



Equality Impact Assessment (EqIA)

Summary results of the EqIA

Title of policy/practice/process/service: Domestic Abuse policy.

Is the policy new (proposed), a revision to an existing policy or a review of current policy?

New policy.

Key findings from this assessment (or reason why an EqIA is not required).

The policy recognises that anyone can be affected by domestic abuse regardless of protected characteristic. The policy highlights however that members of certain equality groups are at greater risk of experiencing domestic abuse, and that there are particular forms of abuse that are either specific to, or more likely to be experienced by, people with certain protected characteristics. The relevant protected characteristics are age, sex, pregnancy and maternity, disability, race, religion or belief, gender reassignment and sexual orientation.

Summary of actions taken because of this assessment.

It is recommended that a Domestic Abuse Policy is put in place in to:

- recognise domestic abuse as an issue
- raise awareness of domestic abuse and its impact on work, including how we can provide a safe place of work for those experiencing domestic abuse
- encourage open conversations between line managers and staff
- empower line managers to respond appropriately to any disclosures that are made to them and provide appropriate support; and
- direct staff to relevant advice and assistance.

Ongoing actions beyond implementation include:

- ongoing monitoring.

Lead person(s) for this assessment (job title and department only).

People Consultant, People and Organisational Development.

Senior responsible owner agreement that the policy has been fully assessed against the needs of the general duty (job title only).

Head of People and Organisational Development, Corporate Services & Accounts.

Publication date (for completion by Communications):

24/10/2024.

Step 1 – Framing the planned change

Discussing step 1 and step 2 with the Policy Officer (Equalities) at an early stage will help identify appropriate evidence. This may include support from the wider Policy and Development team.

1.1 Briefly describe the aims, objectives and purpose of the policy/practice/process/service. *You can use the information in your project specification, business case etc.*

The aims of the Domestic Abuse Policy are to:

- recognise domestic abuse as an issue
- raise awareness of domestic abuse and its impact on work, including how we can provide a safe place of work for those experiencing domestic abuse
- encourage open conversations between line managers and staff
- empower line managers to respond appropriately to any disclosures that are made to them and provide appropriate support
- direct staff to relevant advice and assistance.

1.2 Why is the change required? *Legislative, routine review etc.*

This is a new Domestic Abuse Policy, developed in line with good practice from a HR perspective.

1.3 Who is affected by this policy/practice/process/service? *Be clear about who the ‘customer’ is.*

This policy applies to all SLAB employees.

1.4 Policy/practice/process/service implementation date? *Project end date, date new legislation will take effect.*

25/11/2024.

1.5 What other SLAB policies or projects may be linked to or affected by changes to this policy/practice/process/service? *The EqIA for related policies might help you understand potential impacts, and/or your findings might be relevant to share.*

Special Leave, Managing Sickness Absence, Disciplinary, Flexible Working, Family Friendly, Code of Conduct.

Step 2: Consider the available evidence and data relevant to your policy/practice/process/service

The information you gather in this section will:

- help you to understand the importance of your policy/practice/process/service for different equality groups,
- inform the depth of equality impact assessment you need to do (this should be proportional to the potential impact on equality groups), and
- provide justification and an audit trail behind your decisions, including where it is agreed an equality impact assessment is not required.

2.1 What information is available about the experience of each equality group in relation to this policy/practice/process/service?

Stay focused on the topic and scope of your policy/practice/process/service. Does the policy/practice/process/service relate to an area where there are already known inequalities? Refer to the EqIA guidance for sources of evidence.

Remember, this step in the EqIA process is NOT about the impact your policy has on equality groups and what we need to do to mitigate those. That assessment is done under Step 4.

Note: If you proceed to a full EqIA you should continue to add to this section as you develop the policy/practice/process/service, come across new evidence and/or undertake a consultation.

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? <i>Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).</i>
Age	<p>(1) Domestic Abuse Recorded By The Police In Scotland, 2022-23 (www.gov.scot)</p> <p>(2) SLAB Equality monitoring of employee protected characteristics 2022-23</p> <p>(3) Scottish Government Survey Core Questions 2019</p>	<p>In 2022-23, 61,934 incidents reported to police. The 31 to 35 years old age group had the highest incident rate for both victims (277 incidents recorded per 10,000 population) (1)</p> <p>SLAB employees are clustered around the middle age ranges with fewer employees aged <=24 years and 65+ years (both <5%). Around a third of our employees are aged 45-54 years (30-35%) and our next largest age group is 35-44 (25-30%) (2).</p> <p>Proportionally, our age demographic is like the 2019 Scottish population in employment (3). The main difference is across the lower age ranges where we have <5% aged <=24 years and 10-15% aged 25-34 years compared to the 2019 Scottish population in employment which is 11.9% aged <=24 years and 23% aged 25-34 years (3).</p>

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? <i>Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).</i>
	(4) Spotlight report on older people and domestic abuse (Safe Lives)	<p>The SLAB mean employee age is 46 years; a slight increase from 45 years in 2019-20 (1).</p> <p>While there is a lack of research on older people and domestic abuse, it is worth noting that the abuse they suffer is different from younger people and that older people are likely to under-report abuse they suffer. Older victims of domestic abuse are more likely to have lived with the perpetrator for prolonged periods before getting help, which may create additional pressures to stay with an abusive partner. Another issue with this group is the issue of dependency: older people are more likely to suffer from health problems or disabilities which can exacerbate their vulnerability, especially if the perpetrator of harm is also their carer. Older people are also at increased risk of abuse from an adult family member, for example their adult children (4).</p>
Disability	<p>(1) SLAB Equality monitoring of employee protected characteristics 2022-23</p> <p>(2) Staff Survey 2023</p> <p>(3) Scottish Government Survey Core Questions 2019</p> <p>(4) Disability and domestic abuse (Public Health England)</p>	<p>In 2022-23, 15-20% of all SLAB employees disclosed a disability (1).</p> <p>This level remains higher than the 2019 Scottish population in employment figure of 13.8% but lower than the 25.9% of people with a disability in the general population (3).</p> <p>However, in the 2023 SLAB Staff Survey (2), 26% said they had a condition which lasted or was likely to last for 12 months. 11% said they had a mental health condition. This might suggest that the actual level of Equality Act disability amongst staff could be higher than is reported through our self-service equality data gathering process.</p> <p>In 2015, Public Health England published a report which noted that “Disabled people experience disproportionately higher rates of domestic abuse. They also experience domestic abuse for longer periods of time, and more severe and frequent abuse than non-disabled people.” The report also noted that reliance on an abusive partner to meet housing needs can be a particular barrier for people experiencing domestic abuse who have a disability. (4)</p>
Race	(1) SLAB Equality monitoring of employee protected characteristics 2022-23	The demographics of SLAB staff by race are as follows: 85-90% white majority, <5% white minority, <5 non-white minority ethnic, and 5-10% prefer not to say. (1)

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? <i>Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).</i>
	<p>(2) Scottish Government Survey Core Questions 2019</p> <p>(3) Scottish Government Equality Impact Assessment for the Domestic Abuse (Protection) (Scotland) Bill, October 2020</p> <p>(4) Domestic Abuse & BME Women (hematgryffe.org.uk)</p> <p>(5) People whose first language is not English: learning from case reviews (NSPCC)</p> <p>(6) Minority Ethnic women and violence against women and girls: Insights gathering project (Public Health Scotland)</p> <p>(7) Research report on South Asian Women and Domestic Abuse from the Scottish Institute for Policing Research (SIPR)</p> <p>(8) Domestic abuse victim characteristics, England and</p>	<p>Our employee demographic is broadly comparable to the 2019 Scottish population. Our representation of people from a white minority ethnic group is slightly lower than that reported in the 2019 Scottish population (6.8%) and for those in employment (8.2%). (2)</p> <p>There is a lack of evidence that domestic abuse differentially affects people based on race. The Scottish Government and Police Scotland figures do not give a breakdown by race or ethnicity. An equivalent survey in England and Wales shows some variation in risk of abuse on basis of ethnicity, but in view of the small numbers of non-white survey respondents, it is not possible to determine if these variations are statistically significant (3).</p> <p>Hemat Gryffe Women's Aid, which provide specialist support to women from the Asian, Black and Minority ethnic community who experience domestic abuse influenced by culture and tradition note that members of certain ethnic communities are at greater risk of experiencing 'honour' based abuse: a form of domestic abuse and a controlling mechanism which is perpetrated by immediate and extended family members mainly, but not exclusively, on women who are considered to have brought shame on themselves, their family and the community. They note that women will often experience isolation, threats, physical violence, extreme emotional pressure and may even be murdered to protect so called cultural and religious beliefs. (3)(4)(9)</p> <p>Evidence shows that people with difficulties understanding or speaking English are more likely to rely on a third party to translate for them. This can create an imbalance of power between the person speaking and understanding English and the person relying on them for support. This also creates a lack of confidentiality, which reduces the chances of abuse or issues being disclosed. (5)(9)</p> <p>One of the major barriers identified for minority ethnic women is language. Language barriers are a significant factor in women being able to access advice and support. Women from minority ethnic groups experience additional challenges when seeking</p>

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? <i>Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).</i>
	<p>Wales - Office for National Statistics</p> <p>(9) Minoritised Ethnic Women's Experiences of Domestic Abuse and Barriers to Help-Seeking: A Summary of the Evidence (Scottish Government)</p>	<p>support, as services can lack an understanding of the experiences and cultural practices of their communities. Many women from minority ethnic groups feel a lack of trust towards mainstream services and report that they would be unlikely to disclose or seek support from services such as social work, police and health. (6)(9)</p> <p>People with insecure immigration status are less likely to contact the police for help. (7)(9)</p> <p>In the year ending March 2023 in England and Wales, A significantly higher proportion of those in the Mixed and White ethnic groups experienced domestic abuse in the last year compared with those in the Asian or Asian British group. (8)</p> <p>Dependency on spouses for the right to remain in the UK can fuel coercive and controlling behaviour, with perpetrators exploiting the situation to further the abuse. This is exacerbated when children are involved, as women fear being deported and separated from their children. (9)</p> <p>People may feel they have no choice but to remain in abusive marriages to avoid risking homelessness or deportation, especially if they do not have support networks outside of the household or community. (9)</p>
Sex	<p>(1) Equality monitoring of employee protected characteristics 2022-23 (SLAB)</p> <p>(2) Domestic Abuse recorded by Police Scotland, 2022-23 (Scottish Government)</p> <p>(3) Homeless applications from women due to domestic violence</p>	<p>Women make up to 65-70% of the SLAB workforce. (1)</p> <p>In 2022-23, four out of five (81%) victims of domestic abuse were female. 81% of incidents involved a female victim and a male accused. 16% of incidents involved a male victim and a female accused. In the remaining 3% of cases, the victim and accused were the same gender. (2)</p> <p>Homelessness caused by domestic abuse affects around three times as many women as it does men. (3)</p>

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? <i>Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).</i>
	<p>or abuse: statistics – 29 July 2019 (Scottish Government)</p> <p>(4) Scottish Crime and Justice Survey 2021-22 (Scottish Government)</p>	<p>61% of men and 55% of women are confident in the ability of the police to support victims of crimes. (4)</p>
<p>Gender Reassignment</p>	<p>(1) Equality monitoring of employee protected characteristics 2022-23 (SLAB)</p> <p>(2) Trans people in the UK Factsheet (Government Equalities Office)</p> <p>(3) Out of sight, out of mind? Research report - transgender people's experiences of domestic abuse, 2010 (Scottish Trans)</p>	<p>Fewer than 5% of SLAB's staff indicated that they are not the same gender identity they were assigned at birth. (1)</p> <p>The Government Equalities Office estimates that there are approximately 200,000 to 500,000 trans people living in the UK. (2)</p> <p>There is limited evidence concerning transgender people's experience of domestic abuse. LGBT Youth Scotland and the Equality Network carried out research into transgender people's experiences of domestic abuse. This was a small study of 60 people. That study found that 80% of those surveyed had experienced emotional, physical or sexual abusive behaviour by a partner or ex-partner. (3)</p> <p>It is not clear if this study can be regarded as representative given the low numbers of the sample but if it were, it would indicate that transgender people are at much greater risk of partner abuse. 80% of respondents stated that they had experienced emotionally, sexually or physically abusive behaviour by a partner or ex-partner. The type of domestic abuse most frequently experienced by the respondents was transphobic emotional abuse, with 73% of the respondents experiencing at least one type of transphobic emotionally abusive behaviour from a partner or ex-partner. (3)</p>

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? <i>Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).</i>
Sexual orientation	<p>(1) Equality monitoring of employee protected characteristics 2022-23 (SLAB)</p> <p>(2) Scottish Government Survey Core Questions 2019</p> <p>(3) Domestic Abuse recorded by Police Scotland, 2022-23 (Scottish Government)</p> <p>(4) Briefing on Domestic Abuse and Health, 2012 (Stonewall)</p> <p>(5) LGBT in Britain - Home and Communities, 2018 (Stonewall)</p> <p>(6) LGBT+ people experiencing domestic abuse, 2020 (Galop)</p> <p>(7) Free to be Safe: LGBT+ people experiencing Domestic Abuse, 2018 (Safe Lives)</p>	<p>Fewer than 5% of SLAB's staff indicated they are either lesbian, gay or bisexual. (1)</p> <p>This is comparable to national statistics. In 2019, around 3% of adults self-identified as lesbian, gay, bisexual or other. 95% of adults self-identified as straight or heterosexual. (2)</p> <p>Information on domestic abuse incidents recorded by the police in 2022-23 shows that 3% of incidents involved victim and suspected perpetrator were the same gender. (3)</p> <p>While there is a lack of robust Scottish data regarding the extent to which lesbian, gay and bisexual people are at risk from domestic abuse, a survey undertaken by Stonewall, covering the UK including Scotland, reported that one in four lesbian and bisexual women and 37% of gay and bisexual men report having experienced partner abuse. (4)</p> <p>If these figures reflect the experience of lesbian, gay and bisexual people in Scotland, it suggests that they may be at greater risk of experiencing partner abuse than the general population. It appears to be particularly the case for bisexual women and people who identify as trans or non-binary. (5)</p> <p>Research suggests that LGBT+ people from minority ethnic groups are at greater risk of domestic abuse from family members and intimate partners. (6)</p> <p>LGBT+ people might experience unique forms of coercive control targeted at their sexual orientation or gender identity. For instance, for those not 'out' to wider networks, the threat of 'outing' gender identity or sexual orientation can be a source of power and control for the perpetrator. (7)</p>
Religion or Belief	<p>(1) Equality monitoring of employee protected characteristics 2022-23 (SLAB)</p>	<p>Of all staff, 40% of employees declared a religion or belief, with 35-40% Christian and less than 5% other religion. (1)</p>

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? <i>Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).</i>
	<p>(2) Scottish Government Survey Core Questions 2019</p> <p>(3) Scottish Government Equality Impact Assessment for the Domestic Abuse (Protection) (Scotland) Bill, October 2020</p> <p>(4) Christian teaching linked to domestic abuse, research finds, 2023 (Church Times)</p> <p>(5) Role of Religion in Domestic Violence and Abuse in UK Muslim Communities, 2023 (Oxford Journal of Law and Religion)</p>	<p>This is below the Scottish national picture of 49.5% declaring any sort of religion or belief (2).</p> <p>There is a lack of evidence that domestic abuse differentially affects people on the basis of their religion or belief and statistics are not collected. The Scottish Government’s own equality impact assessment notes: "... an Improvement Service briefing in July 2015 noted that “a recent study by the Equality and Human Rights Commission highlights that much domestic abuse is never reported, and under-reporting is a particular issue in women from religious and ethnic minority communities.” (3)(4)(5)</p>
Pregnancy or maternity	<p>(1) SLAB Annual Report and Accounts 2023-24</p>	<p>In 2020-21 100% of maternity leavers returned to work at SLAB. Of these, 60% requested a variation to their contractual hours on return to work and all were approved on a permanent basis. (1)</p> <p>There is limited evidence concerning the extent to which pregnant women and new mothers experience domestic abuse in Scotland. However, research quoted in the Scottish Government Pregnancy and Maternity Evidence Review (2013) found that “research highlights that pregnant women face an increased risk of domestic abuse, with domestic abuse estimated to occur in 5% to 21% of pre-birth cases and in 13% to 21% of</p>

Equality characteristics	Evidence source (web link, report, survey, complaint)	What does the evidence tell you about the experiences of this group in relation to the policy/practice/process/service? <i>Lack of evidence may suggest a gap in knowledge/need for consultation (step 3).</i>
	<p>(2) Scottish Government Equality Outcomes: Pregnancy and Maternity Evidence Review</p> <p>(3) Cry for Health Domestic abuse response in hospitals, 2016 (Safe Lives)</p>	<p>post-birth cases” and that “evidence from Scotland and across the UK indicates that abuse often starts in pregnancy and gets worse when the first child is new-born.” (2)</p> <p>Around 30% of domestic abuse begins during pregnancy, while 40–60% of women experiencing domestic abuse (England and Wales statistics) are abused during pregnancy. (3)</p>
Marriage/civil partnership	<p>(1) What is domestic abuse? (Police Scotland)</p> <p>(2) Domestic Abuse recorded by Police Scotland, 2022-23 (Scottish Government)</p>	<p>Police Scotland define domestic abuse as “any form of physical, verbal, sexual, psychological or financial abuse which might amount to criminal conduct and which takes place within the context of a relationship. The relationship will be between partners (married, cohabiting, civil partnership or otherwise) or ex-partners.” (1)</p> <p>50% of incidents in 2022-23 were between current partners and 49% between ex-partners Current partner is defined as spouse/civil partner, partner and cohabiter. Ex-partner is defined as ex-spouse/civil partner and ex-partner. However, it is difficult to suggest that there is evidence that marriage or civil partnership status per se has any bearing on this group's experience of domestic violence. (2)</p>
Care Experienced <i>(corporate parenting duty)</i>	<p>(1) Equality monitoring of employee protected characteristics 2022-23 (SLAB)</p> <p>(2) Who Cares Scotland Statistics</p>	<p>5-10% of all staff declare they are care-experienced, 80-85% are not and 10-15% prefer not to say. (1)</p> <p>This roughly aligns with national data Who Cares Scotland. (2)</p> <p>There is no internal or external evidence about the impact of domestic violence on this group.</p>

2.2 Using the information above and your knowledge of the policy/practice/process/service, summarise your overall assessment of how important and relevant the policy/practice/process/service is likely to be for equality groups.

Based on the information gathered above, it is likely that the policy impacts on many of the protected characteristics and in particular age, sex, pregnancy and maternity, disability, race, religion, gender reassignment and sexual orientation. Any other potential impacts will be investigated during the consultation process.

2.3 Outcome of step 2 and next steps. Complete the table below to inform the next stage of the EqIA process.

Consult with the project group and/or Corporate Policy Officer (Equalities) on completing this section.

Outcome of Step 2 following initial evidence gathering and relevance to equality characteristics	Yes/ No (Y or N)	Next steps
There is no relevance to equality or our corporate parenting duties	N	Proceed to Step 5: agree with decision makers that no EqIA is required based on current evidence
There is relevance to some or all of the equality groups and/or our corporate parenting duties	Y	Proceed to Step 3: complete full EqIA
It is unclear if there is relevance to some or all of the equality groups and/or our corporate parenting duties	N	Proceed to Step 3: complete full EqIA

Step 3 – stakeholder involvement and consultation

This step will help you to address any gaps in evidence identified in Step 2. Speaking to people who will be affected by your policy/practice/process/service can help clarify the impact it will have on different equality groups.

Remember that sufficient evidence is required for you to show ‘due regard’ to the likely or actual impact of your policy/practice/process/service on equality groups. An inadequate analysis in an assessment may mean failure to meet the general duty.

The Policy and Development team can help to identify appropriate ways to engage with external groups or to undertake research to fill evidence gaps.

3.1 Do you/did you have any consultation or involvement planned for this policy/practice/process service?

Yes.

3.2 List all the stakeholder groups that you will talk to about this policy/practice/process/service.

Carried out consultations with SLAB Employees, including the staff survey, and our recognised Trade Union.

3.3 What did you learn from the consultation/involvement? Remember to record relevant actions in the assessment action log.

Staff Survey – September 2023:

- 90% of respondents indicated that their line manager is considerate of their life outside of work
- 89% of responded positively to the question “the people in my team can be relied upon when things get difficult”
- 16% of respondents indicated that they never discussed their personal wellbeing and/or work related stress with their manager
- Less than 30% of respondents had regular discussions with their manager about their personal wellbeing and/or work related stress
- 78% of managers responded that they felt confident in supporting the health and wellbeing of the people they manage.

Employee and Trade Union Consultation – August 2024:

Nine out of 10 people stated that they did not think or had no opinions on whether the Domestic Abuse policy might have different impact on different groups of people based on protected characteristics. In addition, most comments were about the nature of domestic abuse rather than how the policy might impact differently.

When the policy was mentioned directly, two respondents had contrasting comments. One respondent felt that some protected characteristics were at greater risk and was not detailed or evidenced with examples in the policy. Whereas another respondent commented that the policy rightly

identified that women are more likely to be victims/survivors, while also highlighting that domestic abuse is prolific and can transcend all protected characteristics.

A few respondents commented on their concern regarding managers being equipped to support any disclosure conversations.

Step 4 - Impact on equality groups and steps to address these

You must consider the three aims of the general duty for each protected characteristic. The following questions will help:

- **Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010?** *How will this be mitigated?*
- **Is there potential to advance equality of opportunity between people who share a characteristic and those who do not?** *How can this be achieved?*
- **Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not?** *How can this be achieved?*

4.1 Does the policy/practice/process/service have any impacts (whether intended or unintended, positive or negative) on any of the equality characteristics?

In the tables below, record the impact the policy/practice/process/service might have on each equality characteristic, as it is planned or as it operates, and describe what changes in policy/practice process/service or actions will be required to mitigate that impact. Copy any actions across to the project action log.

Age	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Given the impact cited above of the 31 to 35 years old age group having the highest incident rate of domestic violence for both victims and for the accused, the implementation of a new policy should have a positive impact on this group. There is reference in the policy to various helplines which are aimed at providing support.

potential for developing good relations			X	
potential to advance equality of opportunity			X	

Sex	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Given the impact cited above of domestic violence on women, the implementation of a new policy should have a positive impact on this group. The policy also highlights that women are more likely to experience domestic abuse and be killed because of that abuse. There is reference in the policy to various helplines which are aimed at providing support to women in these circumstances. It is also recognised that men can suffer abuse and there are also references to support services for men.
potential for developing good relations			X	
potential to advance equality of opportunity	X			It is also recognised that men can suffer abuse and there are also references to support services for men.

Disability	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Given the impact cited above of domestic violence on people with disabilities, the implementation of a new policy should have a positive impact on this group.

potential for developing good relations			X	
potential to advance equality of opportunity			X	

Gender reassignment	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Given the impact cited above of domestic violence on transgender people, the implementation of a new policy should have a positive impact on this group. The policy also highlights that some individuals may be vulnerable to domestic abuse because they have recently come out as transgender and refers to resources specific to LGBT+ people.
potential for developing good relations			X	
potential to advance equality of opportunity			X	

Race	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Given the potential impact cited above of domestic violence on people from ethnic minority communities, the implementation of a new policy should have a positive impact on this group. The policy also highlights that under-reporting is a particular issue in women from ethnic minority communities.

				There is reference in the policy to various helplines which includes the Forced Marriage helpline and Shakti Women's Aid who specialise in providing support to women from BME and some minority communities.
potential for developing good relations			X	
potential to advance equality of opportunity	X			There is reference in the policy to various helplines which includes the Forced Marriage helpline and Shakti Women's Aid who specialise in providing support to women from BME and some ethnic minority communities.

Religion or Belief	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Given the potential impact cited above of religion and beliefs in excusing domestic abuse, the implementation of a new policy should have a positive impact. The policy also highlights that under-reporting is a particular issue in women from religious and ethnic minority communities there may be forms of psychological and emotional abuse which relate specifically to the beliefs and traditions of religious groups. There is reference in the policy to various helplines which includes the Forced Marriage helpline and Shakti Women's Aid who specialise in providing support to women from some minority religious communities.
potential for developing good relations			X	
potential to advance equality of opportunity	X			There is reference in the policy to various helplines which includes the Forced Marriage helpline and Shakti Women's Aid who specialise in providing support to women from BME and some minority religious communities.

Sexual Orientation	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Given the potential impact cited above of domestic violence on people in relation to their sexual orientation, the implementation of a new policy should have a positive impact on this group. The policy also highlights that some individuals may be vulnerable to domestic abuse because they have recently revealed their sexual orientation and refers to LGBT+ support helplines.
potential for developing good relations			X	
potential to advance equality of opportunity			X	

Pregnancy & Maternity	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Given the potential impact cited above of domestic violence on pregnant women and those who have recently given birth, the implementation of a new policy should have a positive impact on this group. The policy also highlights that abuse often starts in pregnancy and gets worse when the first child is a newborn.
potential for developing good relations			X	
potential to advance equality of opportunity			X	

Marriage & Civil Partnership	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination	X			Whilst it is not clear that marriage or civil partnership status per se has any bearing on this group's experience of domestic violence, domestic abuse is an issue for those that are in a relationship or ex-relationship that could have been a marriage or a civil partnership. The implementation of a new policy should therefore have a positive impact on this group. The policy recognises that anyone can be affected by domestic abuse regardless of protected characteristic.
potential for developing good relations			X	
potential to advance equality of opportunity			X	

Care experienced young people	Place 'X' in the relevant box(es)			Describe the changes or actions (if any) you plan to take. For example, to mitigate any impact, maximise the positive impact, or record your justification to not make changes despite the potential for adverse impact.
	Positive impacts	Negative impacts	No impact	
potential for discrimination			X	There is no evidence available that would suggest a negative impact for care experienced groups in relation to this policy.
potential for developing good relations			X	
potential to advance equality of opportunity			X	

4.2 Describe how the assessment so far might affect other areas of this policy/practice/process/service and/or project timeline?

We conducted a consultation with all staff and our recognised Trade Union seeking views on the policy and made changes to the policy as a result.

Managers Guidelines and documentation will be produced along with specific training for managers, to equip them to support any disclosure conversations. E-learning will be available and mandatory for all managers.

4.3 Having considered the potential or actual impacts of your policy/practice/process/service on equality groups, you should now record the outcome of this assessment below.

Choose from one of the following (mark with an X or delete as appropriate):

Please select (X)	Implications for the policy/practice/process/service
	<p>No major change Your assessment demonstrates that the policy/practice/process/service is robust. The evidence shows no potential for unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.</p>
X	<p>Adjust the policy/practice/process/service You need to take steps to remove any barriers, to better advance equality of to foster good relations. You have set actions to address this and have clear ways of monitoring the impact of the policy/practice/process/service when implemented.</p>
	<p>Continue the policy/practice/process/service with adverse impact The policy/practice/process/service will continue despite the potential for adverse impact. You have justified this with this assessment and shown how this decision is compatible with our obligations under the public sector equality duty. When you believe any discrimination can be objectively justified you must record in this assessment what this is and how the decision was reached.</p>
	<p>Stop and remove the policy/practice/process/service The policy/practice/process/service will not be implemented due to adverse effects that are not justified and cannot be mitigated.</p>

Step 5 - Discuss and review the assessment with decision makers and governance structures

You must discuss the findings of this assessment with senior decision makers during the lifetime of the project/review and before you finalise the assessment. Relevant groups include, but are not limited to, a Project Board, Executive Team or Board members. EqIA should be on every project board agenda therefore only note dates where key decisions have been made (for example draft EqIA sign off, discussion about consultation response).

5.1 Record details of the groups you report to about this policy/practice/process/service and impact assessment. Include the date you presented progress to each group and an extract from the minutes to reflect the discussion.

From April 2024: Regular reviews and updates to the EqIA between Policy staff and People & OD colleagues.

August 2024: Consultation with employees and our recognised Trade Union.

September 2024: Following consultation with employees and our recognised Trade Union, changes made to the policy and EqIA.

Step 6 – Post-implementation actions and monitoring impact

There may be further actions or changes planned after the policy/practice/process/service is implemented and this assessment is signed off. It is important to continue to monitor the impact of your policy/practice/process/service on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

6.1 Record any ongoing actions below.

This can be copied from the project action log or elsewhere in this assessment and should include timescales and person/team responsible. If there are no outstanding items, please make this clear.

1. Review the support requested by each of the protected characteristics to help us form any better conclusion in terms of equality (People & OD team – ongoing). Due to sensitive nature the review will be handled confidentially within the People & OD team.
2. Training on domestic abuse disclosures will be mandatory for all managers (People & OD team from November 2024).

6.2 Note here how you intend to monitor the impact of this policy/practice/process/service on equality groups. In the table below you should:

- list the relevant measures,
- identify who or which team is responsible for implementing or monitoring any changes,
- identify where the measure will be reported to ensure any issues can be acted on as appropriate.

Measure	Lead department/ individual	Reporting (where/ frequency)
Staff survey	People & OD with policy support for analysis	Every two years, to board and Executive Team
On going review	People & OD	Due to sensitive nature of the policy; the People & OD team will only report in terms of whether the policy has been used.

6.3 EqIA review date.

This EqIA should be reviewed as part of the post-implementation review of the policy/practice/process/service. The date should not exceed three years from the policy/practice/process/service implementation date.

01/11/2027.

Step 7 – Assessment sign off and approval

Once final consultation has been undertaken with Corporate Policy Officer (Equalities), all equality impact assessments must be signed off by the relevant Director or Senior Responsible Owner (SRO), even where an EqIA is not required. The Chief Executive must approve all equality impact assessments. Note the relevant dates here:

Director/SRO sign off: 02/10/2024.

Chief Executive approval: 21/10/2024.

All full equality impact assessments must be published on SLAB's website as early as possible after the decision is made to implement the policy, practice, process or service.