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| **TITLE***Name / description of the issue being assessed* | Domestic Abuse Policy  |
| **DATE** *Date the DIA is completed* | 4th June 2020 |
| **LEAD OFFICER***Name, title and dept of person responsible for carrying out the DIA*. | Aisling Sims – Policy and Partnerships Manager |
| 1. **Summary description of the proposed change**
* *What is the change to policy / service / new project that is being proposed?*
* *How does it compare with the current situation?*
 |
| Originally introduced in 2017, a periodic review of the Domestic Abuse Policy has been carried out, with the following minor updates: * Up to date definition and legislation included
* Support that is unique to HRA Housing tenants put in a separate section.
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| 1. **Summary of evidence used to support this assessment**
* *Eg: Feedback from consultation, performance information, service user records etc.*
* *Eg: Comparison of service user profile with Medway Community Profile*
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| The figures collected by teams across Housing Services since this policy was originally introduced in 2017 show the need for specialised assistance and staff awareness when dealing with domestic abuse cases. The referrals to the Medway Sanctuary Scheme have increased year on year since 2017: 2017 – 81 cases2018 – 91 cases2019 – 115 casesApproaches to Housing Options Team as a result of domestic abuse: 2017/18 – 982018/19 – 912019/20 - 90HRA ASB cases recorded as Domestic Abuse 2017/18 - 12018/19 - 02019/20 – 0HRA tenancies ended due to ‘fleeing violence’2017/18 – 32018/19 – 12019/20 - 1 |
| What is the likely impact of the proposed change?*Is it likely to :** *Adversely impact on one or more of the protected characteristic groups?*
* *Advance equality of opportunity for one or more of the protected characteristic groups?*
* *Foster good relations between people who share a protected characteristic and those who don’t?* ***(insert ✓ in one or more boxes)***
 |
| **Protected characteristic groups** | **Adverse impact** | **Advance equality** | **Foster good relations** |
| **Age**  |  |  |  |
| **Disabilty** |  |  |  |
| **Gender reassignment**  |  |  |  |
| **Marriage/civil partnership** |  |  |  |
| **Pregnancy/maternity** |  |  |  |
| **Race** |  |  |  |
| Religion/belief |  |  |  |
| **Sex** |  | ***✓*** |  |
| **Sexual orientation** |  |  |  |
| **Other (eg low income groups)** |  |  |  |
| 1. **Summary of the likely impacts**
* *Who will be affected?*
* *How will they be affected?*
 |
| Some groups have a negative impact in relation to domestic violence, including children, women (as more likely victims), men (fewer services are available for support), and disabled people (barriers to accessing support). This policy will help address these issues by making its target audience more aware of these issues. |
| 1. **What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?**
* *Are there alternative providers?*
* *What alternative ways can the Council provide the service?*
* *Can demand for services be managed differently?*
 |
| Through awareness raising and training, staff will also be able to make referrals or sign post to additional and specialist support depending on the needs of the victim.  |
| Action plan* *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*
 |
| **Action** | **Lead** | **Deadline or review date** |
| Provide staff with appropriate training and support in relation to domestic violence.  | Head of Housing | Ongoing |
| Develop a communications plan to ensure staff across the Housing Services will have an improved understanding and knowledge of domestic violence | Housing Strategy, Partnerships and Performance Team | December 2020 |
| Monitor the number of Domestic Abuse cases received within each area of the Housing Service.  | Housing Strategy, Partnerships and Performance Team | Annually |
| Recommendation*The recommendation by the lead officer should be stated below. This may be:** *to proceed with the change, implementing the Action Plan if appropriate*
* *consider alternatives*
* *gather further evidence*

*If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.* |
| Proceed with the reviewed policy.  |
| Authorisation *The authorising officer is consenting that:** *the recommendation can be implemented*
* *sufficient evidence has been obtained and appropriate mitigation is planned*
* *the Action Plan will be incorporated into the relevant Service Plan and monitored*
 |
| **Authorising Officer** | Mark Breathwick**Head of Housing** |
| **Date**  | July 2020 |