

## Equality Impact Analysis (EIA)

**Introduction: The EIA is an effective way of improving decision making, policy development and service delivery by making sure that managers consider the needs of all service users, the community and employees. It is also designed to identify potential steps to promote equality and good relations and avoid unintentional discrimination. Please ensure you read the guidelines before completing this form.**

[Guidance Notes](#)

Policy/Procedure	ASB Strategy
Service	Housing Resident Services
Business unit	ASB & Neighbourhood
Your name	Chris Pike
Email	chris.pike@nfdc.gov.uk
Title	Mr
Service manager's name	Kirsty Farmer
If you would like your service manager to receive a copy of this form, please enter their email address.	
Service manager email	Kirstym.farmer@nfdc.gov.uk
Date completed	13/11/2025

1. What is the overall purpose and aim of the policy/project/practice or service?

The strategy aims to prevent and tackle housing-related Anti-Social Behaviour (ASB) within NFDC's housing stock. Its purpose is to:

Create safe and welcoming communities for tenants.  
 Adopt a victim-centred approach, prioritising harm reduction and support.  
 Ensure compliance with regulatory standards and national ASB principles.  
 Deliver four strategic priorities:

Prevention & early intervention  
 Managing risk and supporting victims  
 Work in partnership  
 Putting tenants first

2. What are the main aspects of the policy/project/practice or service where consideration of equality impacts and issues need to be incorporated?

Access to reporting mechanisms: Ensure all tenants, including those with disabilities or language barriers, can report ASB easily.  
 Victim support services: Tailored to vulnerable groups (e.g., elderly, disabled, pregnant women).  
 Policy language and stigma reduction: Avoid stereotyping social housing tenants.  
 Training for staff: Include safeguarding, mental health awareness, and cultural sensitivity.  
 Data collection and monitoring: Capture demographic data to identify disproportionate impacts on protected groups.

3. Relevance Assessment - which group(s) of people (if any), do you think will, or potentially can be, affected by this policy/project/practice or service? Please state your reasons.

Age: Older tenants may feel more vulnerable; younger tenants may more likely to be involved in ASB or perceive it differently.  
 Sex: Women may be disproportionately affected by harassment or domestic abuse linked to ASB.  
 Religion or Belief: Hate incidents are addressed in the strategy, but prevalence is low due to low mixed communities compared to National Average  
 Disability: Tenants with physical/mental health conditions are more likely to experience ASB and need tailored support.  
 Race: Hate crime and discrimination risks exist; strategy includes hate crime policy.  
 Sexual Orientation: Potential for harassment; requires inclusive victim support.  
 Marriage/Civil Partnership: Limited direct link, but domestic abuse considerations apply.  
 Gender Reassignment: Vulnerability to harassment; needs sensitive handling and safeguarding under Hate Crime Policy  
 Maternity and Pregnancy: Increased vulnerability and need for safe housing environments.

Please indicate if you think the impact is none, low, medium or high?

Age	Sex	Religion or Belief	Disability	Race	Sexual Orientation	Marriage/Civil partnership	Gender reassignment	Maternity and Pregnancy
None	None		None	None	None	None	None	

None

None