

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Housing Services Domestic Abuse Policy
Team/ Department	Housing and Regeneration
Executive Director	Joanne Drew
Cabinet Member	Cllr George Savva, Cabinet Member for Social Housing
Author(s) name(s) and contact details	Ozlem Anderson
Committee name and date of decision	Cabinet 17 th January 2024

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	
Name of Director who has approved the EqIA	

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

This policy details Enfield's approach and commitment to adequately support victims/survivors (both adults and children) of domestic abuse to access safe housing. It also outlines the Council's zero tolerance to domestic abuse and how we will hold perpetrators to account.

The Crime survey for England and Wales estimated 2.4 million adults aged 16 years and over experienced domestic abuse in the year ending March 2022. Enfield saw the highest number of domestic abuse incidents in 2022 with 3,981 offences, an increase of 0.2% on the previous year. Similarly, London as a whole saw a 0.3% increase from 2021 to 2022.

Research has suggested "There is an urgent need to address the wider determinants of domestic violence through strengthening linkages with multisectoral agencies; for example, housing and education".¹

This policy explains the rights of all Enfield residents to access safe accommodation away from abuse. It sets out how we expect Enfield Council staff, contractors, sub-contractors and their agents to respond to a disclosure of domestic abuse. It describes our commitment to promote early help and our approach to provide co-ordinated tailored support for victims/survivors and/or their children. The policy applies to Enfield Council tenants and Enfield residents who access support from our Housing Service, regardless of their tenure..

¹ National Institute for Health and Care Excellence. *Pregnancy and complex social factors: a model for service provision for pregnant women with complex social factors*. Clinical guidelines [CG110] London: NICE; 2010 [<https://www.nice.org.uk/guidance/cg110>].
[Google Scholar](#)

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

As indicated in the 2021 Borough Profile, Enfield's population is estimated to be 333,587 as at mid-2020.

Children and young people.

There are higher proportions of children and young people (up to the age of 20) than the regional and national averages.

Nearly 60% survivors accessing domestic abuse support services have children².

Adults

The percentage of younger adults - aged 20 to 44 years - is also higher than in England in general, but below that of London as a whole.

Older People

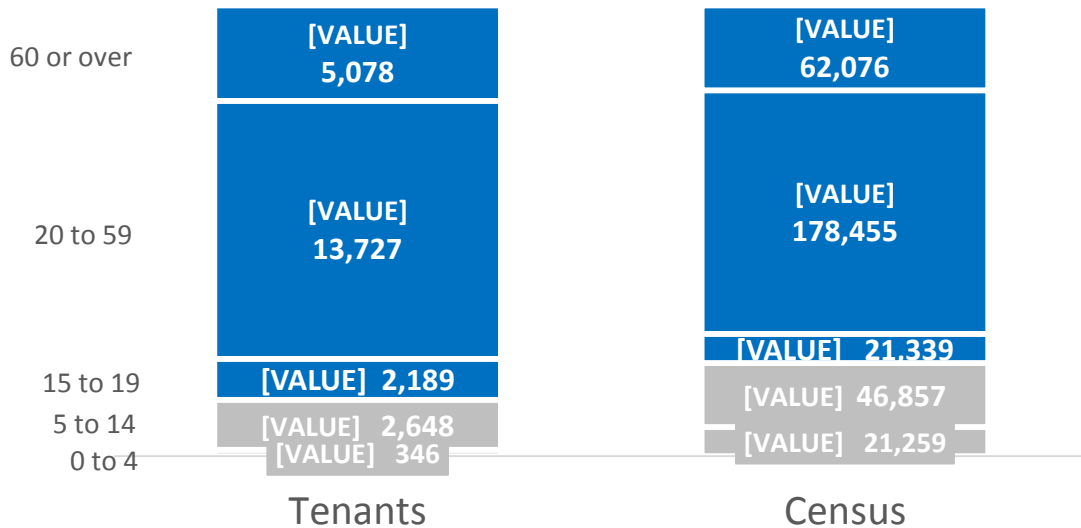
Currently approximately 42,000 people aged 65 and over living in Enfield, making up around 13% of the total population. These figures are set to increase by 23% to 52,500 people aged 65 and older by 2025.

Both the London area and Enfield have proportionately fewer older residents than the England average.

The table below shows Enfield's known council housing tenant population compared to the Census results:

² <https://www.womensaid.org.uk/research-and-publications/the-domestic-abuse-report/>

Age profile of tenant population compared to 2021 Census. 'Blanks' and 'unknowns' removed



The Crime survey for England and Wales³, details that in the year ending March 2020, 5.5% of people aged 16 to 74 in England and Wales experienced domestic abuse in the 12 months before being surveyed.

Consultation analysis

The consultation on the draft policy received 77 responses, 55 of who also provided answers to equalities monitoring questions. Of those, the biggest group at 22% are aged between 35-39, followed by 45-49 at 16% and 60-64 at 13%. The highest percentage of respondents who have experienced domestic abuse is 35-39 (26.7%), this is followed by respondents aged 45-49 (16.7%).

The implementation of our policy is expected to have a positive impact on all residents impacted by domestic abuse, of all ages. The policy will support all residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them.

Mitigating actions to be taken

N/A

³ <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/domestic-abuse/latest>

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

Just under 48,000 Enfield residents (all ages) had a disability as at the 2011 Census. Later estimates from the 2021 Census indicate that, among working-age people (aged 16-64 years), 50,300 had some level of disability – around 23% of the working-age population

If correct, this represents an increase of nearly 100% on the Census estimates for this age group in 2011.

The Crime Survey for England and Wales 2019 reported that almost 1 in 4 (23.1%) disabled adults aged 16 years and over had experienced crime compared with 1 in 5 (20.7%) non-disabled adults⁴.

Enfield's known council housing tenant profile

- 1,000 tenants have informed the Council they have a disability. This represents just 4% of those who provided a response to this question. With 14% of the borough having a disability, this suggests there may a significant under-representation
- Since 2012, there has been a reduction in the number of new tenants who inform the Council whether they have a disability or not (ranging from 9% to 14% each year between 2016 and 2023)

According to the Crime Survey for England and Wales 2019 disabled women are twice as likely to experience domestic abuse compared to non-disabled women.

Safe Lives, a national domestic abuse charity, have published a [report](#) which finds that disabled victims of domestic abuse suffer more severe and frequent abuse over longer periods of time than non-disabled victims. They also report that disabled people experiencing domestic abuse are twice as likely as to have planned or attempted suicide compared to those who are not disabled.

⁴ Ons.gov.uk

Consultation analysis

Of the 55 respondents who provided equalities details 40% said they have a physical or mental health condition or illness lasting or expected to last for 12 months or more, 56% said they do not and 4% preferred not to say. Of these 55, 53 respondents also responded to the question on whether they had experienced domestic abuse. The data showed a slight over representation of disabled people with experience of domestic abuse at 51.7% compared to those without a disability.

Of the 77 respondents, 84.4% agree with our approach for tackling domestic abuse. Of the 55 respondents who provided equalities data, 33.3% of those who agree 'a great deal' and 66.7% of those who agree 'to some extent' also responded yes to having a disability.

The implementation of our policy is expected to have a positive impact on all residents, including those who have a disability. The policy will support residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them.

Mitigating actions to be taken

N/A

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

The Census 2021 asked a voluntary question on gender identity to respondents aged 16 years or over - "Is the gender you identify with the same as your sex registered at birth?" and had of the option of selecting "Yes", or "No" and adding their gender identity.⁵

91.42% of Enfield residents aged 16 years and over responded to the question.

Gender identity	Enfield population aged 16 years and over	Percentage of residents aged 16 years and over
Gender identity the same as their sex registered at birth	232,329	90.34%
Gender identity different from their sex registered at birth but no specific identity given	1,652	0.64%
Trans woman	518	0.2%
Trans man	486	0.19%
Non-binary	74	0.03%
Another gender identity	58	0.02%
Did not answer	22,065	8.58%

In the 2018 Stonewall Report, 28% of trans respondents had experienced domestic abuse in the last 12 months.⁶

The Safe Lives report found that the most common type of abuse experienced by trans victims/survivors was jealous and controlling behaviour (80%), and two-thirds (66%) had experienced physical abuse. Almost three-quarters of victims/survivors (72%) experienced multiple types of abuse. Four out of five (81%) of perpetrators were male, which aligns with research by Galop suggesting that trans women and trans men were both more likely to have a male than a female perpetrator.⁷

For some trans people who have experienced sexual abuse, the trauma of this may

⁵ ONS, [Gender identity, England and Wales: Census 2021](#)

⁶ https://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_home_and_communities.pdf

⁷ <https://safelives.org.uk/sites/default/files/resources/Briefing%20-%20Transgender%20Victim-Survivors%27%20Experiences%20of%20Domestic%20Abuse%20Final.pdf>

be further exacerbated if they have body dysphoria relating to their genitals, as the violence they experience is tied to a part of their body they already hate.⁸

Consultation analysis

Of the 55 respondents who provided equalities monitoring data, 2% consider themselves to be transgender. These respondents also answered no to experiencing domestic abuse.

The implementation of our policy is expected to have a positive impact on all residents, regardless of gender identity. The policy will support residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them.

Mitigating actions to be taken

N/A

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

In 2021, the Forced Marriage Unit (FMU) gave advice and support in 337 cases related to a possible forced marriage and/or possible female genital mutilation (FGM). It also responded to 868 general enquiries. More than 85 per cent of forced marriages are driven by family pressure.⁹

Consultation analysis

Of the 55 respondents who provided equalities data, the biggest group are single at 49%, followed by married at 20% and divorced at 18%. The highest percentage of respondents who have experienced domestic abuse are single at 55.2%. The analysis also shows 20.7% of married respondents and the same percentage of divorced respondents have experience of domestic abuse.

⁸ https://safelives.org.uk/practice_blog/supporting-lgbt-survivors-sexual-violence

⁹ <https://www.gov.uk/government/statistics/forced-marriage-unit-statistics-2021/forced-marriage-unit-statistics-2021>

The implementation of our policy is expected to have a positive impact on all residents, including those who may be victims of forced marriage and/or possible female genital mutilation. The policy will support residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them.

Mitigating actions to be taken

N/A

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

In 2020, there were 4,086 live births in Enfield.¹⁰

The Domestic Abuse Report 2019: The Annual Audit, identifies that 1 in 15 survivors accessing domestic abuse support services are pregnant. Domestic abuse during pregnancy puts the individual and their unborn child in danger. It increases the risk of miscarriage, infection, premature birth, and injury or death to the baby.¹¹

According to one study of pregnant women in east London, 15% reported violence during their pregnancy: of these women, just under 40% reported that violence started while they were pregnant, while 30% reported they had at some time suffered a miscarriage as a result¹²

Consultation analysis

Of the 55 respondents who provided equalities data, 5% report being pregnant or on maternity leave. Of those 55 respondents, 41 also answered the question on whether they have experience of domestic abuse – 8.7% of those who have experienced domestic abuse are pregnant or on maternity leave compared to 91.3% who are not. NB the question does not clarify when the experience of domestic abuse took place.

The implementation of our policy is expected to have a positive impact on all residents. The policy will support residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them.

Mitigating actions to be taken

¹⁰ ONS 2020

¹¹ <https://www.nhs.uk/pregnancy/support/domestic-abuse-in-pregnancy/>

¹² Domestic Violence. A Health Response: Working in a Wider Partnership J Coid, Department of Health; 2000

N/A

Race

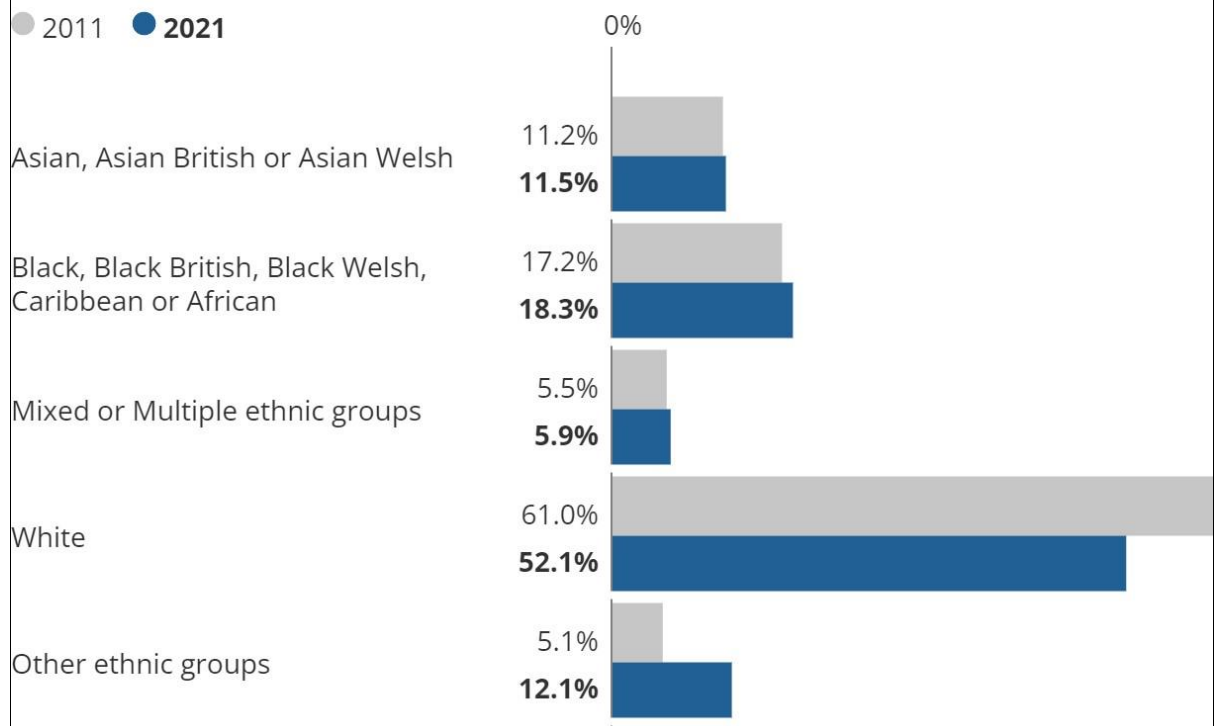
This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

According to the Census 2021, 52.1% of people in Enfield identified their ethnic group within the "White" category (compared with 61.0% in 2011), while 18.3% identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category (compared with 17.2% in 2011).

Percentage of usual residents by ethnic group, **Enfield**



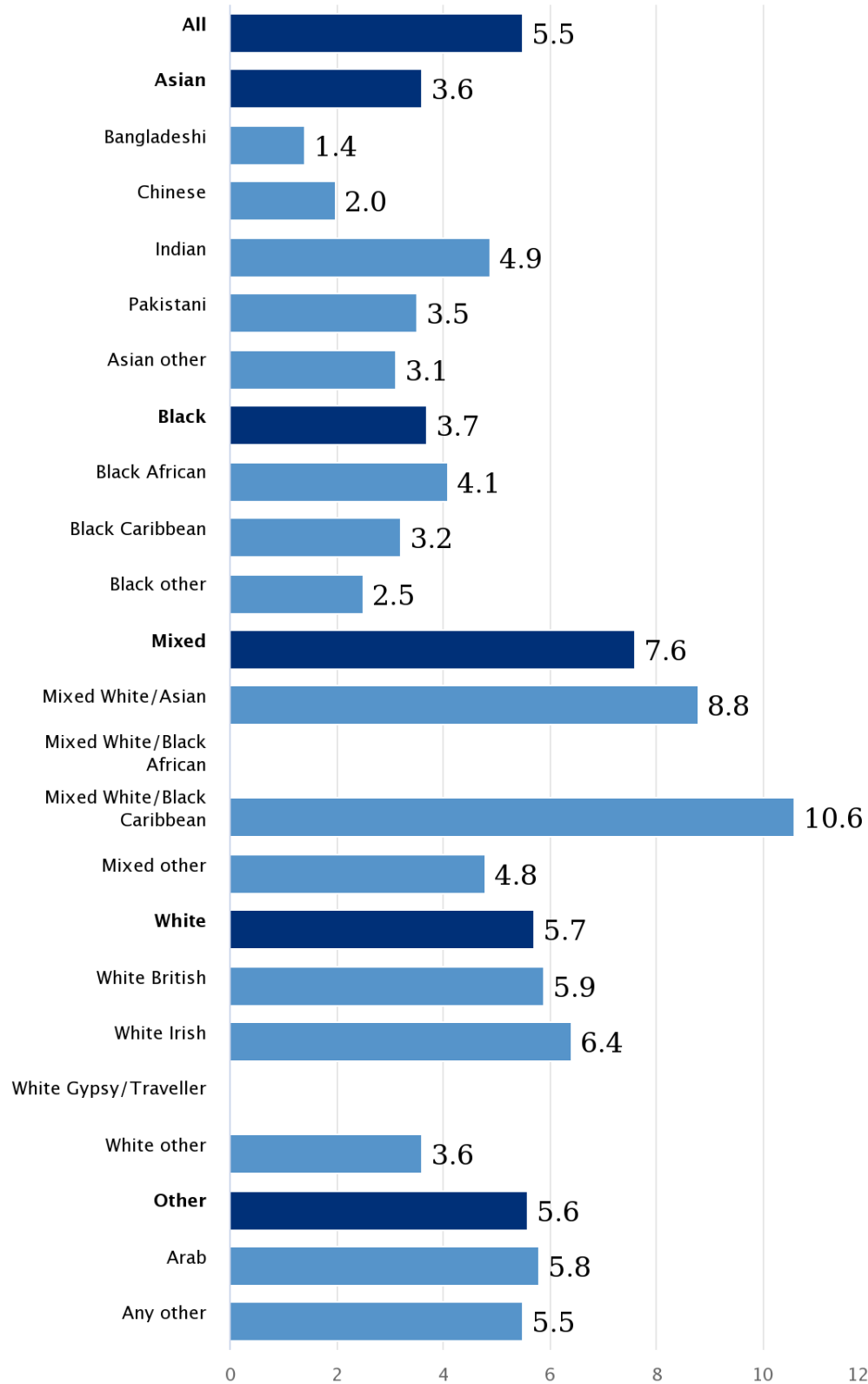
Source: Office for National Statistics – 2011 Census and Census 2021

Data from the Crime survey for England and Wales¹³, provides the ethnicity of 16 to

¹⁴ When the police record a crime or incident, they can place a marker which provides additional information, e.g. if it was related to domestic abuse or hate crime. These markers are known as 'flags'. Offences can have multiple flags.
EqIA template approved by EMT 16 June 2020

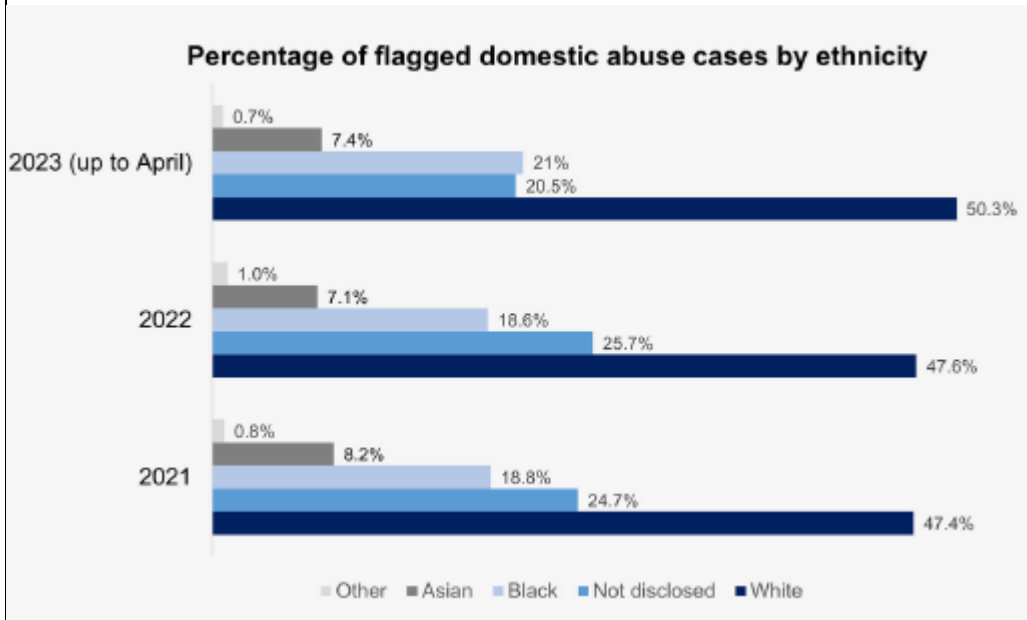
74 year olds who reported being a victim of domestic abuse in the previous 12 months, between April 2019 and March 2020.

Title: Percentage of 16 to 74 year olds who reported being victims of domestic abuse in the previous 12 months, by ethnicity. Location: England and Wales. Time period: April 2019 to March 2020. Source: Crime Survey for England and Wales: victims of domestic abuse, year ending March 2018 to year ending March 2020 | Ethnicity Facts and Figures GOV.UK



Data from the Metropolitan Police dashboard shows the majority of victims/survivors

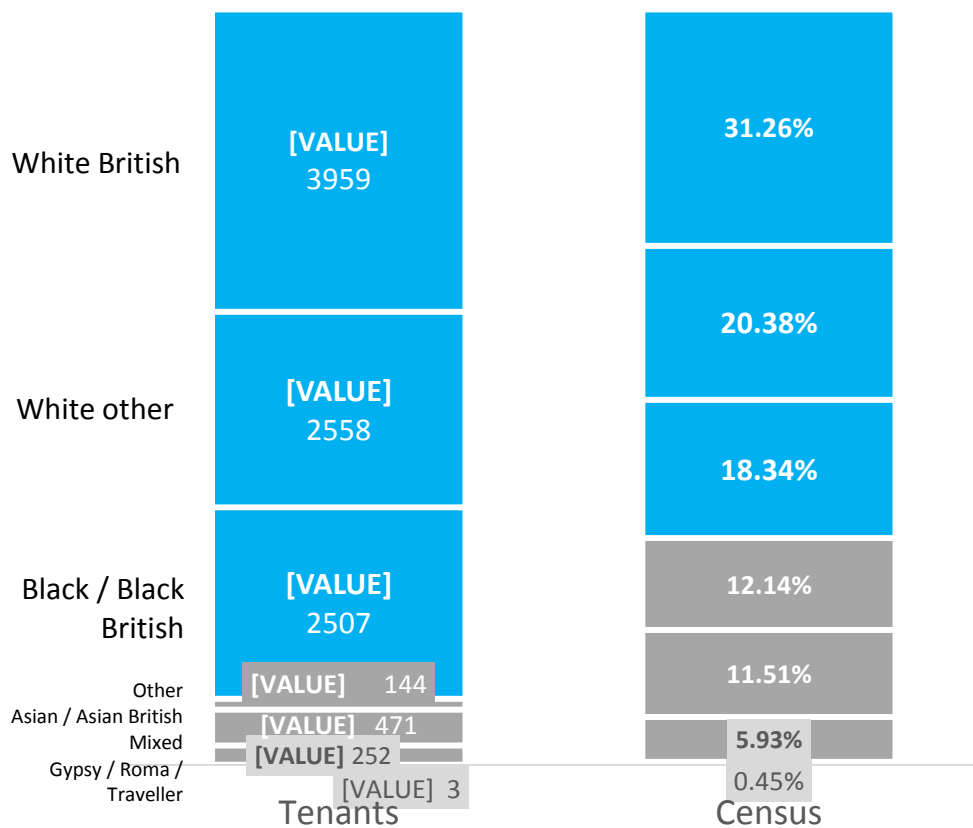
of an offence with a flag¹⁴ of domestic abuse in Enfield are of white ethnicity (47.4% in 2021, 47.6% in 2022 and 50.3% in the four months to April 2023). However, it should be noted that ethnicity data was not disclosed for a significant number of victims/survivors:



Ethnic Breakdown of Enfield's known tenant population

¹⁴ When the police record a crime or incident, they can place a marker which provides additional information, e.g. if it was related to domestic abuse or hate crime. These markers are known as 'flags'. Offences can have multiple flags.

Ethnic breakdown of tenant population compared to 2021 Census profile. 'Blanks' and 'unknowns' removed



The tenant profile shows an over representation of White British, White other and Black/Black British amongst our Council tenants.

Consultation analysis

Of the 55 respondents who provided equalities data, the largest group are white at 35%, followed by 26% who are black and 16% who are white other. The analysis shows 16% of respondents preferred not to say. The highest percentage of respondents who have experienced domestic abuse are white British at 38.5%, followed by black at 30.8% and white other at 23.1% showing an over representation of those who are black and those who are white other.

The implementation of our policy is expected to have a positive impact on all residents. The policy will support residents according to individual need.

Mitigating actions to be taken

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

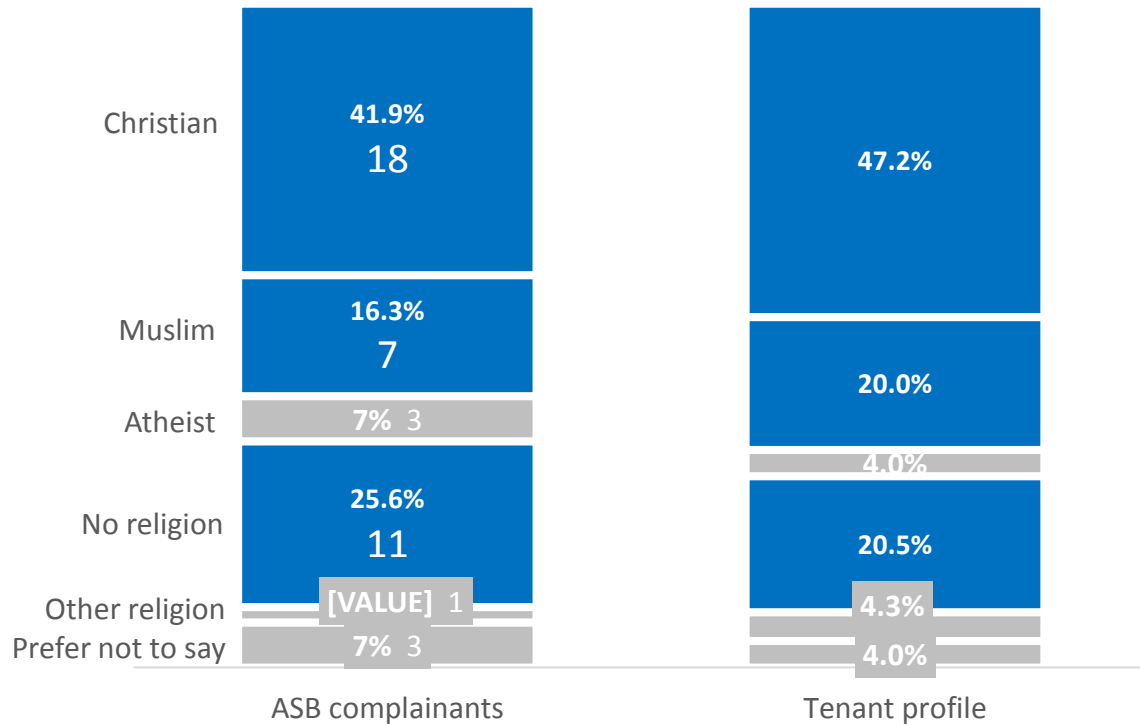
Please provide evidence to explain why this group may be particularly affected.

The table below shows Enfield's religious profile¹⁵. This is broadly reflective of the religious profile of council housing tenants.

Religion	Proportion of Enfield population
Christian	46.4%
Buddhist	0.5%
Hindu	3.1%
Jewish	1.1%
Muslim	18.6%
Sikh	0.4%
Other religion	3.1%
No religion	19.8%
Religion not stated	7.0%

¹⁵ Census, 2021

Religion / beliefs of those reporting ASB and known tenant profile (2022/23)



Consultation analysis

Of the 55 respondents who provided equalities data, 55% are Christian, 15% are Muslim, 11% are non-religious and 18% preferred not to say. The majority of respondents who have experienced domestic abuse are Christian (65.4%) showing an over-representation, followed by Muslim (15.8%) and non-religious (15.4%).

The implementation of our policy is expected to have a positive impact on all religious groups. The policy will support residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them.

Mitigating actions to be taken

N/A.

Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

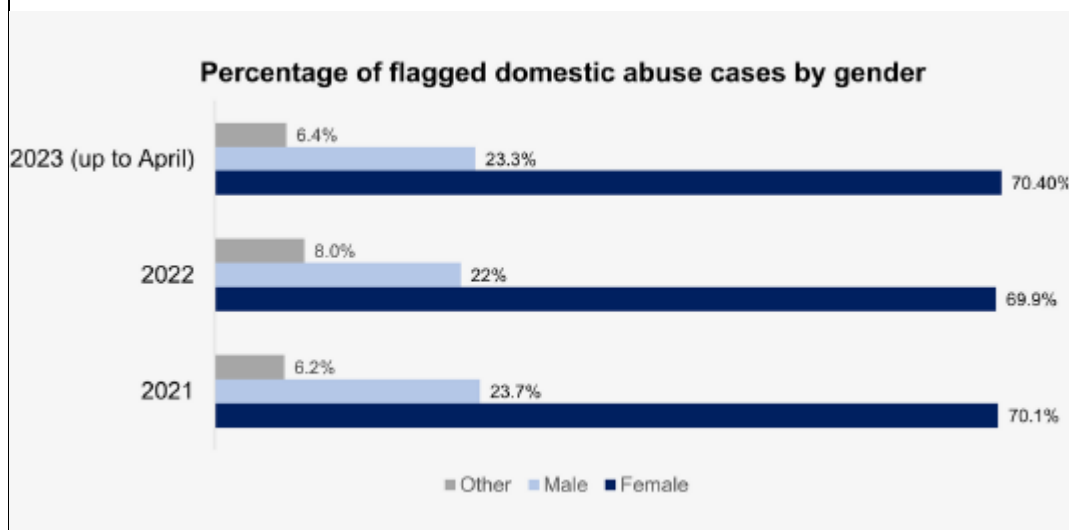
Please provide evidence to explain why this group may be particularly affected.

Enfield's population is 52.3% female and 47.7% male¹⁶.

Enfield's Council Housing tenant profile is 54.3% female and 45.7% male.

National data shows that women are more likely than men to be victims of domestic abuse. The Crime survey for England and Wales 2022 estimated 2.4 million adults aged 16 years and over experienced domestic abuse in the year ending March 2022. Of those 1.7 million were women and 699,000 were men. This equates to a prevalence rate of approximately 5.0% of adults (6.9% of women and 3.0% of men).

Data recorded by the Metropolitan Police for Enfield is consistent with this, showing the majority of victims/survivors of offences where domestic abuse was flagged in Enfield between 2021 and so far this year were female¹⁷:



N.B. As there may be multiple offences with the same victim or many victims linked to one offence, numbers in this section will be different and duplicates are possible.

Nationally, the majority of domestic homicide victims (killed by ex/partner or a family member) for the year ending March 2017 to the year ending March 2019 were female (77% or 274 victims) and most of the suspects were male (263 out of 274; 96%). Of the 83 male victims of domestic homicide, the suspect was female in 39 cases, and male in 44 cases. Furthermore, the large majority of defendants in domestic abuse-related prosecutions in the year ending March 2020 were recorded as male (92%) and the majority of the victims recorded as female (77%, compared with compared with 16% who were male). The sex of the victim was not recorded in 7% of prosecutions. If these missing data were excluded from analysis, then it would be 82% female victims and 18% male victims.¹⁸

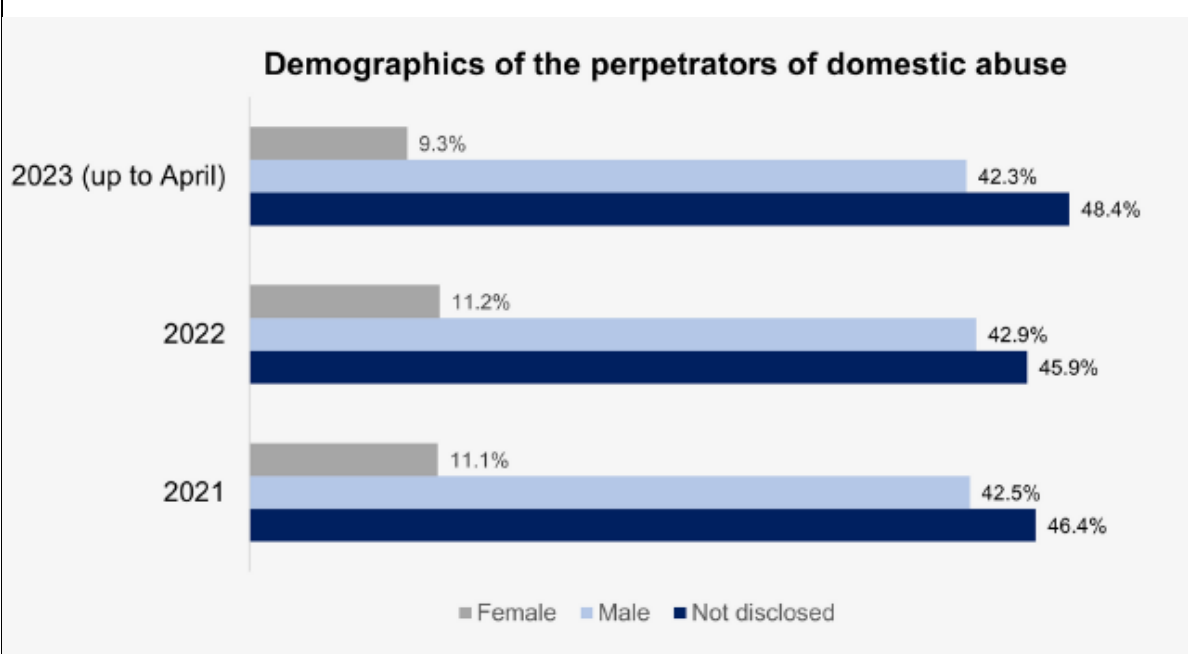
¹⁶ Enfield Council

¹⁷ Metropolitan Police Service

¹⁸ ONS, 2020

A national study of 96 cases of domestic abuse recorded by the police found that men are significantly more likely to be repeat perpetrators and significantly more likely than women to use physical violence, threats, and harassment. In a six-year tracking period the majority of recorded male perpetrators (83%) had at least two incidents of recorded abuse, with many having a lot more than two and one man having 52 repeat incidents. Whereas in cases where women were recorded as the perpetrator the majority (62%) had only one incident of abuse recorded and the highest number of repeat incidents for any female perpetrator was eight. The study also found that men’s violence tended to create a context of fear and control; which was not the case when women were perpetrators.¹⁹

Data from the Metropolitan Police dashboard shows around 42% of offences in Enfield where there was a domestic abuse flag had a male perpetrator. These figures seem to be consistent across each year. It should be noted that data on the sex of perpetrators was not disclosed for a high number of offences:



Consultation analysis

Of the 55 respondents who provided equalities data, 76% are female, 22% male and 2% preferred not to say. The highest percentage of respondents who have experienced domestic abuse are Female (79%) compared to male (21%).

The implementation of our policy is expected to have a positive impact on all residents. The policy will support residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them.

Mitigating actions to be taken

¹⁹ Hester, M. (2013) ‘Who Does What to Whom? Gender and Domestic Violence Perpetrators in English Police Records’, *European Journal of Criminology*, 10: 623- 637

N/A

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The Census 2021 included a voluntary question on sexual orientation for all respondents aged 16 and over.²⁰ The response options were:

- Straight or heterosexual
- Gay or lesbian
- Bisexual
- Other sexual orientation (respondents were then asked to write in the sexual orientation with which they identified)

In Enfield, 90.3% of residents aged 16 and over responded to this question.

Sexual orientation	Enfield population aged 16 years and over	Percentage of Enfield residents aged 16 years and over
Straight or heterosexual	226,705	88.15%
Gay or lesbian	2,342	0.91%
Bisexual	2,073	0.81%
Pansexual	944	0.37%
Asexual	74	0.03%
Queer	35	0.01%
All other sexual orientations	151	0.06%
Not answered	24,858	9.67%

Our tenant profile based on 6,229 tenants:

Sexual orientation	Percentage of council housing tenants
Straight or heterosexual	89.1%
Gay or lesbian	0.4%
Bisexual	0.3%
Other	0.1%
Prefer not to say	10.1%

²⁰ ONS, [Sexual orientation, England and Wales: Census 2021](#)

In England, it is estimated that more than 1 in 4 gay men and lesbian women and more than 1 in 3 bi-sexual people experience at least one form of domestic abuse since the age of 16.²¹

A [report](#) published by Galop, an LGBT+ anti-abuse charity, finds that that LGBT+ victims/survivors share similar forms of domestic abuse as heterosexual/cisgender victims/survivors. LGBT+ individuals disclosed domestic abuse from both intimate partners and family members, which was in most cases, described as an ongoing pattern of behaviour that was physical, emotional, financial and/or sexual in nature. Findings also suggest that the abuse may take place in both private and public places and that victims/ survivors are often exposed to various forms of violence at home, online, in public spaces and at work.

The report also states that BME LGBT+ people are unlikely to be captured in research which may in part be due to underreporting amongst this group²². It is also suggested that BME LGBT+ victims/survivors may be more isolated, may identify more strongly with BME community and culture than their LGBT+ identity²³, or may have religious and cultural pressures at play when coming to terms with both their LGBT+ identity and experiences of domestic abuse²⁴.

Studies suggest that LGBT+ victims/survivors who identify as disabled or have a long-term impairment, are more likely to have experienced at least one form of domestic abuse during their lifetime²⁵.

Consultation analysis

Of the 55 respondents who provided equalities data, 89% are heterosexual, 4% are bi, 2% are gay or lesbian and a further 6% preferred not to say. The vast majority of those who have experienced domestic abuse are heterosexual at 96.4%. Of these 55 respondents who identify as bi, 3.6% have experienced domestic abuse.

The implementation of our policy is expected to have a positive impact on all residents with experience of domestic abuse. The policy will support residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them

Mitigating actions to be taken

²¹ https://galop.org.uk/wp-content/uploads/Galop_RR-v4a.pdf

²² . Browne, K. (2007). Domestic Violence & Abuse: Additional Findings Report December 2007. Brighton, UK: University of Brighton, Spectrum.

²³ Harmar, P., Moreton, E., Welch, L. & Wilde, B. (2016). Improving Access To Domestic Abuse Services Across Avon and Somerset. Bristol/Glastonbury: Next Link/The Diversity Trust.

²⁴ . Magić, J. (2015). LGBT Needs Assessment: Domestic and Sexual Violence Provision in the London Borough of Newham. Cambridge: Broken Rainbow UK.

²⁵ C.f.: Browne. (2007)

N/A

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

- In 2019, Enfield was the 74th most deprived local authority in England overall and the 9th most deprived London borough.²⁶
- Enfield's median household income is £35,300, which is the 9th lowest of the 33 London boroughs and lower than the London average. Within the borough, there are clear differences in household income between the west and east parts of the borough. Median incomes in the most affluent neighbourhoods are twice those of the least affluent.
- 16% of Enfield households have an annual gross household income of less than £15,000 (as at 2020)
- Enfield's unemployment rate, at 6.8% in January 2022, is the sixth worst in London. Across London, the average unemployment rate is 5.6%.
- People aged 22-34 in Enfield are the worst affected by unemployment, while over 50s are less likely to be claiming unemployment benefits.
- In 2021 25,000 people in Enfield were earning less than the London Living Wage (£10.85 per hour).
- According to the Census 2021, 10% of households in Enfield live in local authority owned properties and 7% live in registered provider homes.²⁷

Research suggests there is a link between poverty and domestic abuse against women, who are more likely to be financially dependent on their partner - women in households with low incomes are 3.5 times more likely to experience domestic violence than women in slightly better-off households.²⁸

[The female face of poverty](#), a report commissioned by the Women's Budget Group (WBG) claims that poverty is associated with domestic abuse as both a cause and a consequence. They say it prolongs women's exposure to abuse by reducing their

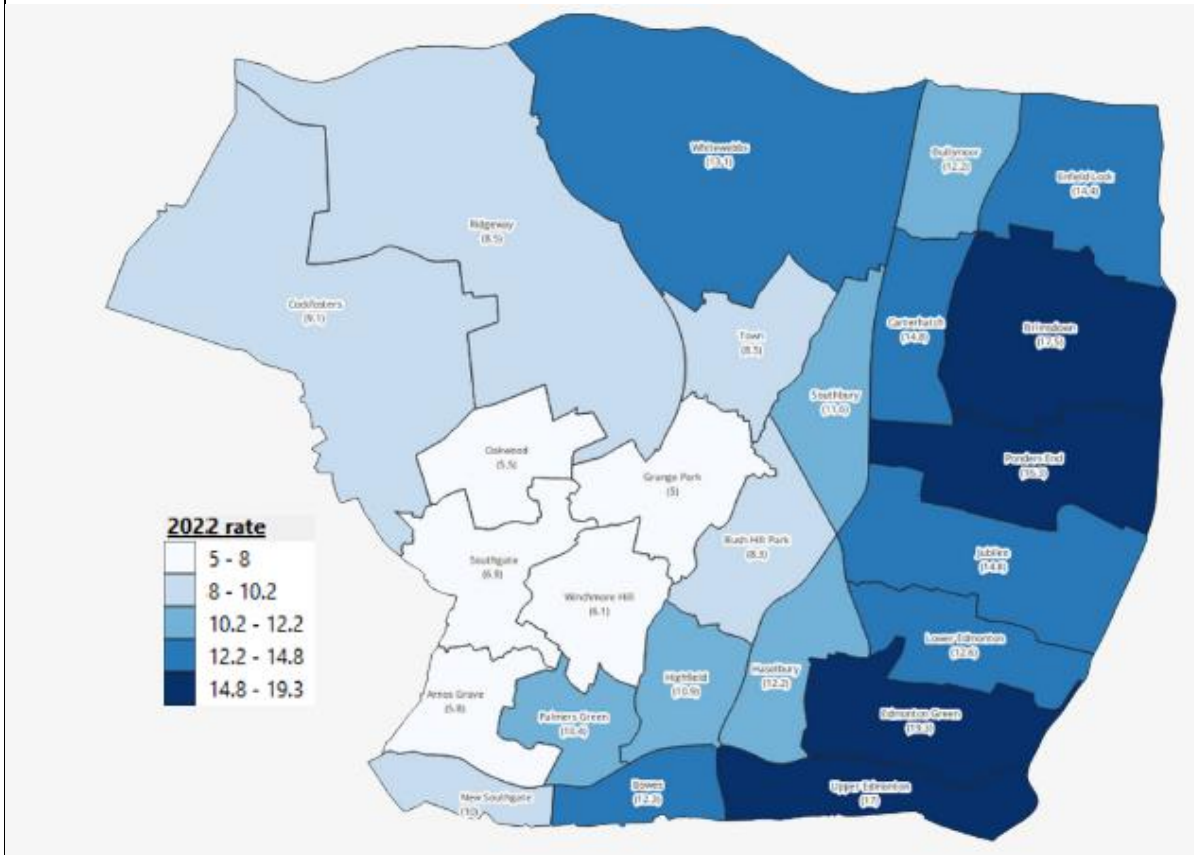
²⁶ Borough Profile 2021

²⁷ ONS, [Housing, England and Wales: Census 2021](#)

²⁸ <https://cpag.org.uk/news-blogs/news-listings/domestic-abuse-economic-issue-%E2%80%93-its-victims-and-society>

ability to leave and it makes women poorer on leaving the relationship.

Data from the Metropolitan Police dashboard for Enfield is reflective of this showing higher rates of domestic abuse incidents per 1000 population in 2022 in the more deprived east of the borough compared to the west:



The image shows Edmonton Green (19.1), Brimsdown (17.5), Upper Edmonton (17) and Ponders End (16.3) recorded the highest rates of domestic abuse incidents per 1,000 population in 2022.

The implementation of our policy is expected to have a positive impact on all residents. The policy will support residents according to individual need. We will use equality, diversity and inclusion data to enable us to better understand impact on protected groups and how to support them.

Mitigating actions to be taken.

N/A

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The policy will be reviewed on an annual basis and amended to respond to any legislative or regulatory changes, or in response to any necessary operational or performance issues. The policy will be due for a full review and renewal in 2026.

Annual reviews will consider changes to legislation and regulation and feedback from our employees, council housing, Housing Gateway and temporary accommodation tenants and those who have used our Housing Advisory Service.

We will also be implementing a satisfaction survey for all domestic abuse cases dealt with by Enfield Council Housing at case closure, which will ask for equalities information so that we can analyse feedback and use this to understand any differences in experiences between groups who share a protected characteristic and those who do not, and use all feedback to continuously improve the service.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments