



## Appendix 2

### Equality Impact Assessment (EQIA) – Domestic Abuse Policy

Stage	Title	Purpose
1	Preliminary Assessment	Initial assessment of possible impact.
2	Equality Risk Assessment	Scoring to assess the level of risk.
3	Equality Impact Assessment – Addressing Impact	Level of detail depends on risk assessment scoring but any removal or reduction in service must go through Stage 3.
4	Sign Off	Approval and decision-making details.
5	Implementation	Action Plan to implement and minimise impact.

## Stage 1 – Preliminary Assessment

Question	Response/Consideration
<b>1.1 Decision being assessed</b>	Domestic Abuse Policy
<b>1.2 Lead Officer</b>	Chris Stratford, Interim Director of Housing
<b>1.3 What are the aims or function of the service or policy?</b>	<p>The Council's Domestic Abuse Policy has been designed recognising the harm that domestic abuse can cause within homes and communities. Everyone has the right to live without fear of violence or abuse.</p> <p>Castle Point Borough Council wants all its residents and Council employees to be safe from the impact of domestic abuse and this Policy sets out its commitment to help tackle this. The purpose of this Policy is to outline the Council's approach to delivering the requirements of the Domestic Abuse Act 2021, to ensure the Council's residents and employees are protected from domestic abuse and its effects.</p> <p>This Policy aims to ensure the person who reports that they are experiencing domestic abuse is taken seriously and managed with empathy in accordance with their needs. It aims to ensure that all colleagues act in a non-judgmental and empathetic manner which reflects the best interests of the person reporting domestic abuse.</p> <p>This Policy explains how the Council provides support tailored to the needs of the individual, working in partnership with statutory and specialist agencies to provide a survivor-led coordinated response.</p>
<b>1.4 Which policies relate to the delivery of this service?</b>	Community Safety Anti-Social Behaviour Policy, Council Housing Anti-Social Behaviour Policy, Council Housing Anti-Social Behaviour Procedure, Council Housing Tenancy Policy, Equality and Diversity Policy, Council Housing Neighbourhood Management Policy, Safeguarding Policy and Unacceptable Behaviour Policy.
<b>1.5 Who are the main audience, users or customers who will be affected?</b>	Anyone that lives in the Borough, any Council employee affected by domestic abuse.

<b>1.6 Will removing, reducing or changing this service/policy lead to members of the community being treated less favourably and so contribute to inequality?</b>	No, the Policy has been written in such a way as to address any inequality and support victims of domestic abuse.
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## **Equality Aims – consider how the decision meets the three Equality Aims listed in the Equality Act.**

<b>Aim</b>	<b>How does the proposal / policy / service meet the equality aim?</b>
<b>To eliminate unlawful discrimination, harassment and victimisation</b>	The Policy aims to eliminate harassment, victimisation and potentially discrimination.
<b>To advance equality of opportunity between people who share a protected characteristic and those who do not</b>	The Policy aims to advance equality of opportunity to live safely without the fear of domestic abuse.
<b>To foster good relations between those who share a protected characteristic and those who do not</b>	The Policy aims to support those who experience domestic abuse, working to support all those in the community affected.

## Stage 2 – Equality Risk Assessment - Protected Characteristic Groups

Place an 'X' in against either 'positive impact', 'negative impact', 'no impact' for each protected characteristic group

### 2.1 Assess the Equality Risk

	Age	Disability	Gender	Race	Sexual Orientation	Religion	Gender Reassignment	Marriage/Civil Partnerships	Pregnancy/ Maternity
Positive impact	X	X	X	X	X	X	X	X	X
Negative impact									
No impact									

### 2.2 Conclusion – if there is 'No Impact' for all the protected characteristics then stages 3 – 5 do not have to be completed

To conclude, the Domestic Abuse Policy has a positive impact on the following groups of protected characteristics:  
age; disability; gender; race; sexual orientation; religion; gender reassignment; marriage and civil partnerships; pregnancy and maternity.

## Stage 3 – Equality Impact Assessment – Addressing Impact

Question	Response/Consideration
<b>3.1 What is the reason for the proposed decision/change?</b>	The Council's Domestic Abuse Policy is for every resident in the Borough who reports domestic abuse and for the Council's employees.
<b>3.2 What consultation activity has been undertaken or is planned?</b>	The Council has consulted with key stakeholders, including the police and social services, and carried out a focus group with women living in a women's refuge.
<b>3.3 Service Users – What methods are used to monitor the characteristics of service-users with protected characteristics?</b>	The Council holds information regarding the protected characteristics of anyone reporting domestic abuse.
<b>3.4 Referring to Stage 2, which 'protected characteristic' group(s) are most likely to be affected by this change? Describe any negative impacts identified in more detail.</b>	<p>Age – Domestic abuse can affect people of all ages. Approximately 1 in 8 children will be victims of domestic abuse in their childhood.</p> <p>Disability – People with disabilities may be more likely to experience abusive relationships.</p> <p>Gender - Approximately 1 in 4 women and 1 in 6 men will be affected by domestic abuse at some point in their life.</p> <p>Marriage and Civil partnership – The marital status of a person is unlikely to affect the likelihood of them experiencing domestic abuse. Unmarried people are more likely to experience domestic abuse, or married people are less likely to report domestic abuse.</p> <p>Pregnancy and maternity - Domestic abuse may escalate during pregnancy or increase immediately following the birth.</p> <p>Race – Race itself is not considered to be an indicator for an increased likelihood of experiencing domestic abuse. There are some cultures that can contribute to a higher risk or greater difficulty in escaping domestic abuse.</p>

	<p>Religion or belief – Domestic abuse occurs across all religions and cultures. That said, there are particular dynamics in some religious settings that can contribute to a higher risk or greater difficulty in escaping domestic abuse.</p> <p>Sexual Orientation – Around 40% of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, and others) community have experienced domestic abuse.</p> <p>Gender reassignment – Up to 50% of transgender individuals experience some form of domestic abuse in their lifetime. In addition to the common forms of domestic abuse trans-people may experience trans-specific forms of abuse such as threats of outing, undermining of gender identity, refusing to use correct pronouns, withholding of gender affirming items such as clothing or hormones.</p> <p>Neurodiversity - Neurodiverse people particularly those with conditions such as autism, ADHD, intellectual disabilities or other cognitive differences, are more likely to experience domestic abuse than neurotypical individuals. This includes not only partner violence, but also abuse from family members, caregivers or others in a position of power.</p>
<p><b>Outline ways in which negative or positive impacts will be addressed?</b></p>	<p>Age – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their age as the Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Disability – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their disability as the Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Gender – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their gender as the Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Marriage and Civil partnership – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their marital status as the</p>

	<p>Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Pregnancy &amp; Maternity – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their pregnancy and maternity status as the Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Race – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their race as the Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Religion or belief – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their religion or belief as the Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Sexual Orientation – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their sexual orientation as the Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Gender Reassignment – The Council's domestic abuse responsibilities will be delivered to all its residents and employees in line with the Policy regardless of their gender reassignment status as it has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p> <p>Neurodiversity - The Council's domestic abuse responsibilities will be delivered to all its tenants in line with the Policy regardless of their neurodiversity (refers to the different ways the brain can work and take in information. It includes conditions like ADHD, autism, dyslexia and dyspraxia) as the Council has a legal responsibility under the Domestic Abuse Act 2021 to provide a Domestic Abuse Service in partnership with the police.</p>
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<b>3.5 If the decision involves a service/policy being reduced/removed will this lead to missed opportunities to promote equality of opportunity?</b>	n/a
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3.6 What outcome does this assessment suggest we take? Select one option and action to be taken			
Option	Outcome	Tick Selected Option	Explanation
1	Continue with proposed changes No discrimination or adverse impact identified	<input type="checkbox"/>	
2	Continue with proposed changes Suitable adjustments to lessen the impact identified	<input checked="" type="checkbox"/>	Suitable adjustments to the Policy and associated policies have been made.
3	Continue despite adverse impact or missed opportunities to promote equality	<input type="checkbox"/>	
4	Stop and rethink Actual or potential discrimination identified	<input type="checkbox"/>	
What plans are in place to monitor the actual impact of the proposal?		Once implemented, the Council will monitor the protected characteristics of those reporting domestic abuse.	



## Stage 4 – Sign-off

	Details
<b>Director/Assistant Director approved by:</b>	Director, Place and Communities Interim Director of Housing
<b>Date:</b>	16/10/2025
<b>Member Approval:</b>	Portfolio Holder for People and Community
<b>Committee Decision:</b>	n/a

## Stage 5 – Implementation

**5.1** Referring to **Stages 1 (preliminary assessment)**, **Stage 2 (equality risk assessment)** and **Stage 3 (equality impact assessment)** please list what tasks/actions you will take to minimise the impact of this change.

Task	Outcome	Lead	Resources	Deadline
Assist understanding of the Policy	One page summary of the Policy for the Council website	Rebecca Outram	Website support	30 October 2025
Assist understanding of the Policy	Key members of staff trained	Rebecca Outram	Training material Staff time Room	30 October 2025