


<b>Agenda Item No:</b>	<b>10</b>	
<b>Committee:</b>	<b>Cabinet</b>	
<b>Date:</b>	<b>21 July 2025</b>	
<b>Report Title:</b>	<b>Policy and Procedures For Supporting Residents Experiencing Domestic Abuse</b>	

## **1 Purpose / Summary**

- 1.1 The Housing Options Team is working towards Domestic Abuse Housing Alliance (DAHA) accreditation for the Council. The process entails evidencing our approach to domestic abuse survivors including producing relevant policy
- 1.2 There is a requirement under DAHA accreditation that we will produce a policy and procedures outlining how we will support members of the community who are survivors of domestic abuse.

## **2 Key Issues**

- 2.1 The accreditation requires the Housing Options service to meet a range of elements encompassing the whole service to ensure compliance and evidence how we meet every criteria of the accreditation.
- 2.2 The Housing Options team have been undertaking the accreditation work for the past 2 years. It's an extensive and challenging piece of work which requires the service to demonstrate the quality of the work undertaken by the team. This includes redacted random reviews of cases to ensure a very high standard of service and effective partnership working to enable the best outcomes for our customers.
- 2.3 As part of the development of the policy, we carried out consultation with the Domestic Abuse Champions staff group, along with domestic abuse survivors with lived experience. All agreed with the content of the document and were happy for it to be published on our website once approved.

## **3 Recommendations**

- 3.1 Cabinet is recommended to:
  - Approve the Policy and Procedure set out in Appendix B for supporting residents experiencing domestic abuse

Wards Affected	All
Forward Plan Reference	N/A
Portfolio Holder(s)	Cllr Samantha Hoy - Portfolio Holder for Housing
Report Originator(s)	Sarah Gove - Housing & Communities Manager
Contact Officer(s)	Sarah Gove – as above Dan Horn – Assistant Director Carol Pilson – Corporate Director
Background Papers	N/A

## **4 BACKGROUND AND INTENDED OUTCOMES**

- 4.1 The Housing Options Team is working towards Domestic Abuse Housing Alliance (DAHA) accreditation for the council. The process entails evidencing our approach to domestic abuse survivors including producing relevant policy
- 4.2 The accreditation will demonstrate how the council reaches and practices a range of standards when supporting and advising clients experiencing domestic abuse.
- 4.3 The intended outcome is to publish the document on the council's website to enable all members of the public to have access to the advice contained within it, including a range of support providers and services available from the council.
- 4.4 Mandatory training is being undertaken by all staff as part of our corporate training schedule in response to an internal policy which will be considered by Employment Committee. The Council's Domestic Abuse Champions have undertaken level 2 training (intermediate – which goes into greater detail for those involved in domestic abuse approaches) and Housing Options Team level 3 (advanced – which is for existing practitioners who have a statutory function to respond and action domestic abuse cases as part of their day-to-day work).

## **5 REASONS FOR RECOMMENDATIONS**

- 5.1 The policy concerned is for supporting residents of Fenland who are experiencing domestic abuse.
- 5.2 The policy and procedure provide advice and information to help support our customers who are experiencing domestic abuse.
- 5.3 The document is based on good practice and meets the criteria set out by DAHA. The accreditation process requires the document to be policy and procedures as opposed to procedures.
- 5.4 Training has been launched as part of a suite of mandatory training to be undertaken by all staff. Two other levels of training have been undertaken by the council Domestic Abuse Champions - level 2 and level 3 by the council's Housing Options Team.
- 5.5 The policy and procedures will be reviewed in 3 years or before in response to legislative changes or good practice. As part of the review the council will understand any learning when the policy has been utilised.

## **6 CONSULTATION**

- 6.1 As part of the development of the document, we carried out consultation with the Domestic Abuse Champions staff group, along with domestic abuse survivors from the community with lived experience. All agreed with the content of the document and were happy for it to be published on website once approved.
- 6.2 The Housing Options team have been undertaking the accreditation work for the past 2 years. It's an extensive and challenging piece of work which requires the service to demonstrate the quality of the work undertaken by the team. This includes redacted random reviews of cases by the DAHA team to ensure a very high standard of service and effective partnership working to enable the best outcomes for our customers.

- 6.3 A separate document aimed at staff has been produced and has been considered by the groups above. The procedure has been operational for some time but to meet criteria for accreditation the procedure is to be considered to become policy through Employment Committee.

## **7 ALTERNATIVE OPTIONS CONSIDERED**

- 7.1 No alternative options have been considered as it is to meet accreditation criteria laid down by the DAHA system.

## **8 IMPLICATIONS**

### **8.1 Legal Implications**

- 8.1.1 There are no legal implications for this policy, although our accreditation reflects best practice when a survivor of Domestic Abuse contacts our Housing Options service for help. This therefore reduces the likelihood of legal challenge with homelessness legislation linked to Domestic Abuse Cases.

- 8.1.2 The information governance implications of receiving and managing sensitive information of the nature envisaged has been given detailed consideration with the Data Protection Officer and appropriate safeguards have been put in place to ensure compliance with the Data Protection Act and UKGDPR.

### **8.2 Financial Implications**

There is no financial resource implications in relation to implementing this policy. The service has been working to the policy as a procedure for some time and is within the core service budget.

### **8.3 Equality Implications**

Appendix A is the Equality Impact Assessment

## **9 SCHEDULES**

Appendix A - Equality Impact Assessment

Appendix B – Policy and Procedures For Supporting Residents Experiencing Domestic Abuse

## Assessing Equality – The Equality Act 2010

### APPENDIX A

#### INTRODUCTION

The Equality Act 2010 reminded all public authorities of their duty to have ‘due regard’ to the need to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by 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.

The protected groups (previously known as equality strands) are as follows:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation
- Marriage and civil partnerships (eliminate unlawful discrimination only)

Other legislation and practice has determined that we extend this to cover:

- Human Rights
- Socio Economic factors

The duty reminds us of the need to analyse the effect of existing and new policies and practices on equality.

The equality analysis should be proportionate and relevant – not just a tick box exercise. In some cases the written record will be a quick set of bullet points or notes under each heading. Others will need a more detailed explanation.

However, legal case law makes it clear that we must carry out the analysis **before making the relevant policy decision**.

A meaningful equality analysis will help the Council make the best decisions or formulate a policy which best meets our customers needs.

Once a Customer Impact Assessment (replacing our existing Equality Impact Assessment) has been completed there is no need to automatically carry out a new assessment each year. A review assessment has been put in place, and can be completed if there has been no change to the original policy, the way it's implemented and its customer impact.

## Assessing Equality – The Equality Act 2010

### A SIMPLE GUIDE TO ASSESSING EQUALITY

#### What is Customer Impact Assessment (CIA)?

- CIA is the act of systematically assessing the likely (or actual) effects of policies or services on people based on the following:
  - Age
  - Disability
  - Gender reassignment
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Gender
  - Sexual orientation
  - Marriage and civil partnerships
  - Human Rights
  - Socio Economic factors

This means considering the above, as set out in the table below, in relation to a policy, practice or service, before a decision is made.

PLEASE SEE EXPLANATIONS BELOW

	Eliminating unlawful discrimination, harassment and victimisation	Advancing equality of opportunity between different groups	Fostering good relations between different groups
Disability			
Age			
Pregnancy/ maternity/ paternity			
Race			
Religion or belief			
Sex/ Gender			
Gender reassignment/ Transgender			
Sexual orientation			
Human Rights			
Socio Economic Factors			

## Assessing Equality – The Equality Act 2010

Marriage and civil partnerships			
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- You are looking for opportunities to promote equality, and good relations between all groups as well as removing or mitigating negative or adverse impacts.
- Remember it might not be possible to remove all barriers to service or your policy or practice may have a negative impact on certain groups ... please note anything of this nature

### Why is it important?

- Assessing equality issues helps us understand the needs of our customers, ensures our decisions meet those needs, and are also cost effective, and demonstratable.
- As a public authority we also have a **legal** duty to show “*due regard*” for equality in decision making and the way services are provided
- To be able us to show “*due regard*”, we need to show that consideration of [possible impact to the groups mentioned have taken place **prior** to a decision being made; that equality issues were considered, and that this consideration was rigorous, open minded, and involved thinking about the three arms of the Equality Act as part of this process, and that potential adverse impacts were either removed or reduced, and that all our decisions can be defended if challenged.
- Documenting our equality analysis enables the Council show it has had “*due regard*” for equality if decisions are challenged. If “*due regard*” for equality can not be shown, decisions may be overturned at judicial review. This could result in lost time, money and negative publicity.
- The sooner equality is considered in a process; the more efficiently that process can be carried out.

## Assessing Equality – The Equality Act 2010

### How can equality be assessed?

**1. Gather information** This can be consulting with relevant groups, using a previous EqlA as a starting point, consultations carried out by other services, details of the service 'hard to reach groups', customer satisfaction surveys, MOASIC data, consider relevance to equality



**2. Assess impact** Could different groups be affected differently? Is this difference positive or negative? Consider the three arms of the Equality Act in relation to all the protected groups as per the table. NOTE: The quality of the assessment will depend on the quality of the information gathered



**3. Take action** This could be to reduce negative or increase positive impact. Produce an action plan where appropriate; make actions SMART. Unlawful discrimination MUST be actioned immediately



**4. Summarise** your findings on the EqlA form. Where it is clear from initial information gathering that a policy will not have any effect on equality, this may simply be a sentence recording this; the greater the relevance to equality, the greater the level of detail required. Publish your findings



**5. Monitor** the on-going effects of the policy on equality. This is usually in the form of the annual review carried out in October of each year, to fit in with the service planning cycle. The Equality Act is a **continuing** duty!

## Assessing Equality – The Equality Act 2010

### Customer Impact Assessment

#### Name and brief description of policy being analysed

Briefly summarise the policy including any key information such as aims, context etc; note timescales and milestones for new policies; use plain language – NO JARGON; refer to other documents if required

**The council is undertaking a Domestic Abuse Housing Alliance accreditation. This is a national accreditation and is being lead by the council's Housing Options team. Part of the requirement to achieve the accreditation is to produce two policies and procedures to inform both external customers on our website and internal staff colleagues via the council's intranet of types of abuse and the support available.**

#### Information used for customer analysis

Note relevant consultation; who took part and key findings; refer to, or attach other documents if needed; include dates where possible

The strategy and action plan have consulted on for the statutory 10 weeks consultation process – the responses have been captured in a table and relevant feedback has been captured and incorporated within the strategy and action plan.

Potential cultural barriers have been addressed e.g. Modern slavery under the Cambridgeshire County Council's statutory duty

	Could particularly benefit	Neutral	May adversely impact	Explanations	Is action possible or required?	Details of actions or explanations if actions are not possible  Please note details of any actions to be placed in your Service Plan
Race	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>	<b>Women are more likely to suffer domestic abuse than men, however the policies are cover both men and women and same sex relationships. The policies</b>	N	
Sex		<b>X</b>	<input type="checkbox"/>		N	

## Assessing Equality – The Equality Act 2010

				link to the council's Safeguarding vulnerable adults policy also.		
Gender reassignment/ Transgender	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>		N	
Disability- physical	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>		N	
Age 60+		<b>X</b>	<input type="checkbox"/>		N	
Younger people (17-25) and children (0-16)		<b>X</b>			N	
Sexual orientation	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>		N	
Religion or belief	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>		N	
Pregnancy, maternity and paternity	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>		N	

## Assessing Equality – The Equality Act 2010

Marriage & civil partnership	<input type="checkbox"/>	X	<input type="checkbox"/>		N	
Human Rights	<input type="checkbox"/>	X	<input type="checkbox"/>		N	
Socio Economic	<input type="checkbox"/>	X	<input type="checkbox"/>		N	
Multiple/ Cross Cutting	<input type="checkbox"/>	X	<input type="checkbox"/>		N	

### Outcome(s) of customer analysis

a) Will the policy/ procedure impact on the whole population of Fenland and/ or identified groups within the population; negative ☐ neutral ☐ positive x

No major change needed x Adjust the policy ☐ Adverse impact but continue ☐ Stop and remove / reconsider policy ☐

### Arrangements for future monitoring:

Note when analysis will be reviewed; include any equality indicators and performance against those indicators 2029

### Details of any data/ Research used (both FDC & Partners):

The policies have both been consulted on with survivors with lived experience and the council's Domestic Abuse champions staff group

### Completed by:

Name: Sarah Gove

Position: Housing & Communities Manager

Approved by (manager signature):

Date published: This should be the date the analysis was published on the intranet

Details of any Committee approved by (if applicable):

Date endorsed by Members if applicable:

## Policy and procedure for Supporting Residents Experiencing Domestic Abuse

April 2025

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## 1. Introduction

- 1.1. Fenland District council (FDC) is committed to ensuring that all residents affected by domestic abuse are dealt with in a sympathetic and sensitive manner and that staff act in a non-judgemental way. This policy and procedure sets out the level of service we aim to provide.
- 1.2. For the purposes of this policy and procedure, the statutory definition of abuse applies and incorporates behaviours of violence as well as other forms of abuse, including economic abuse and coercive control.
- 1.3. The Council have signed an agreement with Cambridgeshire County Council to work within their Adult Safeguarding policy guidelines and procedures. More information can be read at the Cambridgeshire County Council website.
- 1.4. The Council has a corporate policy regarding safeguarding and therefore this policy should be read in conjunction with our Safeguarding Children and Adults at Risk of Harm Policy, the Council's Anti-Social Behaviour Policy and the Cambridgeshire and Peterborough Safeguarding Adults Board Multi-Agency Safeguarding Policy. How we respond to domestic abuse is set out within these documents.
- 1.5. The Council also has a policy for any staff members that may be experiencing domestic abuse, which can be found on our intranet.

## 2. What is domestic abuse?

### 2.1 Statutory Definition of Domestic Abuse

The Domestic Abuse Act 2021 defines domestic abuse as:

Behaviour of a person ("A") towards another person ("B") is "domestic abuse" if

–

- A and B are each aged 16 or over and are personally connected to each other, and
- the behaviour is abusive
- Behaviour is "abusive" if it consists of any of the following –
  - physical or sexual abuse;
  - violent or threatening behaviour;

- controlling or coercive behaviour;
- economic abuse (see subsection (4));
- Psychological, emotional or other abuse; and it does not matter whether the behaviour consists of a single incident or a course of conduct.
- “Economic abuse” means any behaviour that has a substantial adverse effect on B’s ability to –
  - acquire, use or maintain money or other property, or
  - obtain goods or services.
- For the purposes of this Act A’s behaviour may be behaviour “towards” B despite the fact that it consists of conduct directed at another person (for example, B’s child).
- References in this Act to being abusive towards another person are to be read in accordance with this section.

## 2.2 Who can experience domestic abuse?

### Definition of “personally connected”

For the purposes of this Act, two people are “personally connected” to each other if any of the following applies –

- they are, or have been, married to each other;
- they are, or have been, civil partners of each other;
- they have agreed to marry one another (whether or not the agreement has been terminated);
- they have entered into a civil partnership agreement (whether or not the agreement has been terminated);
- they are, or have been, in an intimate personal relationship with each other;
- they each have, or there has been a time when they each have had, a parental relationship in relation to the same child (see subsection (2));
- they are relatives.

For the purposes of subsection (1)(f) a person has a parental relationship in relation to a child if –

- the person is a parent of the child, or
- the person has parental responsibility for the child.

You can find the full definition at [legislation.gov.uk](https://www.legislation.gov.uk)

### 3. Support

- 3.1 We will treat all reports of domestic abuse with respect, sympathy and confidentiality and we will listen to the needs and wishes of the survivor in agreeing a course of action.
- 3.2 We take a victim-centred approach to those experiencing domestic abuse and will always make the safety, dignity and well-being of the person the priority.
- 3.3 All reports of domestic abuse will be investigated in accordance with Cambridgeshire County Council's Adult Safeguarding policy guidelines and procedures, our Anti-Social Behaviour Policy and our Safeguarding Children and Adults at Risk of Harm Policy.
- 3.4 Each case will be different; we will always place an individual's needs at the forefront of any support we provide. This will include (but not be limited to), physical needs, mental needs, communication needs and each of the nine characteristics of the Equality Act (2010).
- 3.5 We can refer the person to other agencies that provide specialist support and guidance.
- 3.6 Domestic abuse is a criminal offence and we will encourage people to report it to the police, whether they are the victim of abuse or a witness to abuse. In an emergency, always call 999.
- 3.7 We can also refer domestic abuse victims to courses, such as the 'Freedom Programme, which "examines the roles played by attitudes and beliefs on the actions of abusive men and the responses of victims and survivors. The aim is to help them to make sense of and understand what has happened to them."
- 3.8 We are part of the 'Cambridgeshire & Peterborough Domestic Abuse and Sexual Violence Partnership', which consists of other key agencies in the area to offer support, services and information to survivors of domestic abuse.
- 3.9 In addition, in terms of supporting people experiencing domestic abuse, the council recognises that a person's intersectional needs will impact on their experience and the support required. The council promotes a range of resources and information via its webpages which can support staff and champions access specialised advice.

## 4. Multi-agency working

4.1 We will work with other agencies to provide support to victims of domestic abuse, where consent is provided by the person, or in circumstances where we have a duty to share information (please see section 5 for full information of information sharing and consent). These may include, but are not limited to:

- The police
- Specialist domestic abuse support agencies
- Independent Domestic-Based Violence Advocates (IDVAs)
- Legal advisory services
- Victim support services
- Education
- Social Care
- Learning Disabilities Partnership (LDP)
- Gypsy Traveller Liaison Officer(s) (Where required)
- Other housing partners

4.2 Some members of staff throughout the organisation receive enhanced training and are Domestic Abuse Support Champions. They are available to offer support and advice to colleagues in relation to good practice. Their role is also to raise awareness of domestic abuse and ensure staff know how to access support.

4.3 Members of our Private Sector Housing Team, Housing Options Team and the Community Safety Team also attend multi-agency working groups on a regular basis, such as the Multi-Agency Risk Assessment Conference (MARAC), the Perpetrator Panel and the Problem Solving Group.

## 5. Information sharing and consent

5.1 We will only share information with other agencies with the consent of the person experiencing any domestic abuse, or if:

- The information is required for the protection of children.
- We are required by law to share the information.
- There are legal reasons to protect a person without capacity.

- 5.2 As stated in the Cambridgeshire and Peterborough Safeguarding Adults Board Multi-Agency Safeguarding Policy (2017), any decisions made by professionals that affect the person experiencing domestic abuse should be proportionate and take into account their wishes (where known) as closely as possible. However, any wishes of the individual cannot undermine any FDC legal duty to act.

## 6. Housing options

- 6.1 Housing staff recognise the importance of the Whole Housing Approach (WHA) and to ensuring access to a range of housing options and initiatives which give choice to people experiencing domestic abuse in relation to relocation or remaining in their existing accommodation. Housing Options Team staff receive domestic abuse awareness training and are also trained in completing DASH (domestic Abuse, Stalking, harassment and honour Based Violence Assessment) risk assessments. Staff will offer advice and support to assist those experiencing domestic abuse to identify possible ways of resolving their housing situation.
- 6.2 Victims of harassment, violence or abuse may get preferential banding for housing in accordance with the Council's Lettings Policy. In addition, the Lettings Policy recognises the impact that economic control can have on an individual's finances and does not take a blanket approach to debt incurred as a result of domestic abuse or harassment.
- 6.3 We can help with access to emergency accommodation or access to refuge services where required.
- 6.4 The Housing Options team have links to support services who can assist with providing additional home security to those wishing to remain in their own home. In addition, other financial support such as access to Rent Deposit and rent in advance may be available to people wishing to relocate.

## 7. Joint tenancies

- 7.1 In situations of domestic abuse between joint tenants, the landlord is unable to remove a person's name from the tenancy without their consent.

- 7.2 In these circumstances the survivor can apply for an occupation order or for a court order to transfer the tenancy into their sole name. We encourage the victim to obtain independent legal advice on how best to proceed.
- 7.3 If a survivor has a secure tenancy (not a fixed-term tenancy, as both tenants are required to give notice on this type); they will also have the option to serve a notice to quit on the property, which will end the tenancy for both parties. If the perpetrator does not vacate the property, the landlord could decide to begin possession proceedings and may then consider using discretion to grant the victim a sole tenancy at an alternative property or the original property.
- 7.4 In the case of social housing tenancy, Housing Associations are likely to begin possession proceedings against a perpetrator. However, this decision will be made on a case-by-case basis based on the level of risk involved and will be made in consultation with the victim and other professionals (such as the Independent Domestic Abuse Advisory Service).
- 7.5 If a survivor of domestic abuse loses their secure tenancy as a result of the abuse, the Domestic Abuse Act 2021 requires local authorities to grant another secure tenancy to the victim if they rehouse them (via a Social Housing provider). Granting a sole tenancy to the original property will depend on the person's housing needs and whether it would be considered safe for them to remain there. (Again, these decisions will be made in consultation with the victim and other professionals such as the Independent Domestic Abuse Advisory Service) along with the Social Housing provider.
- 7.6 The survivor should always seek advice and support to be fully informed of their options and to avoid losing their tenancy.

## 8. [Taking action](#)

- 8.1 The Council have signed an agreement with Cambridgeshire County Council to work within their Adult Safeguarding policy guidelines and procedures. More information can be read at the Cambridgeshire County Council website.
- 8.2 We can refer survivors to access advice on their options and may be able to provide support when taking legal action against the person committing the domestic abuse.

## 9. Repairs and security

- 9.1 We would work with partners to assist with necessary repairs and security.
- 9.2 We will refer people to initiatives such as the Cambridgeshire Bobby Scheme, who can also provide assistance.

## 10. Perpetrator management

- 10.1 When supporting someone experiencing abuse, we will take account of their wishes and not assume that they wish the matter to be reported to the police or that they want a shared living arrangement to end. If the survivor wishes to remain with the perpetrator, any decisions around support will be based on the specific risks associated with the situation. Housing Options staff are trained in DASH risk assessments and are also encouraged to refer to the specialist Independent Domestic Violence Advisory Service where there are concerns.
- 10.2 Where it is appropriate for enforcement action to be taken (for example, reporting to the police, action against a tenancy)
- 10.3 It is also recognised that, from time to time, Housing Options staff may be expected to support a perpetrator with their housing options. There is no blanket policy to prevent perpetrators from accessing social housing via the Home-Link allocation system, although the policy does allow exclusions based on behaviour. Any decisions to exclude someone will be on a case by cases basis and informed by the level of risk to associated parties if an exclusion was to exist.
- 10.4 The council will also ensure that information and support is available to perpetrators who wish to address their behaviour. This can include signposting to Respect and services for further advice.

## 11. Prevention and awareness

- 11.1 The Council are committed to learning from good practice and providing appropriate training for staff. This will include e-learning domestic abuse awareness for all staff, specialist training for key roles and the introduction of Domestic Abuse Support Champions throughout the organisation.

- 11.2 We will actively seek to raise awareness of domestic violence and encourage anyone that is experiencing it to engage with support services.
- 11.3 We are committed to achieving Domestic Abuse Housing Alliance (DAHA) accreditation and seek to learn and improve services through the accreditation process.
- 11.4 We will also raise awareness of the topic through articles published on our website, where appropriate.

## 12. Related legislation and regulations

- The Domestic Abuse Act 2021
- Anti-Social Behaviour, Crime and Policing Act (2014)
- Care Act (2014)
- Civil Partnership Act (2004)
- Crime and Security Act (2010)
- Data Protection Act (2018)
- Domestic Abuse Crime and Victims Act (2004)
- Equality Act (2010)
- Family Law Act (1996)
- Female Genital Mutilation Act (2003)
- Forced Marriage (Civil Protection) Act (2007)
- Homelessness Act (2002)
- Housing Act (1996)
- Protection from Harassment Act (1997)
- Serious Crime Act (2015)
- Clare's Law (2017)

## 13. Related documents

- Anti-Social Behaviour Policy
- Internal Staff Domestic Abuse Policy (HR)
- Lettings Policy
- Safeguarding children and adults at risk

- Cambridgeshire and Peterborough Safeguarding Adults Board Multi-Agency Safeguarding Policy

## 14. Equality and Diversity

14.1 Equality is about treating individuals fairly, supported by legislation designed to promote equality and eliminate discrimination and harassment. Diversity is about the recognition and valuing of difference for the benefit of the Council and the individual. Equality and diversity are not interchangeable but are interdependent. There is no equality of opportunity if difference is not recognised and valued.

14.2 We are committed to identifying, understanding and eliminating all barriers that prevent access to services, information and employment.

14.3 As a major employer and provider of services, Fenland District Council is committed to actively promoting equality and diversity, and working to combat discrimination across all nine protected characteristics of equality;

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnerships
- Pregnancy and Maternity
- Race
- Religion / Belief
- Sex
- Sexual Orientation

14.4 An equality impact assessment has been carried out for this policy

## 15. Complaints

15.1 Any complaints should be addressed in line with the Council's 3C's procedure.

15.2 An overview of the complaint's procedure is available on the website

<https://www.fenland.gov.uk/threecs>

## 16. Review

16.1 This policy and its procedures will be reviewed in June 2028. However, earlier reassessment may be required if there are changes in operations and / or legislation etc. As part of the review the council will understand any learning when the policy has been utilised.

JUNE 2025