



## Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Before completing this form, please refer to the supporting guidance document.

Where further guidance is needed, please contact CEO.

Name of the <b>policy/practice/service</b> to be assessed	Group Domestic Abuse Policy	Is this a <b>new policy/practice/service</b> or a <b>revision to an existing?</b>	Update to existing policy.
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<p><b>1. Briefly describe the <b>aims, objectives and purpose</b> of the policy, practice, or service.</b></p>	<p>This policy sets out how we will take steps to assist and support any person experiencing or threatened with domestic abuse, it applies to all customers including those living with our tenants and our employees.</p>															
<p><b>2. Who is intended to benefit</b> from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Tenants and members of tenants households and employees</p>															
<p><b>3. What <b>outcomes</b> are <b>wanted</b> from this policy, practice, or service?</b> <i>(e.g., the benefits to customers)</i></p>	<p>We aim to create a safe environment where victims of domestic abuse feel they can approach us, are encouraged to talk and are listened to, thus enabling them to make informed decisions about their lives and live more independently and are supported by us in this process.</p>															
<p><b>4. Which <b>protected characteristics</b> could be <b>affected</b> by the policy, practice, or service?</b></p>	<p><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="663 887 2114 1374"> <tr> <td data-bbox="663 887 1608 954">Age</td> <td data-bbox="1608 887 2114 954">✓</td> </tr> <tr> <td data-bbox="663 954 1608 1021">Disability</td> <td data-bbox="1608 954 2114 1021">✓</td> </tr> <tr> <td data-bbox="663 1021 1608 1088">Gender reassignment</td> <td data-bbox="1608 1021 2114 1088">✓</td> </tr> <tr> <td data-bbox="663 1088 1608 1155">Marriage/Civil Partnership</td> <td data-bbox="1608 1088 2114 1155">✓</td> </tr> <tr> <td data-bbox="663 1155 1608 1222">Pregnancy/Maternity</td> <td data-bbox="1608 1155 2114 1222">✓</td> </tr> <tr> <td data-bbox="663 1222 1608 1289">Race</td> <td data-bbox="1608 1222 2114 1289">✓</td> </tr> <tr> <td data-bbox="663 1289 1608 1374">Religion or belief</td> <td data-bbox="1608 1289 2114 1374">✓</td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment	✓	Marriage/Civil Partnership	✓	Pregnancy/Maternity	✓	Race	✓	Religion or belief	✓
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Religion or belief	✓															

	Sex	✓
	Sexual Orientation	✓

**5. Are there any other groups or individuals who could be affected by the policy, practice, or service?**

The policy applies to all of the protected characteristics. Domestic abuse happens in all communities, regardless of gender, age, disability, gender reassignment, race, religion or belief, sexual orientation, marriage or civil partnership and pregnancy or maternity.

**6.** If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

**7. Evidence Gathering and Engagement**

**a. What evidence has been used for this assessment? For example, national statistics.**

The original Policy Statement was based on a recommended template promoted as part of the Make a Stand Campaign.

**b. Who have you engaged and consulted with as part of your assessment?**

We will promote and raise awareness of our policy through our website/Guide to Information, publications and through staff induction and training.

**8.** Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.

The policy aims to have positive impact on people experiencing domestic abuse. Advice and support will be provided in a caring and non-judgemental way with the agreement of the individual concerned. Through implementation of the policy we will support and assist people to understand options and improve coordination and access to support agencies and other partners. The intention is to support and empower people in a way that will positively impact on their situation.

This policy is not designed to impact negatively on anyone.

<b>9. What actions are required</b> to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i>	<b>Issue</b>	<b>Action</b>	<b>Timescales</b>
<b>10. Decision</b>  Please record decision e.g., <ul style="list-style-type: none"> <li>• No change/amend (see above)</li> <li>• Cease</li> <li>• Progress with risk (monitor and add to risk register?)</li> </ul>	No Change		
<b>Signed</b>	J. Leeds		
<b>Job title</b>	Housing Services Manager		
<b>Date the EIA was completed</b>	03/06/2025		
<b>Review date</b>	June 2028		
<b>Date of any quality sample check</b>	N/A		

*Please attach the completed document as an Appendix to your policy, practice, or service report*