

# Cheltenham Borough Council

## Cabinet – 24 February 2026

### Domestic Abuse Policy and implementation of the Gloucestershire Domestic Abuse Strategy in Cheltenham

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**Accountable member:**

Councillor Victoria Atherstone, Cabinet Member for Safety and Communities

**Accountable officer:**

Claire Hughes, Director of Governance, Housing and Communities

**Ward(s) affected:**

All

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**Key Decision:** Yes

**Executive summary:**

Domestic abuse remains a significant societal issue, affecting 2.3 million adults annually in England and Wales, with severe human and economic impacts.

The council is proposing to adopt a Domestic Abuse Policy that sets out how it will deliver against its statutory duties to safeguard tenants, staff, and elected members and to provide safe housing and workplace environments.

The proposed policy is aligned to the Gloucestershire Domestic Abuse Strategy 2025–2028 and recommendations set out that a Cheltenham plan will be developed to support its local implementation.

## **Recommendations: That Cabinet:**

- 1. adopts the Domestic Abuse Policy**
  - 2. agrees that the Council will seek Domestic Abuse Housing Alliance (DAHA) Accreditation**
  - 3. delegates authority to the Cabinet Member for Safety and Communities and the Cabinet Member for Housing and Customer Services in consultation with the Director for Governance, Housing and Communities to amend the housing and homelessness policy as relates to Domestic Abuse as appropriate in light of developing best practice.**
  - 4. notes the proposal in appendix 3 for the creation of a partnership plan to support local implementation of the Gloucestershire Domestic Abuse Strategy 2025-2028**
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## **1. Implications**

### **1.1 Financial, Property and Asset implications**

To undertake the accreditation the Council will need to become a member of the Domestic Abuse Housing alliance at a cost of £2,975 per year (for 2025-26 - currently awaiting next year's fee to be confirmed). As accreditation is likely to take 12-18 months the Council would need to budget initially for two years fees. It could then review on an annual basis. There is currently no specific budget allocated to cover the accreditation fee and therefore the cost will need be found from the existing budget set for 2026/27.

**Signed off by:** Jon Coldridge, HRA Accountant, [jon.coldridge@cheltenham.gov.uk](mailto:jon.coldridge@cheltenham.gov.uk)

### **1.2 Legal implications**

The Council's activities to support survivors and victims of domestic abuse are supported primarily by the following legislation:

The Housing Act 1996, which established it is not reasonable for a person to continue to occupy accommodation if it is probable that this will lead to violence or domestic abuse against them or someone with whom they usually reside or might reasonably be expected to reside.

The Homelessness Reduction Act 2017, which sets out the Council's new duties to prevent and relieve homelessness.

The Domestic Abuse Act 2021, which sets out the new definition of domestic abuse and established that people made homeless due to being a victim of domestic abuse have an automatic priority need for homelessness assistance.

Approving the policy will contribute towards the discharge of the Council's statutory duties.

**Signed off by:** One Legal, [legalservices@onelegal.org.uk](mailto:legalservices@onelegal.org.uk)

### **1.3 Environmental and climate change implications**

There are no associated environmental and climate change implications in relation to this report and sign off.

**Signed off by:** Maizy McCann, Climate Change Officer  
[Maizy.mccann@cheltenham.gov.uk](mailto:Maizy.mccann@cheltenham.gov.uk)

### **1.4 Corporate Plan Priorities**

This report contributes to the following Corporate Plan Priorities:

- Quality homes, safe and strong communities
- Reducing inequalities, supporting better outcomes

### **1.5 Equality, Diversity and Inclusion Implications**

The Council's Domestic Abuse Policy, and associated training, follows best practice guidance. This training and guidance addresses issues including race, culture, disability, sexuality, gender, religion and age ensuring the Council applies the policy without prejudice or discrimination. By its nature the policy supports the Council in its public sector equality duty by ensuring Council services are safe for all its communities. See Appendix 2 for full assessment.

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## **2 Background**

2.4 Domestic abuse is an issue that is prevalent throughout our society, the Crime Survey for England and Wales estimated that 2.3 million people aged 16 years and over (1.6 million women and 712,000 men) experienced domestic abuse in year ending (YE) March 2024. It impacts both the physical and emotional safety of adults and children. There were 108 domestic homicides in the year ending March 2024 nationally, of these, 83 were women and 25 were men; 66 of these victims (64%) were killed by a partner or ex-partner.

2.5 In addition to the devastating human impact, it also has a significant economic impact with an estimated £1.3 billion being spent on services that both respond to and support victims, perpetrators and communities. It is acknowledged that workplaces have a significant role to play in tackling domestic abuse as they offer a place where people are outside of the home environment and can gain support

and advice without the fear of being overheard. And as with other risks to employee safety, employers have statutory duties to mitigate risks posed by domestic abuse and put controls in place so that employees can carry out their role safely.

2.6 Although domestic abuse is addressed in the Council's Safeguarding policy, with the reintegration of housing services there is a need for a separate Domestic Abuse Policy that covers the Council's duties to its tenants, as well as its staff and elected members.

2.7 The Gloucestershire Domestic Abuse Strategy was adopted by the Council via delegated authority in October 2025. This strategy outlines some key actions for the Council and its partners including the creation of a local implementation plan, that will set out how the council will achieve DAHA accreditation and make progress in terms of tackling misogyny, support for children and young people, honour-based abuse, forced marriage, child-to-parent abuse and working with businesses to ensure appropriate workplace policies.

### **3 Reasons for recommendations**

3.4 The policy sets out that the Council will treat all reports of domestic abuse within its housing stock as a high priority, ensuring trained staff follow established protocols and refer victims to specialist agencies for support. Tenants can report abuse through multiple confidential channels and safe communication methods tailored to individual circumstances. Housing staff actively work with tenants who are victims of domestic abuse to signpost and where appropriate, make referrals to services such as Gloucestershire Domestic Abuse Support Service (GDASS) and other wraparound support, including mental health and substance misuse services.

3.5 The Council offers advice to victims in terms of their housing situation including support if they wish to remain safely in their current home or alternative accommodation options if they do not. The Council's housing service participates in Multi-Agency Risk Assessment Conference (MARAC) processes to manage risk and works with partners to develop action plans.

3.6 The policy sets out that the Council will prioritise the safety and wishes of victims when addressing cases involving tenant perpetrators of domestic abuse. The Council uses enforcement powers under the Housing Act to hold perpetrators accountable, which may include tenancy enforcement actions such as removing perpetrators from joint or sole tenancies or recovering possession of a property for domestic abuse-related offences. These measures are only taken where it is safe and appropriate, ensuring that victim risk is not increased.

3.7 In addition to enforcement, the policy recognises that long-term prevention

requires behavioural change. Where perpetrators acknowledge their behaviour and seek support, the Council will consider referrals to specialist intervention programs aimed at positive engagement and reducing harm. This dual approach combining accountability with opportunities for rehabilitation supports both immediate safety and sustainable prevention of domestic abuse within council housing.

3.8 DAHA accreditation is awarded by the Domestic Abuse Housing Alliance and is the UK's benchmark for housing providers in addressing domestic abuse. It establishes a formal framework guiding housing teams to implement survivor-centred policies, staff training, and risk management procedures, ensuring effective identification and intervention in abusive situations. The accreditation is recognised in national strategies and guidelines, as well as in the local Gloucestershire Domestic Abuse Strategy. The accreditation requires organisations to work across eight priority areas, including partnership collaboration, inclusive practice, perpetrator accountability, and public awareness, typically over a 12–18 month period.

3.9 Achieving DAHA accreditation demonstrates a housing provider's commitment to safeguarding survivors, promoting organisational best practice, and fostering confidence among residents and communities. It also embeds a preventative and trauma-informed approach that enhances the overall safety and effectiveness of housing and homelessness services. The accreditation can be achieved at three levels; bronze, silver and gold.

3.10 Gloucestershire Housing Partnership has received funding from Gloucestershire County Council to employ a full-time officer to support organisations and statutory partners to achieve accreditation, with the aim for the worker to be in post by April 2026. The worker will support Council staff to achieve the accreditation through sharing best practise and providing support to achieve the accreditation at each level.

3.11 To undertake the accreditation the Council would need to become a member of the Domestic Abuse Housing Alliance at a cost of £2,975 per year (25/26 costs awaiting next years). As accreditation is likely to take 12-18 months so the Council would need to budget initially for two years fees. It could then be reviewed on an annual basis.

3.12 The policy highlights the Council's approach to support staff or elected members in relation to domestic abuse. Human Resources will use their internal guidelines to support staff who are experiencing domestics abuse. As well as victims of abuse it is statistically likely that some employees will be perpetrators, this will also be dealt with via Human Resources internal guidance. Human Resources will use the LGA guidance for managers and employees to inform their internal practice.

- 3.13 The policy requires specific domestic abuse training to be available to employees and elected members. Once the policy has been approved a pathway of training will be launched that includes the Council's requirement around both safeguarding and domestic abuse, so that they complement each other. The training pathway will have different levels and types of training depending on the needs of the employee's and members' job role and position.
- 3.14 Due to the inter-related nature of domestic abuse and safeguarding, it is proposed that senior officers, elected member advocates, designated officers and HR leads, who are nominated to support the safeguarding policy also support the domestic abuse policy. This is reflected in the responsibilities section which mirrors the responsibilities in the Council's Safeguarding Policy. This will allow a joined-up approach to the issues and increase the knowledge and capacity of key individuals within the organisation. Domestic Abuse will also form part of the agenda at the Corporate Safeguarding Group that has been established under the Corporate Safeguarding Policy.
- 3.15 The Gloucestershire Domestic Abuse strategy 2025-2028 builds on the achievements of the 2021–2024 plan and sets out a countywide vision aligning with statutory duties under the Domestic Abuse Act 2021 and the Victims and Prisoners Act 2024 to ensure everyone in Gloucestershire can live free from abuse and harm. Developed by the Gloucestershire Domestic Abuse Local Partnership Board, the strategy emphasises prevention, early intervention, and coordinated multi-agency responses. It acknowledges domestic abuse as a gendered crime that disproportionately affects women and girls, while recognising its impact on all genders. The approach includes raising awareness, improving access to safe accommodation and support services, and strengthening safeguarding for victims and their children.
- 3.16 Through the Cabinet member for Safety and Communities delegated authority, the Council signed up to the County strategy in October 2025. One of the key aspects of the plan is that the Council supports the local implementation of the strategy through a place-based plan. It is proposed this will be undertaken through the Communities Partnership as the Council's statutory community safety partnership. An initial proposal for development of the implementation plan is attached in **appendix 2**. The proposal is inclusive of a wide variety of partnership across all sectors in Cheltenham to ensure the most effective delivery and a whole town approach to tackling domestic abuse and associated issues.

#### **4 Alternative options considered**

- 4.4 The Council already has an established Safeguarding Policy including support for domestic abuse so considerations were explored to not have a separate DA policy. However now the Council incorporates housing services and to ensure it complies with the Neighbourhood and Consumer Standard of the Housing

Consumer Standards it is necessary to have a separate DA policy.

4.5 The Council could proceed with the policy and implementation of the Gloucestershire Domestic Abuse Strategy at a local level without seeking DAHA accreditation. However, as housing services have only recently come back into the Council this would be a good time to benchmark our practice against national standards to ensure we are providing the most effective and safe service to housing tenants. The accreditation will also support the whole Council to improve and embed its response to domestic abuse both internally and in the community.

## **5 Consultation and feedback**

5.4 Internally, consultation has been carried out with relevant council officers including those responsible for homelessness support, human resources and tenancy management.

5.5 Externally, consultation has been undertaken with Gloucestershire's housing partners and with Chairs and co-ordinators of partnership groups that have been identified through the development of the local plan to support the Council in its local implementation of the County strategy.

## **6 Key risks**

6.4 If the Council does not implement a clear Domestic Abuse Policy, employees and elected members may face increased risk of harm when dealing with disclosures or interacting with perpetrators. Without proper training and safety protocols, individuals could be exposed to threatening situations, emotional distress, and reputational damage for the Council due to failure to meet its statutory duty of care under health and safety legislation.

6.5 Failure to implement clear domestic abuse support and protocols leaves tenants vulnerable to ongoing abuse without effective support or intervention. This could result in serious harm, legal challenges for the Council under the Domestic Abuse Act 2021 and Housing Act 1996, and reputational damage for failing to safeguard residents in its housing stock.

6.6 Without a coordinated approach and partnership plan, the Council risks fragmented responses that miss opportunities for early intervention. This can lead to escalating harm, increased homelessness, and higher demand on crisis services, undermining statutory obligations and the Council's credibility in delivering the Gloucestershire Domestic Abuse Strategy.

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**Appendices:**

- i. Risk Assessment
- ii. Equality Impact Assessment
- iii. Domestic Abuse Support Policy
- iv. Partnership plan to support implementation of the Gloucestershire Domestic Abuse Strategy 2025-2028

**Background information:**

Gloucestershire Domestic Abuse Strategy 2025-2028

## Appendix 1: Risk Assessment

Risk ref	Risk description	Risk owner	Impact score (1-5)	Likelihood score (1-5)	Initial raw risk score (1 - 25)	Risk response	Controls / Mitigating actions	Control / Action owner	Deadline for controls/ actions
	If the Council does not effectively safeguard staff from domestic abuse in the workplace it may lead to harm to staff and the Council not fulfilling its workplace health and safety duties	Claire Hughes	2	4	8	reduce	<p>Implementation of the workplace and tenants domestic abuse support policy</p> <p>Training for staff in domestic abuse relevant to their role</p> <p>Establishment of the corporate safeguarding group</p>	<p>Tracy Brown /Amanada Wray</p> <p>Learning and development team</p> <p>Tracy Brown</p>	<p>March 2026</p> <p>September 2026</p> <p>February 2026</p>
	If the Council does not effectively safeguard its tenants from domestic abuse it could result in serious harm to a tenant and the Council breaching its duties under the Domestic Abuse Act 2021 and Housing Act 1996	Caroline Walker	3	4	12	reduce	<p>Implementation of the workplace and tenants domestic abuse support policy</p> <p>Training for staff in domestic abuse relevant to their housing role</p> <p>Establishment of the corporate</p>	<p>Tracy Brown /Amanada Wray</p> <p>Learning and development team</p> <p>Tracy Brown</p>	<p>March 2026</p> <p>September 2026</p> <p>February 2026</p>

Risk ref	Risk description	Risk owner	Impact score (1-5)	Likelihood score (1-5)	Initial raw risk score (1 - 25)	Risk response	Controls / Mitigating actions	Control / Action owner	Deadline for controls/ actions
							safeguarding group  Baseline current practice against DAHA accreditation to produce a priority action plan	Tracy Brown /Amanada Wray	May 2026
	If the Council does not provide joined up support at the earliest opportunity it may result in an increased need for crisis support that may involve greater harm to individuals and/or greater costs to the services	Claire Hughes	2	3	6	reduce	Implementation of the workplace and tenants domestic abuse support policy  Training for staff in domestic abuse relevant to their role  Establishment of the corporate safeguarding group  Ensure links between the Council and other partnerships to ensure joined up early support  As related policies	Tracy Brown /Amanada Wray  Learning and development team  Tracy Brown  Members of the corporate safeguarding group  Members of	March 2026  September 2026  February 2026  Ongoing  Ongoing

Risk ref	Risk description	Risk owner	Impact score (1-5)	Likelihood score (1-5)	Initial raw risk score (1 - 25)	Risk response	Controls / Mitigating actions	Control / Action owner	Deadline for controls/ actions
							are reviewed ensure domestic abuse is considered and best practice kept up to date	the corporate safeguarding group	

## Appendix 2: Equality Impact Assessment (Screening)

### STAGE 1 – Equality Screening

#### 1. Identify the policy, project, function or service change

##### a. Person responsible for this EqlA

Officer responsible: Tracy Brown/Amanda Wray

Service Area: Communities

Title: CBC Housing Safeguarding and Equality Diversity and Inclusion manager

Date of assessment: 10/10/2025

Signature:

##### b. Is this a policy, function, strategy, service change or project?

Policy

If other, please specify:

##### c. Name of the policy, function, strategy, service change or project

CBC Workplace and Tenants Domestic Abuse Support Policy

Is this new or existing?

Already exists and is being reviewed

##### Please specify reason for change or development of policy, function, strategy, service change or project

Policy has been reviewed as part of a wider service improvement and expansion and in line with the consumer standards requirement.

##### d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?

Purpose:

The purpose of the updated Workplace and Tenant Domestic Abuse Support Policy is to set out a clear and consistent approach to domestic abuse across all Council services. It ensures that employees, elected members, volunteers, contractors, and commissioned providers understand their responsibilities and act appropriately to protect those at risk.

Aims:

The aim of the Domestic Abuse Policy is to ensure the safety of tenants, residents, staff and elected members who may be affected by domestic abuse.

- Our employees and members are confident to recognise and appropriately respond to domestic abuse by providing appropriate domestic abuse training for all employees and elected members.
- We work together across council services and partner agencies to provide a co-ordinated community response to domestic abuse as it requires a multi-agency response to best support those affected.
- We strive towards providing a trauma-informed response.
- Empowering victims by building trust and working in collaboration to meet their needs.

	<ul style="list-style-type: none"> <li>• We take a zero-tolerance approach to domestic abuse and will hold perpetrators of abuse to account while ensuring victims safety.</li> <li>• We are honest and transparent with the guidance, help and options available to those affected by domestic abuse.</li> <li>• We will reflect the Council’s equality and diversity policy in the delivery of this DA policy including being aware of how a person’s experience of domestic abuse may be impacted by their protected characteristics.</li> </ul>
Outcomes:	<p>The outcomes of the updated policy are as follows:</p> <ul style="list-style-type: none"> <li>• Council elected members, staff, volunteers understand their roles and responsibilities in domestic abuse.</li> <li>• Tenants experiencing domestic abuse are supported.</li> <li>• Staff and elected members are trained to understand and respond to domestic abuse.</li> <li>• Staff and elected member are safeguarded in the workplace in terms of domestic abuse.</li> <li>• Council services are joined up and offer support at the earliest opportunity to those experiencing domestic abuse.</li> </ul>
Who benefits:	<p>The updated policy will benefit the following:</p> <ul style="list-style-type: none"> <li>• Council elected members, staff, volunteers</li> <li>• Individuals who come into contact with Council services</li> <li>• Tenants of the Council</li> <li>• The wider community of Cheltenham</li> </ul>

**e. What are the expected impacts?**

Are there any aspects, including how it is delivered or accessed, that could have an impact on the lives of people, including employees and customers.	<b>Yes</b>
Do you expect the impacts to be positive or negative?	<b>Positive</b>

Please provide an explanation for your answer:

The updated safeguarding policy will have the following impacts on people:

- Children, young people, and adults who are experiencing domestic abuse will be offered support by appropriate services.
- Increased awareness and training for elected members, staff, volunteers on domestic abuse.
- Encourages a culture of vigilance and responsibility across all services.
- Ensures consistent, joined-up responses to domestic abuse concerns.
- Clarifies roles and responsibilities for staff, elected members, volunteers, and partners in relation to domestic abuse.

**If your answer to question e identified potential positive or negative impacts, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.**

#### f. Identify next steps as appropriate

Stage Two required	Yes
Owner of Stage Two assessment	Tracy Brown / Amanda Wray
Completion date for Stage Two assessment	19/12/25

## STAGE 2 – Full Equality Impact Assessment

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### 2. Engagement and consultation

The best approach to find out if a policy etc, is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those equality groups.

#### a. Research and evidence

List below any data, consultations (previous, relevant, or future planned), or any relevant research, studies or analysis that you have considered to assess the policy, function, strategy, service change or project for its relevance to equality.

The Council has engaged with wide range of groups to help shape the Workplace and Tenant Domestic Abuse Support Policy.

##### Internal staff consultation

- Housing Officers and Managers: To understand safeguarding concerns arising in tenancy management, homelessness, and supported housing.
- Community Services Teams: To gather insights on vulnerable groups and safeguarding risks in public spaces and events.
- Safeguarding Leads: To ensure alignment with statutory duties and best practice.

##### Community Engagement

- Public Surveys or Focus Groups: Targeting residents, especially those from vulnerable or underrepresented groups (e.g. older adults, disabled people, ethnic minorities).
- Tenant Forums and Housing Associations: To gather feedback from social housing tenants and those with lived experience of domestic abuse and safeguarding issues.

In addition, the council has reviewed data and evidence including:

- Domestic abuse referral data
- Housing complaints and tenancy breaches
- Community safety reports

#### b. Consultation

Has any consultation been conducted?

Yes

Describe the consultation or engagement you have conducted or are intending to conduct. Describe who was consulted, what the outcome of the activity was and how these results have influenced the development of the strategy, policy, project, service change or budget option. If no consultation or engagement is planned, please explain why.

## Consultation and Ongoing Engagement

In addition to formal consultations with internal teams and community stakeholders as set out above, ongoing engagement is maintained through participation in a range of multi-agency partnership boards. These include:

- Gloucestershire Domestic Abuse Champions Network
- Cheltenham Violence against Women and Girls group
- Safer Gloucestershire
- District Safeguarding Network
- Cheltenham's Community Partnership

Regular attendance at these boards enables the council to stay up to date with emerging domestic abuse, procedures, and best practices. More importantly, it provides a platform to hear and reflect on the lived experiences of individuals from diverse and marginalised communities.

This insight is vital in shaping how the council responds to the safeguarding needs of vulnerable groups across housing, community services, and wider council functions.

This collaborative approach ensures that the policy remains responsive, inclusive, and aligned with individual specific needs, particularly in areas such as tenancy support, homelessness prevention, mental health, and equality.

### 3. Assessment

#### a. Assessment of impacts

For each characteristic, please indicate the type of impact (positive – contributes to promoting equality or improving relations within an equality group, neutral – no impact, negative – could disadvantage them).

Please use the description of impact box to explain how you justify the impact and include any data and evidence that you have collected from surveys, performance data or complaints to support your proposed changes

Protected Characteristic	Specific Characteristic	Impact	Description of impact	Mitigating Action
<b>AGE</b>	Older people (60+)	Positive and negative	<ul style="list-style-type: none"> <li>Protects vulnerable older adults from domestic abuse.</li> <li>Promotes age-appropriate safeguarding responses and services.</li> <li>But risks of barriers to reporting concerns – such as sensory, dementia, lack of awareness of domestic abuse.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure older adults who may face barriers in accessing digital reporting have other options – such as tenancy management and Housing Support officer engagement.</li> <li>Raise awareness in hubs and sheltered schemes by providing sessions that explore and advise around specific domestic abuse issues for older people.</li> </ul>
	Younger People (16-25)	Positive	<ul style="list-style-type: none"> <li>Protects young people from domestic abuse.</li> <li>Promotes age-appropriate safeguarding responses and services.</li> </ul>	
	Children (0-16)	Positive	<ul style="list-style-type: none"> <li>Protects children and young people from the impact of domestic abuse.</li> <li>Promotes age-appropriate safeguarding responses and services.</li> </ul>	
<b>DISABILITY</b> A definition of disability under the Equality Act 2010 is available <a href="#">here</a> .  <i>See also carer responsibilities under other considerations.</i>	Physical disability	Positive and negative	<ul style="list-style-type: none"> <li>Recognises vulnerability of people with physical disabilities.</li> <li>Encourages accessible safeguarding procedures and communication methods.</li> <li>Policy links to safeguarding policy that includes safeguarding for adults with care and support needs, which often includes those with physical or learning disabilities.</li> <li>Recognition of discriminatory abuse and institutional abuse.</li> <li>Risk of underreporting due to communication barriers or lack of accessible reporting tools.</li> </ul>	Offer safeguarding reporting through: <ul style="list-style-type: none"> <li>Phone (including text relay services)</li> <li>Email</li> <li>Online forms (with screen reader compatibility)</li> <li>In-person at council offices or community hubs</li> <li>Ensure these are clearly advertised and easy to access.</li> </ul>
	Sensory Impairment (sight, hearing)	Positive and negative	<ul style="list-style-type: none"> <li>Recognises vulnerability of people with sensory disabilities.</li> <li>Encourages accessible safeguarding procedures and communication methods.</li> <li>Risk of underreporting due to communication barriers or lack of accessible reporting tools.</li> </ul>	<ul style="list-style-type: none"> <li>Make available accessible formats for reporting: Easy Read version, Braille, British Sign Language.</li> </ul>
	Mental health	Positive and negative	<ul style="list-style-type: none"> <li>Recognises vulnerability of people with mental health disabilities.</li> </ul>	Continue to strengthen relationships with Mental Health services and Health professionals.

			<ul style="list-style-type: none"> <li>• Encourages accessible safeguarding procedures and communication methods.</li> <li>• Good partnership working with Mental Health services.</li> <li>• Risk of underreporting due to communication barriers or lack of accessible reporting tools.</li> </ul>	
	Learning Disability	Positive and negative	<ul style="list-style-type: none"> <li>• Recognises vulnerability of people with learning disabilities.</li> <li>• Encourages accessible safeguarding procedures and communication methods.</li> <li>• Risk of underreporting due to communication barriers or lack of accessible reporting tools.</li> </ul>	Engage with Community investment, CBC Employment and Life skills team and Building circles project to encourage reporting.
<b>GENDER REASSIGNMENT</b>		Neutral	<ul style="list-style-type: none"> <li>• No foreseen differential impact on people who are changing genders</li> </ul>	Having clear information and procedures in place regarding Hate Crime and Hate incidents, including guidance and support options.
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	Positive	<ul style="list-style-type: none"> <li>• Supports individuals experiencing domestic abuse within any partnership.</li> </ul>	
	Men	Positive	<ul style="list-style-type: none"> <li>• Supports individuals experiencing domestic abuse within any partnership.</li> </ul>	
	Lesbians	Positive and negative	<ul style="list-style-type: none"> <li>• Supports individuals experiencing domestic abuse within any partnership.</li> <li>• But there is a risk that domestic abuse risks in non-traditional relationships are overlooked</li> </ul>	Ensure appropriate training is in place for staff and elected members
	Gay Men	Positive and negative	<ul style="list-style-type: none"> <li>• Supports individuals experiencing domestic abuse within any legal partnership.</li> <li>• But there is a risk that domestic abuse risks in non-traditional relationships are overlooked</li> </ul>	Ensure appropriate training is in place for staff and elected members
<b>PREGNANCY &amp; MATERNITY</b>	Women	Positive	<ul style="list-style-type: none"> <li>• The policy links to the CBC Safeguarding policy which includes unborn children in child protection concerns.</li> </ul>	

			<ul style="list-style-type: none"> <li>Staff are advised to consider risks to pregnant individuals in domestic abuse disclosures.</li> </ul>	
<b>RACE*</b> Further information on the breakdown below each of these headings, is available <a href="#">here</a> . For example Asian, includes Chinese, Pakistani and Indian etc	White	Neutral	<ul style="list-style-type: none"> <li>No foreseen differential impact</li> </ul>	
	Mixed or multiple ethnic groups	Positive and negative	<ul style="list-style-type: none"> <li>Recognition of discriminatory abuse including racism and culturally motivated harm (e.g. honour-based violence, FGM, forced marriage).</li> <li>Requirement for partner organisations to align with CBC safeguarding standards.</li> <li>But recognising language barriers or culturally sensitive domestic abuse and safeguarding approaches. Risk of under-reporting in communities with mistrust of statutory services.</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with tenants and tenant panels to understand lived experience.</li> <li>Engagement with tenant voice and panels to understand the gaps in services.</li> </ul> Use analysis and data to explore and evidence barriers experienced by different ethnic groups. <ul style="list-style-type: none"> <li>Work with Customer complaints to address areas of concern.</li> </ul>
	Asian	Positive and negative	See above	See above
	African	Positive and negative	See above	See above
	Caribbean or Black	Positive and negative	See above	See above
		Choose an item.		
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a>	See note	Positive	<ul style="list-style-type: none"> <li>Policy acknowledges abuse linked to cultural or religious practices (e.g., HBV, FGM, forced marriage).</li> <li>Discriminatory abuse includes faith-based harassment.</li> </ul>	
<b>SEX (GENDER)</b>	Men	Positive	<ul style="list-style-type: none"> <li>Recognition of risks faced by men (e.g., male victims of domestic abuse).</li> </ul>	
	Women	Positive	<ul style="list-style-type: none"> <li>Strong focus on domestic abuse, coercive control, and sexual violence—issues disproportionately affecting women.</li> </ul>	
	Trans Men	Positive	<ul style="list-style-type: none"> <li>The policy's inclusive language and recognition of discriminatory abuse supports trans individuals.</li> </ul>	
	Trans Women	Positive	<ul style="list-style-type: none"> <li>The policy's inclusive language and recognition of discriminatory abuse supports trans individuals.</li> </ul>	

<b>SEXUAL ORIENTATION</b>	Heterosexual	Positive	The policy highlights the risks of domestic abuse in all intimate relationships	
	Lesbian	Positive	See above	
	Gay	Positive	See above	
	Bisexual/Pansexual	Positive	See above	
<b>Other considerations</b>				
<b>Socio-economic factors</b> (income, education, employment, community safety & social support)		Choose an item.		
<b>Rurality</b> i.e. access to services; transport; education; employment; broadband		Choose an item.		
<b>Other (e.g. caring responsibilities)</b>		Choose an item.		

\* To keep the form concise, race has not been included as an exhaustive list, please augment the list above where appropriate to reflect the complexity of other racial identities.

\*\* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions in the census is available [here](#)

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## 4. Outcomes, Action and Public Reporting

a. Please list the actions identified through the evidence and the mitigating action to be taken.

Action	Target completion date	Lead Officer
<ul style="list-style-type: none"> <li>Ensure older adults who may face barriers in accessing digital reporting have other options – such as tenancy management and Housing Support officer engagement.</li> <li>Raise awareness in hubs and sheltered schemes by providing sessions that explore and advise around specific domestic abuse issues for older people.</li> </ul>	March 2026	Amanda Wray
Offer safeguarding reporting through: <ul style="list-style-type: none"> <li>Phone (including text relay services)</li> <li>Email</li> <li>Online forms (with screen reader compatibility)</li> <li>In-person at council offices or community hubs</li> <li>Ensure these are clearly advertised and easy to access.</li> </ul>	March 2026	Amanda Wray
<ul style="list-style-type: none"> <li>Engagement with tenants and tenant panels to understand lived experience.</li> <li>Engagement with tenant voice and panels to understand the gaps in services.</li> <li>Use analysis and data to explore and evidence barriers experienced by different ethnic groups.</li> <li>Work with customer complaints to address areas of concern.</li> </ul>	March 2026	Amanda Wray
<ul style="list-style-type: none"> <li>Ensure appropriate training is in place for staff and elected members so that they understand the increased risk to some groups</li> </ul>	March 2026	Tracy Brown

b. Public reporting

All completed EqIA's are required to be publicly available on the Council's website once they have been signed off. EqIA's are also published with the papers for committee and full council decisions.

Please send completed EqIA's to [email address]

## 5. Monitoring outcomes, evaluation and review

The Equalities Impact Assessment is not an end in itself but the start of a continuous monitoring and review process. The relevant Service or Lead Officer responsible for the delivery of the policy, function or service change is also responsible for monitoring and reviewing the EqIA and any actions that may be taken to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from Corporate Policy and Governance will be available to provide support and guidance, please email xxxx if you have any questions.

## 6. Change log

Name	Date	Version	Change

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