

Appendix B: Equality Impact Assessment (EIA) Form - PUBLIC

NAME OF COUNCIL	High Peak Borough Council
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This assessment will be public and published on the council website. Please ensure that any group who has been consulted to provide the information within this form has been given sufficient feedback. Information within this assessment should provide the equality implications in any relevant report and be available for members prior to any decisions in relation to the content of this assessment.

SECTION 1: Initial Screening

Name of policy ¹ or function ² being assessed	Policy / Function Status		
Domestic Abuse policy	New	Revised	Existing
Responsible Service Area	Date Form Completed		
Housing Services	15.11.2024		
Lead Officer for this Assessment	Contact Number		
Housing Strategy Technical Officer	07717 516321		

Is there likely to be an impact on:

	Yes	No	Possibly
the availability, eligibility, quality or cost of a service to individuals, households, communities or specific groups of people			Y
the quality of life of individuals, households, communities or specific groups of people			Y
the opportunities for individuals, households, communities or specific groups of people to improve their lives in some specific way			Y

If yes/possibly to any of the above questions, then please complete section 2.

If No to all the above questions, please provide a brief explanation of why no further consideration is required regarding the Council's equality duties.

SECTION 2:

2.1: Identifying the aims of the policy or function

Summarise: the main aims, objectives and/or purpose and scope of the policy, practice, service or function.
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The Domestic Abuse policy sets out the responsibilities of the council as a landlord in relation to domestic abuse, the support available and how domestic abuse is managed in line with the duty of care the authority holds. It identifies help and support that can be accessed and how we will work with partners to help and support survivors of domestic abuse.
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Who is/are the intended customer or beneficiary of this policy or function?
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The policy affects High Peak Borough Council tenants, residents, households who may experience or be affected by domestic abuse. Also, statutory agencies including the police, support service providers and organisations with an interest in housing and domestic abuse in the Borough.
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2.2: Evidence of Impact

What evidence or data is being used to inform the Council's understanding of the impact of the decision about this policy or function on equality target groups? (Please list and note where the evidence/data is held.)

Note: Evidence from consultation/engagement is particularly powerful. Please refer to the guidance available on the intranet.

Research and anecdotal evidence highlights that certain groups may be disproportionately impacted by domestic violence or certain forms of abuse. The policy has therefore been written to have a positive impact for these groups. This policy promotes the view that domestic abuse is unacceptable and will not be tolerated. This policy also provides a mechanism for the provision of support.

Are there gaps/weaknesses in the available evidence/data which limit our understanding of the impact?

Yes/No	Detail:

If yes: How significant are these gaps?

Not Significant – can proceed to decision	Justification:
Significant but can proceed to decision	Justification & action to be taken:
Significant and requires further investigation prior to a decision being made.	Summarise the plan of action:

2.3: Assessment of impact

Taking into account all the evidence available to you indicate where you think that the policy/function could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage. Potential discrimination may be direct - i.e. treating someone less favourably because of certain attributes of who they are or indirect i.e. when the proposed practice, policy or procedure may have the effect of disadvantaging people who share certain protected characteristics. Indicate where you think the policy/function could have an intended or unintended **positive impact** on any of the groups to promoting diversity and equality. Where the policy/function is not relevant to a particular group or has no potential impact indicate as neutral. Please give reasons for each outcome:

Protected Groups	Negative Impact	Positive Impact	Neutral Impact	Explain impact & state what action can be taken (either to mitigate negative impacts or enhance positive impacts) .
People of a particular age such as children, young people, older people		Y		<p>The policy will demonstrate the Council's commitment to the elimination of discrimination.</p> <p>The policy considers the different protected characteristics and related experiences of domestic abuse victims, and how these may overlap, particularly in relation to accessing services and support.</p> <p>Research suggests higher incidence of domestic homicide relating to domestic abuse in older persons. Legislation and the policy recognise negative impact upon children.</p> <p>Available support or assistance will be provided to all tenants. Reducing digital exclusion will have a positive impact on older persons who require access to services and may be more likely to require support to access on-line services than people of working age.</p>
People with disabilities including physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health difficulties		Y		<p>The policy will demonstrate the Council's commitment to the elimination of discrimination. There is no evidence to suggest this will impact on any specific person based on their characteristic</p> <p>The policy considers the different protected characteristics and related experiences of domestic abuse victims, and how these may overlap, particularly in relation to accessing services and support.</p> <p>Available support or assistance will be provided to all tenants.</p>
Racial / minority ethnic groups?		Y		<p>The policy will demonstrate the Council's commitment to the elimination of discrimination.</p> <p>The policy considers the different protected characteristics and related experiences of domestic abuse victims, and how these may overlap, particularly in relation to accessing services and support.</p> <p>Available support or assistance will be provided to all tenants, with interpreter assistance as required.</p>
Women or men including those living in particular communities		Y		<p>The policy will demonstrate the Council's commitment to the elimination of discrimination.</p> <p>Research suggests higher incidence of domestic abuse amongst women.</p> <p>The policy considers the different protected</p>

				<p>characteristics and related experiences of domestic abuse victims, and how these may overlap, particularly in relation to accessing services and support.</p> <p>Available support or assistance will be provided to all tenants, with opportunity to speak to an employee of the same gender.</p>
Pregnant women or people on maternity or paternity leave or breastfeeding mothers.			Y	
A person's marital status including civil partnership			Y	
People with a particular sexual orientation			Y	
People with particular religion or belief			Y	
Trans people or people planning to or going through gender reassignment			Y	

If there is potential for significant negative impacts on groups with protected characteristics which either cannot be mitigated or where there is uncertainty about the efficacy of measures, consideration should be given to consultation/engagement (or specific consultation and engagement) with those groups of people who may/will be impacted. Please refer to the separate guidance. If further consultation takes place then the Assessment of Impact above (2.3) should be revised taking into account any additional evidence.

Is further information or consultation required to complete this assessment? Yes/No

If an adverse negative impact has been identified that cannot be fully mitigated, can it be justified on grounds of promoting equality of opportunity for one group or for any other reason? i.e. is it a proportionate response to achieve a legitimate and justified aim. Please explain.

- *Consider is the response proportionate/balanced*
- *Seek legal advice to cross check*
- *Refer to guidance to support your answer*

2.4 Conclusion

Signed (lead officer): _____

Date: _____