

Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes and other resources, available on the [intranet](#)



Version	1	Date Completed	08/10/2025
Description of what is being impact assessed			
The implementation of the Housing Domestic Abuse Policy 24-27			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups?			
<ul style="list-style-type: none"> -Domestic Abuse Housing Alliance (DAHA) standards -East Devon District Council's Equality Policy and Objectives 2021–2025 -Relevant legislation including the Equality Act 2010, Care Act 2014, and Domestic Abuse Act 2021 - Office of National Statistics, crime and data - CSEW – Crime survey for England and Wales 			
Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?			
<ul style="list-style-type: none"> -Housing staff and safeguarding leads -Tenant representatives and working groups -Local partners, including the Safer Devon Partnership - ASB Lead - External agencies 			

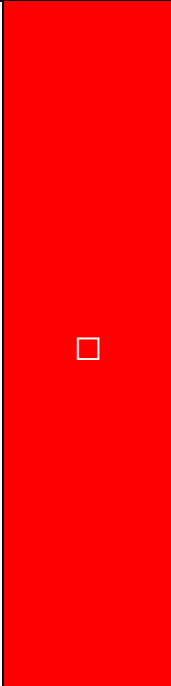
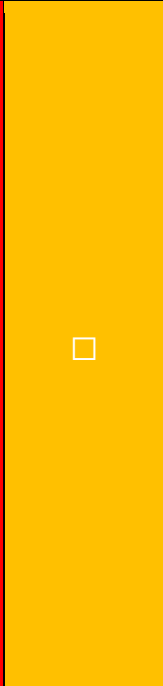
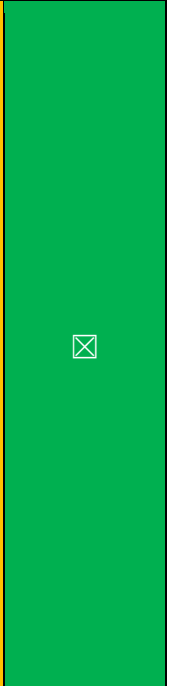
- Public consultation

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. The Council also has a legal duty to have due regard to armed forces personnel when carrying out healthcare, housing and education functions. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, assess the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<p>The policy acknowledges that domestic abuse affects people of all ages, including older adults and young people. It includes specific references to elder abuse, recognising the unique vulnerabilities of people aged 60 and over, and outlines how abuse may be perpetrated by those closest to them.</p> <p>The policy also considers the impact of domestic abuse on children and young people, ensuring they have access to services as early as possible.</p> <p>National data (ONS and CSEW) is used to understand age-related trends in domestic abuse, helping to target support appropriately. The trauma-informed approach ensures that services are tailored to the emotional and physical needs of different age groups.</p> <p>The policy promotes early help and intervention, which is particularly beneficial for younger survivors and older adults who may be isolated or dependent on others.</p>	□	□	☒
Disability	<p>The policy recognises that survivors with disabilities may face additional barriers to accessing support, such as communication challenges, physical accessibility, or dependency on others (who may be perpetrators).</p>	□	□	☒

	<p>It promotes a person-centred and trauma-informed approach, ensuring that support is tailored to individual needs, including those with physical, sensory, cognitive, or mental health disabilities. The policy commits to creating safe environments for disclosure and support, which includes making reasonable adjustments and ensuring confidentiality.</p> <p>Staff are expected to respond in a non-judgemental and inclusive manner, with training provided to help them understand and support disabled survivors effectively.</p> <p>The policy aligns with safeguarding responsibilities under the Care Act 2014, ensuring that vulnerable adults are protected and referred appropriately.</p>			
<p>Gender reassignment</p>	<p>The policy recognises that domestic abuse can affect individuals regardless of gender identity, including those who are transgender or non-binary.</p> <p>It promotes a trauma-informed and person-centred approach, ensuring that support is tailored to individual experiences, including those undergoing or having undergone gender reassignment.</p> <p>The commitment to non-judgemental and inclusive service delivery helps create safe spaces for disclosure and support, which is especially important for trans individuals who may fear discrimination or disbelief. Staff are expected to treat all survivors with respect and dignity, and training is provided to help them understand the specific challenges faced by trans people, such as misgendering, isolation, or lack of access to appropriate services.</p> <p>The policy's emphasis on intersectionality ensures that gender identity is considered alongside other protected characteristics, enabling more effective and sensitive support.</p>	<p>□</p>	<p>□</p>	<p>□</p>

<p>Marriage and civil partnership</p>	<p>The policy explicitly includes individuals who are or have been married or in civil partnerships within its definition of domestic abuse, ensuring they are recognised and supported.</p> <p>It acknowledges that abuse can occur within intimate relationships, including those legally recognised through marriage or civil partnership, and does not make assumptions about the nature or dynamics of these relationships.</p> <p>Survivors in these groups are treated with the same level of care, respect, and urgency as any other, with access to tailored support and intervention.</p> <p>The policy promotes equal access to services, regardless of relationship status, and ensures that survivors are not deterred from seeking help due to stigma or fear of judgment.</p> <p>Staff are trained to respond sensitively and appropriately to disclosures from individuals in these relationships, recognising the potential complexities such as shared housing, finances, or children.</p>			
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Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Pregnancy and maternity	<p>This policy recognises that pregnancy can increase vulnerability to domestic abuse, and that survivors who are pregnant or have recently given birth may face additional risks and barriers to accessing support. It promotes a trauma-informed and person-centred approach, ensuring that services are responsive to the physical, emotional, and safeguarding needs of pregnant individuals and new parents. Staff are trained to respond sensitively to disclosures and to consider the wellbeing of both the survivor and any children involved. The policy includes a commitment to early intervention, which is particularly important for pregnant survivors who may be at increased risk of harm. It aligns with safeguarding responsibilities under the Children Act 1989 and 2004, ensuring that unborn and newborn children are considered in risk assessments and referrals. The policy supports access to housing and safety measures that help pregnant survivors remain safe and supported during a critical time.</p>	□	□	☒
Race and ethnicity	<p>The policy acknowledges that domestic abuse affects individuals from all racial and ethnic backgrounds and commits to delivering services that are culturally sensitive and inclusive. It promotes an intersectional approach, recognising that race and ethnicity may intersect with other protected characteristics to create unique barriers to accessing support. The policy uses national and local data (e.g. ONS and CSEW) to understand how domestic abuse impacts different ethnic groups, helping to inform targeted support and commissioning decisions. Staff are expected to treat all survivors with respect and dignity, and training includes awareness of cultural differences and how these may influence experiences of abuse and help-seeking behaviour.</p>	□	□	☒

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	<p>The policy encourages feedback from diverse communities and works with local partners to ensure services are accessible and trusted by ethnic minority groups.</p> <p>It supports equal access to housing and safety interventions, regardless of background, and avoids assumptions or stereotypes in service delivery.</p>			
Religion or belief	<p>This policy recognises that domestic abuse affects individuals of all faiths and beliefs, and commits to delivering services that are respectful of religious and cultural practices.</p> <p>It promotes a non-judgemental and inclusive approach, ensuring that survivors feel safe and supported regardless of their religious background.</p> <p>Staff are expected to treat all survivors with dignity and respect, and training includes awareness of how religious beliefs may influence experiences of abuse, help-seeking behaviour, and support preferences.</p> <p>The policy's emphasis on intersectionality ensures that religion or belief is considered alongside other protected characteristics, enabling tailored and culturally sensitive support.</p> <p>By working with local partners and community organisations, the policy helps build trust and improve access to services for individuals from faith-based communities.</p>	□	□	☒
Sex	<p>This policy acknowledges that domestic abuse disproportionately affects women, with national data showing that 73% of domestic abuse crimes and 76% of domestic homicides involve female survivors.</p> <p>It also recognises that men can be survivors of domestic abuse and ensures that support is available to all individuals, regardless of sex.</p>	□	□	☒

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	<p>This policy promotes equal access to services, ensuring that both male and female survivors are treated with dignity, respect, and sensitivity. Staff are trained to respond appropriately to survivors of all sexes, avoiding gender-based assumptions and ensuring that services are inclusive and non-discriminatory.</p> <p>The trauma-informed approach supports survivors in a way that is responsive to their individual experiences, which may differ based on sex.</p> <p>The policy also considers the impact of domestic abuse on children and young people, ensuring that both boys and girls affected by abuse have access to early help and support.</p>			
Sexual orientation	<p>The policy recognises that domestic abuse affects individuals of all sexual orientations, including lesbian, gay, bisexual, and queer survivors.</p> <p>It promotes a non-judgemental and inclusive approach, ensuring that survivors feel safe and supported regardless of their sexual orientation. Staff are trained to respond sensitively and respectfully, avoiding assumptions about relationship dynamics or gender roles.</p> <p>The policy's emphasis on intersectionality ensures that sexual orientation is considered alongside other protected characteristics, enabling tailored support.</p> <p>By working with local partners and community organisations, the policy helps build trust and improve access to services for LGBTQ+ individuals.</p> <p>The trauma-informed approach ensures that services are responsive to the unique experiences and potential barriers faced by LGBTQ+ survivors, such as fear of discrimination or lack of representation</p>	□	□	☒

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Armed Forces (including serving personnel, families and veterans)	<p>This policy acknowledges the unique challenges faced by armed forces personnel, veterans, and their families, particularly around housing, mobility, and access to support services.</p> <p>It aligns with the Council’s legal duty to have due regard to armed forces communities when carrying out housing functions, ensuring that survivors from these groups are not disadvantaged.</p> <p>The trauma-informed approach is especially relevant for veterans and serving personnel who may have experienced or witnessed trauma and ensures that support is delivered in a sensitive and empowering way.</p> <p>The policy promotes early help and intervention, which is beneficial for families experiencing domestic abuse, especially where frequent relocations or isolation may be factors.</p> <p>Staff are trained to respond appropriately and signpost to specialist services, including those tailored to armed forces communities.</p> <p>The Council works in partnership with local and national organisations to ensure that armed forces survivors have access to appropriate housing, safeguarding, and emotional support.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other, e.g. carers, care leavers, low income, rurality/isolation, etc.	<p>The policy recognises that individuals in these groups may face additional barriers to accessing support, such as financial hardship, lack of transport, digital exclusion, or limited local services.</p> <p>It promotes early help and outreach, including pop-up events and community engagement, which are particularly beneficial for those in rural or isolated areas.</p> <p>The policy supports digital inclusion initiatives, helping low-income residents and digitally excluded individuals access online services and information safely.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	<p>Survivors who are carers or care leavers may have complex needs, and the policy's trauma-informed approach ensures that support is tailored to their circumstances.</p> <p>The Council works with local VCSE networks and partners to ensure that support is available in communities where formal services may be limited.</p> <p>By prioritising accessibility and flexibility, the policy helps ensure that no one is excluded from receiving help due to their socioeconomic or geographic situation.</p>			

Negative outcomes action plan
 Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
				<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
If negative impacts remain, please provide an explanation below.				
<p>Digital Exclusion for Low-Income or Rural Residents <i>Despite efforts to promote digital inclusion, some survivors may still struggle to access online services due to lack of devices, internet connectivity, or digital literacy. While outreach and pop-up events help mitigate this, full digital access remains a challenge for some groups.</i></p> <p>Limited Specialist Support for LGBTQ+ Survivors <i>Although the policy is inclusive, there may be limited availability of specialist services for LGBTQ+ survivors in the local area. This could affect the ability to provide tailored support and may require further partnership development.</i></p> <p>Language Barriers for Ethnic Minority Groups <i>Survivors whose first language is not English may face difficulties understanding available services or communicating their needs. While translation services are available, they may not always be timely or comprehensive.</i></p> <p>Accessibility for Survivors with Disabilities <i>Some housing-related interventions (e.g. emergency relocations or safety adaptations) may not be fully accessible for individuals with physical or sensory disabilities. Further work is needed to ensure all services meet accessibility standards.</i></p> <p>Underreporting Among Armed Forces Families <i>Due to stigma or fear of reputational damage, survivors from armed forces communities may be less likely to disclose abuse. This can limit access to support and requires ongoing awareness-raising and trust-building.</i></p>				

Completed by:	Rebecca Meakin – Communities Manager
Date:	25th September 2025
Approved by:	<i>Should be reviewed by the relevant Assistant Director/Director and signed off</i>
Date:	27/10/2025
To be reviewed by:	Rebecca Meakin
Review date:	April 2027

Ensure that a final copy of this impact assessment is sent to HR as per the equality impact assessment guidance.

Policy Description

This policy outlines East Devon District Council's approach to preventing and responding to domestic abuse. It sets out the council's responsibilities under the Domestic Abuse Act 2021 and other relevant legislation, and details how the housing service will support survivors, prioritise safety, and work in partnership with other agencies. The policy applies to all staff, contractors, and agents and promotes a trauma-informed, person-centred, and inclusive approach.

Evidence Sources

- Office for National Statistics (ONS) and Crime Survey for England and Wales (CSEW) data on domestic abuse
- Local housing and tenancy data
- Feedback from tenants and service users

Consultation

The policy was developed in consultation with:

- Housing staff and safeguarding leads
- Public consultation - commonplace

- Devon Domestic Abuse Alliance
- Antisocial Behaviour Officer

Feedback was gathered through meetings, informal conversations, online platforms

Analysis of Impact on Protected Groups

The policy recognises that domestic abuse affects individuals across all protected characteristics. It adopts a trauma-informed and intersectional approach, ensuring that services are accessible and responsive to diverse needs. The policy includes specific commitments to:

- Promote equal access and inclusivity
- Understand and address barriers related to identity and protected characteristics
- Provide tailored support based on individual needs
- Ensure staff are trained to respond sensitively and appropriately

Summary of Impact

This policy has a positive impact on all protected groups. It is designed to be inclusive, person-centred, and trauma-informed. By embedding equality, diversity, and inclusion into its core principles, the policy ensures that survivors of domestic abuse receive fair, respectful, and effective support regardless of their background or identity.