



EQUALITY ANALYSIS

INITIAL SCREENING TOOL

Title of policy/service/function/procedure/programme/ or strategy being assessed: TP102 Domestic Abuse Policy and Procedure

(Please remember that even informal policies & procedures need to be equality analysed.)

Is it new **or revised**

(If revised, please attach a copy of the original Equality Analysis.)

Senior Manager Responsible Alan Taylor

Department Nursing and Quality

Section Safeguarding Department

EQUALITY ANALYSIS SCREENING TEAM (Please enter below the names of the project team members who carried out this initial screening with you and their role in the screening (e.g. team colleague or critical friend)).

Name	Department	Role
Alan Taylor	Safeguarding	Head of Safeguarding
Janice Markey	Equality and inclusion	Equality and Inclusion Manager
Margaret Luce	Patient and Public involvement	Head of Patient and Public Involvement
Andrew Buchanan	Workforce	Senior Human Resources Manager
		Critical friend

Date of screening 19th October 2015

Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.

To ensure that all Trust employees, contractors and volunteers are aware of their responsibilities to uphold the rights of children, adults at risk, and to take action to prevent them from experiencing domestic abuse.

To enable clinical staff to provide advice and guidance to adults who are experiencing domestic abuse.

To provide guidance to managers supporting staff who are experiencing domestic abuse.

To ensure that all Trust employees, contractors and volunteers can recognise the signs of suspected domestic abuse and treat patients with sensitivity irrespective of their personal circumstances or protected characteristics¹ as defined in the Equality Act 2010.

Please state below who is intended to benefit from this policy/service/function etc. and in what way.

¹ Protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, Equality Act 2010.

This policy will provide a structure for managers when dealing with staff affected by domestic abuse. It also provides support for patient who are victims of domestic abuse who may or may not be deemed vulnerable adults who previously were not provided with support if not requiring safeguarding processes..

That the Trust has a policy and procedure in place that is used by all staff including contractors and other stakeholders.

Please state in the table below whether the policy/service/function etc. could have any potential impact on anyone from a “protected characteristic” group, whether service users, staff or other stakeholders

“Protected Characteristic Group”	Is there likely to be a positive or neutral impact in regard to:	If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for a “protected characteristic” group or for another reason?
Age	positive	
Disability	positive	
Gender Reassignment	positive	
Marriage and Civil Partnership (duty only applies to elimination of discrimination)	positive	
Pregnancy and Maternity	positive	
Race	positive	
Religion or Belief	positive	
Sex	positive	
Sexual Orientation	positive	

Can the policy/service/function etc. be used to advance equality and foster good relations, including for example, participation in public life? If so, how?

- Providing information/ support that victims may not have been aware of.
- Good working relations with Women's Aid and other stakeholders
- Duty of Care to staff

Please provide and summarise below any relevant evidence for your declaration above, including any engagement activities – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.

- Provide a mechanism to enable help & Support when previously not provided
- Training and awareness for staff to recognise domestic abuse
- Aimed a facilitating more effective interagency working for the benefit of relevant staff.
- Met and developed process with Women's Aid, who are also providing training to EBS staff
- We are engaged with 9 MARACS (high end domestic abuse conferences) across London
- Reviewed NHS /Nice guidelines and other national documents in order to develop policy.

Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?

No Yes

If yes, please state below how you intend to acquire this evidence and your timescales for doing so.

No Gaps identified as yet.

- We will monitor referrals to Women's Aid through EBS referral and audit processes. Initially monthly for first 2 months.
- Audit will be reviewed by Safeguarding Committee at a minimum of 6 months.
- Policy reviewed with a wide range of stakeholders every 3 years

You must complete a full Equality Analysis if you have identified a positive or negative potential impact for any “protected characteristic” group, which is not legal or justifiable or if you have identified any gaps in evidence which make it difficult for you to determine whether there would be adverse impact. Please insert below any issues you have identified/recommendations for the full Equality Analysis.

Policy will be monitored and if any gaps identified will be dealt with by the Safeguarding committee and subject to full review if required.

If you have only identified a neutral or positive impact on any “protected characteristic” group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust’s website.

Name of Director: Z Packman Signature:



Date: 041215