

## Equality Impact Assessment: Housing Hate Crime Policy

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive Committee Meeting on 16 <sup>th</sup> December 2025	Housing Hate Crime Policy 2026 – 2031	To agree the updated policy	All people with protected characteristics who are residents of Exeter City Council housing are potentially impacted by the policy under consideration.

**Factors to consider in the assessment:** For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this

conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** – some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).	<b>Positive</b>	Medium	This group of people, where they are residents or visitors to council housing properties or sites may be adversely affected by Hate Crime therefore having a policy to address these issues should have a positive effect.
<b>Disability:</b> as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	<b>Positive</b>	Medium	Residents (tenants and leaseholders) and visitors to our council housing properties and sites may have disabilities Tenants with learning disabilities are classed as 'vulnerable' and a note is made on their tenancy file to this effect-this also applies to members of the household who are not the tenants in their own right.  The Police College reports that people with learning disabilities are more likely to be the victim of violent crime compared to other crime types (4.3 times more likely). They are also more likely than other disability groups to be victims of violent crime (2.6 times more likely).  Therefore, having a policy to address these issues should have a positive effect on people with this characteristic .
<b>Sex</b>	<b>Positive</b>	Medium	

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			<p>This policy has been developed to address hate incidents and hate crimes affecting all council housing residents, visitors, and individuals with protected characteristics as defined by the Equality Act.</p> <p>Implementing this policy is expected to have a positive impact on people who share these characteristics.</p> <p>The most recent statistics do not include sex as one of the centrally monitored strands of hate crime <sup>4</sup></p>
<b>Gender reassignment</b>	<b>Positive</b>	Medium	<p>Hate crime data is centrally recorded for transgender identity as one of the five monitored strands. This policy aims to address hate incidents and crimes affecting council housing residents and visitors, including those who have undergone or are undergoing gender reassignment.</p> <p>Therefore, having a policy to address these issues should have a positive effect on people with this characteristic.</p>
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	<b>Positive</b>	Medium	<p>Religion can intersect with race as it is sometimes unclear why someone has been targeted.</p> <p>Using data from <a href="#">Victims of racial and religious hate crime - GOV.UK Ethnicity facts and figures</a>. 7 in 10 of all hate crimes were racially motivated</p> <p>In the Devon &amp; Cornwall Police Force area there were 399 crimes defined as racial or religious hate crimes in 2024/25. Percentage and number of victims of racially or religiously aggravated hate crime, by ethnicity (self-defined):</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			<p>Asian 69 17%</p> <p>Black 89 22%</p> <p>Mixed 56 14%</p> <p>Other 44 11%</p> <p>Therefore, having a policy to address these issues should have a positive effect on people with this characteristic .</p>
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	<b>Positive</b>	Medium	<p>This policy has been drawn up to respond to hate incidents or hate crimes for all council housing residents and visitors and those with characteristics defined under the Equality Act might be</p> <p>Therefore, having a policy to address these issues should have a positive effect on people with this characteristic .</p>
<b>Age</b> (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	<b>Positive</b>	Medium	<p>The Crown Prosecution Service <sup>1</sup> states 'Whilst crimes against older people do not fall under hate crime legislation, our approach to dealing with these crimes has much in common with how we tackle hate crime'.</p> <p>This policy has been drawn up to respond to hate incidents or hate crimes for all council housing residents and visitors and those with characteristics defined under the Equality Act.</p> <p>Therefore, having a policy to address these issues should have a positive effect on people of all ages.</p>
<b>Pregnancy and maternity</b> including new and breast feeding mothers	<b>Neutral</b>	Low	As above
<b>Marriage and civil partnership status</b>	<b>Neutral</b>		<p>This policy has been drawn up to respond to hate incidents or hate crimes for all council housing residents and visitors and those with characteristics defined under the Equality Act.</p> <p>Therefore, having a policy to address these issues should have a positive effect on people of all ages.</p>

1. [Hate crime | The Crown Prosecution Service](#)
2. [Victims of racial and religious hate crime - GOV.UK Ethnicity facts and figures](#)
3. <https://assets.college.police.uk/s3fs-public/2020-12/FOIA-2020-084.pdf?v=1608735744>
4. [Hate crime, England and Wales, year ending March 2024 - GOV.UK](#)

**Actions identified that will mitigate any negative impacts and/or promote inclusion**

To undertake further investigations into the statistics around Hate Crime for 2024/25 (usually published by the Government in mid-October) and use these to inform any procedure that will accompany this policy.

**Officer: Sarah Hemming**

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