

Equality Impact Assessment Tool: Policy, Strategy and Plans
(Please follow the EQIA guidance in completing this form)



1. Name of Strategy, Policy or Plan

Renfrewshire GBV Guideline for staff working with young people

This is a : New Policy

2. Brief Description - Purpose of the policy, Changes and outcomes, services or activities affected

The guideline has been created to support staff within youth settings to respond appropriately to disclosures of gender based violence, or to concerns that this may be occurring. This also covers the use of language that encourages negative gender stereotypes, as part of a culture that condones gender based violence. It is vital that we adopt a zero-tolerance approach to all forms of gender based violence in Renfrewshire as it is a significant public health concern.

3. Lead Reviewer

Kelly, Jane

4. Please list all participants in carrying out this EQIA:

Lindsay Jack (Health Improvement Lead -Maternal and Child Health); Maxine Hendry (Renfrewshire Council); Louise Moore (Women and Children First); Clare Cunning (Renfrewshire Council); Jean Brierley (Renfrewshire Council); Jennifer Douglas (Women and Children First)

5. Impact Assessment

A. Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality

Renfrewshire HSCP must comply fully with legal obligations to promote equality of opportunity between men and women and to eliminate unlawful discrimination on the grounds of race, disability, age, sex and gender, sexual orientation, and religion or belief. This guideline helps ensure staff working with young people are working within the legal parameters of their role in terms of child and adult support & protection. The guideline supports outcomes of Equally Safe and Renfrewshire's GBV Strategy group by promoting best practice on responding to disclosure of GBV by a young person.

B. What is known about the issues for people with protected characteristics in relation to the services or activities affected by the policy?

| | | Source |
|------------|--|--------|
| All | Renfrewshire HSCP must comply fully with legal obligations to promote equality of opportunity between men and women and to eliminate unlawful discrimination on the grounds of race, disability, age, sex and gender, sexual orientation, and religion or belief. We have a general duty to advance equality of opportunity between people who share a relevant protected characteristic and those who do not, (A Fairer NHS GG&C, 2016-2020). By developing a guideline and associated training for staff working with young people we can support people affected by social circumstances as a result of inequality by identify needs earlier and addressing via sensitive routine enquiry, this is in line with Equality Outcome 6, (A Fairer NHS GGC, 2016-2020) | |
| Sex | We know that whilst it is mostly women and girls who are affected by GBV, however the guideline and training recognises and clearly states that some men experience/survive GBV and the guideline would be applied to both sexes. | |

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| Gender Reassignment | We know that LGBTI+ people are affected by GBV, and this often makes the issue more complex due to pressure from the perpetrator to out the person if they leave or disclose the abuse. The guideline recognises this issue and contains fact sheets as well as signposting to LGBTI+ services/resources to help staff supporting a young person. | |
| Race | The guideline seeks to ensure that staff working with BME young people understand the complexities of experience of GBV within our BME communities. BME people are more likely to require communication support to disclose the abuse and to access services/support in the longer term. The guideline signposts to NHS GGC interpreting services and the guideline advises staff working outwith NHS GGC to source interpreting support and not to rely on family members. | |
| Disability | The guideline seeks to ensure that staff working with a young person with a disability understand the additional vulnerabilities they may experience resulting in GBV and/or abuse, particularly if they depend on a partner for intimate care, support, financial support and access to health care, the guideline | |
| Sexual Orientation | We know that LGBTI+ people are affected by GBV, and this often makes the issue more complex due to pressure from the perpetrator to out the person if they leave or disclose the abuse. The guideline recognises this issue and contains fact sheets as well as signposting to LGBTI+ services/resources to help staff supporting a young person. As an organisation we challenge homophobic attitudes in our everyday practice in line with the values of NHS GG&C to ensure LGBTI+ young people are not subject to discrimination | |
| Religion and Belief | We know that religion and belief are an integral part of the people we work with, the guideline recognises the important of supporting people taking into account religion, beliefs and cultural beliefs and sensitivities and contains signposting to services/resources who specialise in support people while taking into account different religious beliefs, beliefs and possible cultural sensitivities to ensure support offered is appropriate. | |
| Age | We know that the support needs of an older person may differ from those of a young person who has disclosed GBV/abuse, however the purpose of the guideline is to offer young person specific guidance to staff working with young people to ensure good practice in terms of appropriate/timely response and interventions for young people experiencing GBV. | |
| Pregnancy and Maternity | We know that the level/intensity of abuse can increase during pregnancy. Also intimate partner violence and abuse can result in unprotected sex, pregnancy and STIs. Staff working in maternity services/children's services have received sensitive routine enquiry training to ensure questions are asked around patient/client experience of GBV. Within the guideline there is signposting to young person and pregnancy specific services to ensure pregnant/young people who have recently had a baby can access appropriate support. | |
| Marriage and Civil Partnership | GBV, abuse and intimate partner violence often occurs within a marriage or civil partnership. The guideline refers to this in the GBV definitions section which seeks to translate GBV terminology to increase staff knowledge, understanding and confidence when supporting a young person. | |
| Social and Economic Status | Financial abuse/socio-economic status are huge factors within GBV/abuse and are one of the contributing factors that make it so difficult for victim to leave a perpetrator. | |
| Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders) | The guideline describes the range of marginalised groups who may be at a higher risk of abuse. | |
| C. Do you expect the policy to have any positive impact on people with protected characteristics? | | |
| | Highly Likely | Probable |
| General | The guideline will have a positive impact on all protected characteristics as the issue of GBV affects all groups determined by the Equality Act (as per section above)by | Possible |

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| | providing a common standard for all staff working with young people to follow | | |
| Sex | GBV is a gender related issue therefore this guideline seeks to protect women and girls predominantly however it does recognise that men can experience abuse too. | | |
| Gender Reassignment | The guideline raises additional issues that could be experienced by a trans person experiencing abuse to ensure staff are mindful of these issues when working with a young person | | |
| Race | the policy details culturally sensitive issues that may be experienced by different groups and race would come under this umbrella | | |
| Disability | the guideline builds on existing organisational responsibilities when responding to disclosure by young people with additional support needs therefore raising staff awareness and making referral process clearer | | |
| Sexual Orientation | The guideline raises additional issues that could be experienced by LGBTI+ people experiencing abuse to ensure staff are mindful of these issues when working with a young person | | |
| Religion and Belief | The guideline includes signposting to services who specialise in support people with different religious beliefs, beliefs and cultural beliefs. | | |
| Age | the guideline is young person specific, however the GBV strategy group is currently drafting a GBV strategy for Renfrewshire which includes outcomes specific to supporting women and girls across the life span | | |
| Marriage and Civil Partnership | The guideline and associated youth worker training should increase staff knowledge and understanding of GBV including intimate partner violence which commonly occurs in marriage/civil partnership/relationships | | |
| Pregnancy and Maternity | the guideline highlights the risk of escalation during pregnancy therefore increasing staff awareness of potential triggers/red flags when concerned about a young person's safety | | |
| Social and Economic Status | the guideline would not recur in cost implications for services, staff or service users | | |
| Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders) | the guideline highlights potential risk of GBV within marginalised groups to raise awareness with staff working with people who may fall into these groups | | |
| D. Do you expect the policy to have any negative impact on people with protected characteristics? | | | |
| | Highly Likely | Probable | Possible |
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| General | | | no |
| Sex | | | no |
| Gender Reassignment | | | no |
| Race | | | no |
| Disability | | | no |
| Sexual Orientation | | | no |
| Religion and Belief | | | no |
| Age | | | no |
| Marriage and Civil Partnership | | | no |
| Pregnancy and Maternity | | | no |
| Social and Economic Status | | | no |
| Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders) | | | no |