

## EQUALITY IMPACT ASSESSMENT

1. Directorate	Corporate Core	2. Section	HROD	3. Name of the function being assessed	Domestic Abuse Policy
4. Is this a new or existing function?	Update to an existing function	5. Officer responsible for the assessment	Samantha Mottershead, HROD Officer	6. Lead manager responsible for the assessment	Sam McVaugh, Head of Workforce Strategy
7. Date assessment commenced	14/08/2019	8. Date of completion	22/09/2019	9. Date passed to Equalities Team	09/09/2019

## 1. About your function

<p>Briefly describe the key delivery objectives of the function being assessed</p>	<p>Manchester City Council's domestic abuse policy was last revised in 2016, however current feedback suggest that the description of domestic abuse and the processes are outdated. The possibility of managers using outdated processes as a result constitutes a risk to the Council, and the revised policy will address this by reflecting current legislation and good practice.</p> <p>Additionally, the process to allow employees paid time off to make any necessary arrangements has been strengthened so that it is aligned with our special leave policy.</p> <p>Domestic abuse is often a hidden crime that is not reported to the police or external agencies. Therefore, data held by the police or external agencies can only provide a partial picture of the actual level of domestic abuse experienced.</p>
<p>What are the desired outcomes from this function?</p>	<p>The desired outcome is a domestic abuse policy (and supporting guidance) which is fair, equitable, and which demonstrates due regard for the protected characteristics as defined in the Equality Act 2010. The Council aims to offer a domestic abuse policy that, alongside the special leave and flexible working policy, supports employees' who have or are experiencing domestic abuse or who are supporting friends or family members and for employees who are perpetrators.</p>

## 2. About your people

<p>Do you currently monitor the function by the following protected characteristics?</p>	<p><b>Protected Characteristics</b></p> <p>Race</p>	<p><b>Y/N</b></p> <p>No</p>	<p><b>If no, please explain why this is the case and / or note how you will prioritise gathering this equality data</b></p> <p>The race of our employees is monitored and recorded on our central data management system, however data around domestic abuse is not monitored and recorded on our workforce data</p>
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			management system and so no correlation can be drawn between domestic abuse and race.
Gender (inc. gender reassignment, pregnancy and maternity)	No	No	<p>The gender and pregnancy/maternity status of our employees are monitored and recorded on our central data management system, however data around domestic abuse is not monitored and recorded on our workforce data management system and so a correlation cannot be drawn between domestic abuse and gender and pregnancy/maternity status.</p> <p>The gender reassignment status of our paid employees is not monitored and recorded on our workforce data management system, so a correlation cannot be drawn between domestic abuse and gender.</p>
Disability	No	No	<p>The disability status of our employees is monitored and recorded on our data management system and can be updated by employees, however data around domestic abuse is not monitored and recorded on our workforce data management system and so a correlation can be drawn between domestic abuse and disability.</p>
Sexual orientation	No	No	<p>The sexual orientation of our employees is monitored and recorded on our data management system and can be updated by employees, however data around domestic abuse is not monitored and recorded on our workforce data management system and so a correlation</p>

	Age	No	cannot be drawn between domestic abuse and sexual orientation. The age of our employees is monitored and recorded on our data management system, however data around domestic abuse is not monitored and recorded on our workforce data management system and so a correlation cannot be drawn between domestic abuse and age.
<p>4. What information has been analysed to inform the content of this EIA?</p> <p><b>Please include</b> details of any data compiled by the service, any research that has been undertaken, any engagement that was carried out etc.</p>	Religion or belief (or lack of religion or belief)	No	This is not a monitoring category in the data management system.
	Marriage or civil partnership	No	This is not a monitoring category in the data management system.
			<ul style="list-style-type: none"> <li>• Manchester's 'Delivering Differently' Domestic Violence and Abuse Strategy</li> <li>• Women's Aid - 2019</li> <li>• Stonewall - LGBT in Britain, Home and Communities - 2018</li> <li>• ONS - Domestic Abuse Findings "2017/2018</li> <li>• SafeLives - Ending Domestic Abuse</li> <li>• Local.gov.uk 2015 - Adult safeguarding and domestic abuse – a guide to support practitioners and managers</li> <li>• Equality Human Rights - Race Report Statistics - 2018</li> </ul>

### 3. Equality Analysis Outcomes

Does your analysis indicate a disproportionate impact relating to <b>race</b> ?	Y	N
		X

<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<p>The Council's current data does not allow for analysis of domestic abuse according to race. Processes are in place to capture when an incident of domestic abuse has occurred however this information isn't recorded corporately.</p> <p>Due to these limitations there is not live information to enable the completion of a thorough analysis however, external research has identified that white women are more at risk of domestic abuse than ethnic minority women, with 7.4% reported being victims of abuse compared with 4.4% of ethnic minority women (EHR, 2018). However, whilst one group may experience domestic abuse more than others, the policy is clear that domestic abuse can impact anyone and all groups will be supported, regardless of race.</p> <p>The scope of the policy and accompanying guidance is such that all groups will be signposted to different external agencies providing support to specific minority communities.</p>				
<p>Which action plans have these actions been transferred to?</p>	<p>n/a</p>				
<p>Does your analysis indicate a disproportionate impact relating to <b>disability</b>?</p>	<table border="1"> <tr> <td data-bbox="845 1400 893 1523">Y</td> <td data-bbox="845 1265 893 1400">N</td> </tr> <tr> <td data-bbox="893 1400 973 1523"></td> <td data-bbox="893 1265 973 1400">X</td> </tr> </table>	Y	N		X
Y	N				
	X				
<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<p>The Council's current data does not allow for analysis of domestic abuse according to disability. Processes are in place to capture when an incident of domestic abuse has occurred however this information isn't recorded corporately.</p> <p>Due to these limitations there is not live information to enable the completion of a thorough analysis however, SafeLives research has identified that a disabled person, will experience abuse often directly linked to their impairments and perpetrated by the individuals they are most dependent on for care, such as intimate partners and family members. The data shows that disabled victims are much more likely to be suffering abuse from a current partner (31%) than non-disabled victims (18%).</p>				

	<p>However, whilst one group may experience domestic abuse more than others, the policy and is clear that domestic abuse can impact anyone and all groups will be supported, regardless of disability.</p> <p>The language within the policy has been strengthened and written in plain english to ensure it is fully accessible. Should an employee require a copy of the policy in an alternate format, HR will aim to provide this upon request.</p> <p>The scope of the policy and accompanying guidance is such that all employees will be signposted to different external agencies providing support to specific groups.</p>						
Which action plans have these actions been transferred to?	n/a						
Does your analysis indicate a disproportionate impact relating to Gender?	<table border="1"> <tr> <td data-bbox="678 1406 722 1525">Y</td> <td data-bbox="678 1272 722 1406"></td> <td data-bbox="678 1137 722 1272">N</td> </tr> <tr> <td data-bbox="722 1406 810 1525"></td> <td data-bbox="722 1272 810 1406"></td> <td data-bbox="722 1137 810 1272">X</td> </tr> </table>	Y		N			X
Y		N					
		X					
<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<p>The Council's current data does not allow for analysis of domestic abuse according to gender. Processes are in place to capture when an incident of domestic abuse has occurred however this information isn't recorded corporately.</p> <p>Due to these limitations there is not live information to enable the completion of a thorough analysis however, external research has identified that whilst both men and women may experience incidents of inter-personal domestic abuse, women are considerably more likely to experience repeated and severe forms of domestic abuse, including sexual violence. They are also more likely to have experienced sustained physical, psychological or emotional abuse, or violence which results in injury or death (Women's Aid, 2019). However, whilst one group may experience domestic abuse more than others, the policy is clear that domestic abuse can impact anyone and all groups will be supported, regardless of gender.</p> <p>The scope of the policy and accompanying guidance is such that all employees will be signposted to different external agencies providing support to gender specific organisations.</p>						

	n/a				
<p>Which action plans have these actions been transferred to?</p>					
<p>Does your analysis indicate a disproportionate impact relating to <b>age</b>?</p> <p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<table border="1"> <tr> <td data-bbox="475 1406 523 1525">Y</td> <td data-bbox="475 1267 523 1406">N</td> </tr> <tr> <td data-bbox="523 1406 571 1525"></td> <td data-bbox="523 1267 571 1406">X</td> </tr> </table> <p>The Council's current data does not allow for analysis of domestic abuse according to age. Processes are in place to capture when an incident of domestic abuse has occurred however this information isn't recorded corporately.</p> <p>Due to these limitations there is not live information to enable the completion of a thorough analysis however, ONS data indicates that for both men and women, those in the younger age groups are more likely to be victims of domestic abuse than those in the older age groups. However, whilst one group may experience domestic abuse more than others, the policy is clear that domestic abuse can impact anyone and all groups will be supported, regardless of age.</p> <p>The scope of the policy and accompanying guidance is such that all employees will be signposted to different external agencies who will provide support to all employees.</p>	Y	N		X
Y	N				
	X				
<p>Which action plans have these actions been transferred to?</p>	n/a				
<p>Does your analysis indicate a disproportionate impact relating to <b>sexual orientation</b>?</p>	<table border="1"> <tr> <td data-bbox="1163 1406 1211 1525">Y</td> <td data-bbox="1163 1267 1211 1406">N</td> </tr> <tr> <td data-bbox="1211 1406 1259 1525"></td> <td data-bbox="1211 1267 1259 1406">X</td> </tr> </table>	Y	N		X
Y	N				
	X				

<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<p>The Council's current data does not allow for analysis of domestic abuse according to sexual orientation. Processes are in place to capture when an incident of domestic abuse has occurred however this information isn't recorded corporately.</p> <p>Due to these limitations there is not live information to enable the completion of a thorough analysis however, external research has identified that more than one in ten LGBT people (11 per cent) have faced domestic abuse from a partner in the last year. This increases to 17 per cent of black, Asian and minority ethnic LGBT people (Stonewall, 2018). However, whilst one group may experience domestic abuse more than others, the policy is clear that domestic abuse can impact anyone and all groups will be supported, regardless of sexual orientation.</p> <p>The scope of the policy and accompanying guidance is such that all employees will be signposted to different external agencies providing support to specific groups.</p>				
<p>Which action plans have these actions been transferred to?</p>	<p>n/a</p>				
<p>Does your analysis indicate a disproportionate impact relating to <b>religion and belief</b> (including lack of religion or belief)?</p> <p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<table border="1" data-bbox="858 1265 1034 1523"> <tr> <td data-bbox="858 1400 901 1523">Y</td> <td data-bbox="858 1265 901 1400">N</td> </tr> <tr> <td data-bbox="901 1400 1034 1523"></td> <td data-bbox="901 1265 1034 1400">X</td> </tr> </table> <p>The Council's current data does not allow for analysis of domestic abuse according to religion and belief. Processes are in place to capture when an incident of domestic abuse has occurred however this information isn't recorded corporately.</p> <p>Due to these limitations there is not live information to enable the completion of a thorough analysis however, our external research has identified that individuals from a range of religion and beliefs can face very different experiences and barriers with domestic abuse. It is understood that they can experience form of domestic abuse relating to their community such as honour-based abuse, female genital mutilation and forced marriage. However, whilst one group may experience domestic abuse</p>	Y	N		X
Y	N				
	X				



	<p>more than others, the policy is clear that domestic abuse can impact anyone and all groups will be supported, regardless of religion and belief.</p> <p>The scope of the policy and accompanying guidance is such that all employees will be signposted to a range of external agencies providing support to specific groups.</p>				
<p>Which action plans have these actions been transferred to?</p>	<p>n/a</p>				
<p>Does your analysis indicate the potential to cause <i>discrimination</i> in relation to <b>marriage and civil partnership</b>?</p>	<table border="1"> <thead> <tr> <th data-bbox="518 1400 582 1523">Y</th> <th data-bbox="518 1243 582 1400">N</th> </tr> </thead> <tbody> <tr> <td data-bbox="582 1400 702 1523"></td> <td data-bbox="582 1243 702 1400">X</td> </tr> </tbody> </table>	Y	N		X
Y	N				
	X				
<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<p>The Council's current data does not allow for analysis of domestic abuse according to marriage and civil partnership. Processes are in place to capture when an incident of domestic abuse has occurred however this information isn't recorded corporately.</p> <p>Due to these limitations there is not live information to enable the completion of a thorough analysis however, ONS data indicated that divorced women (18.1%) were more likely to be victims of domestic abuse in the last year than those who were married, civil partnered, cohabiting or single and men who were married or civil partnered (2.2%) were less likely to be victims of domestic abuse in the last year than men who were divorced, separated or single. However, whilst one group may experience domestic abuse more than others, the policy is clear that domestic abuse can impact anyone and all groups will be supported, regardless of marriage and civil partnership.</p> <p>The scope of the policy and accompanying guidance is such that all employees will be signposted to a range of external agencies providing support to all employees.</p>				
<p>Which action plans have these actions been transferred to?</p>	<p>n/a</p>				

	Y	N
Does your analysis indicate a disproportionate impact relating to carers?		X
<p>Please describe the nature of any disproportionate impact/s</p> <p>Please indicate what actions will be taken to address these</p>	<p>The Council's current data does not allow for analysis of domestic abuse according to their carers status. Processes are in place to capture when an incident of domestic abuse has occurred however this information isn't recorded corporately.</p> <p>Due to these limitations there is not live information to enable the completion of a thorough analysis however, external research has identified that some individuals with care and support needs are intentionally abusive to their carers. However, others may not have the capacity to choose not to be abusive; their disability may cause abusive behaviour, as in some cases involving people with dementia (Local.gov.uk, 2015). Carers can also perpetrate domestic abuse towards people they care for. The policy is clear that domestic abuse can impact anyone and all groups will be supported, however there is no specific link to an employees carers status.</p> <p>The scope of the policy and accompanying guidance is such that all employees will be signposted to a range of external agencies providing support to all employees.</p>	
Which action plans have these actions been transferred to?	<p>Our supporting guidance has been developed so that it shows that as a Council we recognise that Carers can be affected by domestic abuse either as an individual experiencing or as a perpetrator. This will be cross-referenced with our carers guidance on the Council intranet pages.</p>	

#### 4. Director level sign off

Name:	HELEN GRANTHAM	Date:	15 October 2019
Directorate:	CORPORATE SERVICES	Signature:	<i>H. Grantham</i>

*Interim Dir HR & OD.*

*NB: Sign-off must be in the form of an actual signature; not an emailed authorisation.*

