



Decant Policy - Equality Impact Assessment (EIA)

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.













The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

MDH is required by law to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- Foster good relations between people who share a protected characteristic and people who do not share it.

EIA will be carried out by MDH in respect of new or revised policies and a copy of the assessment will be made available. Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action will be necessary.

Service:	Mid Devon Housing																															
Name of policy being assessed:	Domestic Abuse Policy																															
Lead officer responsible for EIA:																																
Is this a new or existing policy:	Revision of existing policy																															
<p>1. What are the aims and objectives of the policy?</p> <p>The policy aims to promote a zero tolerance of domestic abuse. It sets out MDH's responsibilities, identifies help and support that can be accessed and the partnership agencies that work alongside us.</p>																																
<p>2. What outcome do MDH want to achieve from this policy?</p> <p>To ensure that we provide a framework that safeguards individuals, families and communities from the impacts of domestic abuse.</p>																																
<p>3. Who is intended to benefit from the policy?</p> <p>All residents and families in Mid Devon</p>																																
<p>4. Who are the main stakeholders in relation to the policy?</p> <ul style="list-style-type: none"> • All tenants • Household members • Family members of tenants • Residents of Mid Devon 																																
<p>5. On the basis of the analysis above, what actions, if any, will MDH need to take in respect of each of the equality strands?</p> <table border="1"> <thead> <tr> <th>Characteristic:</th> <th colspan="2">Impact:</th> <th>Comments/Action:</th> </tr> <tr> <td></td> <td colspan="2">Please  the relevant box</td> <td></td> </tr> </thead> <tbody> <tr> <td rowspan="3">Age:</td> <td>Positive</td> <td></td> <td rowspan="3">The policy will have no impact. Tenant profiling completed at signup and bi-annually.</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> <tr> <td rowspan="3">Disability: You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.</td> <td>Positive</td> <td></td> <td rowspan="3">The policy will have no impact.</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> <tr> <td rowspan="2">Gender:</td> <td>Positive</td> <td></td> <td rowspan="2">The policy will have no impact.</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> </tbody> </table>			Characteristic:	Impact:		Comments/Action:		Please  the relevant box			Age:	Positive		The policy will have no impact. Tenant profiling completed at signup and bi-annually.	Neutral		Negative		Disability: You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.	Positive		The policy will have no impact.	Neutral		Negative		Gender:	Positive		The policy will have no impact.	Neutral	
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	Negative		
Gender reassignment:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
Marriage and civil partnership:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
Pregnancy and Maternity:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
Race:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
Religion and Belief:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
Sexual Orientation:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		

Result		
Are there any aspects of the policy, including how it is delivered or accessed, that could contribute to inequality?	Yes	No ✓
Will this policy have an adverse impact upon the lives of people, including employees and service users	Yes	No ✓

Monitoring and Review:

MDH will regularly review the EIA, in line with legislative changes or good practice, or if the policy impacts any group directly.

Operations Manager for Housing: Mrs Claire Fry

Signed: