



Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Before completing this form, please refer to the supporting guidance document.

Where further guidance is needed, please contact CEO

<p>Name of the policy/practice/service to be assessed</p>	<p>Group Domestic Abuse Policy</p>	<p>Is this a new policy/practice/service or a revision to an existing?</p>	<p>The Policy is being updated.</p>
<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>This policy sets out how we will take steps to assist and support any person experiencing or threatened with domestic abuse, it applies to all customers including those living with our tenants and our employees.</p>		

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<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Tenants and members of tenants households and employees.</p>																					
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>We aim to create a safe environment where victims of domestic abuse feel they can approach us, are encouraged to talk and are listened to, thus enabling them to make informed decisions about their lives and live more independently and are supported by us in this process.</p>																					
<p>4. Which protected characteristics could be affected by the policy, practice, or service?</p>	<p><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="663 639 2114 1382"> <tr> <td data-bbox="663 639 1608 711">Age</td> <td data-bbox="1608 639 2114 711">✓</td> </tr> <tr> <td data-bbox="663 711 1608 783">Disability</td> <td data-bbox="1608 711 2114 783">✓</td> </tr> <tr> <td data-bbox="663 783 1608 855">Gender reassignment</td> <td data-bbox="1608 783 2114 855">✓</td> </tr> <tr> <td data-bbox="663 855 1608 927">Marriage/Civil Partnership</td> <td data-bbox="1608 855 2114 927">✓</td> </tr> <tr> <td data-bbox="663 927 1608 999">Pregnancy/Maternity</td> <td data-bbox="1608 927 2114 999">✓</td> </tr> <tr> <td data-bbox="663 999 1608 1070">Race</td> <td data-bbox="1608 999 2114 1070">✓</td> </tr> <tr> <td data-bbox="663 1070 1608 1142">Religion or belief</td> <td data-bbox="1608 1070 2114 1142">✓</td> </tr> <tr> <td data-bbox="663 1142 1608 1214">Sex</td> <td data-bbox="1608 1142 2114 1214">✓</td> </tr> <tr> <td data-bbox="663 1214 1608 1286">Sexual Orientation</td> <td data-bbox="1608 1214 2114 1286">✓</td> </tr> <tr> <td colspan="2" data-bbox="663 1286 2114 1382"> <p>Consider if you want to add any more e.g. ?</p> <ul style="list-style-type: none"> • People with caring responsibilities </td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment	✓	Marriage/Civil Partnership	✓	Pregnancy/Maternity	✓	Race	✓	Religion or belief	✓	Sex	✓	Sexual Orientation	✓	<p>Consider if you want to add any more e.g. ?</p> <ul style="list-style-type: none"> • People with caring responsibilities 	
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	<ul style="list-style-type: none"> • Staff and tenants from lower socio-economic backgrounds 	
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5. If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

The policy applies to all of the protected characteristics. Domestic abuse happens in all communities, regardless of gender, age, disability, gender reassignment, race, religion or belief, sexual orientation, marriage or civil partnership and pregnancy or maternity

6. Evidence Gathering and Engagement

a. What evidence has been used for this assessment? For example, national statistics.

The original Policy Statement was based on a recommended template promoted as part of the Make a Stand Campaign.

b. Who have you engaged and consulted with as part of your assessment?

We will promote and raise awareness of our policy through our website/Guide to Information, publications and through staff induction and training.


7. Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.

The policy aims to have positive impact on people experiencing domestic abuse. Advice and support will be provided in a caring and non-judgemental way with the agreement of the individual concerned. Through implementation of the policy we will support and assist people to understand options and improve coordination and access to support agencies and other partners. The intention is to support and empower people in a way that will positively impact on their situation.

This policy is not designed to impact negatively on anyone.

8. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i>	Issue	Action	Timescales
	<ul style="list-style-type: none"> • Training/refresher training will be required for staff as and when required. • Development/review 	<ul style="list-style-type: none"> • Line managers to review any training needs/requirements: SMT • Review of Domestic Abuse 	<ul style="list-style-type: none"> • From June 2022 • Q2 2022/2023

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	<p>of procedures to sit alongside the policy.</p> <ul style="list-style-type: none"> • RSG aim to be a Third Party Reporting Centre. • Promote our policy and approach to our customers and Signposting through existing communication channels to raise awareness of domestic abuse and the issues addressed in this policy. 	<p>Procedures including development of a Domestic Abuse Checklist: HSM.</p> <ul style="list-style-type: none"> • Investigate Third party Reporting Status for the RSG and ensure appropriate training and publicity: HSM • To be promoted on website and in Rural Matters: CSO 	<ul style="list-style-type: none"> • Q3 2022/23 • Spring, Summer and Winter Editions of Rural Matters and added to website June 2022.
<p>9. Decision: Please record decision e.g.,</p> <ul style="list-style-type: none"> • No change/amend (see above) • Cease • Progress with risk (monitor and add to risk register?) 	<ul style="list-style-type: none"> • Amendments made to Policy. 		
<p>Signed</p>			
<p>Job title</p>	<p>CEO</p>		

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Date the EIA was completed	30 th May 2022
Review date	2025
Date of any quality sample check	NA

Please attach the completed document as an Appendix to your policy, practice, or service report