



Department for the
Economy
www.economy-ni.gov.uk

An Roinn
Geilleagair

Equality Screening Template – Section 75 of Northern Ireland Act 1998

Please complete the coversheet details below:

Policy title: Domestic Abuse (Safe Leave)

Decision (delete as appropriate)

Policy screened out **without** mitigation or an alternative policy adopted

Contact: Dearbhla Redmond

Date of completion: 8 May 2024

Content

Part 1. Policy scoping – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

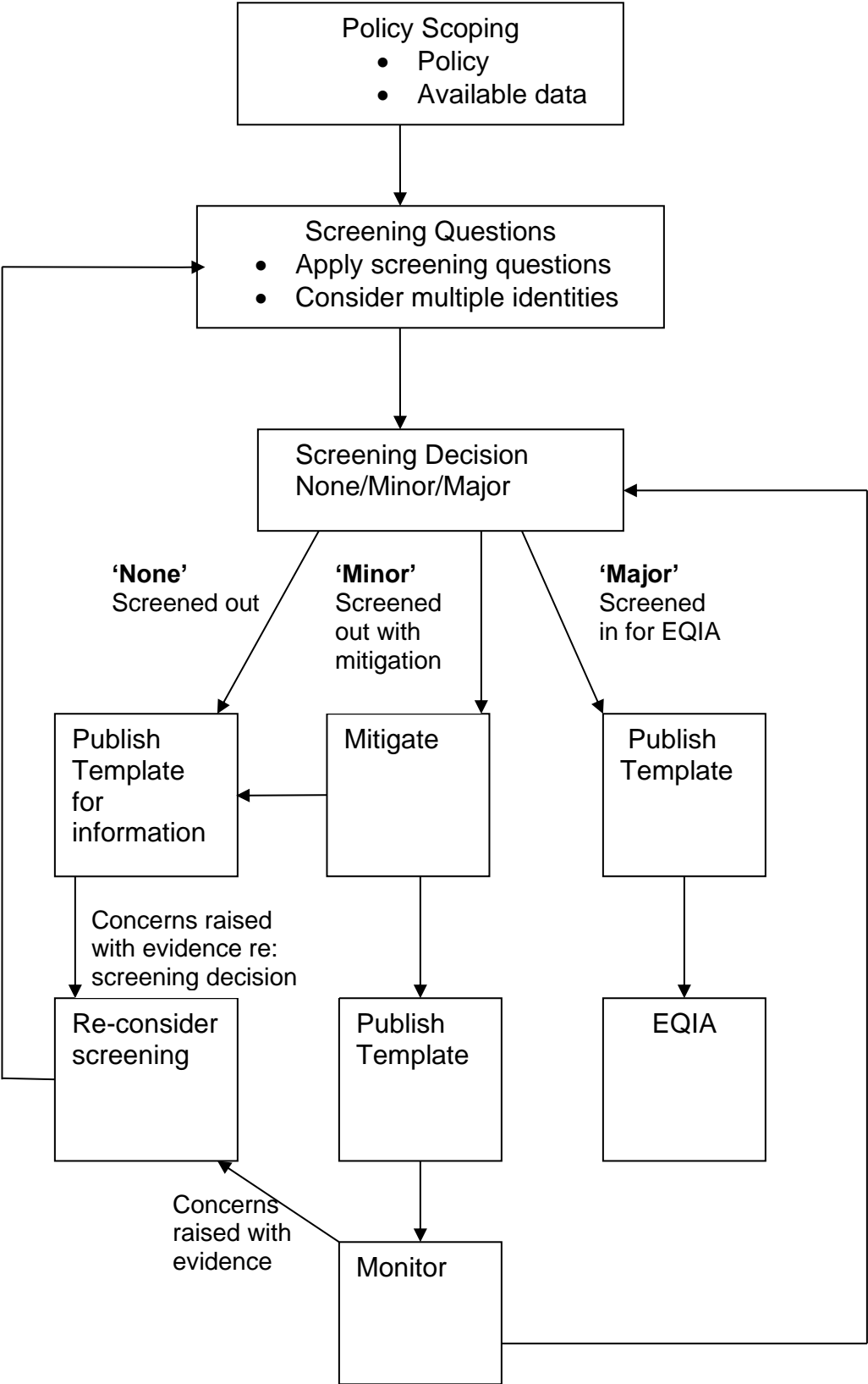
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

Flowchart for the equality screening process and decision.



Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the policy

Domestic Abuse (Safe Leave)

Is this an existing, revised or a new policy?

New policy

What is it trying to achieve? (intended aims/outcomes)

Under the Domestic Abuse (Safe Leave) Act (NI) 2022, the Department for the Economy (DfE) has a statutory duty to make secondary regulations entitling employees and workers who are a victim of domestic abuse to be absent from work on paid leave for the purpose of dealing with issues related to the domestic abuse.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

Any employee/worker who is or has been subjected to domestic abuse will be entitled to paid safe leave for the purposes of dealing with issues related to domestic abuse. Therefore, any employee/worker in any of the Section 75 categories might potentially be expected to benefit from this new policy/entitlement.

Who initiated or wrote the policy?

The Assembly passed the Domestic Abuse (Safe Leave) Act (NI) 2022. That Act places a statutory duty on the Department for the Economy to make secondary regulations introducing the new employment right. The policy is the responsibility of the Department for the Economy.

Who owns and who implements the policy?

The Department for the Economy has responsibility for the development and implementation of the policy.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (please delete as appropriate)

Financial – During the period of safe leave it is for the employer of an employee/worker to pay the remuneration in respect of the period of safe leave.

Legislative – The policy will be implemented through new secondary regulations.

other, please specify _____

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? (please delete as appropriate)

The policy will impact upon

- employees and workers
- employers
- other public sector organisations
- voluntary and community sector
- trade unions
- employer and other representative bodies.

Other policies with a bearing on this policy

- This policy is a new employment right. It will form part of the wider framework of employment rights. It may complement other existing employment rights (for example, the right to request flexible working) which may also provide support to victims of domestic abuse.
- The policy intent is to provide employees/workers who are victims of domestic abuse with paid time off work to help them deal with issues related to domestic abuse. While this is a new employment right, it should be viewed as part of the wider strategy of support for victims of domestic abuse as outlined in the joint Department of Health and Department of Justice Draft Domestic and Sexual Abuse Strategy 2023-2030.

- **Available evidence**

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data. The Commission has produced this guide to [signpost to S75 data](#).

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

The Department is aware that the Department of Health and Department of Justice have carried out a draft Equality Impact Assessment as part of the development of its Draft Domestic and Sexual Abuse Strategy 2023-2030¹. This equality screening exercise utilises the data that was gathered for that draft impact assessment with updates where appropriate.

This includes data provided by the Police Service of Northern Ireland (PSNI) which publishes quarterly updates on incidents of domestic abuse in NI. Each quarterly update provides statistics covering the latest 24 months². Police recorded crime data is a victim-oriented approach to crime recording. A crime will be recorded as having a domestic abuse motivation where it meets the relevant definition. Not all domestic abuse incidents will result in the recording of a crime, as what has occurred in the incident may not be of the level of severity that would result in a crime being recorded.

Religious belief evidence / information:

According to the Northern Ireland Census, in 2021³, the main current religions were: Catholic (42.31%); Presbyterian (16.61%); Church of Ireland (11.55%); Methodist (2.35%); Other Christian denominations (6.85%); and Other religions (1.34%). In addition, 17.39% of our population had 'No religion'. Bringing together the information on Religion and Religion Brought up in, 45.70% of the population were Catholic, 43.48% were Protestant and Other religions were 1.5%. The remaining 9.32% of our population neither belonged to, nor were brought up in any religion.

In the 2021 Northern Ireland Life and Times survey⁴ 33% stated Catholic, 28% no religion, 15% Presbyterian and 12% Church of Ireland as some of the main

¹ [eqia-domestic-and sexual abuse strategy.PDF \(justice-ni.gov.uk\)](#)

² [Domestic Abuse Statistics | PSNI](#)

³ [2021 Census | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](#)

⁴ [Northern Ireland Life and Times Survey: ~year \(ark.ac.uk\)](#)

religions. 36% saw themselves as part of the Protestant Community, 31% the Catholic Community and 32% neither.

Political Opinion evidence / information:

Election results⁵

On first preference votes per party in the 2022 NI Assembly Elections indicates the following:

Party	First Preference votes	%
Sinn Fein	250,385	29.02
DUP	184,002	21.33
Alliance	116,681	13.53
UUP	96,390	11.17
SDLP	78,237	9.07
TUV	65,788	7.63
People Before Profit Alliance	9,798	1.1
The Green Party	16,433	1.9
Other	44,986	5.2

Northern Ireland Life and Times Survey 2021⁶

The 2021 survey asked some questions relating to political party support and political opinion. In terms of political party support this was as follows – 19% for Alliance, 13% for SDLP, Sinn Fein and UUP, 12% for DUP and 5% for the Green Party. In this survey, 32% of respondents considered themselves to be Unionist, 26% Nationalist and 38% considered themselves to be neither. When asked how best they would describe the way they think of themselves 26% said Irish not British, 21% said British not Irish, 16% said More British than Irish as well as 16% for equally Irish and British while 13% stated more Irish than British.

2021 Census of Northern Ireland

In 2021, 42.80% of the usually resident population identified as British, 33.31% as Irish and 31.46% as Northern Irish with the remaining 7.48% identifying as

⁵ <https://commonslibrary.parliament.uk/research-briefings/cbp-9549/>

⁶ [Northern Ireland Life and Times Survey: 2021 \(ark.ac.uk\)](https://www.ark.ac.uk/northern-ireland-life-and-times-survey-2021/)

either 'other' or one of the other regions of the UK.

Racial Group evidence / information:

2021 Census of Northern Ireland

According to the 2021 census data, the four largest ethnic groups in Northern Ireland are 96.55% (1.8m) white, 0.76% (14,382) mixed, 0.52% (9,881) Indian and 0.50% (9,495) Chinese. More generally, 65,000 people were from a Minority Ethnic Group. At 3.4% this had doubled from 2011 (32,400) and quadrupled from 2001 (14,300 people).

Northern Ireland Life and Times Survey 2021

According to the 2021 survey when asked whether they considered themselves to be a member of a minority ethnic community 92% said no, 5% yes and 3% gave the response of don't know. In terms of the ethnic group that was given 97% said white, 1% Indian, 1% Mixed Ethnic Group and 1% other ethnic group.

PSNI Domestic Abuse Annual Trends 2004/05 to 2022/23⁷

Around nine in ten victims are of white ethnicity (87 per cent in 2022/23) and up to two per cent of victims are classified to Asian, Black or Mixed/Other ethnicity. At least three quarters of victims are of white ethnicity with UK and Ireland nationality (77 per cent in 2022/23).

Age evidence / information:

2021 census of Northern Ireland

In 2021, 19.19% of the usually resident population (1.9m) were aged 0 – 14, 31.23% were aged 15 – 39, 32.43% were aged 40 – 64 and 17.15% were aged 65 or older. Population increase was greatest in the older age groups. The number of people aged 65 or more rose by over 60,000, to nearly one-third of a million people in Census 2021 – a near 25% increase on 2011. It demonstrates the scale of population change due to ageing.

⁷ [Domestic Abuse Statistics | PSNI](#)

Northern Ireland Life and Times Survey 2021

The 2021 Northern Ireland Life and Times survey recorded the attitudes of 1,397 people living across Northern Ireland. According to the 2021 survey 19% were aged 65+, the categories of 25 – 34, 35 – 44 and 45 – 54 were 18%, 14% were aged 55 -64 and 13% were aged 18 – 24.

NISRA population-based projections⁸

The median age of the population of Northern Ireland at mid-2021 was 40.0 years

Marital Status evidence / information:

2021 census of Northern Ireland

The 2021 census found that 46% of the usually resident population aged 16 or over are 'married' or 'in a civil partnership'. 38% are single (defined as never married/civil partnered) and 16% as either separated, widowed or divorced. 52.7% were living in an opposite sex couple while 0.6% were living in a same sex couple.

Northern Ireland Life and Times Survey 2021

According to the 2021 survey 48% stated that they were married and living with a husband/wife, 38% were single (never married), 6% divorced, 4% widowed, 3% married and separated from husband/wife and 1% a civil partner in a legally registered civil partnership.

PSNI Domestic Abuse Annual Trends 2004/05 to 2022/23

Data from the PSNI indicates that the majority of relationships between domestic abuse victim and offender are categorised as current or ex-spouse / partner / girlfriend / boyfriend etc. (24% current and 38% ex in 2022/23). Up to a quarter are parent and child relationships (24% in 2022/23).

⁸ [Statistical Bulletin - 2022 Mid-year Population Estimates for Northern Ireland \(nisra.gov.uk\)](https://www.nisra.gov.uk/statistical-bulletin-2022-mid-year-population-estimates-for-northern-ireland)

Sexual Orientation evidence / information:

2021 census of Northern Ireland

In total 31,600 people aged 16 and over (or 2.1%) identified as LGB+ ('lesbian, gay, bisexual or other sexual orientation'), 1.364 million people (90.0%) identified as 'straight or heterosexual' and 119,000 people (7.9%) either did not answer the question or ticked 'prefer not to say'.

Northern Ireland Life and Times Survey 2021

According to the 2021 survey when asked about their sexual orientation 93% stated that they were heterosexual or straight, 4% bisexual and 2% gay or lesbian (homosexual).

Multi-Agency Risk Assessment Conferences (MARACs)⁹

Of the 18,558 high risk cases discussed at MARACs between Jan 2010 and Oct 2022 0.5% related to LGBTQIA individuals. For the most recent year, 2021/22, the figure was 1.3%.

State of the Community Survey

Results of The Rainbow Project's State of the Community Survey research, with input from over 1130 LGBTQIA respondents, showed that of these respondents 45% reported being in an abusive relationship. 52% experienced violent behaviour, 16 % financial abuse, 36% controlling and coercive behaviour, 51% emotional abuse and 31% pressured to have sex or perform a sex act. Over 68% of the respondents never report their abuse to the police or other services. Only 9% had reported incidents to the Police and less than 4% to other services.

PSNI does not publish data on the levels of domestic and sexual abuse by sexual orientation.

Men & Women generally evidence / information:

2021 Census of Northern Ireland

⁹ A MARAC is a meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, probation, health, child protection, housing practitioners, Independent Domestic Violence Advisors (IDVAs) and other specialists from the statutory and voluntary sectors.

In 2021, 50.81% of the population were male and 49.19% were female. No gender identity question was included in the 2021 Census form¹⁰.

Northern Ireland Life and Times Survey 2021

According to the 2021 survey when asked about their gender identity 51% stated that they were male, 49% female. There was no response to the category of 'other' or 'female to male transgender'.

PSNI Domestic Abuse Annual Trends 2004/05 to 2022/23

In relation to domestic abuse crimes generally, in 2022/23:

- 69% of victims were female;
 - 31% of victims were male.
-

Disability evidence / information:

2021 census of Northern Ireland

The Census, 2021 revealed that 34.67% of the population (or 659,805 people) regard themselves as having a disability or long-term health problem, which has an impact on their day-to-day activities. 65.33% of the population (1,243,371 people) have no long-term health condition.

The most recent official statistics collected via the Health Survey NI First Results 2022/23¹¹ show that:

- 40% of respondents reported a longstanding illness (31% with limiting long term conditions)
- Females (43%) were more likely than males (37%) to have a long-term condition;
- Prevalence also increased with age, with 13% of those aged 16 – 24 reporting a long-term condition compared with 53% of those aged 75 and over;
- A fifth of respondents (20%) scored highly on the GHQ12 suggesting they may have a mental health problem; and

¹⁰ <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2021-census-individual-questionnaire.pdf>

¹¹ [Health survey Northern Ireland: first results 2022-23 \(health-ni.gov.uk\)](https://www.health-ni.gov.uk/health-survey-northern-ireland-first-results-2022-23)

- Respondents in the most deprived areas (28%) continue to be more likely to record a high GHQ12 score than those in the least deprived areas (17%).

Importantly, these datasets reveal that the experience of disability is intersectional, i.e. people who live with a particular kind of disability may also experience other disabilities, which may vary in terms of intensity, impact, and duration.

In addition, people with a disability who are impacted by domestic and/or sexual abuse may also fall into other Section 75 categories and could incur other barriers.

Northern Ireland Life and Times Survey 2021

The 2021 Northern Ireland Life and Times Survey found that 29% of people identified as having a disability. 33% of these reported that this disability reduced their ability ‘a lot’ to carry out day-to-day activities. 42% stated it reduced their ability ‘a little’ to carry out day-to-day activities.

Multi-Agency Risk Assessment Conferences (MARACs)

Of the 18,558 high risk cases discussed between Jan 2010 to Oct 2022 at MARACs 640 (3.5%) involved a person with a disability. For the most recent year, 2021/22 the figure was 11.5%

Dependants evidence / information:

2021 census of Northern Ireland

At the time of the 2021 Census the total number of households totalled 768,802 of which 235,827 households contain dependent children (around a third).

Number of dependent Children in Household Number of Households	
One dependent child	93,314
Two dependent children	91,431
Three or more dependent children	51,082
Total Households with dependent children	235,827

PSNI Domestic Abuse Annual Trends 2004/05 to 2022/2223

Data from the PSNI indicates that 24% of domestic abuse relationship are parent and child relationships.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision?

Specify details of the needs, experiences and priorities for each of the Section 75 categories below:

Religious belief:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category.

Political Opinion:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with matters arising issues related to domestic abuse. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category.

Racial Group:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category. However, where language or other barriers could potentially act as an obstacle for those accessing victim or other support services more generally, being able to take paid leave from work may help provide a pathway for an employee/worker to avail of these sources of support.

Age: The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There are no anticipated

different needs, experiences and priorities as a result of this policy with regards to this category.

Marital status:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category.

Sexual orientation:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category. It is, however, noted that there may be significant underreporting within the LGBTQIA+ community, that they may face higher levels of domestic abuse and that they can face additional barriers in reporting and accessing services. It has also been reported that LGBTQIA+ victims of domestic abuse can experience unique forms of coercive control. While safe leave will apply equally to all employees/workers, regardless of sexual orientation, having access to paid leave from work may be of particular benefit to this group as it can provide a pathway for employee/workers to avail of support services.

Men and Women Generally:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category. It is noted that women are more likely to suffer from domestic violence, therefore a higher proportion of applicants for safe leave may be women. Both women and men work insecure contracts, and there are many different forms of insecure work. Office for National Statistics latest data on people in employment on zero hour contracts indicates that 3.4% of women are whereas for men it is 2.9%. As safe leave will apply to workers, as well as employees this means that workers on zero hour contracts should be able to

access paid leave from work and reduce the likelihood to having to leave employment as a result of suffering domestic abuse. As a higher proportion of women work on such contracts, this aspect of the policy may have a slightly more positive impact on women.

It is important to highlight that men can also be victims of domestic abuse. The right to paid time off work will apply to all employees/workers. The policy will therefore have a beneficial impact on both men and women.

Disability:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category. It is, however, recognised that those with a disability face additional barriers in terms of accessing appropriate support, accessible accommodation and information on services. By providing employees/workers with paid leave from work, it may provide a pathway to accessing these support services.

Dependants:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There are no anticipated different needs, experiences and priorities as a result of this policy with regards to this category. However, it is recognised that domestic abuse can be through a parent child relationship. Victims of domestic abuse can also face additional challenges in terms of accessing support where they have dependents to support. Access to paid safe leave from work may help provide a pathway for workers and employees to avail of support services.

Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the Screening Questions 1-4, which follow.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are

concerns amongst affected individuals and representative groups, for example in respect of multiple identities;

- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**:

The policy is designed to have a positive impact on all employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There is no evidence to suggest a greater or lesser prevalence of domestic abuse among people from within this section 75 category. There is no likely impact on equality of opportunity for those affected by this policy on grounds of religious belief.

What is the level of impact? None

Details of the likely policy impacts on **Political Opinion**:

The policy is designed to have a positive impact on all employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There is no evidence to suggest a greater or lesser prevalence of domestic abuse among people from within this section 75 category. There is no likely impact on equality of opportunity for those affected by this policy on grounds of political opinion.

What is the level of impact? None

Details of the likely policy impacts on **Racial Group**:

The policy is designed to have a positive impact on all employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. While there is limited evidence to suggest a greater or lesser prevalence of domestic abuse among people from within this section 75 category, there is no likely impact on equality of opportunity for those affected by this policy on grounds of racial group.

What is the level of impact? None

Details of the likely policy impacts on **Age**:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There is no evidence to suggest a greater or lesser prevalence of domestic abuse among people from within this section 75 category.

What is the level of impact? None

Details of the likely policy impacts on **Marital Status**:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There is no evidence to suggest a greater or lesser prevalence of domestic abuse among people from within this section 75 category. There is no likely impact on equality of opportunity for those affected by this policy on grounds of marital status.

What is the level of impact? None

Details of the likely policy impacts on **Sexual Orientation**:

The policy is designed to have a positive impact on all employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. While there is limited data to suggest a greater or lesser prevalence of domestic abuse among people from within this section 75 category, there is no likely impact on equality of opportunity for those affected by this policy on grounds of sexual orientation.

What is the level of impact? None

Details of the likely policy impacts on **Men and Women**:

The policy is designed to have a positive impact on all employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. While there is evidence that indicates that women are more likely to be victims of domestic abuse, men are also victims. As such while a higher number of women may use safe leave, men who also need to use this right will benefit equally. There is

therefore no likely impact on equality of opportunity for those affected by this policy on grounds of gender.

What is the level of impact? None

Details of the likely policy impacts on **Disability**:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There is limited evidence to suggest a greater or lesser prevalence of domestic abuse among people from within this section 75 category. There is no likely impact on equality of opportunity for those affected by this policy on grounds of disability.

What is the level of impact? None

Details of the likely policy impacts on **Dependants**:

The policy is designed to have a positive impact on employees/workers that suffer domestic abuse by providing for a right to ten days paid leave from work to deal with issues related to domestic abuse. There is no evidence to suggest a greater or lesser prevalence of domestic abuse among people from within this section 75 category. There is no likely impact on equality of opportunity for those affected by this policy on grounds of dependants.

What is the level of impact? None

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? Yes/No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

Religious Belief –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Political Opinion –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Racial Group –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Age –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Marital Status –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Sexual Orientation –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Men and Women generally –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Disability –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

Dependants –

If Yes, provide details:

If No, provide reasons: Not relevant to this policy proposal

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**:

No impact

What is the level of impact? None

Details of the likely policy impacts on **Political Opinion**:

No impact

What is the level of impact? None

Details of the likely policy impacts on **Racial Group**:

No impact

What is the level of impact? None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

Religious Belief –

If Yes, provide details:

If No, provide reasons: Not applicable to this policy proposal

Political Opinion –

If Yes, provide details:

If No, provide reasons: Not applicable to this policy proposal

Racial Group –

If Yes, provide details:

If No, provide reasons: Not applicable to this policy proposal

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

This policy is targeted at employees/workers who are victims of domestic abuse. It benefits all those employees/workers who are within this category. The policy intention is to have a positive impact upon employed victims of domestic abuse by providing a right to paid leave from work for the purposes of dealing with issues related to domestic abuse. This may have a positive impact on victims of domestic abuse by supporting them in the workplace, maintaining their financial income and helping them remain in employment. There are no anticipated adverse impacts of the policy for any people with multiple identities.

Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

Impacts of the policy are positive and no negative impacts are foreseen. The policy has no adverse impacts on any of the Section 75 categories as detailed above. While domestic abuse can disproportionately affect people in section 75 categories in different ways, the overall intention of this policy is positive as it aims to provide support for people who suffer domestic abuse by creating a new employment right.

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced - please provide details.

As the impacts of the policy are positive, no mitigations or alternatives are necessary.

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

Not applicable

If so, **give the reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

Not applicable

Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion – Rating (1-3)

Effect on equality of opportunity and good relations -

Social need -

Effect on people's daily lives -

Relevance to a public authority's functions –

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details.

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

The Department must, in so far as it is practicable for the Department to do so, make a report on the operation of regulations under Article 112EG of the Employment Rights (NI) Order 1996 –

- (a) as soon as practicable after the first anniversary of the commencement of the first regulations under that Article, and
- (b) at least once in every three years after the making of the previous report on the operation of the regulations.

The Department must publish each report made under this section and lay a copy of it before the Assembly.

In making a report under this section, the Department must consult such persons or organisations as it considers appropriate.

The Department must issue guidance about the implementation or application of a provision of regulations under Article 112EG of the Employment Rights (NI) Order 1996.

The Department must review the guidance from time to time and issue revised guidance where the Department thinks it appropriate.

Part 5 - Approval and authorisation

Screened by: Dearbhla Redmond

Position/Job Title: Grade 7

Business Area/ Branch: Employment Relations Strategic Project Team

Date: 8/5/2024

Approved by: Colin Jack

Position/Job Title: Grade 5

Business Area/Branch: Business and Employment Regulation Division

Date: 15/5/2024

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.