

Diversity impact assessment

TITLE <i>Name/description of the issue being assessed</i>	Domestic Abuse Policy
DATE <i>Date the DIA is completed</i>	24 November 2020
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Samantha Beck-Farley Head of HR

1 Summary description of the proposed change

The Council has had a workplace domestic abuse policy in place since 2009 which has been updated regularly. The policy has recently been updated and as the proposed revisions are fairly substantial, these have been consulted upon.

The main changes ensure that safeguarding of the Council's employees and their families/households are treated as a priority and appropriate support is put in place this ensures that all personnel are treated fairly and equitably but those who most need help are provided with access to that help.

2 Summary of evidence used to support this assessment

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

Medway Council HR are committed to continuously reviewing our policies to ensure we are up to date with current legislation and ACAS guidance. We are also committed to being a best practice employer and therefore look to improve how we support our employees through our policies.

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3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			X
Disabilty			X
Gender reassignment			X
Marriage/civil partnership			X
Pregnancy/maternity			X
Race			X
Religion/belief			X
Sex			X
Sexual orientation			X
Other (e.g. low income groups)			X

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

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All employees regardless of whether or not they have protected characteristics are treated equitably. By being explicit in the policy, all staff and their dependents will be offered support from colleagues and via safeguarding procedures to assist them in living their lives free from domestic abuse.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Not applicable

6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
Not applicable		

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7 Recommendation

The recommendation by the lead officer should be stated below.

This may be:

- to proceed with the change implementing action plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Not applicable

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into service plan and monitored

**Assistant
Director -
Transformation**

Samantha Beck-Farley

Date

2 December 2020

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 email: annamarie.lawrence@medway.gov.uk

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BSD: phone 2472 or 1490 email: corppi@medway.gov.uk

PH: phone 2636 email: david.whiting@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication