

Equality analysis form

If the activity you are planning to analyse is covered by an existing Equality Analysis or a relevant former Equality Impact Assessment, please use Section 2 of the form to highlight any updated information. The updated form should be sent through to the Equality and Diversity Unit for feedback, the start of the online consultation process and publication.

Section 1

Equality Analysis Screening

The following questions will identify whether a full Equality Analysis will be required. Please read the Equality Analysis guidance prior to completing the screening.

1. Name of the activity (strategy, policy, practice etc)

Domestic violence and abuse policy

2. Will this activity have the potential to deliver positive outcomes for students, staff and/or visitors from equality groups? Please provide evidence for your answer.

The policy provides guidance for staff on how they can raise issues and outlines support that can be offered by the University and signposts useful external organisations.

The policy provides guidance for managers on providing appropriate support to staff.

The policy complements other HR policies including; flexitime, flexible working and dignity at work.

UWE Bristol signed the Bristol zero tolerance pledge in November 2016 and committed to reviewing the policy during 2017.

3. Will this activity have the potential to create negative impacts on students, staff and/or visitors from equality groups? Please provide evidence for your answer.

No. This policy will support all staff including those with protected characteristics.

4. Does the activity have the potential to impact equality groups in the following ways:

- Access to or participation in UWE Faculties or Professional Services?
- Levels of representation across the UWE workforce?
- Student experience, attainment or withdrawal?
- Staff experience?

Please indicate YES or NO. If the answer is YES then a full analysis must be carried out. If the answer is NO, please provide a justification.

Yes. All existing and potential new staff will benefit from an awareness of the support available. Greater support provided to staff will have an indirect impact on students.

Equality analysis screening sign off:

Faculty Dean or Head of Service	Louise Davis (on behalf of)
Faculty / service	Human Resources
Date	7.12.2017

Please return the completed form back to the Equality & Diversity Unit for feedback and publication

Section 2

Full Equality Analysis

1. Name of the activity (strategy, policy or practice etc)

Domestic violence and abuse policy

2. What is the aim of the activity (objective or purpose)?

To provide guidance for employees on how they can raise issues related to domestic abuse. To provide guidance for managers on providing appropriate support to staff.

3. If amending a current activity, what changes are proposed?

Update of the existing policy dated June 2011 to provide clearer guidance and range of support offered by managers. To provide updated list of specialist external organisations employees and managers can contact for support.

4. Who is responsible for developing and delivering the activity?

Policy developed by Louise Davis, Employee Relations and Reward Adviser in consultation with Bristol Zero Tolerance, HR, trade unions, equality and diversity.

Policy delivered by UWE line managers, members of staff and HR.

5. What measures will be used to assess whether the activity is successful?

Ongoing feedback from individual employees on the support they have received from the University and the effectiveness of the measures outlined in the policy.

Analysis of the response to the staff survey question 22: My manager is interested in my wellbeing which could in part relate to support provided by managers to staff experiencing domestic abuse.

6. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

Meeting the public sector equality duty

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please use the 'no' column to highlight your responses.

	Yes	No	Not known
All Groups	The need for confidentiality with respect to the colleagues of a member of staff experiencing domestic abuse. Some degree of information sharing may be necessary, e.g. to prevent the person's abuser being put through on the phone, but confidentiality &/or discretion is needed; particularly where the circumstances could reveal elements of a person's identity. E.g. a LGB member of staff who is not out at work but is being abused by their same sex partner, or a disabled member of staff with a non-visible impairment, where the disability is relevant to the abuse.		
Women and men	X – Women say that they have experienced domestic abuse than men; 7.7% compared with 4.4% (Crime Survey for England and Wales, March 2016). Majority of staff at UWE are women; 58% (Staffing Statistics, 2016). Specific reference is		

	<p>made within the policy to the fact that men can also experience domestic abuse. 72% of part time workers are female who may experience greater levels of isolation. The policy includes guidance for managers to start conversations with part-time staff asap. Support provided by variety of external organisations available 24 hours.</p>		
<p>Trans people</p>	<p>X – 17 UWE staff declared as Trans (Staffing Statistics, 2016). Trans people can experience domestic violence and abuse from a same or opposite sex partner, regardless of the gender identity of either person.</p> <p>There is limited research on how many trans people experience domestic abuse in the UK and the best studies have small group samples. However, figures suggest it is a significant issue (Stonewall https://www.stonewall.org.uk/help-advice/criminal-law/domestic-violence).</p> <p>Trans people may experience additional and unique barriers to disclosure. Trans staff may not be comfortable raising issues in the workplace due to lack of awareness of their situation .i.e. if member of staff not out in work. An abuser may threaten to gender identity to their employer, family or community without their consent, which can act as a deterrent to seeking help.</p> <p>Trans people may also fear discrimination when accessing services, especially single sex services</p>		

	<p>which may be inaccessible for some trans people. The policy signposts specific support for trans people (Galop).</p>		
<p>Black and minority ethnic groups</p>	<p>X Some cultures may experience misunderstandings in communications and cultural differences or traditions which can inhibit them from accessing or understanding and reporting domestic abuse.</p> <p>Policy and communication will be written in plain language, to help support those whose first language is not English.</p>		
<p>Disabled people</p>	<p>X Disabled people experience disproportionately higher rates of domestic abuse, over longer periods of time and more severe and frequent than non-disabled people (Public Health England, Disability and domestic abuse report 2015).</p> <p>Disabled staff, particularly those with a specific learning difference, may need additional support which can be sought from external specialist organisations. More challenging when mental health or substance misuse complex needs exist. When mental health, substance misuse and domestic violence and abuse are all a concern this is called the 'Toxic Trio'.</p>		
<p>Younger or older people</p>	<p>X Younger people are more likely to be subject to interpersonal violence. The majority of high risk victims</p>		

	are in their 20s or 30s. SafeLives (2015), Insights Idva National Dataset 2013-14. Bristol: SafeLives.		
People of different religion and beliefs	X People affiliated with any religion or belief system can experience domestic abuse. Domestic abuse may have different levels of stigma attached in different religious or cultural settings. Justification of domestic violence in the name of religion; FGM, sexual orientation, gender roles, honour killing.		
Lesbian, gay, bisexual people	X Research shows that one in four lesbian and bi women have experienced domestic abuse in a relationship (Stonewall - https://www.stonewall.org.uk/help-advice/criminal-law/domestic-violence) The policy signposts support for LGBT staff.		
Marriage and civil partnership	X Financial abuse. Those in civil partnerships don't have all of the same financial protections as marriage which may cause additional pressure and potential for financial abuse.		
Pregnancy and maternity	X Over a third of domestic violence starts or gets worse when a woman is pregnant. Refuge (http://www.refuge.org.uk/get-help-now/what-is-domestic-violence/domestic-violence-and-pregnancy/)		

7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

Policy reviewed by Bristol Zero Tolerance. 3 week consultation for equality groups.

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

See action plan

9. Please indicate the level of equality relevance:

High

Medium

Low

10. **Equality analysis sign off:**

Faculty Dean or Head of Service	Louise Davis (on behalf of)
Faculty / service	Human Resources
Date	01.06.2018

Please return this form to the Equality and Diversity Unit for feedback, the start of the consultation process and publication.

Equality analysis - action plan

Appendix 1

Name of activity: Domestic violence and abuse policy

Plan completed by: Louise Davis

Service / faculty: Human Resources

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Consultation	Consultation with different equality groups to collate views. Consultation with trade unions.	Louise Davis/ E&D team Louise Davis	Support from E&D team	Dec 2017 Dec 2017	Stakeholders fully consulted on new policy	Completed Jan 2018
Policy should be wider than domestic abuse	Changed name of policy to Domestic violence and abuse policy	Russell Thomas/ Louise Davis	None	Dec 2017		Completed Dec 2017
Staff need to understand that domestic violence and abuse can take many forms	Updated policy to include wider list of examples of domestic violence and abuse	Russell Thomas/ Louise Davis	None	Dec 2017		Completed Dec 2017
Different staff groups may need to access specialist external organisations for support	Updated policy to include contact details for specialist organisations	Russell Thomas/ Louise Davis	None	Dec 2017		Completed Dec 2017

Publication	Publication of policy on HR intranet.	Louise Davis	Support from Strategic Communications and Engagement team	June 2018	Staff awareness of policy and associated support	Completed June 2018
Communication	Communication of policy to staff and managers via Weekly News.	Louise Davis	Support from Strategic Communications and Engagement team	June 2018	Staff awareness of policy and associated support	Completed June 2018
Monitoring	Monitoring of policy via ongoing feedback from individual employees on the support they have received from the University and the effectiveness of the measures outlined in the policy	ER&R team /HR Advice team	Support from HR Advice team, individuals and line managers	Ongoing	Appropriate support in place for staff	Ongoing
Review arrangements	Review of policy every 3 years.	ER&R team	Support from all stakeholders	2021	Up-to-date policy in place	Review scheduled

Please return form to the Equality and Diversity Unit