

EQUALITY IMPACT ASSESSMENT

Department	HR
Policy	Supporting Staff Experiencing Domestic Abuse Policy

Description

The Academy's Human Resources (HR) department has updated the Supporting Staff Experiencing Domestic Abuse Policy. The Royal Academy of Music has a duty of care to all staff and has a responsibility to provide a safe and effective work environment. The Academy supports a respectful culture where bullying is not acceptable and responds sensitively to possible victims of domestic abuse. The Academy is committed to helping staff members should they experience domestic violence or abuse. The policy details that domestic abuse can include, but is not limited to, psychological, physical, sexual, verbal, financial or emotional abuse. All Academy records concerning domestic abuse are kept strictly confidential.

Domestic abuse can have profound effects on individuals, including their ability to work safely and productively. Employers have a responsibility to ensure staff experiencing domestic abuse are supported effectively and equitably, promoting a safe, inclusive, and supportive work environment. This Equality Impact Assessment (EIA) evaluates the potential impacts of this policy, and measures designed to support staff experiencing domestic abuse.

Could the policy have an adverse impact on equality in relation to the following protected characteristics as defined by the Equality Act 2010?

- Age
- Disability
- Gender re-assignment
- Marriage or civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

No, the policy does not have a negative impact on the above protected characteristics, and the policy specifically states that there should be no adverse impact on the employment records of victims of domestic abuse.

However, the following considerations should be taken into account when applying the policy:

1. Gender and sex – research has reported that women are disproportionately affected by domestic abuse, so policies must ensure gender-sensitive support. Men experiencing abuse may struggle with stigma, requiring targeted awareness and confidential reporting processes.
2. Sexual orientation - LGBTQ+ individuals may face unique forms of abuse and need tailored interventions.
3. Race and ethnicity - cultural differences may impact how domestic abuse is perceived and reported.
4. Religion - religious and cultural differences may impact how domestic abuse is perceived and reported.
5. Disability - individuals may face increased vulnerability to abuse, including financial dependence and care-related coercion.
6. Age - employees within differing age groups may experience abuse differently, necessitating age-sensitive support approaches.
7. Stigma and privacy concerns may deter staff from seeking support.

Does this policy provide opportunities to make a positive impact on equality?

Yes, the policy includes the following statements/commitments:

1. Anyone can experience domestic abuse regardless of gender, age, ethnicity, socio-economic status, sexuality, or background, and this is true for both the abuser and the abused. However, this policy statement should be extended to include all protected characteristics detailed in the Equality Act, including religion and disability,
2. That staff are conscious of, and responsive to, employee needs which may include personal safety, potential time constraints, enhanced needs in respect of confidentiality and appropriateness of services in terms of gender, ethnic background, religion, age, disability, sexuality, and language.
3. Where possible, working environments are flexible and adaptable to the needs of individuals experiencing domestic abuse.
4. Key staff working with those experiencing domestic abuse are adequately trained and given appropriate support and supervision in their work and the risks to staff are minimised.
5. To provide access to counselling, and to publicise the availability of this support.
6. Staff members experiencing domestic abuse can be referred to specialist organisations that can help support them.
7. Line managers will provide a non-judgmental and supportive environment and respect the staff member's boundaries and privacy by allowing the staff member time and somewhere quiet and private to speak.
8. Line managers will consider making reasonable adjustments, such as ensuring the staff member is not penalised for abuse-related sickness or absence, relieving the staff member from public facing or visible roles if necessary, or use existing flexible working policies to assist with relevant appointments (e.g. with support, agencies housing, solicitors, childcare etc.).

What evidence has been considered? What consultation has been undertaken?

The policy was developed in consultation with the following Academy staff, groups, departments:

1. The Policy Review Group, which includes the Registrar and Director of Student Operations, Director of Finance and the Executive Assistant and Secretary to the Governing Body
2. The HR Team
3. The Equality Impact Assessment Sub-Committee

What actions have been agreed as a result of this EIA?

By proactively addressing domestic abuse as a workplace issue, the Academy can foster a supportive and fair environment for all staff. A well-implemented policy prioritises safety, inclusivity, and equitable access to resources, ensuring that no employee is left unsupported due to discrimination or systemic barriers.

Actions will be reviewed, and progress/completion reported to the Belonging Committee.

Monitor and review policy effectiveness regularly, incorporating staff feedback.

Action	Who	Timescale	Progress
Ensure confidentiality of privacy reporting mechanisms and that this process is accurately recorded on the Academy's Record of Processing Activities (ROPA).	HR/DP	May 2025	
Revise 2.1 of the policy to include all protected characteristics detailed in the Equality Act	HR	May 2025	
Monitor and review policy effectiveness regularly, incorporating staff feedback	HR/Line Managers	Ongoing	

Approval of EIA

Date: 27/6/25