

Eden District Council

Cabinet

15 November 2022

**Domestic Abuse Policy**

<b>Portfolio:</b>	Communities Portfolio
<b>Report from:</b>	Assistant Director – Customers, Performance & Housing
<b>Wards:</b>	All Wards
<b>OPEN PUBLIC ITEM</b>	

**1 Purpose**

- 1.1 To seek the approval of the updated Domestic Abuse Policy and delegated approval for the associated Domestic Abuse Procedures.

**2 Recommendation**

- 2.1 It is recommended that Cabinet approve the Domestic Abuse Policy attached at Appendix A.
- 2.2 It is recommended that approval of the Domestic Abuse Procedures is delegated to the Safeguarding Lead and Portfolio Holder for Communities.

**3 Report Details**

- 3.1 Safeguarding is a collective responsibility and is about protecting people's health, wellbeing and right to live free from harm, abuse or neglect and everyone who comes into contact with children and adults at risk has a role to play. No single agency can achieve the support and protection of children, young people and adults at risk alone and this is recognised in the relevant legislation which places a duty on organisations to work together to prevent and stop the risk and experience of abuse or neglect.
- 3.2 Our Safeguarding Policy and processes were reviewed and approved by Cabinet on 20 September 2022 to ensure that the Council continues to fulfil its obligations with regards to safeguarding adults and children in our district.
- 3.3 This Policy aims to ensure that a consistent approach to domestic abuse faced experienced by employees of Eden District Council is embedded in line with our Safeguarding Procedures.
- 3.4 It is important that our procedures are clear to all officers and Members, and we embark on an appropriate training programme for domestic abuse.
- 3.5 The policy is attached in Appendix A.
- 3.6 With regards to Local Government Reorganisation, there is a working group looking at safeguarding policies and procedures for the new authorities.

## **4 Policy Framework**

4.1 The Council has four corporate priorities which are:

- Sustainable;
- Healthy, safe and secure;
- Connected; and
- Creative

4.2 This report meets the Healthy, Safe and Secure corporate priority.

## **5 Consultation**

5.1 Consultation has been carried out with the Portfolio Holder for Communities, Housing Needs and Policy Officer, and the CSP Co-ordinator.

## **6 Implications**

### **6.1 Financial and Resources**

6.1.1 Any decision to reduce or increase resources or alternatively increase income must be made within the context of the Council's stated priorities, as set out in its Council Plan 2019-2023 as agreed at Council on 7 November 2019.

6.1.2 There are no proposals in this report that would reduce or increase resources.

### **6.2 Legal**

6.2.1 District Councils in the local government area are under a duty to cooperate and are expected to fulfil their duties under the Children Act 2004. However, the key responsibility for safeguarding lies with the County Council, or unitary authority, and it is important to remember that it is not the responsibility of any Member, officer, volunteer or contracted service provider to determine whether abuse is or has taken place.

6.2.2 The role of the Member, officer, volunteer or contracted service provider is to inform, not to investigate or judge. Eden District Council is not responsible for investigating any safeguarding incidents or allegations, involving children, young people or vulnerable adults.

6.2.3 Where the Council is engaged with partner agencies around cross-cutting issues such as domestic violence, tackling, racism and hate crimes, etc, issues regarding safeguarding may also emerge and need to be considered.

### **6.3 Human Resources**

6.3.1 There are no Human Resources implications arising out of this proposal.

### **6.4 Environmental**

6.4.1 There are no significant effects on carbon emissions and ecosystems as a result of this policy.

## 6.5 Statutory Considerations

<b>Consideration:</b>	<b>Details of any implications and proposed measures to address:</b>
Equality and Diversity	There is no adverse effect on Equality & Diversity. An EIA has been carried out & is attached as an appendix to this report.
Health, Social Environmental and Economic Impact	This policy is very important in delivering this statutory consideration with regards to health and social
Crime and Disorder	No direct impact
Children and Safeguarding	This policy is very important in delivering this statutory consideration.

## 6.6 Risk Management

<b>Risk</b>	<b>Consequence</b>	<b>Controls Required</b>
Risks to public, and reputational risk to Council	Failing to act on a safeguarding issue could lead to a serious case review which would affect the Council's reputation	Policy and procedures are implemented and monitored, and training offered to all officers and Members

## 7 Other Options Considered

7.1 The Council could decide a Domestic Abuse Policy is unnecessary. This option has been rejected in the interest of staff wellbeing.

## 8 Reasons for the Decision/Recommendation

8.1 As a Council we are committed to improving employee wellbeing.

### Tracking Information

<b>Governance Check</b>	<b>Date Considered</b>
<b>Chief Finance Officer (or Deputy)</b>	7 November 2022
<b>Monitoring Officer (or Deputy)</b>	25 October 2022
<b>Relevant Assistant Director</b>	19 October 2022

### Background Papers:

#### Appendices:

**Appendix A - Safeguarding Policy**

**Appendix B - Equality Impact Assessment**

#### Contact Officer:

**Amanda Yellowley, Assistant Director Customers, Performance and Housing**



Approved by:  
 Date Approved:  
 Review Frequency:  
 Responsible Officer: Deputy Chief Executive

Town Hall, Penrith, Cumbria CA11 7QF  
 Tel: 01768 817817  
 Email: les.clark@eden.gov.uk

# Domestic Abuse Policy

Version Control Table

Version	Date	Detail	Author	Approver
1.0		Final draft as approved	Amanda Yellowley	Cabinet
Next review date:				

## Accessibility Information

A summary of the information contained in this document is available in different languages or formats upon request. Contact Eden District Council's Communication Officer, telephone: 01768 817817 or email: [communication@eden.gov.uk](mailto:communication@eden.gov.uk)

## Polish

Streszczenie informacji zawartych w niniejszym dokumencie można uzyskać na życzenie w innym języku lub formacie. Prosimy o kontakt telefoniczny z Referentem Rady ds. Komunikacji Okręgu Eden pod numerem telefonu 01768 817817 lub pocztą e-mail na adres [communication@eden.gov.uk](mailto:communication@eden.gov.uk)

## Traditional Chinese

若閣下要求，本文件的摘要資訊可以其他版式和語言版本向您提供。請聯絡伊甸區地方政府專訊主任 (Eden District Council's Communication Officer)，其電話為：01768 817817，或發電郵至：[communication@eden.gov.uk](mailto:communication@eden.gov.uk)

## Urdu

اس دستاویز میں شامل عمل و ما صہ درج اس تکئی ے جلے پر ملحقہ زبٹوں اور فارمیٹوں (شکلوں) میں دستیاب ہے۔ ایڈن ڈسٹرکٹ کائونسل کے افسر برٹے موا ت سے فون نمبر 01768817817 پر ربطہ کیوں یا [communication@eden.gov.uk](mailto:communication@eden.gov.uk) پر ای ہلکیوں۔

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## Introduction

Eden District Council recognises that some of its employees will be amongst those affected by domestic abuse. It may be as a survivor, someone who is currently living with domestic abuse; someone who has been impacted by a domestic abuse or someone who perpetrates domestic abuse.

The Council has a 'zero tolerance' position on domestic abuse and is committed to ensuring that any employee who is the victim of domestic abuse has the right to raise the issue with their employer in the knowledge that they will receive support and assistance. We are committed to developing a workplace culture in which there is no room for violence or abuse, and which recognises that the responsibility for domestic abuse lies with the perpetrator. This policy statement also covers the approach we will take where an employee is a perpetrator of domestic abuse.

By developing an effective domestic abuse policy statement and working to reduce the risks related to domestic abuse, we will create a safer workplace and send out a strong message that domestic abuse is unacceptable. Domestic abuse has clear implications for the workforce, affecting attendance and presentism, staff turnover and mental wellbeing. It could also affect workplace teams, who may be caught up in a colleague's distress or in supporting them to move on.

We recognise that domestic abuse has a disproportionate impact on women and girls. However, domestic abuse does affect men as well as women and it should also not be assumed that only a husband / male partner is a threat because abusers may include wives, relatives, and same sex partners.

We undertake to not discriminate against anyone who has been subjected to domestic abuse both in terms of current employment or future development. This policy statement will apply to all staff. This policy is part of Eden District Council's commitment to the welfare and safety of all staff.

## 1 Policy Statement

Eden District Council is committed to safeguarding its employees from all forms of domestic to helping improve resilience and wellbeing through our role in corporate parenting.

This Policy aims to ensure that every employee who is experiencing / has experienced domestic abuse has the right to raise the issue with their employer in the knowledge that this will be treated sympathetically, sensitively, and, where possible, confidentially.

## 2 Scope of policy

This Policy and associated procedures apply to all employees, volunteers and elected members at Eden District Council. It covers all of the Council's services, as well as operations of partners, contractors and voluntary organisations that deliver services on its behalf. Those agencies must maintain or develop their own domestic abuse statements to reflect this document.

### 3 Definition

The terms domestic violence and domestic abuse now tend to be used interchangeably. The Domestic Abuse Act 2021 defines domestic abuse and can be found at <https://www.gov.uk/government/collections/domestic-abuse-bill>. In summary the definition of domestic abuse is:

“Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse:

- physical
- sexual
- psychological
- financial / economic
- emotional

Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.”

This also includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.

### 4 Principles

We believe that abusive behaviour is the responsibility of the perpetrator.

We will treat every victim as an individual as everyone's circumstances are different. Once a victim raises a concern about domestic abuse, they will be offered appropriate support and information on protection and help.

A survivor's experiences of domestic abuse may be compounded by racist reactions, isolation, language and cultural barriers or other reactions to age, sexuality, or disability.

The same access to information and support should be available for everyone experiencing domestic abuse.

Assumptions about what action is appropriate will not be based on protected characteristics under the Equality Act 2010.

Employees will be informed of their right to contact their trade union.



## 5 Confidentiality

If an individual makes a disclosure that they are a victim of domestic abuse, they must be assured that the information they provide is confidential. Consent will be sought if information is to be shared and all relevant governance will be observed.

There are, however, some circumstances in which confidentiality cannot be assured. This may occur when:

- There are concerns regarding children (for instance, if an employee gives information which suggests that their child or another child is at risk of abuse - whether physical, emotional, sexual or through neglect).
- If there is concern around vulnerable adults or where the organisation is required to protect the safety of other employees, or
- If it is believed an employee and/or colleague(s) are at risk of serious injury or death.

In these circumstances, the individual should be informed of the reasons why confidentiality cannot be maintained.

Where there are concerns regarding children, the manager/supervisor needs to be satisfied that appropriate steps are being taken to protect children and if they are not satisfied, they must consider making a referral to Children's Services.

If there is concern for a vulnerable adult's safety, the manager/supervisor should inform the individual that they are seeking further advice from an appropriate agency such as the Cumbria County Council's Adults Team or by completing a Safeguarding report.

Managers have a duty to maintain a safe secure working environment for all employees and this could be made easier if colleagues are aware of potential risks as part of safety planning. The manager should advise the individual concerned fully what information they will be sharing with colleagues and confirm the basis for it.

Managers should remind employees that this information is confidential and any unauthorised breaches of this or improper disclosure of information could result in disciplinary action being taken. The consequences of breaching confidentiality could also have very serious consequences for the person experiencing domestic abuse.

It is important that the employee is made aware of the above at the beginning of any discussions.

## 6 Disclosure of abuse

Employees experiencing domestic abuse may choose to disclose, report to or seek support from a variety of sources. This could include:

- Line manager/Human Resources
- Colleague
- Trade union representative/non-union staff representative

- Health Advocate

It is not their role to counsel victims, but they can offer information, workplace support, and signpost to other organisations.

We will respond sympathetically, supportively, and effectively to any member of staff who discloses that they are suffering from domestic abuse. Managers should consult with the employee and consider what actions that they can make to support victims of domestic abuse this could include, but is not limited to:

- Temporary adaptations to the victim's working patterns
- Using other existing policies (e.g. flexible working)
- Signpost and support Safety Planning (set out below)
- Paid time off to victims
- Signposting to counselling/support services

## **7 Safety planning**

Research suggests 75% of domestic abuse victims are targeted at work; from threatening calls to harassment and arriving unannounced. We have a duty of care to all our employees and we will prioritise the safety of employees if they make it known that they are experiencing domestic abuse.

When an employee discloses domestic abuse, we will encourage employees to contact a specialist support agency or a member of staff who can undertake a DASH (Domestic abuse, stalking and harassment, and honour based violence risk assessment – <https://www.dashriskchecklist.co.uk/>) and make appropriate referrals where necessary.

Support agencies contact details are available in Appendix 1.

## **8 If the victim and the perpetrator work in the same organisation**

In cases where both the victim and the perpetrator of domestic abuse work in the same organisation the Council will take appropriate action.

Action should be taken to ensure that the victim and perpetrator do not come into contact in the workplace. Action may also need to be taken to minimise the potential for the perpetrator to use their position or work resources to find out details about the whereabouts of the victim. This may include a change of duties for one or both employees or withdrawing the perpetrators access to certain computer programmes or offices.

## **9 Training**

We are committed to ensuring all line managers are aware of domestic abuse and its implications in the workplace. Information, briefings, or awareness raising sessions will be rolled out to ensure that all managers are able to:

- Identify the warning signs of domestic abuse
- Respond to disclosure in a sensitive and non-judgemental manner

- Understand that the victim's attitude to their domestic situation may vary over time
- Provide initial support – be clear about available workplace support including in house specialist staff where applicable
- Discuss how the organisation can contribute to safety planning.
- Understand that a victim may be subject to abuse from another perpetrator after entering into a new relationship
- Signpost to internal and external sources of support.
- Understand that they are not counsellors.

## **10 Role of colleagues**

We encourage all employees to report if they suspect a colleague is experiencing abuse. Employees should speak to their line manager about their concerns in confidence. In dealing with a disclosure from a colleague, employers should ensure that the person with concerns is made aware of this statement. Signs of potential domestic abuse are available in Appendix 2.

## **11 Perpetrators of domestic abuse**

The Code of Conduct and other appropriate Professional Codes inform staff of the standards of conduct expected of them. They identify principles governing behaviour by which employees are expected to abide. Employees are always expected to present high standards of personal integrity, honest, respect and conduct that will not reflect adversely on the organisation and its reputation both at work and also outside of work.

Domestic abuse perpetrated by employees will not be condoned under any circumstances.

We will treat any allegation, disclosure, or conviction of a domestic abuse related offence or any allegation that an individual assisted an abuser in carrying out and/or perpetrating domestic abuse seriously and as a potential breach of the Code of Conduct.

In most cases, the matter will be investigated under the Council's disciplinary procedure as potential gross misconduct which may, if proven, render the employee liable to dismissal without notice.

## **12 Review**

This statement will be reviewed every three years unless there are changes in legislation, best practice, or other organisation policies impact on its effectiveness.

Should further clarification be required in relation to the consultation and / or implementation process please contact the Human Resources.

## APPENDIX 1 – SIGNPOSTING

### EMERGENCY HOUSING

**Allerdale** – DA Partnership Support (Housing) 01900 702584

**Barrow** – DA Partnership Support (Housing) 01229 876599 or 01229 311102

**Copeland** – DA Partnership Support (Housing) 01946 598475 or 07776151831

**Carlisle** – DA Partnership Support (Housing) - 01228 817079

**Eden** – DA Partnership Support (Housing) 01768 861499

**South Lakeland** – DA Partnership Support (Housing) - 01539 73333

### LOCAL SERVICES

- **Safety Net** 01228515859 or 07748 682 600

Domestic Abuse Trauma informed Counselling and Support services. Safety Net will provide weekly trauma informed therapeutic or support sessions and have practical and emotional support in place. The service will also provide advice and signpost where necessary.

- **Gateway 4 Women** 01228212090

Domestic Abuse and Health and Wellbeing Services. Drop-in Centre, web updates, one to one telephone referrals, assessments and sessions.

- **Women Out West** (Whitehaven) 01946 550103

Domestic Abuse and Health and Wellbeing Services. Drop-in Centre, web updates, one to one telephone referrals, assessments and sessions.

- **Women Community Matters** (Barrow) 01229 311102

Domestic Abuse and Health and Wellbeing Services. Currently support is being provided via telephone calls and email only. The sessions being offered include: My Relationships & Me, Time for Thought, and Pause for Thought and Petals.

- **The Freedom Project** – 07712117986

Provides Domestic Abuse Counselling and Trauma Support Services.

- **Victim Support** 0300 3030 157 or 08081689111

Victim Support provides support to domestic abuse victims who are at all risk levels of abuse.

- **Birchall Trust** 01229 820828

Counselling Survivors of Rape and Sexual Abuse.

- **Bridgeway/SARC** 0808 118 6432

The Bridgeway Sexual Assault Support Services provide advice and online resources to help offer the right support and advice to service users who have been raped or sexually assaulted.

- **Springfield DA Refuge and Outreach** 01539 720313 or 07946 101820

Accommodation and outreach support programmes

## **NATIONAL SERVICES**

- **National Domestic Abuse Helpline** 0808 2000 247

The helpline is run by Refuge and a live online chat is also available.

- **Women's Aid**

Women's Aid is the national charity working to end domestic abuse against women and children. They provide local support services, training for organisations and information if you are worried about someone else. They also have a live chat facility.

- **Rape Crisis** 0808 802 9999

They have a network of independent Rape Crisis centres that provide specialist support and services for victims and survivors of sexual violence. They have a National Rape Crisis Helpline and a live chat.

- **Rights of Women**

Provides advice to women on family, criminal and immigration law issues. Different phone lines for family, criminal and immigration law issues are listed here.

- **Jewish Women's Aid** 0800 591203

Jewish Women's Aid supports Jewish women and children affected by domestic abuse and sexual violence.

- **Women with learning difficulties:** 020 8522 0675

- **Southall Black Sisters** 020 8571 9595

Advice and information on domestic abuse, racial harassment, welfare and immigration, primarily for Asian, African and African-Caribbean women.

- **Muslim Women's Helpline:** 020 8904 8193 or 020 8908 6715

The Muslim Women's Helpline aims to provide any Muslim girl or woman in a crisis with a free, confidential listening service and referral to Islamic consultants, plus practical help and information where required.

- **Asian Women's Resource Centre** 020 8961 6549

The Asian Women's Resource Centre provides a domestic violence and advocacy service. They provide support to women in need in the following languages: Bengali, Gujarati, Hindi, Hinko, Konkani, Marathi, Pashto, Patwari, Punjabi, Urdu, Farsi, Spanish, Portuguese, Italian, Kurdish, Turkish and Azerbaijani. They also offer support services around housing, welfare benefits, debt (signposting) and employment, as well as running immigration surgeries for those in need of specialist immigration advice.

- **IKWRO: Women's rights organisation** 020 7920 6460

Specialist advice and help to Middle Eastern and Afghan women and girls who are at risk of 'honour' based violence, forced marriage, child marriage, female genital mutilation and domestic violence.

- **Foreign and Commonwealth Office** advice on forced marriages: 020 7008 0151
- **Galop** 0800 999 5428

Galop, the LGBT+ anti-violence charity, provides hate crime, domestic abuse and sexual violence support services to lesbian, gay, bisexual and trans+ victims/survivors by telephone, email, text and WhatsApp.

- **Respect phone line** 0808 802 4040

An anonymous and confidential helpline for men and women who are harming their partners and families. Concerned friends or family members and front-line workers assisting abusers can also call for information and support.

- **ManKind Initiative** 01823 334 244

A national charity that provides help and support for male survivors of domestic abuse and domestic violence.

- **Respect Men's Advice** Line 0808 801 0327; a webchat is available at certain times

The Men's Advice Line is a confidential helpline for male victims of domestic abuse and those supporting them.

- **Samaritans** 116 123

## **APPENDIX 2 Signs someone might be experiencing Domestic Abuse**

### **Work productivity signs**

- Change in the person's working patterns, for example, frequent absence, lateness or needing to leave work early
- Reduced quality and quantity of work, missing deadlines, a drop in usual performance standards
- Change in the use of the phone/email, for example a large number of personal calls/texts, avoiding calls or a strong reaction to calls/texts/emails
- Spending an increased amount of hours at work for no reason
- Changes in behaviour or demeanour
- Conduct out of character with previous employment history
- Changes in behaviour, for example becoming very quiet, anxious, frightened, tearful, aggressive, distracted, depressed etc.
- Isolating themselves from colleagues
- Obsession with timekeeping
- Secretive regarding home life
- Worried about leaving children at home with abuser

### **Physical signs**

- Visible bruising or single or repeated injury with unlikely explanations
- Change in the pattern or amount of make-up used
- Change in the manner of dress, for example clothes that do not suit the climate which may be used to hide injuries
- Substance use / misuse
- Fatigue / sleep disorders

### **Other signs**

- Partner or ex-partner stalking employee in or around the workplace
- Partner or ex-partner exerting unusual amount of control or demands over work schedule
- Flowers / gifts sent to employee for no apparent reason
- Isolation from family / friends

# Equality Impact Assessment Template

## 1. About the Policy/Service/Function

Name of Policy/Service/Function being assessed	Domestic Abuse Policy	
Job Title of Officer completing EIA	Housing Needs & Policy Officer	
Department/service area	Housing	
Telephone number and email contact	<a href="mailto:Claire.watters@eden.gov.uk">Claire.watters@eden.gov.uk</a> 01768 212275	
Date of Assessment	6/10/2022	
Main aims and objectives of policy/service/function	Safeguarding of Staff	
Is this a	(please copy ✓ and place into appropriate box)	
<ul style="list-style-type: none"> <li>• New Policy/service/function or a proposal?</li> <li>• Review of an existing policy?</li> <li>• A changing/updated policy/service/function?</li> </ul>	<input checked="" type="checkbox"/>	
	<input type="checkbox"/>	
	<input type="checkbox"/>	
Who are the stakeholders?		
Eden District Council employees and Members		
Households of Eden District Council employees and Members		



## 2. Gathering Relevant Information, Evidence, Data and Research

Consider the sources of information, evidence, data and research that will help you build up a picture of the likely impacts of your policy/service/function on the protected characteristic groups.

List your sources of information and what they tell you. (Refer to Section 7.0, Step 2 on page 6 of the Guidance Notes).

Information Source	Location of data/information (give a link here if applicable)	What does the data/information tell us?						
Domestic Abuse in England and Wales- Lookup Tool	<a href="https://www.ons.gov.uk/domestic-abuse-in-england-and-wales-lookup-tool">Domestic abuse in England and Wales – Data tool - Office for National Statistics (ons.gov.uk)</a>	In Cumbria 9,134 domestic abuse related incidents and crimes were recorded in the year ending March 2021. Equivalent to 18 incidents and crimes for every 1,000 in the population						
		19% of all recorded crimes were classified as domestic abuse related in Cumbria in the year ending March 2021						
		In Cumbria 1,127 stalking and harassment offences were recorded in the year ending March 2021						
		In Cumbria 36 cases per 10,000 females were discussed at MARACs in the year ending March 2021						
		In Cumbria 28% of cases discussed at MARACs in the year ending March 2021 were repeat cases						
		In Cumbria 9% of cases discussed at MARACs in the year ending March 2021 involved a male victim						
Eden District Council employee statistics September 2022		<p>Percentage of staff:</p> <p><b>Age:</b></p> <table border="0" data-bbox="1256 1241 1778 1345"> <tr> <td>Under 25</td> <td>3%</td> </tr> <tr> <td>25-55</td> <td>64%</td> </tr> <tr> <td>Over 55</td> <td>33%</td> </tr> </table> <p><b>Gender</b></p>	Under 25	3%	25-55	64%	Over 55	33%
Under 25	3%							
25-55	64%							
Over 55	33%							

		<p>Male 26%</p> <p>Female 73%</p> <p>Prefer not to say 1%</p> <p><b>Race</b></p> <p>White British/Irish 95%</p> <p>Prefer not to say 2%</p> <p>Other 3%</p> <p><b>Religion</b></p> <p>Christian 51%</p> <p>Prefer not to say 18%</p> <p>Other 3%</p> <p>None 28%</p> <p><b>Sexual Orientation</b></p> <p>Prefer not to say 14%</p> <p>Heterosexual 85%</p> <p>Lesbian 1%</p> <p><b>Disability</b></p> <p>Prefer not to say/not known 4%</p> <p>No 87%</p> <p>Yes 9%</p>
Eden Homelessness statistics		34 referral were made to the Housing Options Team Domestic Abuse Support Officer in Eden between 1 April 2022 and 30 September 2022. The majority were female.


### 3. Assessing the Impacts

From the information, evidence, data and research you have gathered, use this section to identify the risks and benefits for each of the different protected characteristic groups.

Protected Characteristic Group	Positive Impact or benefit (Y/N)	Negative Impact or risk (Y/N)	No impact (✓)	Details of likely impact(s)	How do you know?	Action required to address impact(s) Give justification if action not possible	Note any opportunities to promote equality
Age			✓				
Disability			✓				
Gender	✓			Process is clear for the safeguarding of employees			
Race			✓				
Religion or Belief (including non-belief)			✓				
Marriage and Civil Partnership			✓				
Pregnancy and Maternity			✓				
Gender Reassignment			✓				
Sexual Orientation			✓				
Rural Resident			✓				

#### 4. Action Planning

What is the negative/ adverse impact or area for further action?	Actions proposed to reduce/eliminate the negative impact	Who will lead on the action(s)?	Resource implications/ resources required	When? (target completion date)	Monitoring Arrangements
Based on the data sources identified the majority of Eden District Council staff protected characteristics are likely to be affected positively by the implementation of this policy i.e. most reported instances of Domestic Abuse involve a female victim. 73% of Eden District Council employees identify as female.					

#### 5. Outcome of Equality Impact Assessment (tick appropriate box)

**No major change needed** - the analysis shows the policy is robust and evidence shows no potential for discrimination

**Adjust the policy/service/function** - alternatives have been considered and steps taken to remove barriers or to better advance equality. Complete the action plan.

**Adverse impact(s) identified but continue** - this will need a justification or reason. Complete the action plan.

✓

#### 6. Review

Date of the next review of the Equality Impact Assessment	
Who will carry out this review?	TBC

