

Document name:	Domestic Abuse* (where experienced by staff) Policy
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Developed by:	Employment Policy Sub Group consisting of staff side, HR and management representatives
Director lead:	Chief People Officer
Contact for advice:	People directorate representative Safeguarding team

**Please be mindful when reading this policy that it contains detailed descriptions of different types of domestic abuse.*

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1.0 INTRODUCTION

The Trust is committed to working in partnership with staff to help maintain and improve their wellbeing, both in and out of work. It aims to have a culture that reflects its values of treating people fairly, helping them feel empowered and be treated with dignity and respect.

The Trust can provide assistance to those suffering abuse which includes: confidential means for coming forward for help; resources and referral information; special considerations at the workplace for employee safety; work schedule adjustments or leave where it is necessary to obtain medical, counselling or legal assistance; and workplace relocation (if available).

In responding to domestic abuse, the Trust will maintain appropriate confidentiality and respect the rights of those involved (see section 7).

The principles, resources and support services available apply to anyone experiencing abuse. The policy and the guidance aim to raise awareness of domestic abuse and how to support people and respond to an incident.

2.0 PURPOSE AND SCOPE OF THIS POLICY

This policy and procedure applies to all employees of the Trust plus individuals seconded to or on placement with the trust.

Anyone who is experiencing or has experienced domestic abuse can raise the issue with their manager, People directorate representative, Staff Counselling Service, Occupational Health and Wellbeing Service, Union Representative etc, in the knowledge that the matter will be treated effectively, sympathetically and confidentially.

The Trust recognises that domestic abuse is not obvious. An aim of this policy is to have channels of communication for those staff experiencing domestic abuse.

3.0 RESPONSIBILITIES

3.1 Responsibility of the Executive Management Team

- Approve this policy and ensure it has been developed according to agreed Trust Procedures.
- Support initiatives which promote wellbeing for the workforce and take appropriate action where issues of domestic abuse occur.
- Ensure that the culture reflects its values of treating people fairly, helping them feel empowered and be treated with dignity and respect.

3.2 Responsibility of the Chief people officer

- Act as the lead director with responsibility for this policy.

- Encourage and instigate appropriate wellbeing initiatives.
- Provide reports to the Trust Board and Executive Management Team as required in relation to reported cases of employee domestic abuse.
- Ensure that managers are aware of their responsibilities in relation to the policy.

3.3 Responsibility of Line Managers

- Encourage a culture which values the wellbeing of the staff and supports wellbeing initiatives and creating an environment where the employee feels safe to talk about what they are experiencing.
- Follow the policy and facilitate its implementation in a safe and collaborative way.
- Provide a person-centred, sensitive and non-judgemental response, reassuring the employee and informing them that there is help and support available, both through the Trust and through links with special agencies.
- Be informed about supportive options which are available in this guidance and discuss these with the employee.
- Ensuring that information is kept confidential unless there is a specific agreement with the individual to do otherwise or where there are children present who are witnessing or experiencing the abuse, then there is a statutory requirement to share information with multi-agency partners (the trust safeguarding team can be contacted for further advice).
- Recognise that domestic abuse may impact on an individual's performance and attendance and act in a compassionate manner to provide appropriate support and reassurance.
- Keep in regular contact with the employee during any period of absence, ensuring that there is a safe means to do so. A plan should be developed with the employee that takes into account of any potential risks around contact.
- Where there are **concerns of serious harm** managers should contact a member of the safeguarding team for professional advice. Managers should discuss with the employee the need to contact a member of the safeguarding team.

3.4 Responsibility of the People directorate

- Provide advice and support to Trust Managers and staff to ensure the consistent application of Trust policy and compliance with relevant employment legislation.

- Work with Occupational Health, the trust safeguarding team, the line manager and the individual to identify any support required.

3.5 Responsibility of Occupational Health

- Provide Occupational Health advice and support to Trust Managers and staff on individual cases.
- Advise and signpost to specialist help/support as required.
- Liaise with safeguarding where issues arise regarding safety in collaboration with the employee.
- Work with managers to collaboratively support employees experiencing domestic abuse.

3.6 Responsibility of Employees

- To prioritise looking after their own health and wellbeing which will support the development and maintenance of a safe and supportive workplace environment for themselves and others; with an awareness that support is available for them if they would like to raise any issues with their manager.
- To feel empowered to raise any concerns with their manager, a People directorate representative, staff counsellor, trade union representative etc if they chose to, feeling confident that the appropriate support will be offered to them.
- To be made aware of the trust's wellbeing and support initiatives, knowing that they can choose to engage with these should they feel helpful.
- To be offered the opportunity to engage with their manager to access / be signposted to potentially helpful support and advice.

3.7 Responsibility of the trust safeguarding team

- To provide professional advice and guidance in the management of individual cases of domestic abuse in collaboration with the employee, the People Directorate and Occupational Health.

4.0 WHAT IS DOMESTIC ABUSE?

The relevant legislation in relation to domestic abuse is the Domestic Abuse Act 2021. The objectives of the act are – promoting awareness, protecting and supporting victims, holding perpetrators to account, transforming the justice response and improving performance. The statutory definition of domestic abuse introduced by the act is set out in detail in appendix 1.

Domestic abuse can encompass a wide range of behaviours. It can but does not have to involve physical acts of violence and can include threatening behaviour, controlling or coercive behaviour, emotional, psychological, sexual and/or economic abuse. Domestic abuse can involve abuse facilitated and perpetrated online or offline. It is widely recognised that the perpetrator's desire to exercise power and control over the victim is at the centre of abusive behaviours. Many victims will experience abusive behaviours simultaneously, perpetrators may demonstrate a wide range and use different tactics to gain power and control.

Physical abuse, violent or threatening behaviour – can involve but is not limited to being or threatened to be injured/physically harmed e.g. kicked, punched, burned, non-fatal strangulation, use or threats of use of weapons, causing harm by damaging or denying access to medical aids, violence or threats of violence against family members.

Sexual abuse – behaviour that is sexually abusive e.g. rape and sexual assault, being pressured into sexual acts, unwanted sexual contact or demands etc.

Controlling or coercive behaviour – examples include but are not limited to controlling or monitoring the victim's daily activities and behaviour, dictating what they can wear, what and when they can eat, controlling access to finances, isolating them from family and friends, using various ways to intimidate and threaten the victim.

Harassment or stalking – includes repeated attempts to impose unwanted communications and contact upon a victim, following a person, publishing any statement or other material relating or purporting to relate to a person or purporting to originate from the person, watching or spying on a person etc.

Economic abuse – refers to behaviour that has a substantial adverse effect on an individual's ability to acquire, use or maintain money or other property, or to obtain goods or services. This can include the individual's ability to acquire food or clothes, or access transportation or facilities. This form of abuse can make a victim economically dependent on the perpetrator, and create economic instability, thereby limiting their ability to escape and access safety.

Emotional or psychological abuse – this can involve manipulating a person's anxieties or beliefs, abusing a position of trust, hostile behaviour/silent treatment, being insulted (including relating to protected characteristics), repeatedly being belittled etc.

Verbal abuse – examples may include repeated yelling and shouting, threatening or degrading language, verbal humiliation, being laughed at and being made fun of, discriminating against or mocking someone because of a protected characteristic such as a disability, their gender identity, sexual orientation, physical appearance etc.

Technology facilitated abuse – using technology or social media to abuse victims such as placing false information about a victim on social media, 'trolling' with abusive messages, image-based abuse including non-consensual distribution of private images ('revenge porn'), hacking into and/or controlling email or social media accounts etc.

Abuse relating to faith – using, manipulating or exploiting the victim’s faith as a method of abuse for example manipulation and exploitation through the influence of religion, requirements for secrecy and silence, marital rape and the use of religious scripture to justify that, requirement of obedience to the perpetrator of domestic abuse owing to religion or faith, preventing a victim from practicing their faith etc.

So called ‘Honour’ based abuse – a crime or incident which has or may have been committed to protect or defend the perceived honour of the family and/or community, or in response to individuals trying to break away from constraining ‘norms’ of behaviour that their family or community is trying to impose.

Forced marriage – typically occurs in the context of ‘honour’ based abuse, and involves the use of violence, threats or any form of coercion against a person with the intention or belief that the conduct may cause a person to enter into marriage without consent. Forced marriage is recognized as a form of domestic abuse if carried out by someone with a personal connection to the victim and where both parties are at least 16 years old.

Female genital mutilation (FGM) – FGM is a form of violence against women and girls which is both a cause and consequence of gender inequality. It typically occurs in the context of ‘honour’ based abuse. It is generally inflicted upon children which is considered child abuse. However, it is also carried out on women for a variety of reasons. Whilst FGM may be an isolated incident of abuse within a family, it can be associated with other behaviours that constitute domestic abuse.

Victims of abuse are not confined to one gender, ethnic group or any other characteristic.

Adults of all ages, genders, ethnicities and sexualities can be affected. The Trust’s safeguarding adults policy is designed to protect vulnerable adults but offers further guidance. The term domestic abuse or violence only applies to people over 16 years of age. Children under 16 years of age can experience domestic abuse or violence, but this is usually called child abuse. The Trust’s Safeguarding and Promoting the Welfare of Children Policy offers further guidance.

5.0 THE IMPORTANCE OF SEEKING HELP

People experiencing domestic abuse often feel unable to ask for help or take control of the situation. However, without help, the abuse or violence is unlikely to stop.

Staff experiencing abuse should always be encouraged to call the police but if there’s a risk of immediate harm this should be by calling 999. The police have the power to arrest someone if they are committing violent or non-violent abuse.

Violent offences include:

- common assault
- battery
- assault occasioning actual bodily harm
- wounding with intent to cause grievous bodily harm
- sexual assault
- rape

Non-violent offences include:

- threat of imminent violence
- coercive and controlling behaviour (covered by the stalking and harassment laws)

Domestic abuse is often repeated, may continue after a relationship has ended, can result in serious injury, or even death. In some cases, it can also lead to further problems, such as depression, substance misuse or self-harm. Domestic abuse can also have a significant effect on children who may witness the violence, or be abused themselves.

There are a number of charities and organisations that can offer confidential advice and support for those living with domestic abuse. **Details of additional sources of advice are contained in the domestic abuse pathway available on the trust intranet or from the safeguarding team (whilst this document refers to service users, the sources of advice and support are relevant to any individual experiencing domestic abuse).**

6.0 DOMESTIC ABUSE AND THE WORKPLACE

Domestic abuse often has a significant impact on an individual's life. This can include an impact at work. Possible consequences include:

- Being off work/being late/leaving work early
- Physical and emotional exhaustion
- Unusual difficulty in managing workload
- Behavioural change
- Low self esteem and lack of confidence

Managers know their staff and should take a compassionate approach, using such indicators or other changes in behaviour as an opportunity to enquire about their staff's wellbeing and take appropriate supportive action. Where domestic abuse is disclosed (see below for examples), support, as detailed in this policy can then be offered and/or advice sought from a people directorate representative, member of the Trust's safeguarding team etc, as appropriate. Domestic abuse may have long term effects on an individual and ongoing wellbeing support is important.

An individual may disclose that they are experiencing domestic abuse with comments such as:

'I don't feel safe right now'

'I don't feel safe at home'

'I'm scared/frightened of my (ex) partner/family member'

'My (ex) partner/family member won't let me out of the house (or any other controlling measure mentioned, pick up prescriptions, do the shopping, see friends/family, go to work etc.)'

'My (ex) partner/family member hurt(s) me'

'My (ex) partner/family member controls everything I do'

'My (ex) partner/family member is always putting me down/makes me feel worthless'

Domestic abuse may also impact on the employee in the workplace for example:

- Employees receive harassing or repeated phone calls, emails, and unwelcome notes on their cars or unplanned and unannounced visits at work.
- This may also include being stalked or physically assaulted when travelling to or from work, or at work.
- Colleagues could also be followed to or from work, or subjected to questioning about how to contact the individual, or where he or she can be found.
- Perpetrators may also be using workplace resources e.g. phones, e-mail or other means to threaten, harass or abuse their current or former partners.
- Other employees may unintentionally aid abusers by assisting them to locate their partners etc.

As outlined above, should any employee be experiencing any of these situations, support will be provided by the trust on a case by case basis with advice from relevant stakeholders e.g. People directorate, safeguarding team, trust security etc.

7.0 CONFIDENTIALITY

The Trust respects an individual's right to confidentiality and employees experiencing domestic violence normally have the right to complete confidentiality. However, in circumstances of child protection or the protection of vulnerable adults from abuse, the child protection and adult protection services may need to be involved. This may include referral to the local authority designated officer (LADO) where the safety or welfare of children is involved. **Confidentiality cannot be guaranteed in these situations but will always be dealt with on a strictly need to know basis.**

8.0 RIGHT TO PRIVACY

The Trust respects an employee's right to privacy in the event that they do not wish to inform the Trust that they have experienced domestic abuse. All employees should be made aware of what support is available to them should they subsequently choose to raise any issues of concern.

9.0 SUPPORT FOR STAFF EXPERIENCING DOMESTIC ABUSE

9.1 Wellbeing support

The Trust will deal flexibly and compassionately with any employee who is the victim of domestic abuse, tailoring the support and assistance to that individual's needs. This recognises that each individual will have different needs at any one time and that these needs can vary over time for the individual concerned. Occupational Health and Wellbeing provide a range of interventions e.g. staff counselling, to support employees and these can be accessed via management or self-referral.

9.2 Absence from work and financial assistance

If an employee is fleeing domestic violence, finance may be difficult in this situation. The trust will consider providing a salary advance to provide short term financial assistance to the individual which can be paid back over an agreed period of time.

If an employee needs to be absent from work, the length of absence will be determined by the circumstance and collaboration between the individual and their manager. Advice may also be sought from the appropriate HR representative.

The individual's manager will usually explore paid leave options first so the employee can seek protection e.g. go to court, look for new housing, enter counselling, arrange childcare, etc.

Depending on the circumstances, flexible working (see the Trust's Flexible Working policy), appropriate use of sick leave, reduced hours, time in lieu, special leave, unpaid leave, etc., will be considered, particularly if requests are for short periods to enable issues to be resolved. Managers should regularly review options with the individual.

9.3 Safety at Work

The Trust undertakes to ensure the safety of its employees. The Trust will actively provide support to employees experiencing domestic abuse to minimise the risk to their safety while at work.

This support may include (but is not limited to):

- Offering temporary or permanent changes to their workplace, work times and patterns, helping to reduce the risk at work and on their journeys to and from work.
- Reminding reception staff, switchboard or team members not to divulge information about colleagues, especially personal details such as addresses, telephone numbers or shift patterns.
- Blocking e-mails/intercepting telephone calls.
- Carrying out a workplace risk assessment for both the individual and other employees.
- Develop an alert system if the individual feels they are at risk in the workplace.
- Develop a mutually agreed plan which takes account of workplace safety.

10.0 SUPPORT FOR STAFF WHO ARE THE PERPETRATORS OF DOMESTIC ABUSE

While many NHS employees may be the victim of domestic abuse, it is also likely that some may be the perpetrators of domestic abuse. Support may be sought from Respect (established as a charity in 2000) www.respect.uk.net. Respect is the UK membership association for the domestic perpetrator programmes and associated support services. The key focus of Respect is on increasing the safety of those experiencing domestic abuse through promoting effective interventions with perpetrators.

Section 1: Definition of “domestic abuse”

- (1) This section defines “domestic abuse” for the purposes of this Act.
- (2) Behaviour of a person (“A”) towards another person (“B”) is “domestic abuse” if:
 - (a) A and B are each aged 16 or over and are “personally connected” to each other;
 - and
 - (b) the behaviour is abusive.
- (3) Behaviour is “abusive” if it consists of any of the following:
 - (a) physical or sexual abuse
 - (b) violent or threatening behaviour
 - (c) controlling or coercive behaviour
 - (d) economic abuse (see subsection (4))
 - (e) psychological, emotional or other abuseand it does not matter whether the behaviour consists of a single incident or a course of conduct.
- (4) “Economic abuse” means any behaviour that has a substantial adverse effect on B’s ability to:
 - (a) acquire, use or maintain money or other property, or
 - (b) obtain goods or services
- (5) For the purposes of this Act, A’s behaviour may be behaviour “towards” B despite the fact that it consists of conduct directed at another person (for example, B’s child).
- (6) References in this Act to being abusive towards another person are to be read in accordance with this section.
- (7) For the meaning of “personally connected”, see section 2.

Section 2: Definition of “personally connected”

- (1) Two people are “personally connected” to each other if any of the following applies:
 - (a) they are, or have been, married to each other

- (b) they are, or have been, civil partners of each other
 - (c) they have agreed to marry one another (whether or not the agreement has been terminated)
 - (d) they have entered into a civil partnership agreement (whether or not the agreement has been terminated)
 - (e) they are, or have been, in an intimate personal relationship with each other
 - (f) they each have, or there has been a time when they each have had, a parental relationship in relation to the same child (see subsection (2))
 - (g) they are relatives
- (2) For the purposes of subsection (1)(f) a person has a parental relationship in relation to a child if:
- (a) the person is a parent of the child, or
 - (b) the person has parental responsibility for the child
- (3) In this section:
- “child” means a person under the age of 18 years.
 - “civil partnership agreement” has the meaning given by section 73 of the Civil Partnership Act 2004.
 - “parental responsibility” has the same meaning as in the Children Act 1989.
 - “relative” has the meaning given by section 63(1) of the Family Law Act 1996.

Section 3: Children as victims of domestic abuse

- (1) This section applies where behaviour of a person (“A”) towards another person (“B”) is domestic abuse.
- (2) Any reference in this Act to a victim of domestic abuse includes a reference to a child who:
- (a) Sees or hears, or experiences the effect of, the abuse, and
 - (b) Is related to A or B.
- (3) A child is related to a person for the purposes of subsection (2) if:
- (a) the person is a parent of, or has parental responsibility for, the child, or
 - (b) the child and the person are relatives.

(4) In this section:

- “child” means person under the age of 18 years.
- “parental responsibility” has the same meaning as in the Children Act 1989 (see section 3 of that Act).
- “relative” has the meaning given by section 63(1) of the Family Law Act 1996.

Equality Impact Assessment template to be completed for all policies, procedures and strategies

Date of EIA: 13/06/23

Review Date: August 2026

Completed By: People Business Partner

	QUESTIONS	ANSWERS AND ACTIONS
1	<p>What is being assessed?</p> <p>Prompt: what is the function of this document (new or revised)</p>	<p>Domestic Abuse (where experienced by staff) Policy - revised</p>
2	<p>Description of the document</p> <p>Prompt: What is the aim of this document</p>	<p>The policy and the guidance aim to raise awareness of domestic abuse and how to support people and respond to an incident.</p>
3	<p>Lead contact person for the Equality Impact Assessment</p>	<p>Paul Brown, People Business Partner</p>
4	<p>Who else is involved in undertaking this Equality Impact Assessment</p>	<p>Trust safeguarding team/Associate director of nursing, quality and professions.</p>
5	<p>Sources of information used to identify barriers etc</p> <p>Prompts: service delivery equality data – refer to equality dashboards (BI Reporting - Home (sharepoint.com)) satisfaction surveys, complaints, local demographics, national or local research & statistics, anecdotal. Contact InvolvingPeople@swyt.nhs.uk for insight</p> <p>What does your research tell you about the impact your proposal will have on the following equality groups?</p>	<p>There is no data currently available within the trust regarding staff members due to the confidential nature of cases and due to the nature of domestic abuse staff may find it difficult to raise issues of concern. This policy aims to provide support to enable people to report and respond to incidents.</p> <p>Research from Stonewall, SafeLives and gov.uk/ONS (Crime Survey for England and Wales (CSEW) and the Domestic abuse act statutory guidance has been reviewed in relation to the prevalence of domestic abuse. This is national data and by the next scheduled review, local data from Datix is expected to be available.</p>
5a	<p>Disability Groups:</p> <p>Prompt: Learning Disabilities or Difficulties, Physical, Visual, Hearing disabilities and people with long term conditions such Diabetes, Cancer, Stroke, Heart Disease etc. Accessible information standard</p>	<p>SafeLives report that disabled people experience higher levels of domestic abuse than non-disabled people and the abuse they experience is often linked to their impairment.</p> <p>The CSEW year ending March 2022 also showed that a significantly higher percentage of adults with a disability experienced domestic abuse in the last year than those without.</p>

		This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.
	QUESTIONS	ANSWERS AND ACTIONS
5b	Gender: Prompt: Female & Male issues should be considered	ONS data (Crime Survey for England and Wales) for year ending March 2022 found that an estimated 6.9% of women (1.7 million) and 3% of men (699,000) experienced domestic abuse in the last year. This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.
5c	Age: Prompt: Older people & Young People issues should be considered	The CSEW year ending March 2022 showed that a significantly higher proportion of adults aged 20 to 24 years were victims of any domestic abuse (10.2%) compared with those in age categories of 55 years and over. The percentage of victims aged 75 years and over was significantly lower than those aged between 20 and 54 years. All differences across other age groups were not significant. This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.
5d	Sexual Orientation: Prompt: Heterosexual, Bisexual, Gay, Lesbian groups are included in this Category	Stonewall report that: One in four lesbians and bisexual women have experienced domestic abuse in a relationship. Two thirds of those say that the perpetrator was a woman, a third a man. 49% of gay and bisexual men have experienced at least one incident of domestic abuse from a partner or family member since the age of 16. One in 6 men in general have experienced domestic abuse from a family member or partner since the age of 16. This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.
5e	Religion & Belief: Prompt: Main faith groups and people with no belief or philosophical belief issues should be considered	The Domestic Abuse Act 2021 Statutory Guidance states that for the year ending March 2020, those reporting their religion as Buddhist or an 'other' religion not listed (9.6% and 9.1% respectively) were more likely to report domestic abuse within the last year. This compares to 6.4% of those with no religion, 4.8% of Christians, 3.7% of Muslims, and 3.2% of Hindus. This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.
5f	Marriage and Civil Partnership Prompt: Single, Married, Co-habiting, Widowed, Civil Partnership status are included in this category	For the year ending March 2022, the Crime Survey for England and Wales showed that a significantly larger proportion of adults who were separated experienced domestic abuse in the last year than those who were married or civil partnered, cohabiting, or widowed. However, marital status may have changed as a result of the abuse experienced. This policy aims to support any member of staff affected by

		<p>domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.</p>
5g	<p>Pregnancy and Maternity</p> <p>Prompt: Currently pregnant or have been pregnant in the last 12 months should be considered</p>	<p>Being pregnant may put individuals at more risk of abuse, although data available on the prevalence of domestic abuse amongst pregnant individuals is limited.</p> <p>This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.</p>
5h	<p>Gender Re-assignment</p> <p>Prompt: Transgender issues should be considered</p>	<p>SafeLives report that transgender victims/survivors experience specific types of abuse that can be linked to their trans identities – they report that research suggest that up to 80% of trans people have experienced emotionally, sexually or physically abusive behaviour from a partner or ex partner.</p> <p>This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.</p>
5i	<p>Carers</p> <p>Prompt: Caring responsibilities paid or unpaid, hours this is done should be considered</p>	<p>No specific data available however it is acknowledged that anyone may experience some form of domestic abuse.</p> <p>This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.</p>
5j	<p>Race</p> <p>Prompt: Indigenous population and BME Groups such as Black African and Caribbean, Mixed Heritage, South Asian, Chinese, Irish, new Migrant, Asylum & Refugee, Gypsy & Travelling communities.)</p>	<p>For the year ending March 2022, differences between any domestic abuse estimates across different ethnic groups from the Crime Survey for England and Wales were found not to be significant. However, domestic abuse is often under-reported within minority communities due to the presence and impact of additional barriers.</p> <p>This policy aims to support any member of staff affected by domestic abuse regardless of their individual characteristics. The application of the policy (as it's purpose is to provide support) is not expected to have a negative impact on any particular group.</p>

6. Action Plan

EIAs are now reviewed using a grading approach which is in line with our Equality Delivery System (EDS). This rates the quality of the EIA. This means that the team can review the EIA and make recommendations only. The rating and suggested standards are set out below:

- **Under-developed** – red – **No data. No strands** of equality
- **Developing** – amber – **Some census data plus workforce. Two strands** of equality addressed
- **Achieving** – green – **Some census data plus workforce. Five strands** of equality addressed
- **Excelling** – purple – **All the data and all the strands** addressed

Potential themes for actions: Geographical location, built environment, timing, costs of the service, make up of your workforce, stereotypes and assumptions, equality monitoring, community relations/cohesion, same sex wards and care, specific issues/barriers.

Who will benefit from this action? (tick all that apply)		Action 1: This is what we are going to do	Lead/s	By when	Update -outcome	RAG
Age	/	To monitor any cases on an individual basis, identifying any links to protected characteristics, utilising any learning for future policy & guidance reviews. This will include any available information from Datix.	People directorate & Trust Safeguarding	In line with policy review schedule (which may be brought forward if needed)		
Disability	/					
Gender reassignment	/					
Marriage and civil partnership	/					
Race	/					
Religion or belief	/					
Sex	/					
Sexual Orientation	/					
Pregnancy maternity	/					
Carers	/					

Who will benefit from this action? (tick all that apply)		Action 2: This is what we are going to do	Lead/s	By when	Update -outcome	RAG
Age	/	As legislation and practice in this area is developed, to review and amend policy in line with any changes/best practice.	People directorates & Trust Safeguarding	As required		
Disability	/					
Gender reassignment	/					
Marriage and civil partnership	/					
Race	/					
Religion or belief	/					
Sex	/					
Sexual Orientation	/					
Pregnancy maternity	/					
Carers	/					

Involvement & Insight: New or Previous (please include any evidence of activity undertaken in the box below)

Working in partnership with Nursing, quality and professions directorate on reviewing new legislation and statutory guidance to update the existing policy with revised definitions etc.

Ensuring definitions of domestic abuse are in line with statutory guidance.

Consultation on the updated policy document via the Employment Policy Group and Staff Side.

7 Methods of Monitoring progress on Actions

On an ad-hoc basis through the review of any individual cases where this policy is used.

8 Publishing the Equality Impact Assessment

As an appendix to the policy on the Trust intranet etc.

9 Signing off Equality Impact Assessment:



Lindsay Jensen, Deputy Chief People Officer. Date: 5/7/2023

***Once approved, you must forward a copy of this
Assessment/Action Plan by email to:
InvolvingPeople@swyt.nhs.uk***

**Please note that the EIA is a public document and will be published
on the web.**

**Failing to complete an EIA could expose the Trust to future legal
challenge.**

Appendix 3 - Checklist for the Review and Approval of Procedural Document

To be completed and attached to any policy document when submitted to EMT for consideration and approval.

	Title of document being reviewed:	Yes/No/Unsure	Comments
1.	Title		
	Is the title clear and unambiguous?	Y	
	Is it clear whether the document is a guideline, policy, protocol or standard?	Y	
	Is it clear in the introduction whether this document replaces or supersedes a previous document?	Y	
2.	Rationale		
	Are reasons for development of the document stated?	Y	
3.	Development Process		
	Is the method described in brief?	Y	
	Are people involved in the development identified?	Y	
	Do you feel a reasonable attempt has been made to ensure relevant expertise has been used?	Y	
	Is there evidence of consultation with stakeholders and users?	Y	
4.	Content		
	Is the objective of the document clear?	Y	
	Is the target population clear and unambiguous?	Y	
	Are the intended outcomes described?	Y	
	Are the statements clear and unambiguous?	Y	
5.	Evidence Base		
	Is the type of evidence to support the document identified explicitly?	Y	
	Are key references cited?		
	Are the references cited in full?		
	Are supporting documents referenced?		
6.	Approval		
	Does the document identify which committee/group will approve it?	Y	
	If appropriate have the joint Human Resources/staff side committee (or equivalent) approved the document?		

	Title of document being reviewed:	Yes/No/Unsure	Comments
7.	Dissemination and Implementation		
	Is there an outline/plan to identify how this will be done?	n/a	Continuation of previous policy
	Does the plan include the necessary training/support to ensure compliance?		
8.	Document Control		
	Does the document identify where it will be held?	Y	
	Have archiving arrangements for superseded documents been addressed?	Y	
9.	Process to Monitor Compliance and Effectiveness		
	Are there measurable standards or KPIs to support the monitoring of compliance with and effectiveness of the document?	N	Issues dealt with on a case by case basis
	Is there a plan to review or audit compliance with the document?	Y	
10.	Review Date		
	Is the review date identified?	Y	
	Is the frequency of review identified? If so is it acceptable?	Y	
11.	Overall Responsibility for the Document		
	Is it clear who will be responsible implementation and review of the document?	Y	

