

**Chesterfield Borough Council**  
**Equality Impact Assessment - Preliminary Assessment Form**

The preliminary impact assessment is a quick and easy screening process. It should identify those policies, projects, services, functions or strategies which require a full EIA by looking at negative, positive or no impact on any of the equality groups.

Service Area: HR

Section: HR

Lead Officer: Sandy Gillham-Hardy

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: Domestic Abuse Policy

Is the policy, project, service, function or strategy:

Existing ☐

Changed ☐ Yes

New/Proposed ☐

Q1 - What is the aim of your policy or new service?

The aim of the policy is to recognise that domestic abuse is a serious issue and that incidents of domestic abuse are common, significantly under-reported and critically affect many people's lives. Domestic abuse can affect an individual's work performance and as an employer the council has a responsibility for health, safety and welfare at work and it is essential therefore that the working environment promotes the view that domestic abuse towards or by its' employees is unacceptable and will not be tolerated.

Q2 - Who is the policy or service going to benefit?

The council recognise that it is important that all staff and managers are aware of the impact that domestic abuse can have and is a possible cause when staff are depressed, distracted, lacking in self-confidence or visibly injured. The council therefore strives to create a working environment that promotes the understanding that everyone has the right to a life free from domestic abuse in any form and that domestic abuse towards or by its' employees is wholly unacceptable and inexcusable.

Many of those that experience domestic abuse have difficulty attending work regularly and demonstrate longer term symptoms such as depression, anxiety, or stress that consequently affect work performance.

The council recognise that domestic abuse is an equalities issue and undertakes not to discriminate against anyone who has been subject to domestic abuse

Q3 - Thinking about each group below, does, or could the policy, project, service, function or strategy have an impact on protected characteristics below? You may also need to think about sub groups within each characteristic e.g. older women, younger men, disabled women etc.

Please tick the appropriate columns for each group.

Group or Protected Characteristics	Potentially positive impact	Potentially negative impact	No impact	Comment
Age – including older people and younger people.	✓			Although domestic abuse is regarded to occur between adults (persons over 18 years) it is recognised that it impacts upon the health, development and well being of children.
Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.	✓			A vulnerable adult who is reliant upon care being provided by an intimate partner or family member is at greater risk of being subjected to domestic abuse. This is particularly the case where a likely perpetrator (displaying a dominant or controlling attitude) has his/her status challenged by the added responsibility of being a carer.
Gender – men, women and transgender.	✓			Predominately women aged 19 – 44 years are at greater risk of being victims of domestic abuse. Worldwide it is the highest single morbidity factor in women, higher then cancer, vehicular accident, drug or substance abuse. Within the UK 1 in 4 women and 1 in 6 males deemed to be

				adults will be subjected to domestic abuse within their lifetime.
Marital status including civil partnership.	✓			Domestic Abuse is regarded to be a significant factor in divorce, separation and breakup of intimate relationships which occurs in recognised forms of marriage or civil partnerships.
Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.	✓			One in four women experiences domestic abuse at some point in their lives. More than 30% of this abuse starts in pregnancy, and existing abuse may get worse during pregnancy or after giving birth.
Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.	✓			Where there is an incident of domestic abuse, the dynamics of such remain the same irrespective of the sexual orientation of the persons involved. Incidents of abuse occur in same sex relationships where the dominant partner is seeking to control the other. This policy is non-gender specific.
Ethnic Groups	✓			Certain ethnic minority groups have been identified as being at particular risk of being subjected to domestic abuse. South Asian communities where Forced Marriage is an issue including Bangladesh, Pakistan, Sudan and India.
Religions and Beliefs including those with no	✓			Some religious beliefs may have a significant impact on the manner in which domestic

religion and/or beliefs.				abuse manifests itself. The status of women in certain cultures is motivated by religious teaching and some practices that occur in name of religion are deemed to be abusive eg female genital mutilation which is routinely accepted in certain cultures yet is criminalised within the UK.
Other groups e.g. those experiencing deprivation and/or health inequalities.	✓			Some service providers may alienate certain sections of the community through restriction of service based on domestic abuse.

If you have answered that the policy, project, service, function or strategy could potentially have a negative impact on any of the above characteristics then a full EIA will be required.

Q4 - Should a full EIA be completed for this policy, project, service, function or strategy?

Yes ☐

No ☐

Q5 - Reasons for this decision:

Please e-mail this form to the Policy Service before moving this work forward so that we can confirm that either a full EIA is not needed or offer you further advice and support should a full EIA be necessary.