



Equality Screening, Disability Duties and Human Rights Assessment Template

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[Guidance on completion of the template can be found on the Equality Commission website at S75 screening template 2010 \(web access checked 230920\) .docx](#)

Part 1. Policy scoping

1.1 Information about the policy

Name of the policy:

Violence and Aggression in the Workplace Framework

Is this an existing, revised or a new policy?

Revised – This policy will be replacing the “Zero Tolerance” Policy currently in place with HSC organisations

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

The purpose of the framework is to outline the HSC commitment in partnership with staff representatives, to ensure the prevention, reduction and management of violence and aggression towards staff in the workplace, and to ensure associated structures, policies and support is in place to enable staff to work safely.

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

If so, explain how.

The policy is not expected to have a differential effect impact on any particular Section 75 category beyond the size of any particular demographic within HSC organisations and their patients. The intention is that this policy will have an equal be of benefit to all staff a broad range of staff, agency workers, contractors etc., volunteers and members of the public, within HSC.

Who initiated or wrote the policy?

HSC Trusts

Who owns and who implements the policy?

HSC

1.2 Implementation factors

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

None

1.3 Main stakeholders affected

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

staff

public

other public sector organisations

voluntary/community/trade unions

1.4 Other policies with a bearing on this policy

- what are they?

NHS guide; 'Violence prevention and reduction standard'

- who owns them?

NHS England

1.5 Available evidence

What evidence/information (both qualitative and quantitative¹) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Religious belief evidence / information:

There is no evidence available that the policy will have a differential impact by religious belief.

Political Opinion evidence / information:

As above with Religious Belief,

Racial Group evidence / information:

There is no evidence available that the policy will have a differential impact by racial group. However any member of staff within HSC at a higher risk of harassment and abuse due to their ethnicity may benefit from a more cohesive and coherent approach to dealing with violence and aggression through the implementation of this policy.

Age evidence / information:

Departmental statistics show that there is a fairly even spread across age demographics between 25 and 59 (with ages 25 to 29 at the lower end at 10.4% and ages 50 -54 at the higher end at 13.4%) within HSC with less representation for ages below 25 and age of 60 or above. Any potential impact this policy may have would be a positive impact across the majority of age groups with a lesser impact on the younger and older groups due to smaller representation within the workforce. Age and age/gender breakdown below:

Age group	Count of staff in post	% of staff in post
< 25	3,698	4.8%
25 - 29	7,959	10.4%

¹ * Qualitative data – refers to the experiences of individuals related in their own terms, and based on their own experiences and attitudes. Qualitative data is often used to complement quantitative data to determine why policies are successful or unsuccessful and the reasons for this.

Quantitative data - refers to numbers (that is, quantities), typically derived from either a population in general or samples of that population. This information is often analysed either using descriptive statistics (which summarise patterns), or inferential statistics (which are used to infer from a sample about the wider population).

30 - 34	9,946	12.9%
35 - 39	10,140	13.2%
40 - 44	9,660	12.6%
45 - 49	9,457	12.3%
50 - 54	10,332	13.4%
55 - 59	8,858	11.5%
60 - 64	4,876	6.3%
65+	1,947	2.5%
Total	76,873	100.0%

Age group	Female	Male	% Female by age group	% Male by age group
< 25	2,980	718	4.9%	4.5%
25 - 29	6,432	1,527	10.6%	9.5%
30 - 34	7,812	2,134	12.8%	13.3%
35 - 39	8,021	2,119	13.2%	13.2%
40 - 44	7,666	1,994	12.6%	12.4%
45 - 49	7,431	2,026	12.2%	12.6%
50 - 54	8,191	2,141	13.5%	13.3%
55 - 59	6,955	1,903	11.4%	11.8%
60 - 64	3,794	1,082	6.2%	6.7%
65+	1,515	432	2.5%	2.7%
Total	60,797	16,076	100.0%	100.0%
	79%	21%		

Marital Status evidence / information:

As above with Religious Belief.

Sexual Orientation evidence / information:

There is no evidence available that the policy will have a differential impact by racial group. However, as with racial group with any member of staff within HSC at a higher risk of harassment and abuse due to their sexual orientation may

benefit from a more cohesive and coherent approach to dealing with violence and aggression through the implementation of this policy.

Men & Women generally evidence / information:

Departmental statistics show that a significant majority of the workforce within HSC are female (79%). Any potential impact the implementation of the policy would have should therefore be beneficial to women working within HSC in relation to preventing and mitigating any violence within the workplace.

Breakdown by Gender below:

Gender	Count of staff in post	% of staff in post
Female	60,797	79%
Male	16,076	21%
Total	76,873	100%

Disability evidence / information:

There is no evidence available that the policy will have a differential impact by disability, however, as with racial group above, any member of staff within HSC at a higher risk of harassment and abuse due to their disability may benefit from a more cohesive and coherent approach to dealing with violence and aggression through the implementation of this policy.

Dependants evidence / information:

As above with Religious Beliefs.

1.6 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

No evidence of specific need has been identified.

Political Opinion

As above with Religious Belief.

Racial Group

As above with Religious Belief

Age

As above with religious Belief.

Marital status

As above with Religious Belief.

Sexual orientation

As above with Religious Belief

Men and Women Generally

As above with Religious Belief

Disability

As above with Religious Belief

Dependants

As above with Religious Belief.

Part 2. Screening questions

**2.1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?
minor/major/none**

Details of the likely policy impacts on Religious belief: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Political Opinion: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Racial Group: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Age: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Marital Status: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Sexual Orientation:

What is the level of impact? None

Details of the likely policy impacts on Men and Women: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Disability: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Dependents:

What is the level of impact? None

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

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

Religious Belief - It is not anticipated the policy will promote equality of opportunity for this category. The Violence and Aggression in the Workplace Framework document is being developed as a governance framework to

facilitate development and review of HSC reduction and prevention strategies in relation to managing incidents of violence and aggression towards their staff and ensure steps are put in place by these organisation's to mitigate the risk of such incidents.

Political Opinion – As above with religious Belief

Racial Group - It is not anticipated the policy will not directly promote equality of opportunity for this category, however, the Violence and Aggression in the Workplace Framework document is being developed as a governance framework to facilitate development and review of HSC reduction and prevention strategies in relation to managing incidents of violence and aggression towards their staff and ensure steps are put in place by these organisation's to mitigate the risk of such incidents. Staff from an ethnic Minority background may benefit from a more cohesive and coherent approach to dealing with violence and aggression through the implementation of this policy.

Age – As above with Religious Belief.

Marital Status – As above with Religious Belief.

Sexual Orientation – It is not anticipated the policy will not directly promote equality of opportunity for this category, however, the Violence and Aggression in the Workplace Framework document is being developed as a governance framework to facilitate development and review of HSC reduction and prevention strategies in relation to managing incidents of violence and aggression towards their staff and ensure steps are put in place by these organisation's to mitigate the risk of such incidents. Staff from an ethnic Minority background may benefit from a more cohesive and coherent approach to dealing with violence and aggression through the implementation of this policy.

Men and Women generally - As above with Religious Belief.

Disability - It is not anticipated the policy will not directly promote equality of opportunity for this category, however, the Violence and Aggression in the Workplace Framework document is being developed as a governance framework to facilitate development and review of HSC reduction and prevention strategies in relation to managing incidents of violence and aggression towards their staff and ensure steps are put in place by these organisation's to mitigate the risk of such incidents. Staff from an ethnic

Minority background may benefit from a more cohesive and coherent approach to dealing with violence and aggression through the implementation of this policy.

Dependants - As above with Religious Belief.

2.2 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: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Political Opinion: (insert text here)

What is the level of impact? None

Details of the likely policy impacts on Racial Group: (insert text here)

What is the level of impact? None

2.3 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 - It is not anticipated the policy will promote equality of opportunity for this category. The Violence and Aggression in the Workplace Framework Policy is being developed as a governance framework to facilitate development and review of HSC reduction and prevention strategies in relation to managing incidents of violence and aggression towards their staff and ensure steps are put in place by these organisation's to mitigate the risk of such incidents.

Political Opinion – As above with Religious Beliefs.

Racial Group - As above with Religious Beliefs.

2.5 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?

While acknowledging that most people will fall under more than one identity, it is not anticipated the policy will impact directly on people with multiple identities. The Violence and Aggression in the Workplace Framework is being developed as a governance framework to facilitate development and review of HSC reduction and prevention strategies in relation to managing incidents of violence and aggression towards their staff and ensure steps are put in place by these organisation's to mitigate the risk of such incidents. It will apply to all HSC staff equally regardless of category.

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

2.6 Was the original policy / decision changed in any way to address any adverse impacts identified either through the screening process or from consultation feedback. If so please provide details.

N/A

Part 3. Screening decision

3.1 Would you summarise the impact of the policy as; No Impact/ Minor Impact/ Major Impact?

No Impact

3.2 Do you consider that this policy/ decision needs to be subjected to a full equality impact assessment (EQIA)?

An equality impact assessment (EQIA) is unnecessary. The Violence and Aggression in the Workplace Framework Policy is being developed as a governance framework to facilitate development and review of HSC reduction and prevention strategies in relation to managing incidents of violence and aggression towards their staff and ensure steps are put in place by these organisation's to mitigate the risk of such incidents. The principles in relation to mitigating violence and aggression outlined in the policy are based on incidents involving HSC staff regardless of category and is purely a technical document with no impact in particular on any one S75 category

3.3 Please explain your reason.

This policy is purely a technical process document in relation to measures all HSC organisations will take to ensure safety of their staff from violence and aggression while in the workplace and therefor does not apply or impact the Section 75 categories or require mitigation in this respect.

3.4 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?

No. This policy is purely a technical process document in relation to measures all HSC organisations will take ensure the safety of their staff from violence and

aggression while in the workplace and therefore does not apply or impact the Section 75 categories or require mitigation in this respect

3.5 Timetabling and prioritising

N/A

Part 4. Monitoring

Monitoring is an important part of policy development and implementation. Through monitoring it is possible to assess the impacts of the policy / decision both beneficial and adverse.

4.1 Please detail how you will monitor the effect of the policy / decision?

Effectiveness of the Violence and Aggression in the Workplace Framework will be measured through monitoring of incident statistics provided by HSC organisations to the Department.

4.2 What data will you collect in the future in order to monitor the effect of the policy / decision?

Effectiveness of the Violence and Aggression in the Workplace Framework will be measured through monitoring of incident statistics provided by HSC organisations to the Department.

Please note: - *For the purposes of the annual progress report to the Equality Commission you may later be asked about the monitoring you have done in relation to this policy and whether that has identified any Equality issues.*

Part 5. Disability Duties

5.1 Does the policy/decision in any way promote positive attitudes towards disabled people and/or encourage their participation in public life?

The Violence and Aggression in the Workplace HSC Framework will potentially benefit disabled people by ensuring steps are put in place across all HSC organisations to protect staff, including those staff with disabilities, from any violence or aggression they may experience while carrying out their duties within the workplace. .

5.2 Is there an opportunity to better promote positive attitudes towards disabled people or encourage their participation in public life by making changes to the policy/decision or introducing additional measures?

N/A

Part 6. Human Rights

6.1 Does the policy / decision affects anyone's Human Rights?

Details of the likely policy impacts on Article 2 – Right to life: (insert text here)

What is the impact? Positive / ~~Negative (human right interfered with or restricted)~~ / ~~Neutral~~ (circle as appropriate)

Details of the likely policy impacts on Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment: (insert text here)

What is the impact? Positive / ~~Negative~~ / ~~Neutral~~ (circle as appropriate)

Details of the likely policy impacts on Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 5 – Right to liberty & security of person: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 6 – Right to a fair & public trial within a reasonable time: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 7 – Right to freedom from retrospective criminal law & no punishment without law: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 8 – Right to respect for private & family life, home and correspondence: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 9 – Right to freedom of thought, conscience & religion: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 10 – Right to freedom of expression: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 11 – Right to freedom of assembly & association: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 12 – Right to marry & found a family: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on Article 14 – Prohibition of discrimination in the enjoyment of the convention rights: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on 1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

Details of the likely policy impacts on 1st protocol Article 2 – Right of access to education: (insert text here)

What is the impact? ~~Positive~~ / ~~Negative~~ / Neutral (circle as appropriate)

6.2 If you have identified a likely negative impact who is affected and how?

At this stage we would recommend that you consult with your line manager to determine whether to seek legal advice and to refer to Human Rights Guidance to consider:

- *whether there is a law which allows you to interfere with or restrict rights*
- *whether this interference or restriction is necessary and proportionate*
- *what action would be required to reduce the level of interference or restriction in order to comply with the Human Rights Act (1998).*

6.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy/decision.

Part 7 - Approval and authorisation

Screened by:	Position/Job Title	Date
Eddy Dickson	DP	09.06.2022
Approved by:		
Copied to EHRU:		

The Screening Template is ‘signed off’ and approved by a senior manager responsible for the policy (at least Grade 7), made easily accessible on the public authority’s website as soon as possible following completion and made available on request.

ADDITIONAL INFORMATION TO INFORM THE ANNUAL PROGRESS REPORT TO THE EQUALITY COMMISSION

**(PLEASE NOTE : THIS IS NOT PART OF THE SCREENING TEMPLATE BUT MUST BE
COMPLETED AND RETURNED WITH THE SCREENING)**

1. Please provide details of any measures taken to enhance the level of engagement with individuals and representative groups. Please include any use of the Equality Commissions guidance on consulting with and involving children and young people.
None

2. In developing this policy / decision were any changes made as a result of equality issues raised during :

- (a) pre-consultation / engagement;
- (b) formal consultation;
- (c) the screening process; and/or
- (d) monitoring / research findings.

If so, please provide a brief summary including how the issue was identified, what changes were made, and what will be the expected outcomes / impacts for those effected.

N/A

3. Does this policy / decision include any measure(s) to improve access to services including the provision of information in accessible formats? If so please provide a short summary.
No

Thank you for your co-operation.
Equality and Human Rights Unit.