

Equality Impact Assessment Template – Policy, function or strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Support of Employees Experiencing Violence Against Women (VAW) Policy and Guidelines 2024
b.	Responsible organisation(s)/Lead Service	Organisational Development, Policy and Communications and Community Safety and Resilience Team
c.	Lead Officer	Alex Hughes, Organisation Development Team Leader Sharon Sale VAW Coordinator
d.	Date of Impact Assessment	08/01/2024
e.	Partners/other Services involved in the development of the policy, function or strategy	Close the Gap - Scotland's expert policy advocacy organisation working on women's labour market participation, works with policymakers, employers and employees to address the causes of women's inequality at work. The Policy was developed as part of our Equally Safe at Work (ESaW) Bronze accreditation. The programme recognises that employers have a key role to play in tackling this inequality as it's a necessary step in preventing violence against women, which is an employment issue in itself whether it occurs inside or outside of the workplace.
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy,	The Policy was developed as part of Inverclyde Council's (IC) award of ESaW bronze accreditation. This Policy will complement the current Support of Employees Experiencing

¹ Please attach details of the policy, function or strategy to this Template

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	function or strategy or the substantive change to the policy, function or strategy)?	Domestic Abuse Policy and Guidelines. It was developed to support IC employees who may be experiencing, or have experienced VAW, and do what it can to help address and challenge its unacceptability.	
h.	What are the intended outcomes of the policy, function or strategy?	IC is committed to creating an environment where employees are safe to disclose their experience of Gender Based Violence (GBV) in order to access support and increase safety for themselves and others.	
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde wide	
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		X	Advance equality of opportunity between people of different groups
		<input type="checkbox"/>	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	No	

2. Does the policy, function or strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	Yes	

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b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	Yes	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	Yes	
d. Council Plan 2023/28 ⁴ (see Section 8)	Yes	
3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.		
4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.		
 Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer: <u>karen.barclay@inverclyde.gov.uk</u>		
Signature:	Date:	

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Inverclyde Alliance Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)

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Protected Characteristic	Impact				Reasons/Comments
	Positive High	Positive Low	Neutral	Negative High	
Age			X		
Care experienced			X		
Disability		X			
Gender Reassignment			X		
Marriage and Civil Partnership			X		
Pregnancy and Maternity		X			
Race		X			
Religion and Belief		X			
Sex	X				

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Sexual Orientation			X			
Other groups to consider						
<ul style="list-style-type: none"> • Carers • The Armed Forces Covenant Duty 			X			

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
X	Advance equality of opportunity between people from different groups
<input type="checkbox"/>	Foster good relations between people from different groups

5. Impact – Groups

From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.

<p style="text-align: center;">Positive impact + <i>(Describe groups affected.)</i></p>	<p style="text-align: center;">Negative impact - <i>(Describe groups affected.)</i></p>
<p>The policy forms part of the IC's commitment to influence the VAW agenda. It is recognised that, due to the prevalence of VAW, employees may be affected. IC believes that, in working towards equal opportunities and social justice, it is important to state that it opposes all forms of VAW. This policy concentrates on VAW which IC recognises as a serious issue that affects the lives of many women. It will, therefore, take every possible step to make clear that all forms of VAW are unacceptable. IC recognises that employees may be experiencing or have experienced VAW and will take all steps practicable to support them by introducing effective, confidential, sympathetic, and supportive mechanisms.</p>	

6. Impact – Fairer Scotland Duty

What impact will the policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
X		

Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.

The policy should help rectify this power imbalance and work towards eliminating unlawful harassment, victimisation and harassment endured by (mainly) women employees of IC:

- Breaking the cycle of disadvantage: VAW can trap individuals in poverty and insecurity, hindering their ability to access education, employment, and other opportunities. Addressing VAW at the workplace empowers women to overcome these barriers and reach their full potential.
- Promoting equal participation: A culture of zero tolerance for VAW fosters a more inclusive and respectful work environment, where women from all backgrounds feel valued and empowered to contribute equally. This can lead to fairer opportunities for promotion, training, and leadership roles.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will the policy, function or strategy impact on?

X	<p>Theme 1: Empowered people</p> <ul style="list-style-type: none"> • Communities can have their voices heard, and influence the places and services that affect them • Gaps in outcomes linked to poverty are reduced
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X	Theme 2: Working people <ul style="list-style-type: none">• More people will be in sustained employment, with fair pay and conditions• Poverty related gaps are addressed, so young people can have the skills for learning, life and work• Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs
X	Theme 3: Healthy people and places <ul style="list-style-type: none">• People live longer and healthier lives• Supportive systems are in place to prevent alcohol and drug misuse• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
X	Theme 4: A supportive place <ul style="list-style-type: none">• Vulnerable adults and children are protected and supported, ensuring they can live safely and independently• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery• Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm
X	Theme 5: A thriving place <ul style="list-style-type: none">• Growth in our working age population by encouraging people to stay here, and attracting new people to settle here• Development of strong community-based services that respond to local need• Homes are energy efficient and fuel poverty is reduced• Increased use of active travel and sustainable transport options• Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities

Briefly describe how the policy, function or strategy will impact on the Inverclyde Alliance Partnership Plan 2023/22 Themes.

Themes 1-5: Employees (mainly women) of IC are empowered to access support for experiences of VAW/GBV. They are supported to improve their lives as well as conditions of work, sustaining employment and maintaining effectiveness of IC services. Vulnerable people are supported, improving outcomes for families in communities. Wellbeing and overall health is improved through trauma informed practice. Community safety is improved, reducing risk of offending and harm. People are supported to stay locally, contributing to the economy and population.

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the policy, function or strategy impact on?

X	<p>Theme 1: People</p> <ul style="list-style-type: none"> • Our young people have the best start in life through high quality support and education • Gaps in outcomes linked to poverty are reduced • People are supported to improve their health and wellbeing • More people will be in employment, with fair pay and conditions • Our most vulnerable families and residents are safeguarded and supported
X	<p>Theme 2: Place</p> <ul style="list-style-type: none"> • Communities are thriving, growing and sustainable • Our strategic housing function is robust • Our economy and skills base are developed • We have a sufficient supply of business premises • Our natural environment is protected
X	<p>Theme 3: Performance</p> <ul style="list-style-type: none"> • High quality and innovative services are provided, giving value for money • Our employees are supported and developed

Briefly describe how the policy, function or strategy will impact on the Council Plan 2023/28 Themes.

Theme 1: People: - Employees are empowered to seek support offered by IC through the Policy to tackle the GBV issues experienced to improve their lives. Gaps in outcomes linked to poverty are reduced. People are supported to improve their health and wellbeing. More people remain in employment, with fair pay and conditions. Our most vulnerable families and residents are safeguarded and supported.

Theme 2: Place: - Communities are thriving, growing and sustainable as employees are supported, influencing health through individual lifestyle factors, social and community networks, living and working conditions and wider socio-economic, cultural, and environmental conditions, influencing and improving health outcomes.

Theme 3: Performance: - The Policy focuses on early interventions that support victims of GBV, recognising the value of trauma-informed services in achieving our aims.

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9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens’ Panel, focus groups, interviews, projects, user feedback, complaints, Officers’ knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
<p>Consultation/engagement (including any carried out while developing the policy, function or strategy)</p>	<p>The Support of Employees Experiencing VAW Policy and Guidelines was developed as part of our Equally Safe at Work Bronze accreditation. The programme recognises that employers have a key role to play in tackling this inequality as it is a necessary step in preventing VAW, which is an employment issue in itself whether it occurs inside or outside of the workplace. The Corporate Equalities Group had oversight of the ESaW accreditation programme. A working group was set up to undertake the required actions to comply with the criteria to achieve accreditation. There was a focus group held involving a small number of IC employees from lower grades across services. This was facilitated by Close the Gap and accessed views that contributed to the accreditation awarded. In addition, consultation took place with the Staff Disability Forum, the Workforce Development Group, the Women’s Forum and the Trade Union Liaison Group.</p>
<p>Research</p>	<p>Internet and the Scottish Government Equally Safe Strategy 2023.</p>
<p>Officers’ knowledge and experience (including feedback from frontline staff)</p>	<p>Expertise, knowledge, and connections of the Violence Against Women Coordinator as well as HR expertise in development of policy and processes.</p>

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Equalities monitoring data	Equalities Mainstreaming data on the breakdown of Council staff by Protected Characteristics.
User feedback (including complaints)	
Stakeholders Other	Gender disaggregated employee data was collected showing the composition of the workforce; occupation of full-time and part-time posts; and occupation of fixed-term and/or temporary posts
Are there information gaps and, if so, what are these?	

10. Consequences of Analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	Continue development – the policies and strategies will be reviewed on a three yearly basis and as required following any legislative changes.
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

<p>How will the effect of the policy, function or strategy be monitored following implementation?</p> <p>The policy will be reviewed on a 3 yearly basis or following legislative changes by the VAW Coordinator/OD Team Leader.</p>			
<p>When is the policy, function or strategy due to be implemented?</p> <p>The Policy will be implemented following Policy and Resources Committee approval.</p>			
<p>When will the policy, function or strategy be reviewed?</p> <p>Every three years unless legislative requirements bring this forward.</p>			
<p>What resources are available for the implementation of the policy, function or strategy? Have these resources changed?</p> <p>The strategy and policies will be managed by Human Resources alongside other policies.</p>			

11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.

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Details of the Person(s) who completed the Assessment:	
Name:	Alex Hughes Sharon Sale
Position:	OD Team Leader VAW Coordinator
Date:	08/01/24
Authorised by:	
Name:	Ruth Binks
Position:	Corporate Director – Education, Communities and OD
Date:	12/01/24

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer at karen.barclay@inverclyde.gov.uk.