDLP</td> <td>11 seats</td> </tr> <tr> <td>Independents</td> <td>5 seats</td> </tr> <tr> <td>Ulster Unionist</td> <td>4 seats</td> </tr> <tr> <td>Democratic Unionist</td> <td>3 seats</td> </tr> <tr> <td>Alliance</td> <td>2 seats</td> </tr> </tbody> </table>	Sinn Féin	16 seats	SDLP	11 seats	Independents	5 seats	Ulster Unionist	4 seats	Democratic Unionist	3 seats	Alliance	2 seats																														
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Racial group	<p>According to the 2011 Census, 1.8% (32,400) of the usually resident population of Northern Ireland belongs to minority ethnic groups; this is more than double the proportion in 2001 (0.8%).</p> <p>The minority ethnic language profile within the area serves as a possible indicator of the BME community profile.</p> <p>The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2011) as follows:</p> <p><b>Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</b></p> <table border="1"> <thead> <tr> <th>Main language of residents in Newry, Mourne and Down District LGD</th> <th>Number</th> <th>Percentage %</th> </tr> </thead> <tbody> <tr> <td>English</td> <td>156794</td> <td>97.15</td> </tr> <tr> <td>Polish</td> <td>2100</td> <td>1.18</td> </tr> <tr> <td>Lithuanian</td> <td>836</td> <td>0.47</td> </tr> <tr> <td>Irish</td> <td>367</td> <td>0.24</td> </tr> <tr> <td>Portuguese</td> <td>86</td> <td>0.05</td> </tr> <tr> <td>Slovak</td> <td>134</td> <td>0.08</td> </tr> <tr> <td>Chinese</td> <td>121</td> <td>0.07</td> </tr> <tr> <td>Tagalog/Filipino</td> <td>55</td> <td>0.03</td> </tr> <tr> <td>Latvian</td> <td>208</td> <td>0.25</td> </tr> <tr> <td>Russian</td> <td>109</td> <td>0.06</td> </tr> <tr> <td>Malayalam</td> <td>87</td> <td>0.05</td> </tr> <tr> <td>Hungarian</td> <td>74</td> <td>0.04</td> </tr> <tr> <td>Other</td> <td>755</td> <td>0.46</td> </tr> </tbody> </table>	Main language of residents in Newry, Mourne and Down District LGD	Number	Percentage %	English	156794	97.15	Polish	2100	1.18	Lithuanian	836	0.47	Irish	367	0.24	Portuguese	86	0.05	Slovak	134	0.08	Chinese	121	0.07	Tagalog/Filipino	55	0.03	Latvian	208	0.25	Russian	109	0.06	Malayalam	87	0.05	Hungarian	74	0.04	Other	755	0.46
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Age	<p>The age profile of the Newry, Mourne and Down LGD area at Census Day 2011 is as follows:</p> <table border="1" data-bbox="394 327 1404 925"> <thead> <tr> <th data-bbox="394 327 730 360">Age Profile</th> <th data-bbox="730 327 967 360">NI</th> <th data-bbox="967 327 1404 360">Newry, Mourne &amp; Down</th> </tr> </thead> <tbody> <tr><td data-bbox="394 360 730 394">0-4</td><td data-bbox="730 360 967 394">124382</td><td data-bbox="967 360 1404 394">12721</td></tr> <tr><td data-bbox="394 394 730 427">5-7</td><td data-bbox="730 394 967 427">67662</td><td data-bbox="967 394 1404 427">6876</td></tr> <tr><td data-bbox="394 427 730 461">8-9</td><td data-bbox="730 427 967 461">43625</td><td data-bbox="967 427 1404 461">4595</td></tr> <tr><td data-bbox="394 461 730 495">10-14</td><td data-bbox="730 461 967 495">119034</td><td data-bbox="967 461 1404 495">12287</td></tr> <tr><td data-bbox="394 495 730 528">15</td><td data-bbox="730 495 967 528">24620</td><td data-bbox="967 495 1404 528">2599</td></tr> <tr><td data-bbox="394 528 730 562">16-17</td><td data-bbox="730 528 967 562">51440</td><td data-bbox="967 528 1404 562">5260</td></tr> <tr><td data-bbox="394 562 730 595">18-19</td><td data-bbox="730 562 967 595">50181</td><td data-bbox="967 562 1404 595">4570</td></tr> <tr><td data-bbox="394 595 730 629">20-24</td><td data-bbox="730 595 967 629">126013</td><td data-bbox="967 595 1404 629">11570</td></tr> <tr><td data-bbox="394 629 730 663">25-29</td><td data-bbox="730 629 967 663">124099</td><td data-bbox="967 629 1404 663">11805</td></tr> <tr><td data-bbox="394 663 730 696">30-34</td><td data-bbox="730 663 967 696">373947</td><td data-bbox="967 663 1404 696">35122</td></tr> <tr><td data-bbox="394 696 730 730">45-59</td><td data-bbox="730 696 967 730">347850</td><td data-bbox="967 696 1404 730">32556</td></tr> <tr><td data-bbox="394 730 730 763">60-64</td><td data-bbox="730 730 967 763">94290</td><td data-bbox="967 730 1404 763">8624</td></tr> <tr><td data-bbox="394 763 730 797">65-74</td><td data-bbox="730 763 967 797">145600</td><td data-bbox="967 763 1404 797">12817</td></tr> <tr><td data-bbox="394 797 730 831">75-84</td><td data-bbox="730 797 967 831">86724</td><td data-bbox="967 797 1404 831">7453</td></tr> <tr><td data-bbox="394 831 730 864">85-89</td><td data-bbox="730 831 967 864">21165</td><td data-bbox="967 831 1404 864">1849</td></tr> <tr><td data-bbox="394 864 730 898">90+</td><td data-bbox="730 864 967 898">10231</td><td data-bbox="967 864 1404 898">829</td></tr> </tbody> </table>			Age Profile	NI	Newry, Mourne & Down	0-4	124382	12721	5-7	67662	6876	8-9	43625	4595	10-14	119034	12287	15	24620	2599	16-17	51440	5260	18-19	50181	4570	20-24	126013	11570	25-29	124099	11805	30-34	373947	35122	45-59	347850	32556	60-64	94290	8624	65-74	145600	12817	75-84	86724	7453	85-89	21165	1849	90+	10231	829
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	(but still legally married or still legally in a same-sex civil partnership): Aged 16+ years		(3.98%)												
	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6271	78074 (5.45%)												
	Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years	8408	97088 (6.78%)												
Sexual orientation	<p>Analysis of the Census 2011 indicates that between 2% and 10% of the population may be lesbian, gay or bisexual.</p> <p>There are no official statistics in relation to the number of gay, lesbian or bisexual people in Northern Ireland. However, research conducted by the HM Treasury shows that between 5% - 7% of the UK population identify themselves as gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestite) (LGBT). This is a sizeable proportion of the population here in Northern Ireland.</p>														
Men and women generally	<p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table border="1"> <thead> <tr> <th>LGD</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>887323</td> <td>923540</td> </tr> <tr> <td>Newry, Mourne and Down LGD</td> <td>83866</td> <td>85345</td> </tr> </tbody> </table>					LGD	Male	Female	Northern Ireland	887323	923540	Newry, Mourne and Down LGD	83866	85345	
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Disability	<p>According to the 2011 Census 19.62% of people in the Newry, Mourne and Down District Council area have a long-term health problem or disability that limits their day-to-day activities;</p> <table border="1"> <thead> <tr> <th>LGD</th> <th>All usual residents</th> <th>Long-term health problem or disability: Day-to-day</th> <th>Long-term health problem or disability: Day-to-day</th> <th>Long-term health problem or disability: Day-to-day</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					LGD	All usual residents	Long-term health problem or disability: Day-to-day	Long-term health problem or disability: Day-to-day	Long-term health problem or disability: Day-to-day					
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			activities limited a lot	activities limited a little	activities not limited
Northern Ireland	1810863	215232 (11.89%)	159414 (8.8%)	1436217 (79.31%)	
Newry, Mourne and Down	171533	19579 (11.4%)	14102 (8.22%)	135530 (79.01%)	

In Northern Ireland the profile of people with a disability is cited as follows:

- More than 1 in 5 or 21% of the population in Northern Ireland has a disability The incidence of disability is higher in Northern Ireland than any other part of the UK
- 1 in 7 people in Northern Ireland have some form of hearing loss
- 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sign Language (ISL)
- In Northern Ireland there are 57,000 blind people or people with significant visual impairment
- 52,000 people with learning disabilities

(Source: Disability Action)

**Dependants**

Persons with dependents may be people who have personal responsibility for the care of a child (or children), a person with a disability, and / or a dependent older person.

There are 61,998 households in Newry, Mourne and Down, 37.5% of which have dependents. With regard to these figures, dependents are defined as those aged 0-15 years or those aged 16-18 years who are in full-time education and living with their parents or grandparents. Similar to the regional trend, the proportion of households with dependents in the District has declined from 50% in 1981 to 37.5% in 2011.

There are 5,466 lone parent households with dependent children in Newry, Mourne and Down which equates to almost 9% of number of total households in the District and is the fourth highest in Northern Ireland, after Belfast (17,036), Derry and Strabane (6,337) and Armagh, Banbridge and Craigavon (6,337). Half of the parents in lone parent household in Newry, Mourne and Down are unemployed, almost a quarter are in full time employment and over a quarter are in part time employment. 89% of the parents in lone parent households are female compared to 11% who are male.

In 2012, the teenage conception rate was 1.02 per 1,000 mothers, which is the third lowest in N.Ireland before Lisburn and Castlereagh and Fermanagh and Omagh.

### Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

<b>Section 75 Category</b>	<b>Details of needs/experiences/priorities</b>
Religious belief	No evidence of needs, experiences, or priorities particular to this policy.
Political opinion	No evidence of needs, experiences, or priorities particular to this policy.
Racial group	<p>Council strives to make the workplace a safe and supportive environment for all regardless of ethnicity.</p> <p>Effective workplace Domestic Abuse and Sexual Violence practices &amp; activities will:</p> <ul style="list-style-type: none"> <li>• Mitigate the risk of harm in the workplace through early identification of risk and timely appropriate intervention</li> <li>• Support and promote the welfare and wellbeing of those subject to Domestic Abuse through signposting employees to internal support and also external support agencies who can carry on support beyond the workplace.</li> <li>• Protect those, subject to Domestic Abuse, when this is required through support services and statutory interventions</li> </ul>
Age	<p>Council strives to make the workplace a safe and supportive environment for all regardless of age.</p> <p>Effective workplace Domestic Abuse and Sexual Violence practice and activities will:</p> <ul style="list-style-type: none"> <li>• Mitigate the risk of harm in the workplace through early identification of risk and timely appropriate intervention</li> <li>• Support and promote the welfare and wellbeing of those subject to Domestic Abuse through signposting employees to internal support and also external support agencies who can carry on support beyond the workplace;</li> <li>• Protect those, subject to Domestic Abuse, when this is required through support services and statutory interventions</li> </ul>
Marital status	<p>Council strives to make the workplace a safe and supportive environment for all regardless of marital status.</p> <p>Effective workplace Domestic Abuse and Sexual Violence practices will:</p> <ul style="list-style-type: none"> <li>• Mitigate the risk of harm in the workplace through early identification of risk and timely appropriate intervention</li> <li>• Support and promote the welfare and wellbeing of those subject to Domestic Abuse through signposting employees to internal support and also external support agencies who can carry on support beyond the workplace;</li> <li>• Protect those, subject to Domestic Abuse, when this is required through support services and statutory interventions</li> </ul>
Sexual orientation	<p>Council strives to make the workplace a safe and supportive environment for all regardless of sexual orientation.</p> <p>Effective workplace Domestic Abuse and Sexual Violence practices will:</p> <ul style="list-style-type: none"> <li>• Mitigate the risk of harm in the workplace through early identification of risk and timely appropriate intervention</li> </ul>

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Men and women generally	<p>Council strives to make the workplace a safe and supportive environment for all regardless of gender.</p> <p>Effective workplace Domestic Abuse and Sexual Violence practices will:</p> <ul style="list-style-type: none"> <li>• Mitigate the risk of harm in the workplace through early identification of risk and timely appropriate intervention</li> <li>• Support and promote the welfare and wellbeing of those subject to Domestic Abuse through signposting employees to internal support and also external support agencies who can carry on support beyond the workplace;</li> <li>• Protect those, subject to Domestic Abuse, when this is required through support services and statutory interventions</li> </ul>
Disability	<p>Council strives to make the workplace a safe and supportive environment for all regardless of disability.</p> <p>Effective workplace Domestic Abuse and Sexual Violence practice &amp; activities will:</p> <ul style="list-style-type: none"> <li>• Mitigate the risk of harm in the workplace through early identification of risk and timely appropriate intervention</li> <li>• Support and promote the welfare and wellbeing of those subject to Domestic Abuse through signposting employees to internal support and also external support agencies who can carry on support beyond the workplace;</li> <li>• Protect those, subject to Domestic Abuse, when this is required through support services and statutory interventions</li> </ul>
Dependants	<p>Council strives to make the workplace a safe and supportive environment for all regardless of and this includes people with dependants.</p> <ul style="list-style-type: none"> <li>• Effective workplace Domestic Abuse and Sexual Violence practice &amp; activities will:</li> <li>• Mitigate the risk of harm in the workplace through early identification of risk and timely appropriate intervention</li> <li>• Support and promote the welfare and wellbeing of those subject to Domestic Abuse through signposting employees to internal support and also external support agencies who can carry on support beyond the workplace;</li> <li>• Protect those, subject to Domestic Abuse, when this is required through support services and statutory interventions</li> </ul>

## Screening Questions



1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds?

<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? Major/minor/none</b>
Religious belief		None
Political opinion		None
Racial group	Prevention and Protection from harm	Major Positive Impact
Age	Prevention and Protection from harm	Major Positive Impact
Marital status	Prevention and Protection from harm	Major Positive Impact
Sexual orientation	Prevention and Protection from harm	Major Positive Impact
Men and women generally	Prevention and Protection from harm	Major Positive Impact
Disability	Prevention and Protection from harm	Major Positive Impact
Dependants	Prevention and Protection from harm	Major Positive Impact

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

<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide details</b>
Religious belief	N/A	
Political opinion	N/A	
Racial group	Council recognises that this Domestic Abuse and Sexual Violence Policy must be owned at all levels within the organisation and, as such, this Policy is addressed to all elected members, employees, casual workers, agency workers, volunteers, contracted services and the general public. It provides a clear statement of the Council's responsibilities towards those people subject to domestic abuse and sexual violence. We aspire to have safe and respectful workplace for all.	
Age	Council recognises that this Domestic Abuse and Sexual Violence Policy must be owned at all levels within the organisation and, as such, this Policy is addressed to all elected members, employees, casual workers,	

	agency workers, volunteers, contracted services and the general public. It provides a clear statement of the Council's responsibilities towards those people subject to domestic abuse and sexual violence. We aspire to have safe and respectful workplace for all.	
Marital status	Council recognises that this Domestic Abuse and Sexual Violence Policy must be owned at all levels within the organisation and, as such, this Policy is addressed to all elected members, employees, casual workers, agency workers, volunteers, contracted services and the general public. It provides a clear statement of the Council's responsibilities towards those people subject to domestic abuse and sexual violence. We aspire to have safe and respectful workplace for all.	
Sexual orientation	Council recognises that this Domestic Abuse and Sexual Violence Policy must be owned at all levels within the organisation and, as such, this Policy is addressed to all elected members, employees, casual workers, agency workers, volunteers, contracted services and the general public. It provides a clear statement of the Council's responsibilities towards those people subject to domestic abuse and sexual violence. We aspire to have safe and respectful workplace for all.	
Men and women generally	Council recognises that this Domestic Abuse and Sexual Violence Policy must be owned at all levels within the organisation and, as such, this Policy is addressed to all elected members, employees, casual workers,	

	agency workers, volunteers, contracted services and the general public. It provides a clear statement of the Council's responsibilities towards those people subject to domestic abuse and sexual violence. We aspire to have safe and respectful workplace for all.	
Disability	Council recognises that this Domestic Abuse and Sexual Violence Policy must be owned at all levels within the organisation and, as such, this Policy is addressed to all elected members, employees, casual workers, agency workers, volunteers, contracted services and the general public. It provides a clear statement of the Council's responsibilities towards those people subject to domestic abuse and sexual violence. We aspire to have safe and respectful workplace for all.	
Dependants	Council recognises that this Domestic Abuse and Sexual Violence Policy must be owned at all levels within the organisation and, as such, this Policy is addressed to all elected members, employees, casual workers, agency workers, volunteers, contracted services and the general public. It provides a clear statement of the Council's responsibilities towards those people subject to domestic abuse and sexual violence. We aspire to have safe and respectful workplace for all.	

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact? Major/minor/none</b>
Religious belief		None
Political opinion		None

Racial group		None
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4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If <b>Yes</b> , provide details	If <b>No</b> , provide details
Religious belief		No - This Policy aims to promote safe and respectful experiences for all
Political opinion		No - This Policy aims to promote safe and respectful experiences for all
Racial group		No - This Policy aims to promote safe and respectful experiences for all

## Additional considerations

### Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? (For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

**None - this policy aims to support all regardless of Section 75 Category.**

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

### Screening Decision

In light of your answers to the previous questions, do you feel that the policy should (please underline one):

1. **Not be subject to an EQIA (with no mitigating measures required)**
2. Not be subject to an EQIA (with mitigating measures /alternative policies)
3. Not be subject to an EQIA at this time
4. Be subject to an EQIA

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

There are no mitigating measures in relation to the implementation of this Policy. The Policy does not require an EQIA as it aims to provide safe and respectful experiences for all and create robust support processes and robust referral systems when protection services are required for those subject to Domestic Abuse

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

N/A

In light of these revisions, is there a need to re-screen the revised/alternative policy? Yes / No. If No, please explain why

N/A

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

N/A

### Timetabling and prioritising EQIA

If 3. or 4, is the policy affected by timetables established by other relevant public authorities? NO

If YES, please provide details:

Please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	n/a
Social need	n/a
Effect on people's daily lives	n/a
Relevance to a public authority's functions	n/a

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: \_\_\_\_\_

## Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development.

Please detail proposed monitoring arrangements below:

**In addition to outlining proposed monitoring arrangements on how the impact of the policy's implementation will be assessed, the following comment should be included:**

The policy will be reviewed in line with the Council's agreed policy review cycle i.e. every four years (as per Council's Equality Scheme commitment 4.31), or sooner as necessary, to ensure that it remains up-to-date with legislative advancements etc.


This Policy will be accompanied by tailored operating procedures that will outline standards required for appropriate practice in relation to Domestic Abuse.

Quality Assurance visits will be undertaken periodically to ensure compliance with Policy and relevant procedures.

The impact of the policy would be monitored through feedback from the Safeguarding Steering Group, Human Resources, Trusted Colleagues, Safeguarding Designated Safeguarding Officers and department managers across the organisation regarding the effectiveness and suitability of operating procedures.

This policy will be implemented via a series of briefings, training modules in accordance with the needs of relevant departments.

## Approval and Authorisation

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
Gary Scott	Safeguarding Coordinator	01/05/2020
<b>Approved by:</b>		
Catrina Miskelly 	Assistant Director – HR and Safeguarding	22 June 2020

Note: The completed policy screening template, signed off by the appropriate policy lead within the Council, and approved by the senior manager responsible for the policy, should be forwarded to the Head of Corporate Policy who will arrange for it to be included in the Council's Quarterly Report on Screening and made available on the Council's website.