



## Domestic Abuse Policy

This document can also be provided in large print, braille, audio or other non-written format, and in a variety of languages



Last reviewed – July 2026

Version: 1.0

|                                                     |                            |
|-----------------------------------------------------|----------------------------|
| <b>Approval body</b>                                | Caledonia Management Board |
| <b>Date of approval</b>                             | 13 August 2026             |
| <b>Date of next policy review</b>                   | August 2029                |
| <b>Customer engagement required</b>                 | N/A                        |
| <b>Your Voice engagement required</b>               | To be informed             |
| <b>Equality Impact Initial Assessment completed</b> | Complete                   |
| <b>Full Equality Impact Assessment required</b>     | Complete                   |
| <b>Data Protection Risks Assessed</b>               |                            |
| <b>Health and Safety Risks Assessed</b>             |                            |
| <b>Sustainability Impacts Assessed</b>              |                            |
| <b>Procedures Updated</b>                           |                            |
| <b>Date Procedures Last Reviewed</b>                |                            |
| <b>Data Impacts / IT System Changes Assessed</b>    |                            |
| <b>Training Needs Assessed</b>                      |                            |
| <b>Previous Policy Version</b>                      | N/A                        |
| <b>New Policy Version</b>                           | N/A                        |

## Equality Impact ~ Initial Assessment

| 1. People responsible for carrying out this assessment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                     |                              |                                                                                                                                                  |
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| <b>Policy Owner:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Head of Frontline Services          |                              |                                                                                                                                                  |
| <b>EQIA Assessor(s):</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Head of Frontline Services          |                              |                                                                                                                                                  |
| <b>Name of Policy:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Domestic Abuse Policy               |                              |                                                                                                                                                  |
| <b>Date of last EQIA:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | New policy                          |                              |                                                                                                                                                  |
| 2. Purpose, aim(s) and expected outcomes (including who will benefit):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                     |                              |                                                                                                                                                  |
| <p>The purpose of the Domestic Abuse Policy is to establish a consistent, trauma-informed and person-centred approach to identifying, responding to and supporting individuals affected by domestic abuse and other forms of violence within the home. The policy aims to:</p> <ul style="list-style-type: none"> <li>• Support victims and survivors to remain safe and secure within their homes where possible.</li> <li>• Prevent homelessness arising from domestic abuse.</li> <li>• Ensure compliance with relevant legislation, particularly the Domestic Abuse (Protection) (Scotland) Act 2021.</li> <li>• Strengthen partnership working with specialist agencies and statutory services.</li> <li>• Support staff to identify, respond to and appropriately refer cases of domestic abuse.</li> <li>• Promote equal access to housing support and services for all individuals affected by domestic abuse.</li> </ul> <p>Primary beneficiaries are victims and survivors of domestic abuse, including tenants, household members and housing applicants. Secondary beneficiaries include children, vulnerable adults, staff and partner agencies supporting affected individuals.</p> |                                     |                              |                                                                                                                                                  |
| 3. Is there a direct impact on people, or how the service is delivered?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                     |                              |                                                                                                                                                  |
| <p>It is our intention that all tenants benefit from this Policy, as it safeguards tenants and their families who have been directly impacted by domestic abuse.</p> <p>We recognise that domestic abuse can affect people in different ways, depending on their circumstances and characteristics. This Policy reflects that by committing to a fair and consistent approach and offering appropriate support to those affected by or survivors of domestic abuse.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                     |                              |                                                                                                                                                  |
| 4. Potential impact on diverse communities, customers or groups?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                     |                              |                                                                                                                                                  |
| <p>The policy is expected to have a positive impact by improving access to support and housing security for those with protected characteristics.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                     |                              |                                                                                                                                                  |
| 5. Is there a Positive or Negative impact?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                     |                              |                                                                                                                                                  |
| Positive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <input checked="" type="checkbox"/> | Which groups does it impact? | There will be a positive impact as all protected characteristic groups, particularly women, disabled people, minority ethnic communities, LGBTQ+ |
| Negative                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <input type="checkbox"/>            |                              |                                                                                                                                                  |
| Neutral                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <input type="checkbox"/>            |                              |                                                                                                                                                  |

|                                                                                                                                                                                                                                                                                                                                                                                       |  |                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                       |  | <p>individuals, older people, younger people, carers, and those experiencing homelessness or socioeconomic disadvantage.</p> <p>No direct negative impacts have been identified.</p> |
| <b>6. Details of any engagement activities carried out</b>                                                                                                                                                                                                                                                                                                                            |  |                                                                                                                                                                                      |
| <p>The Scottish Government Domestic Abuse guidance and legislation underpins this policy. Internal consultation has taken place across teams and specialist organisations have been engaged, especially with a view to staff training.</p>                                                                                                                                            |  |                                                                                                                                                                                      |
| <b>7. Overall Impact Rating</b>                                                                                                                                                                                                                                                                                                                                                       |  |                                                                                                                                                                                      |
| <p>Material impact <input checked="" type="checkbox"/> Non-material impact <input type="checkbox"/></p>                                                                                                                                                                                                                                                                               |  |                                                                                                                                                                                      |
| <b>8. Initial Assessment Findings and Recommendation</b>                                                                                                                                                                                                                                                                                                                              |  |                                                                                                                                                                                      |
| Initial Assessment Only <input type="checkbox"/>                                                                                                                                                                                                                                                                                                                                      |  | Full EQIA Required <input checked="" type="checkbox"/>                                                                                                                               |
| <b>9. Reason(s) for Recommendation</b>                                                                                                                                                                                                                                                                                                                                                |  |                                                                                                                                                                                      |
| <p>Domestic abuse disproportionately affects some protected characteristic groups and individuals experiencing socioeconomic disadvantages. The policy directly affects service delivery, access to housing support, safeguarding practice and positive tenancy outcomes. A full EQIA is appropriate to ensure all potential equality impacts have been considered and mitigated.</p> |  |                                                                                                                                                                                      |
| <b>Date of Initial Assessment</b>                                                                                                                                                                                                                                                                                                                                                     |  | 16 July 2026                                                                                                                                                                         |

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## **1.0 Introduction**

### **1.1 Purpose of the Policy**

This policy sets out Caledonia Housing Group's approach to domestic abuse and other forms of violence within the home.

### **1.2 Scope of the Policy**

We recognise that anyone can be a victim or survivor of domestic abuse, and this policy aims to provide a response to help prevent and address all forms of violence in the home, ensuring that victims and survivors are supported to make informed choices in regard to their housing needs and options.

Caledonia Housing Group will use all means possible to deal effectively with incidents of domestic abuse caused by or affecting its tenants. Where appropriate, we will work closely and co-operate with other agencies whose functions and remits extend to dealing with any aspects of anti-social behaviour.

## **2.0 Principles, Aims and Objectives**

### **2.1 Policy Objectives**

This policy is intended to reduce the impact of homelessness for anyone who finds themselves homeless as a result of domestic abuse or other forms of violence within the home. This policy takes into account the most recent legislation, the Domestic Abuse (Protection) (Scotland) Act 2021, and specifically Domestic Abuse Protection Notices and Domestic Abuse Protection Orders and grounds for social landlords to apply for a court order to enable a tenancy to be transferred to a victim or survivor of domestic abuse.

### **2.2 Legislative and Regulatory Context**

This policy framework has been developed considering the legislation and guidance relevant to areas of protection:

- Domestic Abuse (Protection) (Scotland) Act 2021
- Domestic Abuse – Social Housing Tenancy Provisions – Statutory Guidance
- Domestic Abuse (Scotland) Act 2018
- Equality Act 2010
- Abusive Behaviour and Sexual Harm (Scotland) Act 2016
- Data Protection Act 1998
- General Data Protection Regulation (Regulation (EU) 2016/679)
- Housing (Scotland) Act 1987
- Housing (Scotland) Act 2001
- Housing (Scotland) Act 2014
- Homelessness etc. (Scotland) Act 2003
- Children (Scotland) Act 1995
- Children and Young People (Scotland) Act 2014
- Matrimonial Homes (Family Protection) (Scotland) Act 1981
- Adult Support and Protection (Scotland) Act 2007

Our key legislative obligations are to recognise and respond to cases of domestic abuse appropriately and support victims and survivors at risk of homelessness. This includes supporting victims and survivors to remain in their homes and ensuring staff training and partnership arrangements are in place to support a person-centred approach to safety.

### **3.0 Definitions**

Caledonia Housing Group uses the Scottish Government's definition of domestic abuse: *"Domestic abuse (as gender-based abuse), can be perpetrated by partners or ex-partners and can include physical abuse (assault and physical attack involving a range of behaviour), sexual abuse (acts which degrade and humiliate women and are perpetrated against their will, including rape) and mental and emotional abuse (such as threats, verbal abuse, racial abuse, withholding money and other types of controlling behaviour such as isolation from family or friends)"*.

The types of abuse can include, but are not limited to:

- Emotional, psychological and verbal abuse
- Physical Abuse
- Sexual Abuse
- Financial Abuse
- Controlling or coercive behaviours
- Online or digital abuse

As part of Caledonia Housing Groups approach to domestic abuse, this policy will also cover those experiencing other forms of violence in the home. This includes, but is not limited to, Violence Against Women and Girls (VAWG) and Gender-Based Violence (GBV).

While these terms are used to describe a range of behaviours that disproportionately impact women and children, Caledonia Housing Group recognises that they can affect any person regardless of age, gender or ethnic group.

VAWG and GBV, as defined by the Scottish Government and Public Health Scotland, cover a spectrum of violent and abusive behaviours including but not limited to:

- Physical, sexual and psychological violence in the family, general community or institutions. This includes domestic abuse, rape, incest and child sexual abuse.
- Sexual harassment and intimidation at work and in public.
- Commercial sexual exploitation including prostitution, pornography and trafficking.
- It also includes so called "honour based" violence, female genital mutilation (FGM), stalking, and forced marriage.

## **4.0 Policy Statement**

### **4.1 Our Approach**

Caledonia Housing Group supports a zero tolerance approach to domestic abuse. We

will prioritise the safety, security and housing stability of those affected by domestic abuse.

The main aim of this policy is to ensure that victims and survivors of domestic abuse are supported and given advice to make informed choices about their housing options. This includes sustaining their current accommodation, where possible and preventing homelessness.

We will adopt an early intervention approach where possible to enable victims and survivors to avoid the potential trauma of emergency accommodation, living in an unfamiliar area away from existing support networks, and reducing the likelihood of financial hardship associated with homelessness.

We will follow guidance for the most recent legislation and take a person-centred, trauma-informed approach, working with specialist services and other agencies and where needed make use of Ground 15A, which gives social landlords the power to seek a court order to end a person's interest in a tenancy where they have perpetrated abuse.

#### **4.2 Working in Partnership**

We acknowledge that tackling issues of domestic abuse requires a multi-agency approach and we will endeavour to work with local organisations to ensure situations are dealt with in the most effective way, ensuring the best possible outcome for victims and survivors of domestic abuse.

We will seek to act quickly and sensitively when dealing with situations of domestic abuse, such as making referrals to agencies including Social Work Departments, Women's Aid and the Police and following or supporting any recommendations or action plans that arise from these.

### **5.0 Roles and Responsibilities**

#### **5.1 Supporting victims and survivors of domestic abuse**

Caledonia Housing Group recognises that working in partnership is the most effective way to support victims and survivors of domestic abuse and other forms of violence within the home. To ensure appropriate support is in place whilst housing issues are resolved, our staff will encourage individuals to allow us to share information with other agencies.

It is important to ensure reported incidents which may relate to domestic abuse or other forms of violence within the home are not treated under our Anti-Social Behaviour Policy to avoid the risk of blaming victims or survivors of domestic abuse and other forms of violence within the home, inadvertently supporting perpetrators of the abuse, but encourages victims and survivors of domestic abuse to seek support.

Where a victim or survivor of domestic abuse wants to remain in the home, our policy will support the removal of the perpetrator from the property and any occupancy or legal interests in the tenancy and property.

## **5.2 Supporting staff to identify signs of domestic abuse**

We will support our staff to identify signs of domestic abuse and other forms of domestic violence, through providing staff regular training and access to resources.

Through working in partnership with other organisations we will continue to develop staff preparedness for identifying and dealing with situations of domestic abuse including post-incident support.

## **5.3 Perpetrators of domestic abuse**

Our staff will work with the perpetrators of domestic abuse and other forms of violence within the home to discuss the housing options available to them. We will consider all options to assist the perpetrator in their decision to terminate their part of the tenancy, allowing the victim or survivor to remain in their home.

We will provide support to Police Scotland and other external agencies in dealing with perpetrators of domestic abuse and other forms of violence within the home. We will use all routes available to us in delivering this policy including seeking recovery of possession of the property where we are legally able to do so.

## **5.4 Housing Options**

Our staff will listen without judgement, offering advice and support where appropriate to meet the individual needs of victims and survivors of domestic abuse and other forms of violence in the home. Our responses may include:

- Strengthening the victims and survivors right to remain in their home by, for example, transferring their tenancy into their own name where possible and making effective use of management transfers so that they can make planned moves without becoming homeless.
- Providing additional security measures to the home where agreed.
- Responding sensitively to rechargeable repairs by assessing them on a case-by-case basis and considering whether recharge is appropriate.
- Supporting victims and survivors to gain legal information and advice. Our approach will be consistent and systematic to safeguard victims and survivors.

With the permission of the victim or survivor, refer them to other specialist agencies that can provide support.

## **5.5 Homelessness Prevention**

This policy aims to reduce the impact of homelessness on victims and survivors of domestic abuse and other forms of violence within the home. Access to housing is recognised as one of the main challenges individuals face when ending a relationship with an abusive partner. Ending the relationship often results in victims and survivors being made homeless, adding additional emotional and financial stress.

To prevent homelessness where domestic abuse is a factor, Caledonia Housing Group will:

- Support victims and survivors of domestic abuse and other forms of violence within the home to provide information on housing options available.
- Help victims and survivors of domestic abuse to obtain safe and secure temporary accommodation, such as access to refuges for women and children.
- Review allocations for rehousing to ensure that victims and survivors of domestic abuse and other forms of violence in the home will no longer be at risk.
- Collaborate and coordinate with partner agencies to ensure practical assistance is available, such as financial advice and assistance to ensure victims and survivors of domestic abuse and other forms of violence are supported to manage the financial implications of the homelessness process.

## **6.0 Procedures**

### **6.1 Receiving a disclosure**

When a tenant, household member, applicant or third party discloses domestic abuse, staff will:

- Determine with the victim or survivor who is the most appropriate person to lead on the interview
- Listen, believe and respond without judgement.
- Provide a private and safe environment to discuss concerns.
- Assess whether there is any immediate risk to the individual or others.
- Contact emergency services where there is an immediate threat to life or safety.
- Record information accurately and securely.
  - Obtain consent before sharing information unless safeguarding or serious risk requires disclosure.

### **6.2 Risk and safety assessment**

Staff will assess:

- Immediate risk of harm.
- Escalating or repeat incidents.
- Risks to children or vulnerable adults.
- Stalking, harassment or threats.
- Security of the home.

With the individual's consent referrals will be made to specialist services where appropriate.

### **6.3 Partnership working**

With the individual's consent, or where there are serious concerns for welfare or safeguarding, referrals may be made to:

- Scottish Women's Aid or other specialist domestic abuse services.
- Police Scotland.
- Social Work services.
- Health and wellbeing services.
- Other appropriate support agencies.

We will work with these agencies to support our residents after a disclosure has been made.

### **6.4 Review and monitoring**

All domestic abuse cases will be managed confidentially, with ongoing communication with local authorities and specialist partners to ensure positive housing outcomes and to ensure an effective and consistent response to domestic abuse.

## **7.0 Compliance and Enforcement**

It is important that all members of staff, in carrying out their duties for the Group, do so in accordance with the Group's policy framework. Our policy framework ensures we comply with laws and regulation, while giving guidance to inform operations and decision-making. Our policies have been designed to be clear and easy to understand and are available on our website and intranet. If any member of staff is unclear as to their responsibilities under this policy, then they should refer to their line manager and / or the policy author for further guidance. A failure to comply with Group policies can have serious consequences for the Group. Should an employee become concerned about serious non-compliance with the policy, they should speak to their line manager or refer to the guidance set out in the Group Whistleblowing policy

## **8.0 Review and Revision**

### **8.1 Review Frequency**

This policy will be reviewed every three years or earlier where there are changes in legislation or regulatory requirements or where significant incidents identify a need for review.

In the case of any conflict, legislation will take precedence over this policy.

### **8.2 Responsibility for Updates**

The Head of Frontline services has responsibility for reviewing and updating this policy.



## **9.0 Approval and Effective Date**

### **9.1 Approval Details**

Approval body: Caledonia Management Board

Approval date: 13 August 2026

### **9.2 Effective Date**

This policy shall take affect from the date of approval.

## Appendix 1

### Equality Impact Assessment (EQIA)

| Person(s) responsible for carrying out this assessment |                                               |
|--------------------------------------------------------|-----------------------------------------------|
| <b>Policy Owner:</b>                                   | Head of Frontline Services                    |
| <b>EQIA Assessor(s):</b>                               | Head of Frontline Service, Governance Officer |
| <b>Name of Policy:</b>                                 | Domestic Abuse Policy                         |
| <b>Date of last EQIA:</b>                              |                                               |

| Protected Characteristic: Age                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Potential/actual impact identified                                                                                                                                                                                                                                                                                                                                                    | Actions to remove or reduce impact                                                                                                                                                                                                                                           |
| Older people and younger adults may experience barriers to reporting abuse due to dependency, fear, family relationships, digital exclusion or lack of awareness of support services. Younger victims may not recognise abusive behaviour. Controlling, coercive or manipulative behaviour may have been normalised, or they may have a lack of experience of a healthy relationship. | <p>Ensure information is available in accessible formats.</p> <p>Provide age-appropriate support and referral pathways.</p> <p>Work with safeguarding partners where required.</p> <p>Train staff to recognise domestic abuse affecting older people and younger adults.</p> |
| <b>Overall Impact?</b>                                                                                                                                                                                                                                                                                                                                                                | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>                                                                                                                                                              |

| Protected Characteristic: Disability                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Potential / actual impact identified                                                                                                                                                                                                                                                                              | Actions to remove or reduce impact                                                                                                                                                                                                  |
| Disabled individuals may be at increased risk of domestic abuse and can face additional barriers in accessing support, reporting concerns or leaving abusive situations. Individuals reliant on carers or partners, may not recognise abusive behaviour, particularly control of care, finances or communication. | <p>Provide information in alternative and accessible formats.</p> <p>Make reasonable adjustments for communication needs.</p> <p>Work with advocacy and support agencies.</p> <p>Ensure offices and services remain accessible.</p> |

|                        |                                                                                                                 |
|------------------------|-----------------------------------------------------------------------------------------------------------------|
|                        | Ensure staff are aware of the signs to look out for which may indicate domestic abuse is occurring.             |
| <b>Overall Impact?</b> | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/> |

#### Protected Characteristic: Gender Reassignment (transgender)

| Potential / actual impact identified                                                                                                           | Actions to remove or reduce impact                                                                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Transgender people may experience domestic abuse linked to gender identity and may be reluctant to seek support due to fear of discrimination. | Maintain a zero-tolerance approach to discrimination.<br>Deliver services in a respectful and inclusive manner.<br>Ensure confidentiality and privacy.<br>Refer to specialist LGBTQ+ support organisations where appropriate. |
| <b>Overall Impact?</b>                                                                                                                         | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>                                                                                                               |

#### Protected Characteristic: Marriage and civil marriage or partnership

| Potential/actual impact identified                                                                                                                                                                            | Actions to remove or reduce impact                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The policy supports individuals experiencing abuse within marriages, civil partnerships and former relationships and may assist individuals in maintaining housing security following relationship breakdown. | Provide impartial advice on housing options.<br>Support tenancy changes where legislation allows.<br>Work alongside legal and specialist support services. |
| <b>Overall Impact?</b>                                                                                                                                                                                        | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>                                            |

#### Protected Characteristic: Pregnancy and maternity

| Potential / actual impact identified                                                                                                                | Actions to remove or reduce impact                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| Pregnancy and the period following childbirth can increase vulnerability to domestic abuse and may present additional safety risks for some people. | Prioritise safety planning and housing stability.<br>Fast-track referrals where risk factors are present. |

|                        |                                                                                                                 |
|------------------------|-----------------------------------------------------------------------------------------------------------------|
| <b>Overall Impact?</b> | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/> |
|------------------------|-----------------------------------------------------------------------------------------------------------------|

### Protected Characteristic: Race (including, ethnicity, nationality and Gypsy, Roma and Traveller communities)

| Potential / actual impact identified                                                                                                                                      | Actions to remove or reduce impact                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Individuals from minority ethnic communities may experience cultural barriers, language barriers, immigration-related concerns or reduced awareness of available support. | Provide access to interpretation and translation services.<br>Use culturally sensitive approaches.<br>Ensure equal access to services. |
| <b>Overall Impact?</b>                                                                                                                                                    | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>                        |

### Protected Characteristic: Religion or belief (consider dates/times of events in relation to religious practices/festivals)

| Potential / actual impact identified                                                                                    | Actions to remove or reduce impact                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Religious or cultural expectations can create additional barriers to disclosing abuse or leaving abusive relationships. | Respect individual beliefs and practices.<br>Ensure support is person-centred and non-judgemental.<br>Signpost to specialist faith-based support services where appropriate. |
| <b>Overall Impact?</b>                                                                                                  | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>                                                              |

### Protected Characteristic: Sex / Gender

| Potential/actual impact identified                                                                                                                                                                                      | Actions to remove or reduce impact                                                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Evidence indicates domestic abuse disproportionately affects women and girls; however, men can also experience domestic abuse. Men may be less likely to identify themselves as victims due to stigma and stereotyping. | Maintain a gender-informed but inclusive approach.<br>Provide support irrespective of gender.<br>Ensure all victims and survivors can access support and housing options.<br>Promote services as accessible to all victims |
| <b>Overall Impact?</b>                                                                                                                                                                                                  | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>                                                                                                            |

| Protected Characteristic: Sexual orientation (LGBTQ+)                                                           |                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Potential / actual impact identified                                                                            | Actions to remove or reduce impact                                                                                                                                        |
| LGBTQ+ individuals may face abuse linked to sexual orientation and may encounter barriers to accessing support. | Ensure inclusive language throughout service delivery.<br>Promote equality and confidentiality.<br>Sign-post individuals to specialist LGBTQ+ services where appropriate. |
| Overall Impact?                                                                                                 | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>                                                           |

| Beyond the 9 Protected Characteristics                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Socioeconomic status                                                                                                                                                                                                                                                                                                            | Homelessness<br>Unpaid caring responsibilities                                                                                                                                                                                                               |
| Potential / actual impact identified                                                                                                                                                                                                                                                                                            | Actions to remove or reduce impact                                                                                                                                                                                                                           |
| <p>The policy is expected to have significant positive impact on:</p> <ul style="list-style-type: none"> <li>Individuals experiencing poverty.</li> <li>Individuals at risk of homelessness.</li> <li>Unpaid carers.</li> <li>People experiencing financial abuse.</li> </ul> <p>Households affected by housing insecurity.</p> | <p>Focus on homelessness prevention.<br/>Provide housing options advice.<br/>Support access to financial inclusion services.<br/>Work with partner agencies to reduce housing instability.<br/>Disclosures will be handled sensitively and respectfully.</p> |
| Overall Impact?                                                                                                                                                                                                                                                                                                                 | Positive <input checked="" type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>                                                                                                                                              |

### Further Recommendations?

*(Consultation, issues, questions, changes to policy made in light of the assessment and any follow-up actions, including action lead and timescales)*

Implement trauma-informed practice training and learning opportunities.  
Include staff wellbeing and access to support where staff are exposed to distressing domestic abuse cases.

| Overall Impact Rating    |                                     |
|--------------------------|-------------------------------------|
| Material impact          | Non-material impact                 |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> |

**If the assessment identifies negative impacts that are material, an extended equality impact assessment will be carried out.**

| Extended impact assessment carried out |
|----------------------------------------|
| Not applicable                         |