

## Equality Impact Assessment: Housing Domestic Abuse 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.

<b>Committee name and date:</b>	<b>Report Title</b>	<b>Decisions being recommended:</b>	<b>People with protected characteristics potentially impacted by the decisions to be made:</b>
Executive 5 <sup>th</sup> November 2024	Housing Domestic Abuse Policy	To agree the updated policy	Race & Ethnicity, those with disabilities including mental illness, those who are married or in civil partnerships or other relationships.

**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 is 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
<p><b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).</p>	<p><b>Neutral</b></p>	<p><b>Medium</b></p>	<p>According to statistics from the Office for National Statistics (2019) Domestic violence rates in Black &amp; Ethnic Minority groups were higher than those in white communities. The policy and subsequent training will address this information so that staff are made aware of this.</p> <p>There may be language barriers if English is not the victim’s first language, there are mechanisms in place to provide translation services if needed.</p>
<p><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.</p>	<p><b>Neutral</b></p>	<p><b>Low</b></p>	<p>Legislation governs all aspects of housing services provision in respect of protected characteristics such as those tenants with a disability.</p> <p>People with a disability may be impacted to a greater degree if they experience domestic abuse as they may not be able to leave a relationship for example.</p> <p>Research has shown that people who are neurodiverse are more susceptible to suffer domestic abuse and are less likely to report it. The policy</p>

<b>Protected characteristic/ area of interest</b>	<b>Positive or Negative Impact</b>	<b>High, Medium or Low Impact</b>	<b>Reason</b>
			We can provide information in Braille, employ sign language interpreters or supply any other similar additional support services if these are needed by victims.
<b>Sex/Gender</b>	<b>Neutral</b>	<b>Low</b>	Legislation governs all aspects of housing services provision in respect of protected characteristics.  Domestic Abuse is a gendered crime, physical violence is more likely to affect women rather than men, but domestic abuse of men is also recognised, but this could be hidden.
<b>Gender reassignment</b>	<b>Neutral</b>	<b>Low</b>	As above
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	<b>Neutral</b>	<b>Low</b>	Domestic abuse does not appear in one religion more than another, but some forms of abuse such as forced marriage which are related to some aspects of culture of religion are recognised.
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	<b>Neutral</b>	<b>Low</b>	Domestic abuse does occur in LGBTQ+ relationships and this is recognised in the policy.
<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>	<b>Low</b>	The policy states that we will follow the relevant Safeguarding Children policies if we believe a child is at risk due to an abusive relationship which will lead to support being provided.  Elder abuse is covered in the policy. Domestic abuse in older relationships could be hidden or linked to dementia.
<b>Pregnancy and maternity</b> including new and breast-feeding mothers	<b>Neutral</b>	<b>Low</b>	Pregnancy can be a trigger for domestic abuse, this will be recognised by staff.
<b>Marriage and civil partnership status</b>	<b>Neutral</b>	<b>Low</b>	The policy is concerned with relationships and defines a 'connected person', we won't treat this group any differently.

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

**Officer: Sarah Hemming**

**Date: 04.10.24**