

## DoF Screening template

Screening is the first of two methods by which the necessary level of “regard” is demonstrated as being paid to the statutory equality goal, as set out in Section 75 of the Northern Ireland Act 1998. The DoF Equality Scheme commits us to screening our policies. This includes our strategies and plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, procedure, policy etc.

This screening template is designed to help business areas consider the likely equality and human rights impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Detailed information about the Section 75 equality duties and what they mean in practice is available on the Equality Commission’s website:  
<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75GuideforPublicAuthoritiesApril2010.pdf>

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 accessible on the DoF website as soon as possible following completion and made available in alternative formats on request.

All Section 75 consultees should be advised of the screening exercise once the final policy decision has been taken.

The screening template has 4 sections to complete. These are:

**Section A** - details about the policy / decision that is being screened.

**Section B** - 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

**Section C** - 4 key questions in relation to obligations under the Disability Discrimination Order and the Human Rights Act.

**Section D** - the formal record of the screening decision.

## SECTION A

### Information about the policy

This 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 on a step-by-step basis.

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

### *Is this a new or revised policy?*

Revised

#### **a) Name of the policy**

NICS Domestic and Sexual Abuse Policy

Revised Policy will be available from 3 December 2025 - [DoF Domestic and Sexual Abuse Policy and Guidance](#)

#### **b) Brief Description of the policy**

The NICS Domestic and Sexual Abuse Policy aims to (i) support employees experiencing or at risk of domestic abuse and to foster an inclusive and supportive environment where they feel safe in work and can seek support; (ii) raise awareness of domestic and sexual abuse and recognise it as a workplace issue; and (iii) support delivery of commitments in the [NICS People Strategy 2025-2030](#); [Ending Violence Against Women and Girls Strategic Framework](#); and [Domestic and Sexual Abuse Strategy 2024 - 2031](#).

Separate guidance has been developed to assist in policy implementation and ensure that information is accessible to employees affected by domestic and / or sexual abuse either personally or through a family member or friend.

A review of the NICS Domestic and Sexual Abuse policy and Supporting Guidance will be commissioned by November 2026.

### **c) Aims of the policy/ Rationale behind the changes**

The NICS has zero tolerance to any form of domestic and sexual abuse and recognises it is a workplace issue and the impact it has on an employees' health, wellbeing, performance and safety.

The existing policy & guidance has been revised and separated into two standalone documents, and has been strengthened to ensure that employees affected by domestic and / or sexual abuse can seek help; and that line managers and colleagues are better informed to recognise the signs of domestic and / or sexual abuse and equip them to discuss concerns, respond to disclosures and signpost to pathways of support.

### **d) Who will the policy affect?**

The Domestic and Sexual Abuse Policy applies to all individuals working within the NICS, including permanent and temporary employees and agency workers.

### **e) Is this a NICS wide policy?**

Yes.

### **f) Who will implement the policy?**

Implementation of the policy will be overseen by People and Organisational Development and NICS HR. All colleagues, including line managers and Safe Place Advocates will implement the policy on a practical level.

### **g) Will this policy or revision address an existing inequality?**

Yes. In the twelve months to 31 March 2025 there were 29,751 incidents of police recorded domestic abuse crimes here - 67.3% were female<sup>1</sup>.

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<sup>1</sup> [Domestic Abuse Tables Period Ending 31st March 2025.xlsx](#)

Given the size of its workforce (c24,500 at 1 January 2025)<sup>2</sup> and as females account for 50% of it; the Civil Service recognises employees are likely to be affected by domestic and / or sexual abuse either personally or through a family member or friend.

The NICS recognises that domestic and sexual abuse is a workplace issue which can affect the safety, well-being, and productivity of employees. As such the NICS Domestic and Sexual Abuse Policy aims to provide access to appropriate information for all employees to understand that (i) there is no place for domestic and / or sexual abuse in the workplace or any part of society; (ii) the signs of domestic and / or sexual abuse; (iii) the support available internally and externally; and (iv) how to handle disclosures and respond appropriately.

The policy covers all employees who are experiencing or at risk of domestic and / or sexual abuse.

#### **h) Will this policy or revision benefit any Section 75 categories?**

Yes. Whilst, domestic and sexual abuse can affect anyone, certain Section 75 categories are more affected or face unique barriers, for example in the 12 months to the end of March 2024<sup>3</sup>:

- 69% of victims of domestic abuse crimes here were female;
- 1 in 4 lesbian and bisexual women here experienced domestic abuse; and
- 4 in 10 gay and bisexual men here experienced domestic abuse.

Other Section 75 categories will also face challenges, for example, individuals from minority ethnic backgrounds may be reluctant to report abuse due to cultural stigma; or Disabled people may find it difficult to report the abuse if the perpetrator is also their carer.

The NICS Domestic and Sexual Abuse Policy aims to ensure that information is accessible to all employees affected by domestic and / or sexual abuse either personally or through a family member or friend.

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<sup>2</sup> [Equality Statistics for the Northern Ireland Civil Service](#)

<sup>3</sup> [Domestic and Sexual Abuse Strategy 2024–2031](#)

**i) Will this policy or revision have an adverse differential impact upon any of the Section 75 groupings? Yes/No. If yes, please give details.**

No

## Section B

### 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.

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below along with details of the different Section 75 groups you have met and / or consulted with to help inform your screening assessment. Please also provide details of priorities and needs identified for each Section 75 group.

- **Religious belief**

Religious belief covers all religions, however latest workforce data indicates that at 1 January 2025 (excluding those described as Not Determined) Catholics made up 50.5% and Protestants made up 49.5% of the Civil Service workforce.

The Department is not aware of any specific needs or priorities for this category in relation to this policy. However, as there were 29,751 incidents of police recorded domestic abuse crimes here in the twelve months to 31 March 2025, it is likely that individuals within this category will be impacted by domestic and / or sexual abuse either personally or through a family member or friend, and will benefit from the support the policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of religious belief.

Data sources:

[Equality Statistics for the Northern Ireland Civil Service](#)

[Domestic Abuse Tables Period Ending 31st March 2025.xlsx](#)

- **Political opinion**

The Civil Service does not collect data on the political opinion of its workforce.

The Northern Ireland Life and Times Survey 2020 found that 35% of the Northern Ireland population describe themselves as Unionist, 19% as Nationalist and 42% as neither.

The Department is not aware of any specific needs or priorities for this category in relation to this policy. However, as there were 29,751 incidents of police recorded domestic abuse crimes here in the twelve months to 31 March 2025, it is likely that individuals within this category will be impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of political opinion.

Data source: [NI Life and Times Survey - 2020](#)

- **Racial group**

Latest workforce data indicates that at 1 January 2025 0.7% of the Civil Service workforce was from a minority ethnic background (including members of mixed ethnic groups and the Irish Travelling Community). The proportion of staff from a minority ethnic background is 2.3% lower than from the economically active population comparator (3.0%) (Census 2021).

Domestic and / or sexual abuse is commonly under-reported in minority ethnic communities. Individuals within this category will benefit from the support the NICS Domestic and Sexual Abuse Policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of racial group.

Data sources:

- [Equality Statistics for the Northern Ireland Civil Service](#)
- [Domestic and Sexual Abuse Strategy 2024–2031](#)

- **Age**

Latest workforce data indicates that the Civil Service has an older age profile than that of the economically active population with a median age of 47.

At 1 January 2025, the majority of its workforce (56.4%) was aged 35-54 with 15.3% aged 34 and under and 28.5% aged 55 or over.

Latest statistics indicated that during 2024/25 the most common age range of women supported by Women's Aid Federation NI services was aged 36–40 years; 27% were aged 30; and 11% were over the age of 55.

As there were 29,751 incidents of police recorded domestic abuse crimes here in the twelve months to 31 March 2025, it is likely that individuals within this category will be impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the NICS Domestic and Sexual Abuse Policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of age.

Data sources:

[Equality Statistics for the Northern Ireland Civil Service](#)

[Women's Aid Federation Northern Ireland](#)

- **Marital status**

Latest workforce data records 37.4% of the Civil Service workforce as single and 55.3% as married. Data on marital status however is missing or unknown for 7.2% of staff.

The 2021 Census found that 38.07% of the NI population identified as single, 45.59% as married, 0.18% in a same sex partnership, 3.78% separated, 6.02% divorced or formerly in a same sex partnership which is now dissolved and 6.36% widowed.

Domestic abuse most commonly takes place in intimate partner relationships, including same sex relationships. This includes those in a current, or previous relationship (which does not have to be sexual) or marriage regardless of whether they are living together. Intimate partner abuse accounted for 62% of domestic abuse here in 2022/23.

Individuals within this category will be impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the NICS Domestic and Sexual Abuse Policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of marital status.

Data sources:

[Equality Statistics for the Northern Ireland Civil Service](#)

[Domestic and Sexual Abuse Strategy 2024–2031](#)

- **Sexual orientation**

Latest workforce data at 1 January 2025 recorded 6.8% of the Civil Service workforce as LGBTQ+ however data is missing for 62.1% of the workforce and therefore the figure may be higher.

The 2021 Census reported the breakdown of the population in Northern Ireland in terms of sexual orientation was:

- Heterosexual/Straight 90.04%
- Gay/Lesbian 1.17%
- Bisexual 0.75%
- Other sexual orientation 0.17%
- Prefer not to say 4.58%
- Not Stated 3.30%

In the 12 months to the end of March 2024:

- 1 in 4 lesbian and bisexual women here experienced domestic abuse; and
- 4 in 10 gay and bisexual men here experienced domestic abuse.

Individuals within this category will be impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the NICS Domestic and Sexual Abuse Policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of sexual orientation.

Data sources:

[Background Quality Report for Equality Statistics in the Northern Ireland Civil Service Domestic and Sexual Abuse Strategy 2024–2031](#)

- **Men & women generally**

Latest workforce data indicates that at 1 January 2025 females made up 50.0% of the Civil Service workforce. Females outnumbered males at the more junior grades and made up 44.7% of senior grades (Grade 5 and above).

Just under a third of victims of domestic abuse here are male however the majority of domestic abuse incidents are carried out against women (69% of victims in the 12 months to the end of March 2024) and figures indicate that 1 in 4 women will experience domestic and sexual abuse in their lifetime.

Men and women are impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the NICS Domestic and Sexual Abuse Policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of sex.

Data sources:

[Equality Statistics for the Northern Ireland Civil Service](#)

[Facts And Figures | Women's Aid ABCLN](#)

[Domestic Abuse Tables Period Ending 31st March 2025.xlsx](#)

- **Disability**

Latest workforce data indicates that at 1 January 2025 the number of staff declaring a disability in the Civil Service workforce is 6.4%. While this is an increase of 0.3% from the previous year, it is lower than the economic comparator of 10.2%. Disability data is missing for 41.5% of staff therefore the true proportion of disabled staff may be higher.

Disabled people are of greater risk of domestic abuse and sexual abuse than people who are not disabled. Disabled people experience disproportionate levels of domestic and / or sexual abuse and face barriers to accessing appropriate support,

including physical, attitudinal and communication barriers. Disabled people are also at particular risk of coercive control and financial abuse and abuse from multiple perpetrators. UK figures indicate that Disabled women are twice as likely to experience abuse than non-disabled women, and Disabled people are more likely to experience abuse from an adult family member compared to non-disabled people (14% vs 6%).

Disabled people are impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the NICS Domestic and Sexual Abuse Policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of disability status.

Data sources:

[Equality Statistics for the Northern Ireland Civil Service](#)

[Disabled people and domestic abuse spotlight - SafeLives](#)

[Domestic and Sexual Abuse Strategy 2024–2031](#)

- **Dependents**

Latest workforce data at 1 January 2025 indicates that for those staff within the Civil Service workforce which data is available - 36.8% stated they have dependants. Data on dependants is missing for 60.2% of the Civil Service workforce.

The term “dependant” however will be open to interpretation and may not capture all cases of caring responsibilities. Collection of this data will be considered in the design of the new HR and finance technology solution currently being procured through the Integr8 Programme

Familial abuse may be perpetrated by children (child to parent abuse), grandchildren, parents or siblings and the victim and perpetrator may not be living together. Familial

abuse accounted for 35% of domestic abuse crimes in 2022/23, with almost two thirds of these involving parents and children

Individuals with and without dependents are impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the NICS Domestic and Sexual Abuse Policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

The NICS Domestic and Sexual Abuse Policy applies to all staff, both Industrial and Non-Industrial, irrespective of dependent status.

Data sources:

[Equality Statistics for the Northern Ireland Civil Service](#)

[Domestic and Sexual Abuse Strategy 2024–2031](#)

**If you have no evidence held, outline how you will obtain it:**

N/a

## Screening questions

There are 4 essential screening questions:

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the nine Section 75 categories? (minor/major/none)
2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories? (yes/no)
3. To what extent is the policy likely to impact upon good relations between people of different religious belief, political opinion or racial group? (minor/major/none)
4. Are there opportunities to better promote good relations between these three groups? (Yes/No)

## Are there likely impacts on Section 75 Categories?

There were 29,751 incidents of police recorded domestic abuse crimes here in the twelve months to 31 March 2025, it is therefore likely that individuals across all Section 75 categories will be impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

Given that the majority of domestic abuse incidents here are carried out against women (69% of victims in the 12 months to the end of March 2024) and that 1 in 4 women will experience domestic and sexual abuse in their lifetime; women in particular will benefit from the policy support.

- **Religious belief:**

What is the level of impact? **Positive**

- **Political opinion:**

What is the level of impact? **Positive**

- **Racial group:**  
What is the level of impact? **Positive**
- **Age:**  
What is the level of impact? **Positive**
- **Marital status:**  
What is the level of impact? **Positive**
- **Sexual orientation:**  
What is the level of impact? **Positive**
- **Men and women generally:**  
What is the level of impact? **Positive**
- **Disability:**  
What is the level of impact? **Positive**
- **Dependants:**  
What is the level of impact? **Positive**

## **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).*

There were 29,751 incidents of police recorded domestic abuse crimes here in the twelve months to 31 March 2025, it is likely that individuals across all Section 75 categories therefore will be impacted by domestic and / or sexual abuse either personally or through a family member or friend and will fall into more than one of the Section 75 categories.

The NICS Domestic and Sexual Abuse Policy recognises and references that certain groups and individuals experiencing domestic and / or sexual abuse may face unique barriers, additional barriers, and / or have intersectional needs in accessing support.

The NICS Domestic and Sexual Abuse Policy applies to all staff and will therefore have a positive impact on those with multiple identities who are experiencing or are at risk of domestic and / or sexual abuse.

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

Data on people with multiple identities affected by domestic and sexual abuse is not available however given that there were 29,751 incidents of police recorded domestic abuse crimes here in the twelve months to 31 March 2025, it is likely that individuals across all Section 75 categories therefore will be impacted by domestic and / or sexual abuse either personally or through a family member or friend and will benefit from the support the policy aims to provide to those experiencing or at risk of domestic and / or sexual abuse.

[Domestic Abuse Tables Period Ending 31st March 2025.xlsx](#).

**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.

Alternatively, there may already be policies in place which would mitigate any adverse impact identified.

**Mitigation measures proposed:**

N/a - Mitigating measures are not required as no adverse impact has been identified – the NICS Domestic and Sexual Abuse Policy (and supporting guidance) aims to promote equality of opportunity and good relations by providing support to any

employee impacted by domestic and / or sexual abuse either personally or through a family member or friend.

## **Section C**

DoF also has legislative obligations to meet under the [Disability Discrimination Order](#) and the [Human Rights Act](#) . The following questions relate to these two areas.

### **Consideration of Disability Duties**

Does the proposed policy / decision provide an opportunity for DoF to better **promote positive attitudes** towards disabled people?

#### **Explain your assessment in full**

The Civil Service recognises that anyone can be impacted by domestic and sexual however certain groups may be more at risk / affected or face unique barriers.

Disabled people are of greater risk of domestic abuse and sexual abuse than people who are not disabled. Disabled people experience disproportionate levels of domestic and / or sexual abuse and face barriers to accessing appropriate support, including physical, attitudinal and communication barriers. People with disabilities are also at particular risk of coercive control and financial abuse and abuse from multiple perpetrators. [Domestic and Sexual Abuse Strategy 2024–2031](#)

The Civil Service has zero tolerance to any form of domestic and sexual abuse and recognises it is a workplace issue and the impact it has on an employees' health, wellbeing, performance and safety.

The NICS Domestic and Sexual Abuse Policy aims to ensure that employees affected by domestic and / or sexual abuse can seek help; and that line managers and colleagues and are better informed to recognise the signs of domestic and / or sexual abuse and equip them to discuss concerns, respond to disclosures and signpost to pathways of support.

Does the proposed policy / decision provide an opportunity to actively **increase the participation** by disabled people in public life?

**Explain your assessment in full**

UK figures indicate that Disabled women are twice as likely to experience abuse than non-disabled women, and Disabled people are more likely to experience abuse from an adult family member compared to non-disabled people (14% vs 6%).

The Civil Service recognises that domestic and sexual abuse is a workplace issue and the impact it has on an employees' health, wellbeing, performance and safety.

The NICS Domestic and Sexual Abuse Policy aims to assist line managers to implement practical support measures to reduce safety risks in work, and help impacted employees experiencing or at risk of sexual and sexual abuse, included Disabled employees to remain in and be safe and productive in work, as well as signpost to sources of support.

## Consideration of Human Rights

The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Articles 3 and 4 are classified as “absolute” rights ie the State can never withhold or take away these rights. All others are either “qualified” or “limited”. Further information is available via the following link

<http://www.nicshumanrightsguide.com/>

Indicate any potential adverse impacts that the policy / decision may have in relation to human rights issues.

	<b><u>Adverse Impact</u></b>	
	(delete as appropriate)	
Right to Life	<b>Article 2</b>	No
Prohibition of torture, inhuman or degrading treatment	<b>Article 3</b>	No
Prohibition of slavery and forced labour	<b>Article 4</b>	No
Right to liberty and security	<b>Article 5</b>	No
Right to a fair and public trial	<b>Article 6</b>	No
Right to no punishment without law	<b>Article 7</b>	No
Right to respect for private and family life, home and correspondence	<b>Article 8</b>	No
Right to freedom of thought, conscience and religion	<b>Article 9</b>	No
Right to freedom of expression	<b>Article 10</b>	No
Right to freedom of peaceful assembly and association	<b>Article 11</b>	No

Right to marry and to found a family	<b>Article 12</b>	No
The prohibition of discrimination	<b>Article 14</b>	No
Protection of property and enjoyment of possessions	<b>Protocol 1 Article 1</b>	No
Right to education	<b>Protocol 1 Article 2</b>	No
Right to free and secret elections	<b>Protocol 1 Article 3</b>	No

Please indicate any ways which you consider the policy positively promotes human rights.

The NICS Domestic and Sexual Abuse Policy aims to foster a safe, supportive and inclusive workplace where employees feel able to ask for help and access support if they are experiencing; have experienced; or are at risk of domestic and / or sexual abuse; or are worried about a colleague or family member.

Please explain any adverse impacts on human rights that you have identified.

None

If you have identified any adverse impacts on human rights through this screening you must complete a Human Rights Impact Assessment: <https://www.executiveoffice-ni.gov.uk/publications/human-rights-impact-assessment-proforma>.

## **Monitoring Arrangements**

Public authorities should consider the guidance contained in the Commission's [Monitoring Guidance for Use by Public Authorities \(July 2007\)](#):

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/S75MonitoringGuidance2007.pdf>

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.

### **Please detail proposed monitoring arrangements below:**

Feedback will be sought from Safe Place Advocates to ensure the effectiveness of the NICS Domestic and Sexual Abuse Policy and Supporting Guidance.

A review will also be commissioned by November 2026 which will include consultation with public policy leads, Central Trade Union Side and external subject matter experts.

## Section D - Formal Record of Screening Decision

### Title of Proposed Policy / Decision being screened:

The NICS Domestic and Sexual Abuse Policy (and the NICS Domestic and Sexual Supporting Guidance).

I can confirm that the proposed policy / decision has been screened for (i) equality of opportunity, (ii) good relations disabilities duties and (iii) human rights issues

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

\* **Screened Out** – No EQIA necessary (no impacts)

#### Provide a brief note to explain how this decision was reached:

The NICS Domestic and Sexual Abuse Policy and Supporting Guidance will not impact on the equality of opportunity for any Section 75 categories or any human rights issues as it aims to:

- (i) support employees experiencing or at risk of domestic abuse and to foster an inclusive and supportive environment where they feel safe in work and can seek support;
- (ii) raise awareness of domestic and sexual abuse and recognise it as a workplace issue; and
- (iii) (iii) support delivery of commitments in the [NICS People Strategy 2025-2030](#); [Ending Violence Against Women and Girls Strategic Framework](#); and [Domestic and Sexual Abuse Strategy 2024 - 2031](#).

The Supporting Guidance will assist with policy implementation and ensure that information is accessible to employees affected by domestic and / or sexual abuse either personally or through a family member or friend.

**Screening assessment completed by -**

**Name** Oonagh Casey  
**Grade** Deputy Principal  
**Date** 27/11/2025

**And approved by –**

**Name** Cathy Casey  
**Grade** Grade 7  
**Date** 2/12/25

Central Support Team Notified	2/12/25
Equality Contacts advised	3/12/25
Screening uploaded to DoF website	3/12/25