

AssessmentNo	499	Owner	tspooner	
Resource	Transformation		Service/Establishment	People and Technology
	First Name	Surname	Job title	
Head Officer	Tara	Spooner	HR Adviser	
	(include job titles/organisation)			
Members	Louise Hastings PCP Cher Colquhoun - HR Adviser Geraldine Lyden - PCP			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	Violence and Harassment Convention			
	The aim, objective, purpose and intended outcome of policy			
	The commitments of the Violence and Harassment Convention will be embedded into the Equality and Diversity in Employment Policy, the Respect at Work Policy (once it's agreed) and other established employment policy and practice. The convention relates to harassment and violence carried out by colleagues and service users			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	SHR, TUs, Management Representatives			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All employees, and anyone who carries out work for the council.				
Who will be/has been involved in the consultation process?				
TUs, Management representatives, Strategic HR				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	Employees of all ages can be subject to violence and harassment in the workplace	Positive as committing to the convention ensures policies are in place to provide employees of any age with appropriate processes through	

			which to address workplace violence and harassment.
Cross Cutting	The International Labour Organisation's Violence and Harassment Convention (ILO C190) 'recognises the right of everyone to a world free from violence and harassment, including gender based violence and harassment'	Factors can and do combine, so a cross cutting approach is needed	Positive
Disability	People with a disability are at an increased risk of violence and harassment in wider society	Violent Crime Victim Support Research 2016	Positive as committing to the convention ensures policies are in place to provide employees with a disability with appropriate processes through which to address workplace violence and harassment.
Social & Economic Impact	A potential reduction in sick pay as fewer occurrences and with good support for survivors should result in less sickness absence related to violence and harassment at work	The impacts of violence and harassment are well understood in this area, especially around domestic abuse and gender based violence	Positive
Sex	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	Women are more likely to be subject to violence and harassment in the workplace Women are more likely to experience domestic abuse abuse	Positive as committing to the convention ensures policies are in place to provide women with appropriate processes through which to address workplace violence and harassment.
Gender Reassign	Trans people in the UK suffer higher levels of abuse. Some	Stonewall.org.uk "The Truth About Trans"	Positive as committing to the convention ensures

	research shows that 2/5 trans people have had a hate crime committed against them		policies are in place to provide trans employees with appropriate processes through which to address workplace violence and harassment.
Health	Violence and harassment can result in physical injury and the trauma can impact on mental/emotional wellbeing too	Physical and mental health considerations overlap	Positive as any measures adopted to reduce the risk of occurrence e.g. zero tolerance will reduce the risk to physical and mental wellbeing
Human Rights	Violence and harassment in or outside of work is an obvious abuse of human rights	Some people are subject to harassment based on others reaction to their appearance	Positive as committing to the convention ensures policies are in place to provide all employees with appropriate processes through which to address workplace violence and harassment.
Marriage & Civil Partnership	N/A		
Pregnancy & Maternity	N/A		
Race	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	"Racism Ruins Lives" Study carried out by TUC (2019) Black, Asian and Minority Ethnic employees are at a higher risk of experiencing harassment due to their race in the workplace	Positive as committing to the convention ensures policies are in place to allow the Council to address any incidences of violence and harassment due to race and therefore provide greater protection to BAME employees.
Religion and Belief	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	Issues such as Islamophobia and Sectarianism may result in employees being subject to violence and harassment	Positive as committing to the convention ensures policies are in place to provide employees of any religion/belief with appropriate processes through

			which to address workplace violence and harassment.
Sexual Orientation	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	CIPD research, 2/5 lesbian, gay and bisexual workers experience direct discrimination at work and this could take the form of violence and harassment	Positive as committing to the convention ensures policies are in place to provide LGBT+ employees with appropriate processes through which to address workplace violence and harassment.

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

N/A

Will the impact of the policy be monitored and reported on an ongoing basis?

Yes

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

The International Labour Organisation's Violence and Harassment Convention (ILO C190) 'recognises the right of everyone to a world free from violence and harassment, including gender based violence and harassment'. WDC has signed up to this convention. WDC committing to the convention ensures policies are in place to provide all employees with appropriate processes through which to address workplace violence and harassment. The impact of this has been assessed as having a positive impact for employees, in terms of protected characteristics