



## EQUALITY SCREENING TEMPLATE

See [Guidance Notes](#) (POL:PP:032) for further information on the 'why' 'what' 'when', and 'who' in relation to screening, for background information on the relevant legislation and for help in answering the questions on this template .

### (1) INFORMATION ABOUT THE POLICY OR DECISION

#### 1.1 Title of policy (incl. doc. reference number) or decision :

Workplace Policy on Domestic and Sexual Abuse (PP:054)

#### 1.2 Description of policy or decision

- **what is it trying to achieve? (aims and objectives)**
- **how will this be achieved? (key elements)**
- **what are the key constraints? (for example, financial, legislative or other)**

The purpose of this policy is to signal a clear commitment of NIBTS's support to any member of staff affected by domestic or sexual abuse. The policy demonstrates NIBTS's commitment to providing guidance for employees and managers to address the occurrence of domestic or sexual violence & abuse and its effects on the workplace.

The aim of the policy is to make the workplace (working from anywhere including remotely and from home) a safe and supportive environment for all employees who are affected by domestic or sexual abuse.

When partner and family abuse are combined, figures published in 2017 from the Northern Ireland Crime Survey (NICS) estimate that, overall, around one-in-six adults (16.2%) had experienced some form of domestic violence and abuse since the age of 16, a proportion that drops to 6.5% within the last 3 years.

The objectives of the policy are:

- To offer support to our employees in addressing problems arising from domestic abuse and sexual violence sympathetically and in confidence (as far as possible).
- To mitigate the risk of harm of our employees in the workplace and maximise their safety.
- To signpost employees to external support agencies who can carry on support beyond the workplace.



- To recognise and respond effectively to cases of Domestic or Sexual Abuse among our workforce, as appropriate and to challenge behaviours and attitudes through awareness raising.

How will this be achieved?

This will be achieved by:

- Promoting a working environment which is safe characterised by fair treatment, strong teamwork, open communication, personal accountability and development opportunities.
- Raising awareness and identifying the impact of domestic or sexual abuse on employees;
- Having a framework in place to offer support to employees in addressing problems arising from domestic abuse;
- Maximising the safety of our employees;
- Assisting and supporting employees experiencing domestic abuse;
- Dealing effectively with perpetrators of domestic or sexual abuse among our workforce as appropriate;
- Aiding managers in seeking to help team members experiencing domestic or sexual abuse.

Key Constraints Financial constraints: identifying what financial support may be available, if required, to maximise the safety of any employee reporting domestic or sexual abuse to their employer.

### **1.3 Main stakeholders affected (internal and external)**

Internal: All NIBTS employees including Agency and Bank Staff.

External: PSNI, Education Authority, Northern Ireland Housing Executive, Probation Board Northern Ireland, Women's Aid, Men's Advisory Project, NSPCC, General Practitioner Representative and Trade Unions

### **1.4 Other policies or decisions with a bearing on this policy or decision**

#### **What are they?**

Legislation that have a bearing on this policy is as follows:

- Health & Safety at Work (NI) Order 1978
- Management of Health and Safety at Work Regulations (NI) 1992

**Policies & Procedures:**

- NIBTS Policy on Zero Tolerance and Abuse of Staff
- NIBTS Conflict, Bullying & Harassment Policy
- Flexible Working Arrangements
- UN Convention on the Rights of Persons with a Disability
- UN Convention on the Elimination of Racial Discrimination
- Training and Development
- Health & Safety
- Records Management (Data Protection)

**Who owns them?**

- NIBTS
- Health & Social Care
- Department of Health
- NI Assembly

**(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED****2.1 Data gathering**

**What information did you use to inform this equality screening? For example previous consultations, statistics, research, Equality Impact Assessments (EQIAs), complaints. Provide details of how you involved stakeholders, views of colleagues, service users, staff side or other stakeholders.**



## 2.2 Quantitative Data

**Who is affected by the policy or decision? Please provide a statistical profile. Note if policy affects both staff and service users, please provide profile for both.**

<b>Category</b>	<b><i>What is the makeup of the affected group? ( %) Are there any issues or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i></b>
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- NIBTS Staff Data at April 2021
- Department of Health
- Census 2011
- NHS Employers
- Gender Identity Research and Education Society
- Carers NI
- PSNI Statistics
- NI Crime Survey domestic violence tables
- Stopping domestic and sexual violence and abuse in NI: A 7 year strategy.  
Available at:  
[Stopping Domestic and Sexual Violence and Abuse in Northern Ireland Strategy - 15 March 2016 \(justice-ni.gov.uk\)](https://www.justice-ni.gov.uk/Stopping-Domestic-and-Sexual-Violence-and-Abuse-in-Northern-Ireland-Strategy-15-March-2016)
- McWilliams, M. and McKiernan, J. (1993). Bringing it out in the open: Domestic violence in Northern Ireland. Belfast: HMSO. )
- Young Life and Times Survey



Gender	<p>NIBTS Staff Data March 2021: 69% female, 31% male</p> <p>DoH reported 79% (54,043) of HSCNI employees were female. The gender split of NIBTS employees is currently 69% female 31% male.</p> <p>Census NI 2011: The proportion of females in 2011 is 51% (923,540). The male population is 49% (887,323) in 2011.</p> <p>Mid-year population estimate (2018; published June 2019): The size of the resident population in Northern Ireland at 30 June 2018 is estimated to be 1.88 million people. Just over half (50.8%) of the population were female, with 955,400 females compared to 926,200 males (49.2%).</p> <ul style="list-style-type: none"> <li>• 25% of women are affected by domestic violence during their adult lifetime.</li> <li>• 16% of men are affected by domestic violence during their 7 adult lifetime.</li> <li>• 75% of people who endure domestic violence are targeted at work from harassing phone calls and abusive partners arriving at the office unannounced to physical assaults.</li> <li>• 58% of abused women miss at least three days of work a month.</li> <li>• 56% of abused women arrive late for work at least five times.</li> </ul> <p><a href="#">Domestic violence   NHS Employers</a></p> <p>In May 2021 the PSNI reported that in the 12 months from 1 April 2020 to 31 March 2021:</p> <ul style="list-style-type: none"> <li>• There were 31,196 domestic abuse incidents in Northern Ireland, a decrease of 621 (2%) on the previous 12 months. This is the third highest financial year figure recorded since the start of the data series in 2004/05.</li> <li>• The number of domestic abuse crimes rose to 19,036, an increase of 408 (2.2%) on the previous 12 months and the highest financial year figure recorded since 2004/05.</li> <li>• There were 16 domestic abuse incidents and 10 domestic abuse crimes per 1,000 population.</li> </ul>
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- Six of the eleven policing districts showed an increase in domestic abuse incidents and five districts had higher levels of domestic abuse crimes

[Domestic Abuse Incidents and Crimes Recorded by the Police Update to 31st March 2021 \(psni.police.uk\)](#)

Evidence based research shows that 90% of domestic abuse is committed by men toward women. 1 in 4 women are likely to suffer domestic abuse and 1 in 7 men.

All staff are potentially affected by the policy as it extends to all 8 staff. It set in place a framework to offer support to employees in addressing problems arising from domestic abuse. It is intended to maximise the safety of our employees.

## Age

NIBTS Staff Data March 2021:

Age Group	%
16-24	6%
25-34	18%
35-44	23%
45-54	23%
55-64	26%
>=65	4%

### Population profile:

Mid-year population estimates published by NISRA in 2019 show that:

0-19	485,064	25.7%
20-34	364,623	19.3%
35-49	366,967	19.5%
50-64	356,790	19%
65-74	169,725	9%
75-89	125,3344	6.6%
90+	13138	0.7%

[Mid Year Population Estimates | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)

### Age projection:



	<p>NISRA Estimated and projected population by age, mid-2016 to mid-2041 show that in 2016, 20.8% of the NI Population were aged 0-15 years, and this is projected to decrease 18.2% in 2041. The proportion of adults aged 16-64 in 2016 was 63.2% of the whole population, set to decrease to 57.2 by 2041. However, the proportion of people aged 65 years and over is projected to rise from 16.0% in 2016 to 24.5% in 2041, overtaking the numbers of children.</p> <p>All staff are potentially affected by the policy as it extends to all staff. It set in place a framework to offer support to employees in addressing problems arising from domestic abuse. It is intended to maximise the safety of our employees.</p>
Religion	<p>NIBTS Staff Data March 2021:</p> <p>37% Catholic 47% Protestant 7% Neither 9% Not determined</p> <p>Population Profile from Census 2011 figures:</p> <p>Religion or Religion brought up in:</p> <ul style="list-style-type: none"> <li>• 45.14% (817,424) of the population were either Catholic or brought up as Catholic.</li> <li>• 48.36% (875,733) stated that they were Protestant or brought up as Protestant.</li> <li>• 0.92% (16,660) of the population belonged to or had been brought up in other religions and Philosophies.</li> <li>• 5.59% (101,227) neither belonged to, nor had been brought up in a religion.</li> </ul>
Political Opinion	<p>Staff Data March 2021:</p> <p>10% Broadly Nationalist 8% Broadly Unionist 16% Other 66% No answer</p> <p>NI Population Statistics * (Census 2011)</p>



	British only	722,379	39.89%
	Irish only	457,482	25.26%
	Northern Irish only	379,267	20.94%
	British and Irish only	11,877	0.66%
	British and Northern Irish only	111,748	6.17%
	Irish and Northern Irish only	19,132	1.06%
	British, Irish and Northern Irish only	18,406	1.02%
	Other	90,572	5.00%
Marital Status	<p>Staff Data March 2021:</p> <p>13% Unknown 29% Single 56% Married / Civil Partnership 1% Divorced 0.5% Widowed 0.5% Separated</p> <p>NI Population Statistics (2011):</p> <ul style="list-style-type: none"> <li>• 47.56% (680,840) of those aged 16 or over were married.</li> <li>• 36.14% (517,359) were single</li> <li>• 0.09% (1288) were registered in same-sex civil partnerships</li> <li>• 9.43% (134,994) were either divorced, separated or formerly in a same-sex partnership</li> <li>• 6.78% (97,058) were either widowed or a surviving partner</li> <li>•</li> </ul> <p>Northern Ireland Life and Times (2018):</p> <ul style="list-style-type: none"> <li>• Single (never married) 32%</li> <li>• Married and living with husband/wife 51%</li> <li>• A civil partner in a legally-registered civil partnership 0%</li> <li>• Married and separated from husband/wife 3%</li> <li>• Divorced 6%</li> <li>• Widowed 7%</li> </ul> <p>Civil partnerships</p> <p>Annual Reports of the Registrar General for NI show that from 2005 to 2018 (inclusive), there have been 1298 civil partnerships registered in NI.</p> <p>Available at- <a href="https://www.nisra.gov.uk">Statistics   Northern Ireland Statistics and Research Agency (nisra.gov.uk)</a></p>		



	<p>Evidence based research show that couples who have separated are more likely to suffer partner abuse than those who are married.</p>
<p>Dependent Status</p>	<p>Staff Data March 2021:</p> <p>28% Staff with dependents 27% Staff without dependants 45% Not assigned</p> <p>NI Census Statistics</p> <ul style="list-style-type: none"> <li>• 11.81% (213,863) of the usually resident population provide unpaid care to family members, friends, neighbours or others because of long-term physical or mental ill-health/disabilities or problems related to old age.</li> <li>• 3.11% (56,318) provided 50 hours care or more.</li> <li>• 33.86% (238,129) of households contained dependent children.</li> <li>• 40.29% (283,350) contained a least one person with a long – term health problem or a disability.</li> </ul> <p>Just over 1 in 5 women living in lone parent households were victims of domestic abuse in the last year.</p>
<p>Disability</p>	<p>Staff Data March 2021:</p> <p>51% No Disability 5% With Disability 44% Not Assigned</p> <p>NI Population Statistics 2011 Census</p> <p>20.69% (374, 668) regard themselves as having a disability or long–term health problem, which has an impact on their day to day activities. 68.57% (1,241,709) of residents did not have long-term health condition.</p> <p>Data from the Health Survey NI (2017) revealed that of the NI population:</p> <ul style="list-style-type: none"> <li>• 42% longstanding illness (30% limiting and 12% non- limiting illness)</li> </ul>



- Males: limiting longstanding illness 27%; non-limiting longstanding illness 12%
- Females: limiting longstanding illness 33%; non-limiting longstanding illness 12%;

Prevalence of disability increases with age. Limiting longstanding illness increases from 15% among young adults aged 25 -34 years to 61% among those who are 75 plus years.

Type of long-term condition	% of population
Deafness or partial hearing loss	5.14
Blindness or partial sight loss	1.7
Communication Difficulty	1.65
Mobility of Dexterity Difficulty	11.44
A learning, intellectual, social or behavioural difficulty.	2.22
An emotional, psychological or mental health condition	5.83
Long – term pain or discomfort	10.10
Shortness of breath or difficulty breathing	8.72
Frequent confusion or memory loss	1.97
A chronic illness (such as cancer, HIV, diabetes, heart disease or epilepsy).	6.55
Other condition	5.22
No Condition	68.57

Evidence base research shows that disabled persons are also vulnerable to domestic abuse.

#### Ethnicity

Staff Data March 2021:

67% White  
Less than 1% Pakistani  
Less than 1% Other  
32% Not Assigned

NI Population Statistics (Census 2011)

1.8% (32,596) of the usual resident population belonged to



	<p>minority ethnic groups:</p> <table border="1" data-bbox="322 293 1088 869"> <thead> <tr> <th></th> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>1,778,449</td> <td>98.21%</td> </tr> <tr> <td>Chinese</td> <td>6303</td> <td>0.35%</td> </tr> <tr> <td>Irish Traveller</td> <td>1301</td> <td>0.07%</td> </tr> <tr> <td>Indian</td> <td>6198</td> <td>0.34%</td> </tr> <tr> <td>Pakistani</td> <td>1091</td> <td>0.06%</td> </tr> <tr> <td>Bangladeshi</td> <td>540</td> <td>0.03%</td> </tr> <tr> <td>Other Asian</td> <td>4998</td> <td>0.28%</td> </tr> <tr> <td>Black Caribbean</td> <td>372</td> <td>0.02%</td> </tr> <tr> <td>Black African</td> <td>2345</td> <td>0.13%</td> </tr> <tr> <td>Black other</td> <td>899</td> <td>0.05%</td> </tr> <tr> <td>Mixed</td> <td>6014</td> <td>0.33%</td> </tr> <tr> <td>Other</td> <td>2353</td> <td>0.13%</td> </tr> </tbody> </table> <p>Cultural differences – e.g. arranged marriages/honour based violence, FGM including no recourse to public funds can have a bearing on a victim’s ability/willingness, and act as a barrier, in seeking support/refuge from Domestic Abuse.</p>			%	White	1,778,449	98.21%	Chinese	6303	0.35%	Irish Traveller	1301	0.07%	Indian	6198	0.34%	Pakistani	1091	0.06%	Bangladeshi	540	0.03%	Other Asian	4998	0.28%	Black Caribbean	372	0.02%	Black African	2345	0.13%	Black other	899	0.05%	Mixed	6014	0.33%	Other	2353	0.13%
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Sexual Orientation	<p>Staff Data March 2021:</p> <p>50% Someone of the opposite sex  4% Someone of the same sex  3% Do not wish to answer  43% Not assigned</p> <p>93.4% of the UK population identified as heterosexual or straight and 2.0% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:</p> <ul style="list-style-type: none"> <li>• 1.2% identifying as gay or lesbian o 0.8% identifying as bisexual</li> <li>• A further 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories. A further 4.1% refused, or did not know how to identify themselves.</li> <li>• The population aged 16 to 24 were the age group most likely</li> </ul>																																							



to identify as LGB in 2016 (4.1%).

- More males (2.3%) than females (1.6%) identified themselves as LGB in 2016.
- The population who identified as LGB in 2016 were most likely to be single, never married or civil partnered, at 70.7%.

There are no accurate statistics on sexual orientation in the community as a whole, it is however estimated that between 5% and 10% of the population would identify as lesbian, gay or bisexual.

1 in 4 LGBT may experience domestic abuse.

### 2.3 Qualitative Data

**What are the different needs, experiences and priorities of each of the categories in relation to this policy or decision and what equality issues emerge from this? Note if policy affects both staff and service users, please discuss issues for both.**



<b>Category</b>	<b>Needs and Experiences</b>
Gender	<p>The majority of those who experience abuse are female. Within NIBTS, women represent 69% of the workforce in comparison to males who represent 31% indicating that there may be a higher uptake of the policy by females.</p> <p>Research has revealed that 1 in 4 women and 1 in 7 men experience domestic abuse in their lifetime. Research reveals that isolation is a factor which has a bearing on inequalities for marginalised women e.g. 16 lone parents, women with disabilities or from ethnic communities or women who are lesbian have additional barriers to accessing support for domestic violence. Also, there is an ignorance and lack of understanding of men's needs and a reluctance to acknowledge male victims. Due to gender norms, men may feel less able to admit the abuse and subsequently seek help.</p> <p>GPs, A&amp;E and Maternity staff are important points of contact and their response is critical and can make an immense difference to the future choices of the woman.</p> <p>Transgender men or women may find it more difficult to disclose domestic abuse at the hands of their partner as a result of their gender status.</p>
Age	<p>Older people will have a higher need of protection as they are often more vulnerable. Research shows that elderly people in relationships characterised by domestic abuse may have experienced this for most of their lives, making help seeking more difficult. Also, the older an individual is, the more likely it is that they will suffer severe injuries as a result of physical domestic abuse. However children and young people can also be classed as vulnerable. 6.6% of men aged 16-19 are victims of domestic abuse.</p> <p>Over 500,000 elderly people are abused in the UK each year. Domestic abuse often starts or escalates during pregnancy and around 1 in 5 children have been exposed to domestic abuse.</p> <p>Staff of all ages can be affected. A study in 2006 incorporating NI, Scotland, England and Wales reported that overall, 2.6% of people aged 66 and over living in private households reported that they had experienced mistreatment involving a family member, close friend or care worker (i.e. those in a traditional expectation of trust relationship) during the past year. This equates to about 227,000 people aged 66 and over in the UK who were neglected or abused in the past year. Older males were more at risk of financial abuse whilst older females were more at risk of neglect. There is also evidence that younger people (particularly young females) are more likely to experience, but less likely to report incidences of intimate partner violence, particularly if they see themselves as "to blame" in some way for the abuse</p>



<p><b>Religion</b></p>	<p>Abuse against someone within an intimate relationship occurs across every faith and religious group. It is not unique to any one group and can occur within relationships of no expressed faith or beliefs.</p> <p>Some religions stigmatise those who leave their partners or seek divorce. Also, some victims from a certain religious background may not wish to leave/ divorce their husband/ wife.</p>
<p><b>Political Opinion</b></p>	<p>Domestic abuse can occur within relationships irrespective of political opinion. In certain political communities, victims of domestic abuse may not feel able to contact/ receive support from the PSNI.</p> <p>It may also be harder for people living in communities characterised by paramilitary violence to seek support from statutory services (i.e. justice sector/ housing sector), particularly if the abuser has paramilitary links.</p>
<p><b>Marital Status</b></p>	<p>Domestic abuse can occur within intimate relationships irrespective of marital status.</p> <p>There is no evidence to suggest that the needs and experiences differ on the basis of marital status. Research from the crime survey reveals couples who have separated are more likely to suffer partner abuse than those who are married. 8.7% of separated men and 16.8% of separated women suffered partner abuse in 2014/15 while only 1.5% of married men and 2.4% of married women did so.</p> <p>NIBTS will strive to make the workplace a safe and supportive environment for all regardless of ethnicity</p>
<p><b>Dependent Status</b></p>	<p>There is no evidence to suggest that the needs and experiences differ on the basis of dependent status. Just over 1 in 5 women living in lone parent households were victims of domestic abuse in the last year (22.6%) compared with around 1 in 15 of those living in a household with other adults and children (6.7%) or a household with no children (7.7%).</p> <p>The pattern was similar for men, with an estimated 11.4% of men from lone parent households experiencing domestic abuse compared with 3.9% of men living in a household with other adults and children and 4.8% living in a household with no children.</p> <p>It can also be more difficult for someone seeking to escape a situation of domestic abuse. Some refugees will not admit boys over a certain age (sometimes 14 years), which poses problems for women with male children, who are then faced with the choice of escaping the abuser themselves, or leaving behind a child or children.</p> <p>Sometimes perpetrators will threaten partner with custody of children.</p> <p>If the perpetrator of the domestic abuse is a child or dependent of the victim, this can place an additional layer of complexity in supporting the victim. Services offering treatment of younger offenders are limited, as are accommodation choices offered outside of the family home.</p>



<p><b>Disability</b></p>	<p>Research commissioned by Women's Aid in October 2007 reveals that people with disabilities are more vulnerable to domestic violence and will often face additional difficulties in attempting to access support.</p> <p>50% of disabled women have experienced domestic abuse compared with 25% of non-disabled women,</p> <p>Both men and women with a limiting illness or disabilities are more likely to experience intimate partner violence. Disabled women are likely to have to endure it for longer because appropriate support is not available and it can also be more severe and frequent than for non-disabled people. They may also experience domestic abuse by greater numbers of people which can include intimate partners, family members, personal care assistants.</p> <p>Main priority is to ensure that everyone is able to access support and means of access must meet the needs of those with a disability.</p> <p>Individuals with sight problems will have specific requirements with regards to communication of the policy.</p> <p>Also, those with learning difficulties may require additional support in order to get an understanding of how the policy works and the processes involved.</p>
<p><b>Ethnicity</b></p>	<p>Domestic abuse occurs in all ethnic groups but it is recognised that those experiencing abuse within ethnic minorities in NI are at a greater disadvantage because they may face additional obstacles such as language barriers and not being informed of their rights 195 women from black and minority ethnic (BME) communities, including the Travelling community, were accommodated in our local refuges – an increase of 11% from 2013/14. 262 calls came from foreign nationals and black and minority ethnic women. Some cultural beliefs can act as barriers to seeking help – for some Asian families these include izzat (honour) and sharam (reputation) which play a role in controlling women and children's behaviour, just as stigma and shame prevent many seeking help. Such beliefs can limit their choices as they become concerned about others in close-knit communities finding out. Also, research shows that certain ethnic minority groups are less likely to know about and to access services, including healthcare, police, justice and housing services – all of which are important in order to support someone in a situation of domestic abuse. 21 Asylum seekers may not have access to certain medical services (e.g. GP Services) which may make it more difficult to seek treatment and help for domestic abuse. They may also be less likely to involve the PSNI in reporting incidents of domestic abuse, as they may have had previous bad experiences with the police in their previous country of origin. NIBTS must prioritise confidentially and take a sensitive approach to those who come forward from all ethnic backgrounds.</p>



<b>Sexual Orientation</b>	<p>Domestic abuse can occur within intimate relationships irrespective of sexual orientation. Lesbian, Gay, Bisexual and Transgender (LGBT) people are affected in very similar ways to heterosexual people. However, they face that added fear of being ‘outed’ if they report the abuse. Research shows that 1 in 4 lesbian and bisexual women have experienced domestic abuse in a relationship. Two thirds of those say the perpetrator was a woman, a third a man. Almost half (49%) of all gay and bisexual men have experienced at least one incident of domestic abuse from a family member or partner since the age of 16.</p> <p>People who are of different sexual orientations may find it more difficult to “admit” to their employer or line manager that they are in a relationship with someone of the same sex as themselves, particularly if they are not “out”. NIBTS must acknowledge that domestic abuse can happen to anyone and provide specific means of support for all (LGBT).</p>
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**2.4 Multiple Identities**

**Are there any potential impacts of the policy or decision on people with multiple identities? For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.**

**2.5 Making Changes -**

**Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?**

<i><b>In developing the policy or decision what did you do or change to address the equality issues you identified?</b></i>	<i><b>What do you intend to do in future to address the equality issues you identified?</b></i>
Disability: Ensure that this policy (and others) are available on request in accessible formats and consideration	For all issues identified under Section 75 it is important that this policy is shared with all, and targeted with the



given to all those with disabilities. Also, all staff are to be made aware of the policy, though such avenues as Awareness Sessions. There may be a need for support and any reasonable adjustments to practice to ensure a fair hearing.

Age: Younger (or older) members of staff may lack experience or confidence to report incidents of domestic abuse, and therefore the policy states clearly what constitutes incidents of domestic abuse and gives examples.

Sexual orientation: In order to give LGB people more confidence in reporting incidences of domestic abuse, the policy states that staff can approach HR if they are uncomfortable approaching their manager. Support sources and organisations for people of different sexual orientations have been included in the policy.

Ethnicity: It is recognised that cultural differences exist between different ethnic groups, and that staff from minority ethnic groups may be reluctant to report incidents of domestic abuse. Sources of help and information on agencies who can help people experiencing domestic violence are included in the policy. This includes details of the PSNI, including the availability of Domestic Violence Support Officers. Details for Victim Support, Women's Aid, and the Simon Community are also included, who can provide legal advice, and information on housing and benefits available to those leaving situations of domestic

section 75 groups. Therefore communication is key when this policy is released. NIBTS will continue to gather data in regards on all incidences of domestic abuse) and gather equality data in order to monitor the progress of this policy and procedure.

To ensure the on-going effectiveness of this policy and procedure, a review will be undertaken at regular intervals, and not more than 3 years from the date of implementation.



<p>abuse/ violence.</p> <p>Gender: As most cases of domestic abuse involve a female victim, and that people are especially vulnerable leaving work, the policy suggests support with transport arrangements to and from work if necessary. A safety at work plan is also included in the guidance policy.</p> <p>Dependents: The policy includes arrangements for Special leave, if for example the employee needs to find suitable alternative accommodation. Also included is flexibility in shift patterns to suit additional or more complicated caring arrangements as a result of domestic abuse.</p>	
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## 2.6 Good Relations

**What changes to the policy or decision – if any – or what additional measures would you suggest to ensure that it promotes good relations? (refer to guidance notes for guidance on impact)**

<i><b>Group</b></i>	<i><b>Impact</b></i>	<i><b>Suggestions</b></i>
Religion	NIBTS is committed to providing equality of opportunity, and strives to promote a good and harmonious working environment where every employee is treated with respect and dignity and in which no one feels threatened or intimidated because of his or her age, disability, marital or civil partnership status, political opinion, race, religious belief, sex (including gender	Ensure that this policy is shared and promoted throughout the organisation to ensure every section 75 group are made aware of Workplace Policy on Domestic and Sexual Abuse in order to feel protected should they be victim of Domestic Abuse. This Policy will be implemented in partnership with all relevant parties in particular Trade Union Representatives. All critical partners will have a



	reassignment), sexual orientation, with dependants or without dependants.	role to play in the implementation of this Policy and advice will be taken from external organisations.
Political Opinion	As Above	As Above
Ethnicity	As Above	As Above

**(3) SHOULD THE POLICY OR DECISION BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?**

A full equality impact assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity.

**How would you categorise the impacts of this decision or policy?  
(refer to guidance notes for guidance on impact)**

**Please tick:**

Major impact	<input type="checkbox"/>
Minor impact	<input checked="" type="checkbox"/>
No further impact	<input type="checkbox"/>

**Do you consider that this policy or decision needs to be subjected to a full equality impact assessment?**

**Please tick:**

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>



Please give reasons for your decisions:

It is not felt that an EQIA will illustrate any further equality issues with the policy.

The policy has been screened out as the intended aims of the policy are to set in place a framework to offer support to employees in addressing problems arising from domestic abuse; maximise the safety of our employees and deal effectively with perpetrators of domestic abuse among our workforce as appropriate.

All section 75 categories have the potential to benefit from NIBTS Workplace Policy and Guide on Domestic and Sexual Abuse. It furthers NIBTS equality and human rights obligations by providing a support system for ALL staff who wish to avail of the help.

NIBTS will monitor the uptake of this policy and later identify on-going and new trends.



**(4) CONSIDERATION OF DISABILITY DUTIES –**

**4.1 In what ways does the policy or decision encourage disabled people to participate in public life and what else could you do to do so?**

<i>How does the policy or decision currently encourage disabled people to participate in public life?</i>	<i>What else could you do to encourage disabled people to participate in public life?</i>
N/A	

**4.2 In what ways does the policy or decision promote positive attitudes towards disabled people and what else could you do to do so?**

<i>How does the policy or decision currently promote positive attitudes towards disabled people?</i>	<i>What else could you do to promote positive attitudes towards disabled people?</i>
N/A	

**(5) CONSIDERATION OF HUMAN RIGHTS****5.1 Does the policy or decision affect anyone's Human Rights?****Complete for each of the articles**

<b>ARTICLE</b>	<b>Yes/No</b>
Article 2 – Right to life	Yes
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment	Yes
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	No
Article 5 – Right to liberty & security of person	Yes
Article 6 – Right to a fair & public trial within a reasonable time	No
Article 7 – Right to freedom from retrospective criminal law & no punishment without law	No
Article 8 – Right to respect for private & family life, home and correspondence.	Yes
Article 9 – Right to freedom of thought, conscience & religion	No
Article 10 – Right to freedom of expression	No
Article 11 – Right to freedom of assembly & association	No
Article 12 – Right to marry & found a family	No
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights	No
1 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property	No
1 <sup>st</sup> protocol Article 2 – Right of access to education	No

*If you have answered no to all of the above please move on to **Question 6** on monitoring*



**5.2 If you have answered yes to any of the Articles in 5.1, does the policy or decision interfere with any of these rights? If so, what is the interference and who does it impact upon?**

List the Article Number	Interfered with? Yes/No	What is the interference and who does it impact upon?	Does this raise legal issues?*
			Yes/No
2,3,5,8	No		No

*\* It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this*

**5.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy or decision.**

Provide staff with information and training on human rights. By using the NIBTS's equality screening template to ensure that human rights considerations are implemented into the policy development and decision making process.

**(6) MONITORING –**

**6.1 What data will you collect in the future in order to monitor the effect of the policy or decision on any of the categories (for equality of opportunity and good relations, disability duties and human rights)?**

<b>Equality &amp; Good Relations</b>	<b>Disability Duties</b>	<b>Human Rights</b>
Monitor through feedback from managers, occupational health and staff.	Monitor through feedback from managers, occupational health and staff.	Monitor through feedback from managers, occupational health and staff.

Approved Lead Officer: Moniquea Doherty

Position: HR & Corporate Services Officer

Date: 10<sup>th</sup> March 2022

Policy/Decision Screened by: Moniquea Doherty

**Please note that having completed the screening you are required by statute to publish the completed screening template, as per NIBTS equality scheme. If a consultee, including the Equality Commission, raises a concern about a screening decision based on supporting evidence, you will need to review the screening decision.**

***Please forward a copy of the completed screening template and policy/strategy to the HR Office for publishing.***

If you require this document in an alternative format (such as large print, Braille, disk, audio file, audio cassette, Easy Read or in minority languages to meet the needs of those not fluent in English) please contact a member of the HR department.