

Integrated Impact Assessment – Summary Report

Each of the numbered sections below must be completed
Please state if the IIA is interim or final

1. Title of proposal

Development on a Gender Based Violence Policy (the Policy) for colleagues.

2. What will change as a result of this proposal?

This new policy will raise awareness of gender-based violence (GBV), the impacts it can have within the workplace and what support is available for colleagues should they experience or witness GBV.

3. Briefly describe public involvement in this proposal to date and planned

This is a colleague policy for internal City of Edinburgh Council use (the Council), therefore there has been no public involvement.

4. Is the proposal considered strategic under the Fairer Scotland Duty?

No, this new employment policy does not directly tackle socio-economic disadvantage or reduce the inequalities that are associated with being disadvantaged however we do recognise within this IIA, the positive benefits that the Policy will bring to contributing to the Council's duty under the FSD.

5. Date of IIA

12 March 2025

6. Who was present at the IIA? Identify facilitator, lead officer, report writer and any employee representative present and main stakeholder (e.g. Council, NHS)

Name	Job Title	Date of IIA training
Emma Kilpatrick (facilitator)	Lead HR Consultant	18 May 2022
Vanessa Anderson	HR Consultant	
Ifi Moutsou	HR Consultant	

Angus Murdoch	Technical Coordinator	May 2018
Amy Hood	Senior Solicitor	22 March 2023
Mhairi-Ann Pedlar	HR Consultant	21 November 2023
Caroline McKellar	Senior HR Consultant	
Kate White	Joint Team Leader – Willow Service	
Kelsey Smith	Close the Gap	Not applicable.

7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Data on populations in need – where available use disaggregated data	Colleague data from the EDI dashboard.	<p>Information on colleague demographics from the EDI dashboard shows that the gender balance is in favour of females.</p> <p>The City of Edinburgh Workforce = 19,776</p> <p>Gender distribution of workforce: 71% Female (14,043) 29% Male (5,733)</p> <p>Ethnicity distribution of workforce: White: 76% (15,031) Minority Ethnic: 6% (1,186) Prefer not to say: 3% (593) No information: 15% (2,965)</p> <p>Age distribution of workforce: 16-21 years: 1% (198) 22-30 years 12% (2,373) 31-40 years 23% (4,548) 41-50 years 26% (5,142) 51-60 years 25% (4,944) 61-64 years 9% (1,780) 65+ years 4% (791)</p> <p>Disability distribution of workforce: Disabled, 3% (593) Not disabled, 76% (15,032) Prefer not to say, 5% (989) No information, 16% (3,162)</p> <p>Sexual orientation of workforce: LGBQ+, 3% (593) Heterosexual/straight, 33% (6,526) Prefer not to say, 3% (593) No information, 62% (12,064)</p> <p>Information from this report shows women, especially females who are black and minority ethnic are disproportionately represented in lower-paid, part-time occupations. Women from marginalised groups may face barriers to achieving</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	<p>Workforce data from the Diversity and Inclusion Strategy update at the Policy and Sustainability Committee in October 2023</p> <p>Council demographics by job role – 31st December 2024</p>	<p>financial independence and accessing support systems heightening their vulnerability to GBV.</p> <p>Female dominated roles particularly in caregiving and support often require emotional labour and empathy. If they are experiencing GBV, they may find it more difficult to manage the emotional strain, potentially exacerbating mental health challenges.</p> <p>These roles tend to be lower paid, making it harder for women experiencing GBV to leave abusive situations due to financial dependency.</p> <p>Managing personal trauma alongside the demands of caregiving roles can lead to burn out, exhaustion, and reduced job performance.</p> <p>Women in caregiving roles may face societal expectations to “put others first” making them less likely to seek help or prioritise their own safety</p>
Data on service uptake/access	Not applicable	Not applicable
Data on socio-economic disadvantage e.g. low income, low wealth, material deprivation, area deprivation	Information and GBV studies were consolidated into a supporting document and provided to attendees in advance.	<p>GBV is an issue that affects individuals across various demographics, including those within the Council’s workforce. Research indicates that socio-economic deprivation can increase vulnerability to GBV and experiences of GBV can exacerbate economic hardship. The Councils workforce comprises of approximately 19,776 employees with 71% identifying as female. A significant portion of the female workforce are part-time workers, which may reflect broader societal trends where women are more likely to engage in part-time</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		employment due to caregiving responsibilities or other factors. There is potential overlap for female employees who may be experiencing socio-economic disadvantage and those at risk of GBV.
Data on equality outcomes	Information and GBV studies were consolidated into a supporting document and provided to attendees in advance.	The high numbers of women in low paid and part-time roles leads to higher rates of poverty among women, particularly single mothers and older women making them more susceptible to GBV. Part-time roles often offer limited opportunities for career progression, training and skills development, which perpetuates the gender pay gap and GBV. Equality outcomes for marginalised groups such as BME and disabled female employees suffer poorer equality outcomes, heightening their risk of exposure to GBV.
Research/literature evidence	Information and GBV studies were consolidated into a supporting document and provided to attendees in advance.	<p>List of related studies</p> <p><u>Accredited Official Statistics, Recorded Crime in Scotland, 2023-24 (June 2024)</u></p> <p><u>Scottish Government - Equally Safe Scotland's Strategy for Preventing and Eradicating Violence Against Women (December 2023)</u></p> <p><u>Equally Safe at School – The Evidence on Gender-Based Violence and Young People (2018)</u></p> <p><u>Close the Gap - How to Help Sexual Harassment in the Workplace (blog dated October, 2022)</u></p> <p><u>Close the Gap – Recognising the Impact of COVID-19 on Women's Experience of Gender-Based Violence (blog November 2020)</u></p> <p><u>The Improvement Service - ELECTED MEMBER BRIEFING NOTE – Violence Against Women is a Health Issue (November 2019)</u></p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		<p><u>Public Health Scotland - Commercial Sexual Exploitation</u></p> <p><u>Council of Europe - Cyberviolence against women</u></p> <p><u>The Institute of Development Studies report, “Global Evidence on the Prevalence and Impact of Online Gender-Based Violence (OGBV)”</u></p> <p><u>The Economist – Measuring the Prevalence of Online Violence against Women</u></p> <p><u>Police Scotland, 22-0063 - Incident Stats - Honour Based Abuse - 2014 To Date (Freedom of Information release date May 2024)</u></p> <p><u>Statistics on so called ‘honour-based offences, England and Wales, year ending March 2024 (7 November 2024)</u></p> <p><u>The Guardian – Honour-based abuse in England increases 60% in two years (7th April 2024)</u></p> <p><u>Female Genital Mutilation, January to March 2024</u></p> <p><u>“Forced Marriage Cases ‘Will Stay Underground’ After Law Change” by Shehnaz Khan</u></p> <p><u>Domestic abuse victim characteristics, England and Wales: year ending March 2024</u></p> <p><u>Sexual harassment of disabled women in the workplace – A TUC Report</u></p> <p><u>https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/ifeellikeiamlivingsomeoneelseslifeoneinsevenpeopleavictimofstalking/2024-09-26</u></p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
		<p><u>Sexual Offences victim characteristics, England and Wales: year ending March 2020</u></p> <p><u>Scottish Government - Minoritised Ethnic Women's Experiences of Domestic Abuse and Barriers to Help-Seeking: A Summary of the Evidence (August 2024)</u></p> <p><u>World Health Organisation (WHO) – Violence Against Women (25 March 2024)</u></p> <p><u>United Nations Women facts and figures – Ending Violence Against Women (25 November 2024)</u></p> <p><u>Refuge Facts and Statistics - The numbers don't lie they tell a clear story about the prevalence and harmful effects of abuse.</u></p> <p><u>NSPCC Statistics Briefing – Child Sexual Abuse (January 2025)</u></p> <p><u>The Policy and Sustainability Committee – Edinburgh's Position on Commercial Sexual Exploitation (22 August 2024)</u></p> <p><u>Scottish Government Independent Report - The experiences of people who sell or exchange sex and their interaction with support services: lived experience engagement</u></p> <p><u>Women's Budget Group - Austerity is a Gender-Based Violence</u></p> <p><u>Paladin Advocacy Service</u></p>
Public/patient/client experience information	Not applicable	Not applicable
Evidence of inclusive engagement of people who	Not applicable	Not applicable

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
use the service and involvement findings		
Evidence of unmet need	Not applicable	Not applicable
Good practice guidelines	<u>The Scottish Government</u> <u>Close the Gap</u>	<p>Outlines The Equally Safe delivery plan key deliverables and actions that will enable to prevent and eradicate violence against women and girls and the underlying attitudes and systems that perpetuate it.</p> <p>Close the Gap works to address and eliminate gender inequality in the workplace. It focuses on the barriers that women face in achieving equal pay and fair treatment in employment.</p>
Carbon emissions generated/reduced data	Not applicable	Not applicable
Environmental data	Not applicable	Not applicable
Risk from cumulative impacts		
Other (please specify)	Not applicable	Not applicable
Additional evidence required	Not applicable	Not applicable

8. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
Positive	

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p>The Policy will educate colleagues on GBV, fostering a supportive workplace culture and ensuring all colleagues understand the significance of the issue and what resources are available to address it / support each other. It is also hoped that this education will raise wider awareness of these issues in personal settings.</p>	<p>All employees.</p>
<p>Raising awareness of the Policy among new employees is crucial for fostering a safe and supportive workplace. Long-term colleagues could play a pivotal role in this process.</p>	<p>All employees</p>
<p>The Policy will recognise that, while in the main victims of GBV will be female, GBV can affect all individuals regardless of their sex, gender identity and sexual orientation, promoting an inclusive, safe workplace.</p>	<p>All employees</p>
<p>The Policy will outline responsibilities and support mechanisms for colleagues who disclose experiences of GBV, emphasising a commitment to employee wellbeing and support in work.</p>	<p>All employees however especially those in temporary, part-time, or precarious positions who may fear repercussions for reporting GBV</p>
<p>The Policy will raise awareness of potential barriers to reporting GBV, especially among vulnerable groups. Encouraging managers to proactively support colleagues to speak up.</p>	<p>All employees however especially those in temporary, part-time, or precarious positions who may fear repercussions for reporting GBV</p>
<p>Some women say they are reluctant to report because their senior management team are all male. The Policy will provide alternative mechanisms for reporting.</p>	<p>Women</p>
<p>The Policy/supporting material will show awareness of how different cultures might view certain behaviours and why you may not want to report.</p>	<p>Those from different backgrounds, ethnicities or religions.</p>
<p>Implementing a clear and accessible process to support people make disclosures of GBV can significantly</p>	<p>All employees however especially those who are</p>

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p>benefit young people, vulnerable individuals, and older adults, who often face additional barriers when reporting incidents. By establishing a well-defined reporting mechanism, these individuals are more likely to come forward, leading to timely intervention, support and protection.</p> <p>Policy will be trauma informed which will look to involve the victim survivor throughout the process where appropriate, give them back choices and control and create a safe space to disclose. This will be our approach to responding and managing cases – taking into consideration how past trauma can be a barrier to supporting and how managers should respond.</p> <p>The new Policy will be aligned to existing processes within the Council e.g., Domestic Abuse and Sexual Harassment policies, therefore a consistent approach will be taken in the management of disclosures and support offered to colleagues.</p> <p>By ensuring effective support is in place for colleagues experiencing GBV, the Policy aims to encourage continued employment, reducing turnover and associated costs.</p> <p>While a colleague focussed policy, there will also be positive impacts on those out with the Council for example children, young people and vulnerable adults residing in homes where GBV occurs. By following appropriate safeguarding guidance, will contribute to creating safer homes, thereby promoting the well-being and healthy development of affected children and young people</p> <p>Refugees often encounter additional challenges. Although Council may not directly employ individuals, there are staff members that interact with refugees. By familiarising themselves with the GBV policy, these employees can better support refugees who may face these issues.</p>	<p>more likely to experience GBV (such as women) and those in temporary, part-time, or precarious positions who may fear repercussions for reporting GBV</p> <p>All colleagues, especially those who may have experienced trauma</p> <p>All colleagues</p> <p>All colleagues</p> <p>Children, young people or vulnerable adults</p> <p>Refugees / all colleagues</p>

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p>Policy and supported e-learning will provide managers and colleagues with advice, guidance and skills to effectively handle disclosures and where to get further support.</p> <p>There will be a proactive approach to managing perpetrators who are employees, ensuring accountability and safety within the workplace.</p> <p>With a high prevalence of sexual harassment reported among LGBT+ workers, specialised support and clear reporting mechanisms will ensure safety and well-being</p> <p>The Policy will recognise that women are not a homogenous group and within that group there are different experiences among women with different protected characteristics e.g. women with disabilities.</p> <p>The Policy could enable women facing additional challenges, to maintain their employment and thrive professionally.</p> <p>The Policy will create a safe and supportive workplace that encourages victim-survivors to pursue professional development opportunities, leading to career advancement and improved financial status.</p> <p>The Policy will implement tailored support that could significantly benefit all these groups</p> <p>A Policy that offers diverse support can significantly enhance women's ability to remain in work. This is particularly crucial for young mothers, who often occupy low paid jobs and face unique challenges balancing work and caregiving responsibilities.</p> <p>Front line facing roles are often at increased risk of experiencing violence, the Policy will ensure that these employees receive the necessary support / risk assessments with the aim of enabling them to continue in their roles.</p>	<p>All colleagues</p> <p>All colleagues</p> <p>All colleagues, especially those within the LGBT+ community</p> <p>All colleagues, especially women</p> <p>Women</p> <p>All colleagues</p> <p>All colleagues, especially those with a protected characteristic</p> <p>All colleagues, especially women.</p> <p>Colleagues in front facing roles.</p>

Equality, Health and Wellbeing and Human Rights and Children's Rights	Affected populations
<p>Frontline workers often dedicate their time and energy to caring for others, which can make it challenging for them to address personal issues, such as experiencing violence at home. Ensuring that these employees are supported effectively will mean improved employee wellbeing and productivity.</p> <p>By supporting victims through signposting and flexible working, it will encourage them to remain within work and allow them to develop and progress through the organisation, therefore enhancing their personal growth and sustaining their financial situation.</p> <p>If employees feel safe in the workplace, they are more inclined to adopt healthier lifestyles.</p> <p>Addressing the needs of victim-survivors in the workplace not only supports those directly affected but also fosters a healthier environment for all employees.</p> <p>While ciswomen are more likely to be the victims of GBV, any initiatives and support put in place to support will positively impact all victims of GBV.</p>	<p>All colleagues especially those in care sector</p> <p>All colleagues</p> <p>All colleagues</p> <p>All colleagues</p> <p>All employees, especially men, non-binary colleagues, transgender colleagues and those transitioning.</p>
<p>Negative</p> <p>If the Policy is broadened to encompass all forms of GBV without a focus on Violence Against Women, there is a concern that this might dilute the attention to addressing violence against women. There needs to be a balanced approach to ensure that expanding the Policy's scope does not undermine efforts to combat violence specifically targeting women.</p>	<p>Women</p>

Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>Positive</p> <p>None identified</p>	
<p>Negative</p>	

Environment and Sustainability including climate change emissions and impacts	Affected populations
None identified	

Economic	Affected populations
<p>Positive</p> <p>Will have a positive impact on working conditions of colleagues experiencing GBV but also their colleagues.</p> <p>Victim survivors don't tend to go for progression opportunities – removing these barriers will help them progress and therefore have a positive impact on their income and less reliance on the welfare system.</p> <p>Will help reduce pay reduction if they can be supported to be at work as less likely to withdraw from the workplace or go onto long term sick leave.</p> <p>It will have long term positive impacts on the organisation, less turnover and less sickness absence and more engaged colleagues.</p> <p>Improved absenteeism – encouraging colleagues to remain in the workplace and support them through this policy instead of another. Retention within the workplace and becomes attractive place to work, employer of choice.</p> <p>Policy will also signpost colleagues to appropriate financial support services.</p>	<p>All colleagues</p> <p>All colleagues</p> <p>All colleagues</p> <p>All colleagues</p> <p>All colleagues and potential new colleagues</p> <p>All colleagues.</p>
<p>Negative</p> <p>None identified</p>	

9. Is any part of this policy/ service to be carried out wholly or partly by contractors and if so how will equality, human rights including children's rights, environmental and sustainability issues be addressed?

This is an internally managed policy.

- 10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

This is an internal colleague policy. The Policy will be written in Plain English. It is expected that line managers will also be responsible for the dissemination and promotion of this Policy and be able to explain the core components to colleagues.

We will work with Communications to ensure the Policy and the key principles are communicated at launch in a variety of mechanisms to ensure as much coverage as possible across all colleague groups.

There will also be supporting e-learning ensure the Policy is communicated to as many people within the Council as possible

- 11. Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a Strategic Environmental Assessment (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.**

Not applicable

12. Additional Information and Evidence Required

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

- 13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) Please complete:**

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
Ensure the Policy clearly defines GBV and Violence Against Women and the links between	ER Team	Development of policy	August 2025

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and job title)	Deadline for progressing	Review date
them. While women are primarily the victims of GBV, any support, guidance or initiatives put in place by the Council will support any victim of GBV.			
Ensure the Policy has alternative contacts for colleagues i.e., does not only rely on disclosures to line manager	ER Team	Development of policy	August 2025

14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?

Not applicable

15. How will you monitor how this proposal affects different groups, including people with protected characteristics?

We can monitor performance and impact of the Policy through employee grievances raised in relation to disclosures of GBV and management of those disclosures. In addition, we will be able to monitor impact through the recording of Special Leave associated with the Policy.

16. Sign off by Head of Service

Name: Nareen Turnbull

Date: 03 July 2025

17. Publication

Completed and signed IIAs should be sent to:
integratedimpactassessments@edinburgh.gov.uk to be published on the Council website www.edinburgh.gov.uk/impactassessments

Edinburgh Integration Joint Board/Health and Social Care
sarah.bryson@edinburgh.gov.uk to be published at
www.edinburghhsc.scot/the-ijb/integrated-impact-assessments/