

EQUALITY IMPACT ASSESSMENT (EIA)

POLICY/PROPOSAL:	Housing Domestic Abuse Policy
DEPARTMENT:	Service Reform and Strategy
TEAM:	Policy, EDI and Performance
LEAD OFFICER:	Agnieszka Spruds
DATE:	

EIA Guidance is available online, please reach out to equality@brent.gov.uk for any further support.

SECTION A – SCREENING

1. Briefly and clearly describe the policy, proposal, change, or initiative, and what it is trying to achieve.

This policy sets out the housing services response to residents and homeless applicants who are experiencing domestic abuse, and those who are perpetrators. Housing services are required to have a domestic abuse policy in line with consumer standards set out under the Housing and Regeneration Act 2008, and in order to achieve Domestic Abuse Housing Alliance (DAHA) accreditation.

2. Are there any groups who may be impacted by your proposal? For reference, Q4 lists all protected groups.

The policy will positively affect all groups, as it requires officers to tailor their approach to each individual case and take into account intersectionality and protected characteristics.

3. If no groups are affected, explain why.

4. Mark with an “X” the potential impact of the policy or proposal on different groups. You can mark more than one box for each group.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age - People of different age groups.	x		
Care Experience - People who have been in care for any period of their childhood.	x		
Disability - People with physical, sensory, learning, and mental health disabilities, long-term conditions, and non-visible disabilities.	x		
Gender reassignment - Transgender and non-binary people, including anyone who is proposing to, started, or who has completed a process to change their gender.	x		
Marriage and Civil Partnership - Applies mainly in the workplace, people who are married or in a civil partnership.	x		
Pregnancy and Maternity - People who are pregnant, on maternity leave, or new parents.	x		
Race and Ethnicity - People of different ethnicity, nationality, and skin colour.	x		
Religion or belief - People of all faiths, and those with no religious belief.	x		
Sex - Differences between men and women, including disparities in pay, career progression, and health outcomes.	x		
Sexual Orientation - People who identify as lesbian, gay, bisexual, queer, asexual, or any other non-heterosexual identity.	x		
Socio-Economic Status – People who are experiencing poverty or socio-economic disadvantage.	x		

Other relevant groups* <i>[replace this text and specify where appropriate]</i>			
---	--	--	--

* Other relevant groups could include Carers, Refugees or Asylum Seekers, Veterans, among others. Review the EIA Guidance for more information.

5. Complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Does the policy or proposal have implications for eliminating discrimination, advancing equality of opportunity, or fostering good relations among different groups?	x	
Does it relate to an area with known inequalities?	x	
Would it add, change, or remove services used by any groups listed in Q4?		x
Does it have negative or positive equality impacts on any groups listed in Q4?	x	
If you have answered YES to ANY of the above, proceed to section B. If you have answered NO to ALL the above, proceed straight to section C.		

SECTION B – IMPACTS ANALYSIS

6. What data and evidence have you used to understand potential impacts? This could include service user data where relevant. If there is little or no evidence, explain why, and note any plans to improve data collection in future, adding this to the Action Plan in Section E.

The Safer Brent Partnership's [annual report](#) provides an overview of domestic abuse cases in the borough. This data can help us better understand how the policy may impact residents and the wider community.

7. For each characteristic:
- Provide detail for the impact listed in the response to Q4 in the left-hand box.
 - Provide data and evidence to explain how you reached your conclusion in the right-hand box.
- Relevant data sources for Brent and its residents can be found in the EIA Guidance document.

Age	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policy applies to all victims regardless of age. The policy stipulates that children are considered victims of domestic abuse, bringing the councils practice in line with the Domestic Abuse Act 2021 and ensuring children are treated with appropriate care and consideration when safeguarding families at risk of abuse. It also sets out how the housing service will work in a multi-agency way to keep children safe The policy provides guidance around dealing with perpetrators of domestic abuse who are under 18, ensuring that children exhibiting harmful behaviours access appropriate support. The policy acknowledges how intersecting needs of survivors impact their ability to access support and their experiences of abuse, including residents who may experience age discrimination.	

Care Experience	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

The policy contextualises domestic abuse in the context of different life experiences that people might have, and outlines how this might impact risk/experiences.	
--	--

Disability	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policy states that Brent will work proactively to support victims/survivors of abuse with additional needs, including residents who identify as Disabled, and will ensure appropriate signing/communication services are available, and will provide reasonable adjustments in line with our reasonable adjustments procedure. The policy states that officers will offer referrals to specialist services for victims/survivors with additional needs/barriers to support, including Disabled survivors. The policy acknowledges how intersecting needs of survivors impact their ability to access support and their experiences of abuse, including Disabled residents.	

Gender Reassignment	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policy states that officers will offer referrals to specialist services for victims/survivors with additional needs/barriers to support, including transgender and non-binary survivors. The policy acknowledges how intersecting needs of survivors impact their ability to access support and their experiences of abuse.	

Marriage and Civil Partnership

	Provide supporting data and evidence.
The policy is aimed at all victims/survivors regardless of marital status. The policy outlines the definition of domestic abuse which sets out the legal definition of personal connection in relation to domestic abuse, clarifying that this includes people who are/have been married or in a civil partnership, ensuring proper identification of abuse	

Pregnancy and Maternity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policy states that officers should complete DASH risk assessments where appropriate. This enables Brent to pick up on potential increased risk of abuse to the victim/survivor around pregnancy. The policy states that officers should consider safeguarding referrals where a victim/survivor is pregnant due to the increased risk of abuse surrounding pregnancy.	

Race and Ethnicity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policy acknowledges that domestic abuse can impact anyone regardless of racial background. The policy acknowledges how intersecting needs of survivors impact their ability to access support and their experiences of abuse, including residents who may experience racism. The policy states that officers will offer referrals to specialist services for victims/survivors with additional needs/barriers to support, including survivors from racially minoritised backgrounds. This includes ensuring access to translation and interpretation services where needed to support communication and engagement.	

Religion or Belief	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policy acknowledges that domestic abuse can impact anyone regardless of religious belief/lack of. Housing staff are required to complete corporate training, including unconscious bias training, and have access to a range of learning relevant to supporting vulnerable residents, including domestic abuse awareness and challenging stigma. The policy outlines how intersecting needs of survivors impact their ability to access support and their experiences of abuse, including residents who may experience religious discrimination.	

Sex	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policy outlines that domestic abuse can impact anyone regardless of sex, but is informed by the fact that domestic abuse is largely perpetrated against women.	

Sexual Orientation	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policy outlines how intersecting needs of survivors impact their ability to access support and their experiences of abuse, including residents who may experience homophobia.	

Socio-Economic Status	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

The policy contextualises domestic abuse in the context of different life experiences that people might have, and outlines how this might impact risk/experiences.	
--	--

Other Relevant Groups	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

8. Summarise any engagement activities with relevant groups (this may replicate some of the information listed in Q7). State whether those involved represent the people affected by your proposal, or whether more engagement is needed, which should be added to the Action Plan in Section E.

The Policy is aligned with Domestic Abuse Housing Alliance's recommendations, which were co-developed with victims/survivors of domestic abuse. - TBC following consultation results (will outline any changes)

9. Provide more detail on any areas identified as requiring further data or detailed analysis.

We don't have tenant demographic data, but this is an area the council is focusing on. The EIA will be supplemented with that information to better understand needs
--

SECTION C – CONCLUSIONS

10. Summarise your overall conclusions based on the analysis:

- If there are no impacts, state that here, and **do not complete sections E or G.**
- If you decide not to move forward, explain why, and **do not complete sections E or G.**
- If there are negative impacts, explain what you'll do to reduce them. If you choose to continue despite negative impacts, or if negative impacts remain following your action plan, provide a justification for your decision.
- If there are positive impacts, explain how these could be strengthened, where possible.

Overall positive implications which will be strengthened by better data collection and analysis, and further targeting of services in response
--

SECTION D - RESULT

Select one of the following options with an "X".		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE/ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN AND MONITORING

Unless your proposal has no equality impacts or you are not moving forward, complete the table below to track specific actions to:

- Reduce negative impacts and increase positive outcomes.
- Monitor actual or ongoing impacts.
- Record plans to improve data collection.
- Plan any further engagement or analysis that may be required.

Use the 'Status' column on the right to indicate whether the action is yet to start, is in progress, or has been completed.

[illegible]

--	--	--	--	--

11. Describe how you will monitor the actual, ongoing impact of the policy or proposal?

All cases of domestic abuse will be recorded and monitored to ensure appropriate action is taken based on information provided by residents including recording referrals made to other agencies, in line with the Domestic Abuse case management procedure.

Monitoring will include analysis of trends over time and, where data is available and appropriate, consideration of protected characteristics and other relevant factors. This will help the council to understand patterns of impact, identify any disparities in access to support or outcomes, and take targeted action where needed.

SECTION F – SIGN OFF

	Signature	Date
Officer:	Agnieszka Spruds	24 March 2026
Reviewing Heads of Service	 Emelonye Zorba	7 May 2026

SECTION G – REVIEW

EIAs are live documents and should be reviewed regularly, especially if there are actions still to be completed or if the proposal has significant equality impacts.

When to review

- Review every 6 months until all actions in the Action Plan above are complete.
- If new data, feedback, or changes to the service arise, revisit the EIA to make sure it's still accurate.

Who should review

- The same officer who completed the EIA should carry out the review. If there's been a staffing change, the new lead officer should take over.

What to update

- Use the Status column in the Action Plan above to show progress (e.g. Not Started, In Progress, Completed). Add comments and updates in the table below — include any new data, evidence, or feedback.

When reviews can stop

- Once all actions are complete and no further equality impacts are expected, you can stop reviewing the EIA.
- Add rows to the table below as necessary until all actions are completed.

<u>Date of 1st Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
<u>Date of 2nd Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
<u>Date of 3rd Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	