

Equality impact assessment form

Service area	Housing Services
Proposal	Domestic Abuse Policy and Employee and workplace Domestic Abuse Policy
Reason for proposal	Policy Review
Sign off (Director/Head of Service)	Lorraine Testro
Date of assessment	31/03/2022

The form

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

The assessment team or name of individual completing this form

Team leader's name and job title – Lorraine Testro Head of Housing Management

Other team members if appropriate

Name	Job title	Organisation	Area of expertise
Annabelle Barwick	Customer Service and Equalities Manager	Derby Homes	Customer Service and Equalities
Bobby Howe	Safeguarding & Compliance Manager/ Complex Needs Manager	Derby Homes	Safeguarding and complex needs
Jo Murphy	Senior Homelessness advisor DA	Derby Homes	
Hayley Beavan		Derby Homes	Diversity Forum

Step 1- setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side- tracked.

<p>1. What are the main aims, objectives and purpose of the decision you want to make?</p>	<p>Aim of the Domestic Abuse Policy Derby Homes believes that Domestic Abuse is unacceptable and will not be tolerated.</p> <p>Domestic Abuse often has consequences for the housing situation of those affected and victims/ survivors will frequently turn to their landlords for help.</p> <p>Derby Homes aims to:</p> <ul style="list-style-type: none"> • Increase awareness and understanding of Domestic Abuse amongst our tenants, staff, contractors and within Derby's communities • Improve the safety and welfare of adults and children who are affected • Improve Derby Homes' response to Domestic Abuse • Offer support to customers, regardless of their background • Hold perpetrators of abuse to account for their actions • Encourage and maintain multi-agency working to ensure a seamless service to victims/ survivors and their children and families • Ensure that staff have regular training relevant to their roles and that good practice is shared with staff and customers as part of ongoing learning • Update processes to fall in line with any new legislation • Monitor and review Domestic Abuse cases to ensure good practice is followed and positive outcomes are achieved. <p>Aim of the Employee & Workplace Domestic Abuse Policy</p> <p>The purpose of this document is to:</p> <ul style="list-style-type: none"> • support employees/workers experiencing domestic abuse • enable employees/workers to remain productive and at work • aid managers seeking to help team members experiencing domestic abuse • assist colleagues of those experiencing domestic abuse • outline the approach to be taken where there are concerns that an employee may be the perpetrator • reinforce organisational corporate social responsibility objectives by demonstrating Derby Homes values, and is prepared to support, staff during difficult periods
<p>2. Why do you need to make this decision?</p>	<p>Domestic Abuse is a serious social and criminal problem that has significant human and financial consequences for individuals, families, and communities.</p> <p>National Statistics - 1 in 4 people are victim of domestic abuse on a national scale</p>

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	Effects staff and customers hence 2 policies, and as an organisation we acknowledge this
3. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?	<p>Derby Homes, safeguarding and workplace champions.</p> <p>Specialist officers in housing management and Housing Options, who work with victims and perpetrators of DA</p> <p>Training for DH employees – spot the signs - Video</p> <p>Working and consulted with DAHA</p> <p>Working towards a Domestic abuse housing accreditation DAHA</p> <p>8 Domestic Abuse workplace champions</p> <p>Communicate the policy via social media channels, Derby Homes news,</p>
4. Who are the main customers, users, partners, colleagues, or groups affected by this decision?	<p>Customers of Derby Homes</p> <p>Customers requiring access to Social Housing</p> <p>Derby Homes employees</p> <p>Work with to deliver the policy:</p> <p>Agencies we work with IDVA support workers – Glow</p> <p>Multi agency teams</p> <p>MARAC and Drive</p> <p>Refuge</p> <p>Crime Prevention</p> <p>DCC</p> <p>Police</p> <p>DH ASB Team</p>

Step 2 – collecting information and assessing impact

5. Who have you consulted and engaged with so far about this change, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.	Customer Service and Equalities Manager DAHA Steering Group Customer Voice – in relation to the Customer Policy Domestic Abuse workplace Champions Diversity Forum Safeguarding Champions To be presented Operational Board
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6. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. Only fill in the mitigation box if you think the decision will have a negative impact and then you'll need to explain how you are going to lessen the impact.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
Age – older and younger people	Domestic abuse can affect anyone at any age.	X		These policies are not age specific and is applicable to everyone
Disability – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments	Hearing Impaired	X		Policy accessible by anyone, if a customer has a disability we work with them to overcome any barriers, for example: Written communication: Letter, Text, email, and Text Type. Online services via Derby Homes website. Access to BSL translation services.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p><i>Visually Impaired</i></p> <p><i>Mobility Impaired</i></p> <p><i>Mental Health & Learning Disability</i></p>	<p><i>X</i></p> <p><i>X</i></p>		<p><i>Deaf customers can text us on 07860097426</i></p> <p><i>Google Talk / Translate. Braille – document translation.</i></p> <p><i>We have dedicated officers available to provide home visits, where it is safe to do so without putting them at risk. Or meet at a safe place.</i></p> <p><i>Complex needs officer, role to spot DA and support</i></p>
<i>Gender identity- trans and those people who don't identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity.</i>	<i>Information is collected as part of identity</i>	<i>X</i>		<p><i>This is collected as part of understanding demographic. It is not a barrier to accessing support.</i></p> <p><i>FGM – recognise this is a form of DA which affects female, this is recognised in the policy</i></p>
<i>Marriage and Civil Partnership</i>	<i>Information is collected as part of identity</i>	<i>X</i>		<p><i>This is collected as part of understanding demographic. It is not a barrier to accessing support.</i></p> <p><i>Forced marriages and honour-based violence - recognise this is a form of DA which affects</i></p>

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People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<i>people in marriages / Civil partnerships, this is recognised in the policy</i>
Pregnancy and maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	Information is collected as part of identity	X		<p><i>This is collected as part of understanding demographic. It is not a barrier to accessing support.</i></p> <p><i>New DA act – automatic allocation of social worker</i></p>
Race - the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community	Information is collected as part of identity	X		<p><i>This is collected as part of understanding demographic. It is not a barrier to accessing support.</i></p> <p><i>FGM – recognise this is a form of DA which affects female, this is recognised in the policy</i></p> <p><i>Manage Imari Park – with complex needs and intensive support officers working with residents at this site</i></p>
Religion or belief or none - the effects on religious and cultural communities, customers, and colleagues	Information is collected as part of identity	X		<p><i>This is collected as part of understanding demographic. It is not a barrier to accessing support.</i></p> <p><i>Honour based violence - recognise this is a form of DA</i></p>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<i>which specific cultures / beliefs this is recognised in the policy</i>
Sex - the effects on both men and women and boys and girls	Information is collected as part of identity	X		<p>This is collected as part of understanding demographic. It is not a barrier to accessing support.</p> <p>Domestic Abuse effects any gender, this is recognised in the policy.</p>
Sexual orientation - the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality	Information is collected as part of identity	X		<p>This is collected as part of understanding demographic. It is not a barrier to accessing support, this is recognised in the policy.</p>

Important - For any of the equality groups you don't have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

Step 3 – deciding on the outcome

- 7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

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Outcome 1	X	No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the proposal to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the proposal despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none">• sufficient plans to stop or minimise the negative impact• mitigating actions for any remaining negative impacts• plans to monitor the actual impact.
Outcome 4		Stop and rethink the proposal when the EIA shows actual or potential unlawful discrimination

Why did you come to this decision?

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider

Appendix 1

Equality impact assessment form– please read this section first before you do the assessment

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact, you need to do an equality impact assessment whenever a decision is needed about our services and functions that affects people and **before** that decision is made. This also includes quick Covid 19 related decisions.

We use the term 'policy' as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures.
- Key decisions such as allocating funding to voluntary organisations, budget setting.
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to complete them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't. The nine protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.