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ADOPTED: 29.05.19

REVIEWED:

TACKLING DOMESTIC ABUSE POLICY

1.0 INTRODUCTION

- 1.1 This policy sets out how Prospect Community Housing views domestic abuse, and how we will respond to and seek to deal with any reports of such abuse affecting tenants, members of their households or staff. The policy is supported by detailed procedures.
- 1.2 Prospect believes that domestic abuse presents one of the highest risks to personal safety and is unacceptable. We will therefore take the strongest action possible against perpetrators of domestic abuse where we have the power to do so and with the consent of the victim.
- 1.3 We will assist the victim to reach a decision which they feel best supports them and secures their safety by:
- listening and enabling the level of assistance they want,
 - reviewing their accommodation, and
 - taking action against the perpetrator which the victim and we feel is most appropriate.

Definitions and legal context

- 1.4 Domestic abuse exists in all sections of our communities. Domestic abuse can exist in all types of relationships between partners and ex partners. Abusers and victims can be male or female, any race or religion and from all different types of background. We will work to the nationally agreed definition of domestic abuse which has been adopted by Police Scotland, Scottish Government and the Crown Office Procurator Fiscal Service.

This is:

"Any form of physical, verbal, sexual, psychological or financial abuse which might amount to criminal conduct and which takes place within the context of a relationship.

"The relationship will be between partners (married, cohabiting, civil partnership or otherwise) or ex-partners. The abuse can be committed in the home or elsewhere including online."

There is a common misconception that domestic abuse is just physical abuse. This is not the case. Domestic abuse can be physical, sexual, and emotional or mental abuse.

Physical abuse includes:

All types of assault and physical attacks like hitting (including with objects), punching, kicking and burning.

Sexual abuse includes:

Forcing you to have sexual intercourse or forcing you to engage in sexual acts.

Mental/emotional abuse includes:

Threats (including threats of violence); criticism and name calling; controlling what you do, where you go and who you speak to; threatening your children, isolating you from friends and family; accusing you of being unfaithful; threatening to 'out' your sexual orientation to family, friends or work or to reveal your HIV/AIDS status.

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by:

- isolating them from sources of support,
- exploiting their resources and capacities for personal gain,
- depriving them of the means needed for independence, resistance and escape, and
- regulating their everyday behaviour.

Coercive behaviour is an act or pattern of acts of assaults, threats, humiliation and intimidation or other abuse that is used to harm, punish or frighten the victim.

1.5 Domestic violence and abuse can manifest itself through the actions of immediate and extended family members via unlawful activities, such as forced marriage, 'honour based abuse' and female genital mutilation. Extended family members may condone or even share in the pattern of abuse. Any such actions are not acceptable, whatever form they take.

1.6 The Domestic Abuse (Scotland) Act 2018 created an offence if someone engages in a course of behaviour which is abusive to their partner or ex-partner and any children, which causes physical or psychological harm – including fear, alarm and distress, either by intention or reckless behaviour. Behaving in a violent (physically or sexually), threatening or intimidating manner constitutes abusive behaviour, whether it is done with purpose or what would be considered by a reasonable person to have any of the effects listed below:

- making the victim dependant or subordinate on them
- isolating the victim from friends, relatives or other sources of support
- controlling, regulating or monitoring the victim's day to day activities
- depriving or restricting the victim's freedom of action
- frightening, humiliating, degrading or punishing the victim.

In relation to children, it is an aggravated offence if at any time:

- behaviour is directed at a child
- the child is made use of in directive behaviour towards the victim
- a child sees or hears or is present during an incident of behaviour that is directed towards the victim as part of the course of behaviour.

Aim of the policy

1.7 By adopting this policy, we aim to:

- improve overall safety and wellbeing by recognising that domestic abuse is a serious crime which has an adverse impact on the health of individuals, families and communities;
- increase awareness and understanding of this issue amongst residents and employees;
- encourage residents and employees to report domestic abuse;
- facilitate early identification of domestic abuse and offer supportive and effective intervention to reduce the risk of harm;
- improve the safety and welfare of adults and children affected by domestic abuse and prevent further incidents by responding rapidly, effectively and consistently to all reports;
- empower victims by providing information on the options available to them;
- improve the response to victims through effective engagement of appropriate external enforcement and support agencies;
- create a consistent approach for recording and monitoring incidents of domestic abuse;
- inform colleagues of best practice when responding to domestic abuse;
- ensure that all sections are clear regarding their roles in tackling and responding to issues around domestic abuse.

2.0 THE SCOTTISH SOCIAL HOUSING CHARTER

The relevant standards and outcomes of the Scottish Social Housing Charter for the Domestic Abuse Policy are:

Outcome 1: Equalities

Social landlords perform all aspects of their housing services so that:

- Every tenant and other customer has their individual needs recognized, is treated fairly and with response, and receives fair access to housing and housing services.

Outcome 6: Estate management, anti-social behaviour, neighbour nuisance and tenancy disputes
Social landlords, working in partnership with other agencies, help to ensure as far as reasonably possible that:

- Tenants and other customers live in well-maintained neighbourhoods where they feel safe.

Outcome 11: Tenancy Sustainment

Social landlords ensure that:

- Tenants get the information they need on how to obtain support to remain in their home: and ensure suitable support is available, including services provided directly by the landlord and by other organizations.

3.0 POLICY FRAMEWORK

3.1 Prospect encourages all tenants, household members and staff to report domestic abuse, whether they are victims of, or witnesses to, such incidents. We will deal with all reports of domestic abuse with sensitivity.

Prevention

3.2 As part of our arrangements to prevent domestic abuse we will:

- make all new tenants aware of Prospect's policies relating to rehousing, relationship breakdown and, where applicable, the implications for joint tenancies;
- publicise this domestic abuse policy to all tenants and employees, highlighting the consequences for perpetrators;
- provide advice and information within Prospect's office and on our website.
- provide training for staff, dependent on job role, from increasing awareness of this policy, to spotting the signs of domestic abuse, to providing more specialised support.

Survivor-centred approach

3.3 We will adopt a 'survivor-centred' approach in tackling domestic abuse, i.e. if a person feels they are experiencing domestic abuse we will deal with it under this policy.

3.4 We will deal with all reports in a non-judgemental manner and in confidence. We will not require victims to take legal action or to contact the Police before we help. We will aim to minimise the number of staff supporting the victim to reduce the number of times they need to share their experiences.

Confidentiality

3.6 Victims will be encouraged to allow Prospect to share information with other agencies, including the Police and local authority departments, to ensure that the full range of civil and criminal action can be pursued, and appropriate assistance provided. However, all information provided by the victim will be treated with the utmost confidence and only passed to external agencies with their consent.

3.7 The exceptions to this will be:

- where we consider a child is at risk in any situation, or
- if there is a high risk of serious harm to anyone involved, or

- if we are obliged by law to disclose information.

The Housing Manager or, in their absence, another member of the Management Team, must approve any disclosure that does not have the victim's consent.

- 3.8 Information will be shared with work colleagues on a strictly 'need to know' basis. We will adhere to all current data protection requirements.

Options for Action

- 3.9 Prospect recognises that every reported case of domestic abuse will be different. Our response will therefore be tailored to the individual circumstances and needs of the victim. When a tenant or household member reports domestic abuse all available options will be discussed and considered with them, including:

- providing a safe, impartial, non-judgemental space to share their experience;
- encouragement to access specialised support;
- making arrangements for their immediate personal safety;
- reviewing and where possible improving the safety and security of their existing accommodation, to enable them to remain there safely;
- reporting incidents to the Police, which may result in criminal action against the perpetrator;
- tenancy and housing options advice including, where appropriate, legal action against the perpetrator by Prospect.

The safety of the victim and their dependents will be our priority. An Action Plan setting out further actions will be agreed with the victim, and we will regularly contact the victim and keep them updated with progress.

Tenancy Sustainment

- 3.10 Prospect will support victims and their children to continue to live in their own home if it is safe to do so. We will allocate discretionary funds for victims, to assist them in rebuilding their lives and homes, for example we will not recharge them for lock changes and damages due to the domestic abuse. We will offer decoration vouchers to support victims to redecorate rooms which have been damaged by the abuse. Where appropriate we will charge such costs to the perpetrator.

Rehousing

- 3.11 Prospect will provide advice and assistance on emergency temporary accommodation provided City of Edinburgh Council or by a women's refuge. We will provide a referral where appropriate and advocate on our tenant's behalf.

If permanent rehousing is required and the tenant wishes to stay in Wester Hailes, we will offer a management transfer. There will normally be a limit on the number of occasions we will offer this, typically it will only be offered once. If the tenant needs to be rehoused out with the area, Prospect is a member of the Edindex Common Housing Register and will be a signatory to the Domestic Abuse Management Transfer Protocol. This allows us to seek to facilitate a management transfer to another landlord and initiate a request through the Domestic Abuse Management Transfer Protocol.

Multi-agency approach

- 3.12 We work in partnership in to support victims and perpetrators of domestic abuse, to ensure the safety of the victims, meet their needs, co-ordinate available resources, access specialist services, take action against perpetrators and share best practice. This includes our commitment within our Lettings Plan to offer one property each year to women supported by Edinburgh Women's Aid.

Holding perpetrators accountable

- 3.13 Prospect will work with the City of Edinburgh Council South West Partnership, Police Scotland and other external agencies to hold perpetrators of domestic abuse accountable to their actions. The approach taken against perpetrators will depend upon individual circumstances. This may range from support to access specialised help to stop the offending behaviour, to housing options advice and support to move away from the tenancy, to legal action for recovery of possession against a perpetrator.
- 3.14 Subject to data protection requirements, we will share information with other relevant agencies so that serial perpetrators are identified and dealt with appropriately.

4.0 PROSPECT STAFF & COMMITTEE

- 4.1 Prospect believes domestic abuse is wholly unacceptable and inexcusable and we are committed to ensuring the health and safety of our staff and committee members. We recognise that colleagues may experience domestic abuse and are aware that the challenges that domestic abuse victims face can manifest themselves in problems such as chronic absenteeism or lower productivity.

Anyone disclosing such abuse will be treated in a sympathetic, supportive and non-judgemental way. We undertake to:

- Treat domestic abuse seriously;
- Understand the associated risks and consequences in the workplace;
- Fully support colleagues experiencing domestic abuse; and
- Offer support to perpetrators of domestic abuse regarding how to recognise and seek to change their behaviour.

- 4.2 We recognise that those experiencing domestic abuse may be reluctant or find it difficult to raise with their employer. The procedures which accompany this policy include a list of possible indicators that someone may be experiencing domestic abuse. The list is not exhaustive, nor do any of these indicators necessarily mean that someone is experiencing domestic abuse.
- 4.3 A member of staff or committee experiencing domestic abuse can disclose this to any colleague. Anyone who suspects that a colleague may be experiencing domestic abuse should refer the matter to a member of the Management Team. All records concerning domestic abuse will be kept strictly confidential. However, there are some circumstances in which confidentiality cannot be assured. These occur when there are concerns about children or vulnerable adults or where an employer needs to act to protect the safety of employees. In these circumstances the employer will discuss with the employee the reason for disclosing any information to a third party and will seek the employee's agreement where possible. Improper disclosure of information i.e. breaches of confidentiality by any member of staff will be taken seriously and maybe subject to disciplinary action.

Commitment to Challenge Perpetrators

- 4.4 We recognise that abusive behaviour is the responsibility of the perpetrator. Misconduct that takes place inside and outside of work is treated seriously and may lead to disciplinary action being taken where it is established that the employee has breached Prospect's Staff Code of Conduct or in the case of a committee member it will be handled under the Committee Code of Conduct.
- 4.5 Where a perpetrator of domestic abuse is an employee of the Association and recognises and wishes to address their behaviour, the Association may offer appropriate support to enable them to do so.

5.0 IMPLEMENTATION AND POLICY REVIEW

The Housing Manager is responsible for ensuring that this policy is implemented by relevant staff and for producing procedure notes to aid them in this process.

The Housing Manager will ensure that the Management Committee reviews this policy at least every 3 years.

Review approved by the Management Committee in April 2019

Next review due by April 2022

PROSPECT EQUALITY IMPACT ASSESSMENT RECORD

Title of policy/ practice/ strategy/	Domestic Abuse
Department	Housing Management
Who is involved in the EQIA?	Catherine Louch
Is this new policy or revision to an existing policy?	New
Date completed	25/03/2019

Stage 1: Screening Record

What is the main purpose of the policy?

Prospect’s Domestic Abuse Policy outlines how we define domestic abuse and the approaches we take to support tenants, household members and staff affected by it.

It contributes to meeting the following outcomes of the Scottish Social Housing Charter:

- 1 – Equalities, 6 – Neighbourhood and Community, 11 – Tenancy sustainment

Who will the policy benefit and how?

The policy will benefit our employees, tenants and household members as it provides guidance on our approach to challenging domestic abuse.

For each equality group, does or could the policy have a negative impact?

Protected characteristic	Negative	Positive/no impact	Don't know
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy & maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief (including no belief)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

If you answered negative or don't know to the above question you should consider doing a full EQIA.

Our Domestic Abuse policy aims to outline the range of measures we take to assist tenants who are facing domestic abuse. We recognise that domestic abuse is a gendered issue in that of the c58,000 cases recorded by Police Scotland annually, 81% of victims were female. Moreover, intersectionality reminds us that the protected characteristics do not exist separately from each other but are woven together. Thus, we need an understanding of the ways in which single or combinations of protected characteristics may impact on the situation and the support or action we can offer. Considering all the equality groups will help us deliver a better service to our tenants affected by domestic abuse.

What might prevent the desired outcomes being achieved?

- A lack of communication or a lack of relationship with particular groups would mean we did not have a true picture of the issues faced.
- Lack of understanding of our tenants and their needs in supporting them to support victims and/or challenge perpetrators of domestic abuse.
- Lack of knowledge of the needs of different characteristics and how their experiences impact on their behaviours around domestic abuse.

	Yes	No
Is a full EQIA required?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

As our Domestic Abuse Policy potentially affects all our tenants and staff directly, we decided an EQIA is required.

Stage 2: Data and evidence gathering, involvement and consultation

Include here the results of your evidence gathering, including qualitative and quantitative data and the source of that information, whether national statistics, surveys or consultations with relevant equality groups.

Source	Qualitative evidence provided	Quantitative evidence provided	Which protected characteristics are covered?	Gaps identified/ action taken
Management information data		Annual staff and committee equalities data	Age, disability, gender, ethnicity. In some cases other protected characteristics	Membership data not collected. Implementation of Cx will assist with data collection.
Tenant satisfaction survey		Survey carried out in 2016	All protected characteristics.	Data becoming out of date.
Committee, Equalities Working Group and Tenants Forum minutes	Equality related issues identified and discussed		Various	
Review of complaints received	Tenant/service user experience	Statistical data on types of complaint	All protected characteristics	Low numbers of complaints linked to equalities issues mean trend analysis is challenging.
Observations/conversations (anecdotal)	Staff/committee/tenant/service user levels of understanding, inclusive practice		All protected characteristics	
Edinburgh Census 2011		Statistical data	Age disability, gender, ethnicity, marital status, religion or belief.	Data becoming out of date.
EdIndex data		Statistical data provided for individuals on the housing waiting list	Age, disability, gender, ethnicity. In some cases other protected characteristics.	
SHR Annual Return on Charter data		Statistical data on staff, committee and tenant profile for RSLs	Disability, ethnicity.	Incomplete data for tenants.
Edinburgh Women's Aid	Feedback given on draft policy.			Policy updated to reflect feedback as follows....
Scottish Government		Domestic Abuse in Scotland Statistics 2017-18	Gender, age, sexual orientation.	
Prospect Equalities Working Group	Draft policy discussed at meeting on 27 March 2019.		All protected characteristics considered.	Policy updated to reflect feedback as follows....
Prospect staff consultation	Draft policy circulated for comment on 25 March 2019		Some protected characteristics.	Policy updated to reflect feedback as follows....

Scottish Government Domestic Abuse in Scotland: 2017 - 2018 statistics

Published: 27 Nov 2018

<https://www.gov.scot/publications/domestic-abuse-recorded-police-scotland-2017-18/pages/1/>

Characteristics of victims and perpetrators of domestic abuse incidents recorded by the police in Scotland.

Key Points

- Levels of domestic abuse recorded by the police in Scotland have remained relatively stable since 2011-12, with around 58,000 to 60,000 incidents a year. The police recorded 59,541 incidents of domestic abuse in 2017-18, an increase of 1% compared to the previous year.
- In 2017-18, 44% of incidents of domestic abuse recorded by the police in Scotland included the recording of at least one crime or offence.
- The crime or offence that was most frequently recorded as part of a domestic abuse incident in 2017-18 was Common assault (accounting for 37% of all crimes and offences recorded). This was followed by Breach of the peace etc. which accounted for 31% of crimes and offences.
- There were 110 incidents of domestic abuse recorded by the police in Scotland per 10,000 population in 2017-18. At a local authority level, Clackmannanshire (162) and West Dunbartonshire (153) recorded the highest incident rates per 10,000 population. The Orkney Islands (49) and East Dunbartonshire (52) recorded the lowest rates per 10,000 population.
- Where gender information was recorded, around four out of every five incidents of domestic abuse in 2017-18 had a female victim and a male accused. This proportion has remained very stable since 2011-12.
- In 2017-18, 16% of domestic abuse incidents involved a male victim and a female accused (where gender was recorded). Again, this proportion has remained stable since 2011-12 (ranging from 16% to 18%).
- In 2017-18, the 26-30 years old age group had the highest incident rate for both victims (272 incidents recorded per 10,000 population) and those accused (246 incidents recorded per 10,000 population).
- Incidents of domestic abuse recorded were more common at weekends with 35% of all incidents in 2017-18 occurring on a Saturday or Sunday.
- In 2017-18, 88% of all domestic abuse incidents occurred in a home or dwelling.

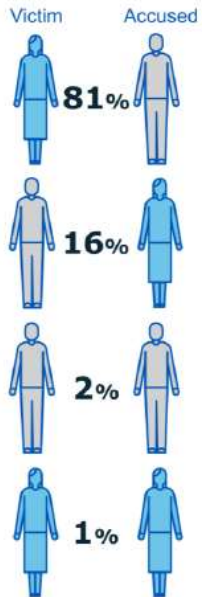
DOMESTIC ABUSE RECORDED BY THE POLICE IN SCOTLAND, 2017-18



59,541 Incidents

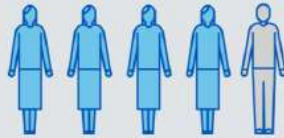
WHAT was the gender of the victims and accused?

The majority of incidents involved a female victim and male accused

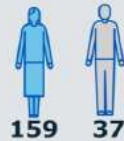


WHO Were the victims?

over 4 in 5 (82%) of the victims in 2017-18 were female

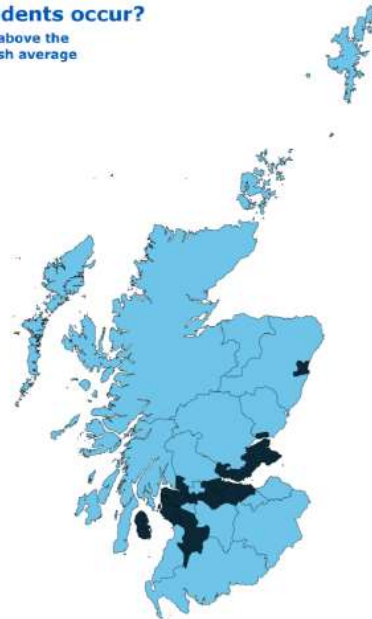


Victimisation rate per 10,000 population



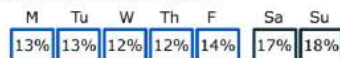
WHERE did incidents occur?

■ rates above the Scottish average



88% of domestic abuse occurred in a dwelling
40% occurred in the victim's home

WHEN did incidents occur?



35% of domestic abuse incidents occurred on either a Saturday or a Sunday

Stage 3: Assessing the impacts

How might the policy impact on people who share protected characteristics?

Protected Characteristic	Description of Impact
Age	<p>Scottish Government statistics show that the age group most likely to be impacted by domestic abuse is aged 26-30. We can target our information in ways which this age group would most likely access, i.e. website offering. We could target a mailing to this age group publicising our policy and approach using Cx to identify female tenants in this age group.</p>
Disability	<p>We work with a range of agencies which provide appropriate support for tenants with poor mental health.</p> <p>We also support tenants with poor mental health by acting as an impartial listener in the comfortable, neutral space of our Community Room, or in tenants' homes if that is preferred.</p> <p>We work with Occupational Therapists and provide housing options advice for tenants with physical difficulties.</p>
Gender reassignment	<p>We work with a range of agencies which provide appropriate support for vulnerable tenants.</p> <p>We support tenants as impartial listeners in the comfortable, neutral space of our Community Room, or in tenants' homes if that is preferred.</p> <p>Our staff regularly engage in training sessions and attend sector wide events which support them to gain increased understanding of the issues our tenants or colleagues face when they affected by domestic abuse.</p>
Marriage & civil partnership	<p>We work with a range of agencies which provide appropriate support for vulnerable tenants.</p> <p>We support tenants as impartial listeners in the comfortable, neutral space of our Community Room, or in tenants' homes if that is preferred.</p> <p>Our staff regularly engage in training sessions and attend sector wide events which support them to gain increased understanding of the issues our tenants or colleagues face when they affected by domestic abuse.</p>
Pregnancy & maternity	<p>We work with a range of agencies which provide appropriate support for vulnerable tenants, including midwifery services.</p> <p>We support tenants as impartial listeners in the comfortable, neutral space of our Community Room, or in tenants' homes if that is preferred.</p> <p>Our staff regularly engage in training sessions and attend sector wide events which support them to gain increased understanding of the issues our tenants or colleagues face when they affected by domestic abuse.</p>
Race	<p>We work with a range of agencies such as SCOREScotland who provide appropriate support for vulnerable tenants. Our strong relationship with SCOREScotland means we could ask for their perspective on any race related cultural factors which may influence a domestic abuse case and the subsequent action taken.</p> <p>We will also work with Shakti Women's Aid (who provide support, advocacy and information to all black and minority ethnic women, children and young people in Edinburgh) and Bright Choices (who support women, men, children or families affected by Honour Based Violence, including forced marriage and female genital mutilation).</p> <p>We will refer families to the Safer families, Respekt, programme for Polish families.</p> <p>We support tenants as impartial listeners in the comfortable, neutral space of our Community Room, or in tenants' homes if that is preferred.</p> <p>Our staff regularly engage in training sessions and attend sector wide events which support them to gain increased understanding of the issues our tenants or colleagues face when they affected by domestic abuse.</p>
Religion or belief (including no belief)	<p>We work with a range of agencies such as SCOREScotland who provide appropriate support for vulnerable tenants. Our strong relationship with SCOREScotland means we could ask for their perspective on any religious</p>

	<p>or belief factors which may influence a domestic abuse case and the subsequent action taken.</p> <p>We will also work with Shakti Women’s Aid (who provide support, advocacy and information to all black and minority ethnic women, children and young people in Edinburgh) and Bright Choices (who support women, men, children or families affected by Honour Based Violence, including forced marriage and female genital mutilation).</p> <p>We support tenants as impartial listeners in the comfortable, neutral space of our Community Room, or in tenants’ homes if that is preferred.</p> <p>Our staff regularly engage in training sessions and attend sector wide events which support them to gain increased understanding of the issues our tenants or colleagues face when they affected by domestic abuse.</p>
Sex	<p>Around 60% of our tenants and staff are female. According to the Scottish Government statistics on Domestic Abuse, 3.4% of women will have experienced partner abuse in the previous 12 months.</p> <p>We will work with Women’s Aid within a range of agencies to support women affected by Domestic Abuse.</p> <p>We will work with Fearless (a support service for any man or LGTI+ person experiencing domestic abuse).</p> <p>We will refer families to the Safer families programme for men who are unhappy about their abusive behaviour towards women partners.</p> <p>We support tenants as impartial listeners in the comfortable, neutral space of our Community Room, or in tenants’ homes if that is preferred.</p> <p>Our staff regularly engage in training sessions and attend sector wide events which support them to gain increased understanding of the issues our tenants or colleagues face when they affected by domestic abuse.</p>
Sexual orientation	<p>We work with a range of agencies which provide appropriate support for vulnerable tenants.</p> <p>We will work with Fearless (a support service for any man or LGTI+ person experiencing domestic abuse).</p> <p>We support tenants as impartial listeners in the comfortable, neutral space of our Community Room, or in tenants’ homes if that is preferred.</p> <p>Our staff regularly engage in training sessions and attend sector wide events which support them to gain increased understanding of the issues our tenants or colleagues face when they affected by domestic abuse.</p>

How does the policy promote equality of opportunity?

The policy and accompanying procedures outline the ways in which we take a person centred approach to domestic abuse which would take into account equality characteristics.

How does the policy promote good relations?

The policy provides clear guidelines for employees and our customers on our approach in this area.

Stage 4: Decision making and monitoring

Identifying and establishing any required mitigating action

If, following the impact analysis, you think you have identified any unlawful discrimination – direct or indirect - you must consider and set out what action will be undertaken to mitigate the negative impact.

Does the assessment show a potential for differential impact on any group(s)?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is there potential for unlawful direct or indirect discrimination?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

What arrangements could be implemented to reduce or mitigate any potential adverse or negative impacts identified?

The majority of tenants and staff who are likely to be affected by this policy are women. We are investing specialised training for two female members of staff within the Housing Management department to ensure that they can take the lead on supporting tenant victims of domestic abuse in the first instance.

Describing how Equality Impact analysis has shaped the policy making process

Feedback from Women's Aid Equalities working group and staff comments and suggestions.
Targeting publicity to female tenants aged 26-30 as they are most likely to be affected.

Monitoring and Review

This policy will be reviewed every three years.

Stage 5 - Authorisation of EQIA

Please confirm that:

- ◆ This Equality Impact Assessment has informed the development of this policy:

Yes No

- ◆ Opportunities to promote equality in respect of age, disability, sex, pregnancy and maternity, gender reassignment, sexual orientation, race and religion or belief have been considered, i.e.:

- Eliminating unlawful discrimination, harassment, victimisation;
- Removing or minimising any barriers and/or disadvantages;
- Taking steps which assist with promoting equality and meeting people's different needs;
- Encouraging participation (e.g. in public life)
- Fostering good relations, tackling prejudice and promoting understanding.

Yes No

Declaration

I am satisfied with the equality impact assessment that has been undertaken for **Domestic Abuse Policy**

Name: Catherine Louch

Position: Housing Manager

Authorisation date: 25/3/19