

EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	POD	Date Of analysis	10/10/2022
Title and overview of what is being assessed / considered	Domestic Violence Policy	Review Date	
Who will be affected by this activity? (Please tick)		Staff <input checked="" type="checkbox"/>	Public <input type="checkbox"/>
Author of Equality Impact Analysis	Amanda Cross	Equality Analysis quality assured by (Member of the POD team)	

The purpose of undertaking an equality impact analysis and assessment is to understand the potential and/or actual impact that a service or policy may have on protected groups within the Equality Act (2010). The protected groups are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and / or belief
- Sex (gender)
- Sexual orientation
- Socio-economic disadvantage (Although not one of the 9 protected groups MFRA recognise that Socio-economic disadvantage affects many deprived communities within Merseyside.)

People who are protected from discrimination on the basis of any of these characteristics are described in this document as belonging to one or other “protected group”. In addition, equality analysis can be applied to groups of people not afforded protection by the Equality Act, but who often face disadvantage and stigma in life in general and when trying to access services & employment opportunities. Such groups include homeless people, sex workers, people who misuse drugs and other groups who experience socio economic disadvantage & others. This

template has been developed following consultation with staff and other external stakeholders including reference to the National Fire Chiefs Councils (NFCC) [equality impact assessment toolkit](#) as well as the [Maturity Models and Workforce Good Practice Frameworks](#) developed by the NFCC which MFRS will use to underpin EIAs as wider work on improvement.

Impact Analysis		
1	<p>What evidence have you used to think about any potential impact on particular groups? (Please highlight any evidence that you have considered to help you address what the potential impact may be)</p> <p>Example evidence:</p> <ul style="list-style-type: none"> • ONS Census data • Regional or local demographic information • MFRS reports & data • NFCC Reports/Guidance • Home office/Local government Reports • Risk Assessments • Staff survey results • Research / epidemiology studies • Updates to legislation • Engagement records or analysis <p>NFCC Equality of Access documents – We encourage you to click on the following link to access a series of ‘equality of access documents’, developed by the National Fire Service Council (NFCC) & reference the data and information highlighted.</p> <p>Some aspects of these documents will help you provide information, awareness, and data to support:</p> <ul style="list-style-type: none"> • Integrated Risk Management Plans 	<p>The Domestic Violence policy is updated to reflect the Statutory guidance on Domestic Abuse published by the Home Office in July 2022 and to reflect the new Domestic Abuse Act 2021.</p> <p>The Domestic Abuse guidance was commissioned to understand the impact of abuse and to reflect the newer modes of abuse for example, via technology and economic abuses.</p> <p>The Domestic Abuse Statutory Guidance outlines how anyone can be a victim of domestic abuse, regardless of sex, gender reassignment, age, ethnicity, socio-economic status, sexuality, or background</p> <p>Domestic abuse does not always have to be physical to be prosecuted - sometimes victims may not even be aware it is happening.</p> <p>It can include any behaviour deployed by an offender to obtain control or power over another, and we recognise that emotional abuse can be just as harmful as physical violence.</p>

- Service delivery strategies
- Positive action and recruitment plans
- Workforce improvement plans
- Community engagement activities
- and, will prompt conversations within the workplace.

Each document provides a significant amount of data and information, including research undertaken and risk-based evidence, and then goes into some ideas for actions which Services can use based on the information and their individual circumstances

The data for the EIA comes from the statutory guidance document.

Additional research was taken by reading the Domestic abuse Toolkit for employers <https://www.bitc.org.uk/toolkit/domestic-abuse-toolkit/>

The aim of our policy is to raise awareness of the available support, to signpost people to specialist help and to assist managers and colleagues to be alert to some of the signs and symptoms of people experiencing abuse.

The policy is intended to be very clear on the actions the Service may take if an employee is being investigated for being the perpetrator of domestic abuse in line with employment not criminal law.

The guidance and statute law use the terminology “ victim” and as a result the policy and EIA will reflect the language.

Domestic abuse is cruel, can be multi-layered and difficult to identify, it can affect anyone, leaving physical and emotional scars that can last a lifetime.

Whilst both men and women can be affected by domestic abuse, females are disproportionately the victims. The latest (Crime Survey for England and Wales (CSEW) data for the year ending March 2020 estimates that 1.6 million females and 757,000 males aged 16 to 74 experienced domestic abuse in the previous year. According to this data, around one in four women aged 16 to 74 had been a victim of domestic abuse in their lifetime, compared with around one in seven men.

Sexual Orientation/Transgender - In addition, earlier this year on 17th May is International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT). MFRS on this attention to the recent publication of the 'Tackling Domestic Abuse Plan' by the home office. The plan aims to drive down the prevalence of domestic abuse and domestic homicide and provide victims and survivors with the support they need. This plan needs to be seen within the context of IDAHOBIT day because the day is a sad reminder that domestic abuse also occurs in same sex relationships and relationships involving trans people. Furthermore homophobia, biphobia and transphobia have an impact here as well: controlling and abusive partners sometimes use the threat of 'outing ' people to their families or communities as a means of control; LGBT victims of domestic abuse often do not have the support of their families and can become very isolated; and LGBT victims are often reluctant to report domestic

abuse to the police or other authorities for fear of encountering homophobia/biphobia/transphobia themselves, or exposing their partner to homophobia/biphobia/transphobia. A report by [The Scottish Transgender Alliance](#) indicates that 80% of trans people had experienced emotional, sexual, or physical abuse from a partner or ex-partner.

Race/Ethnicity - Furthermore statistically, domestic abuse has been shown to follow a different trend within minority communities. The Office for National Statistics (2019) data shows that in the year 2018-2019, the rates of domestic abuse amongst BAME communities were higher than their white counterparts, and rates of domestic abuse were highest amongst those of mixed ethnicity. White victims represented 5.6% of the victim population, Asian/ Asian British people made up 3.8%, and black victims made up 7.1%, whilst mixed race victims made up 12.9% (Office for National Statistics, 2019; table 7b). Furthermore, Gill (2017:560) argues that '*black and native women are more likely to be murdered by an intimate partner.*' This is supported by statistics which show that, '59% of all homicides in London in 2005–06 were of BME women' (Thiara & Gill 2009: 43). A 2007 study in Wrexham found that '81% of married Irish Traveller women interviewed and 61% of married English Gypsy women had experienced direct abuse' (South East Wales Women's Aid, 2010:2).

These figures are not completely representative of the problem due to chronic underreporting of domestic abuse. Data shows us that underreporting is even more acute within minority communities and findings from Imkaan (2020) strongly suggest that BAME women were more likely to stay in abusive relationships due to the barriers associated with leaving.

Disability – Disabled people make up a significant minority within England: one in five of the population are disabled. 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. They may also experience domestic abuse in wider contexts and by greater numbers of significant others, including intimate partners, family members, personal care assistants and health care professionals. Disabled people also encounter differing dynamics of domestic abuse, which may include more severe coercion, control or abuse from carers.

Religion and Belief - Having a faith also includes belonging to a faith community. The person who is perpetrating abuse may also be a respected and valued member of the community and leaving a relationship threatens community membership with impacts if there are children involved. Jewish, Muslim and some Catholic women further fear that secular support agencies will not understand their faith (Abrahms et al., 2018). Women of faith who are victim-survivors of domestic abuse can be caught between, belonging to faith

		<p>communities, submission to husbands, fears for the safety of their children and their own interpretations of spiritual redemption. This means that they may stay silent about abuse, fear responses from secular agencies or be pressured to stay with abusive partners (Abrahms et al., 2018). In Potter's (2007) study women attributed their turning point for leaving, or their partner leaving, to God. The women also attributed moving away from their faith with becoming involved with violent partners but sensed that God was watching over them.</p>	
2	<p>Do you have all the evidence you need in order to make an informed decisions about the potential impact? (Please tick)</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>If you feel that you have enough evidence, then you will not need to undertake any engagement activity</p>	<p>No <input type="checkbox"/></p> <p>If you feel that you do not have enough evidence to make an informed decision then you will need to undertake engagement activity with the staff or members of the public as applicable</p>

3	<p>What engagement is taking place or has already been undertaken to understand any potential impact on staff or members of the public?</p> <p>Examples include:</p> <p><u>Public</u></p> <ul style="list-style-type: none"> • Interviews • Focus groups • Public Forums • Complaints, comments, compliments <p><u>Staff</u></p> <ul style="list-style-type: none"> • Staff events / workshop • Existing staff meetings / committees • Staff Networks • Representative Bodies • Annual Staff Survey questions 	The policy is already extant but has been updated. It will go through the usual consultation process.	
4	<p>Will there be an impact against the protected groups as described in the Equality Act (2010)?</p> <p>Summarise what impact there may be against each of the protected groups. Embed or provide a hyperlink to any reports or electronic files to which you are referring.</p> <p>Please remember when considering any possible impacts, these may be positive or negative and that there may be different impacts for our own staff when compared to those possible impacts on members of the community. Please detail clearly if the impacts are for staff or the wider community.</p> <p>It is also important to note that there may not be an impact on some of the protected groups if this</p>	<p>What is the actual or potential impact on age?</p> <p>This policy is aimed at employees of working age. Working from home or hybrid working can mask domestic abuse. However, our employees may be parents of young people or relatives of older people who are at risk of abuse. Childhood abuse can take the form of neglect and or sexual abuse particularly with the rise of technology and sex based crimes including grooming, revenge porn and cyber stalking.</p> <p>Elder abuse is commonly undertaken by those undertaking “caring roles” for others especially relevant for older people who are heavily</p>	<p>Not applicable</p> <p><input type="checkbox"/></p>

	<p>should be the case please tick the not applicable box.</p> <p>If there is no impact, please state that there is no impact.</p>	<p>dependent on others and may include the access or restriction to food, medical care and access to money and property.</p> <p>Advice can be sought from the Service safeguarding team in these cases.</p>	
		<p>What is the actual or potential impact on disability?</p> <p>CSEW data from the year ending March 2020 shows that those with a disability were more likely to have been victims of domestic abuse in the previous year (11.8%) than those without (4.6%). Disabled victims may also be more likely to continue living with the perpetrator.</p> <p>Disabled victims face multiple barriers to seeking and receiving help to escape domestic abuse, for example, accessible accommodation and transport, the need for assistance with personal care, access to mobility support, and possibly, for specialised emotional support.</p>	<p>Not applicable</p> <p><input type="checkbox"/></p>
		<p>What is the actual or potential impact on gender reassignment?</p> <p>To date there is no statistical evidence to indicate that this is a driver or reason for domestic violence.</p>	<p>Not applicable</p> <p><input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on marriage and civil partnership?</p>	<p>Not applicable</p> <p><input checked="" type="checkbox"/></p>

		The definition of abuse has changed to that of someone who is “personally connected” to an abuser to reflect that abuse can occur in any relationship.	
		<p>What is the actual or potential impact on pregnancy and maternity?</p> <p>There is no statistical evidence to show that this characteristic places a woman at greater risk of domestic abuse.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on race?</p> <p>Domestic abuse of often under reported within some minority communities.</p> <p>This has been ascribed as being due to a cultural mistrust of the police and other statutory agencies, a fear of racism; and a fear of rejection by the wider community.</p> <p>Issues relating to race are more frequently ascribed to cultural and belief reasons rather than race.</p>	<p>Not applicable <input type="checkbox"/></p>
		<p>What is the actual or potential impact on religion and / or belief?</p> <p>Faith or strict religious observances can have a deeply damaging impact by exploiting the influence of religion. For example, coercion to conform or control through the manipulation of sacred or religious</p>	<p>Not applicable <input type="checkbox"/></p>

		<p>texts/teaching e.g. theological justifications for sexual coercion or abuse.</p> <p>Harm can be caused to get rid of an 'evil force' or 'spirit' that is believed to have possessed the victim.</p> <p>In many cultures through forced marriage, "honour based" abuse or the withholding of divorce to control and manipulate victims, for example, a Jewish Get , an Islamic Talaq or Roman Catholic divorce.</p>	
		<p>What is the actual or potential impact on sex (gender)?</p> <p>More women than men are affected by domestic abuse. Statistics from the last ONS show that women were around twice as likely to have experienced domestic abuse than men. Merseyside Fire and Rescue Service actively support the White Ribbon Charity.</p> <p>Men and boys who are victims of domestic abuse may face specific fears of stigmatisation, concerns about being believed, not recognising that they are victims of domestic abuse and lack of promotion of services to support them. The CSEW for year ending March 2018 shows that only half (50.8%) of male victims of partner abuse told</p>	<p>Not applicable <input type="checkbox"/></p>

		<p>anyone that they were a victim of partner abuse, compared to 81.3% of female victims.</p> <p>276 of our employees are women, therefore statistically 69 of our female employees are experiencing domestic violence and as 1 in 7 men are potentially affected 70 male employees.</p>	
		<p>What is the actual or potential impact on sexual orientation?</p> <p>Statistically LGBT victims can have similar experiences to heterosexual victims however, the elements of threatening blackmail due to sexual identity is a particular threat.</p> <p>Victims of domestic abuse make experience behaviour that is sexually abuse for example “ corrective rape” to “ cure “ someone of being LGBT.</p> <p>Telling the victim that they will not be believed because they identify as lesbian, gay, bisexual and/or trans, or manipulating the victim’s knowledge of what support is available for LGBT people and using myths and stereotypes around LGBT domestic abuse to make out that abuse between same-sex couples does not exist.</p> <p>Allies and the Network leads can be particularly useful in supporting employees who find themselves in this situation.</p>	<p>Not applicable</p> <p><input type="checkbox"/></p>

		<p>What is the actual or potential impact on Socio-economic disadvantage?</p> <p>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 an individual's ability to acquire food or clothes, or access transportation or utilities. These behaviours can include an attempt to control through restriction, exploitation and/or sabotage.</p> <p>A nationally representative survey on the impact of economic abuse highlighted that 57% of victims of economic abuse were in or had been in debt, 26% had a negatively impacted credit score, and 25% had experienced abuse related to spending and credit, such as having debt put in their name without their knowledge, or due to coercion.</p> <p>Managers and colleagues should be aware of phone calls from debt collection agencies, of the employee not having food or struggling to get to work. Whilst this could be related to the cost of living crisis, a manager can still have a conversation regarding the employee's financial wellbeing.</p>	<p>Not applicable <input type="checkbox"/></p>
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ACTION PLAN

What actions need to be taken in order to mitigate the impacts identified in sections 3,4 and 5?				
Impact	Action Required	Integrated existing work (yes/no) outline	Target Date	Responsibility
Age				
Disability -				
Pregnancy and Maternity -				
Race				
Gender reassignment				
Marriage and civil partnership				
Religion and / or belief				
Sex (gender)				
Sexual orientation				
Carers				
Other				
Deprived communities/socio economic				
How will these actions be monitored and where will the outcomes be reported? (Please describe below)				

Completed by (Please print name /Designation)	Amanda Cross	Signature Date	
Quality Assured by (Please print name /Designation)	Mo Jogi	Signature Date	

Name of responsible SLT member (Please print name /Designation)	Nick Mernock	Signature Date	
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Bibliography and Guidance documents

This bibliography provides details of all the documents and reports included within this EIA or the EIA guidance. The bibliography will also include Hyperlinks to other useful documents, reports, data, and webinars on our portal page or links direct to the websites which you may find helpful when completing your EIA. **Please note, that this is a live document, do not use an old copy of this form to complete a new EIA. Please ensure that you download a new copy from the portal, as the bibliography and links will be updated regularly to ensure you have access to the most recent data, articles and training.**

Documents referenced and hyperlinked within the form

National Fire Chiefs Councils (NFCC) [equality impact assessment template](#)

National Fire Chiefs Councils (NFCC) [Equality Impact Assessment Toolkit](#)

National Fire Chiefs Councils (NFCC) [Maturity Models and Workforce Good Practice Frameworks](#)

This document provides insight into the NFCC Maturity model and provides guidance on the following areas:

- Leadership Development
- Recruitment
- Learning Organisation
- Blended Learning
- Performance Management
- Employee Recognition
- Talent Management
- EDI
- Well Being
- HR Analytics

[Equality Diversity & Inclusion Resource Library](#)

The ED&I resources Library is located on the ED&I portal page and provides a suite of documents (detailed below) from a wide variety of sources, they may be internally produced reports or guidance, toolkits or data produced by the NFCC or partners. A list of the documents can be found below or you can access the complete library [here](#).

Disability related support including:

- [AFSA - Lets talk workplace disability](#)



Gender Related Resources including:

- [Fast Facts for patients – Menopause](#)

Pregnancy and Maternity Related Resources

Religion and Belief related resources including:

- [AFSA – 2021 Workforce Religion and belief Toolkit](#)

Sexual Orientation Related Resources

[AFSA Workforce Positive Action Toolkit](#)

[Dementia Friendly Emergency Services Guidance](#)

[NFCC Equality of Access to Services and Employment](#) which includes:

- NFCC Equality of Access to Services and Actions for the Vulnerable Rehoused Homeless
- NFCC Equality of Access to Services and Employment for Black Communities
- NFCC Equality of Access to Services and Employment for Neurodiversity
- NFCC Equality of Access to Services and Employment for LGBT Communities
- NFCC Equality of Access to Services and Employment for People from Asian Communities
- NFCC Equality of Access to Services and Employment for the Roma Communities
- NFCC Equality of Access to Services and Employment for People Living with Dementia
- NFCC Equality of Access to Services and Employment for People Living in Rural Communities
- NFCC Equality of Access to Services and Employment for Emerging Migrant Communities
- NFCC Community Risk – CRMP Equality Impact Assessment

These can also be found on the [NFCC website](#)

NFCC Toolkits

The NFCC have also created a number of toolkits to provide help and guidance these can be found here on the [NFCC website](#) or via the links below in the ED&I Resource Library

The toolkits currently available include:

- [Collecting and Disseminating of Equality, Diversity and Inclusion Data Toolkit](#)

- [Gender Diversity Toolkit](#)
- [Neurodiversity Toolkit](#)
- [Undertaking an Equality Impact Assessment Toolkit](#)
- [Staff Networks Toolkit](#)

Webinars

[NFCC Lunch and Learns](#) which include

- Neurodiversity
- Trans Visibility in FRS
- Racial Equality
- Bite Size techniques to avoid burnout
- Being part of the LGBT Community

Other useful Links and documents

[ED&I Annual Report](#) this report included our Staffing data, Gender and BAME Pay Gap analysis and recent reporting against our 5 Equality Objectives

[Diversity Events Calendar](#) the diversity calendar is helpful to understand what key dates are taking place throughout the year to assist with community engagement

[Knowing our Communities Data](#) this is a suite of documents, which provides data within each of the local Authorities, by different protected groups which include Age, Disability, Religion and Ethnicity.

Service Instruction 0877 Resources to support managers and staff to implement the Equality & Diversity Policy

- [Appendix 1 - Disability in the workplace information for staff and managers](#)
- [Appendix 2 - Reasonable Adjustments Support for staff & managers in the workplace](#)
- [Appendix 3 - Access to Work Support for staff and managers in the workplace](#)
- [Appendix 4 - Supporting people with Dyslexia in the workplace](#)
- [Appendix 5 - Supporting Staff during the Menopause](#)
- [Appendix 6 - Guidance for supporting employees returning from maternity; breastfeeding in the workplace Operational Firefighters](#)
- [Appendix 7 - Supporting Lesbian, Gay, Bisexual and Transgender \(LGBT\) staff in the Workplace](#)
- [Appendix 8 - Supporting Transgender staff in the Workplace](#)
- [Appendix 9 - Neurodiversity in the workplace](#)