

<p>1.</p>	<p>Using information that you have gathered from service monitoring, surveys, consultation, and other sources such as anecdotal information fed back by members of staff, in your opinion, could your service/policy/strategy/decision (including decisions to cut or change a service or policy) disadvantage, or have a potentially disproportionately negative effect on, any of the following groups of people:  <i>People of different ages – including young and older people</i>  <i>People with a disability;</i>  <i>People of different races/ethnicities/ nationalities;</i>  <i>Men; Women;</i>  <i>People of different religions/beliefs;</i>  <i>People of different sexual orientations;</i>  <i>People who are or have identified as transgender;</i>  <i>People who are married or in a civil partnership;</i>  <i>Women who are pregnant or on maternity leave or men whose partners are pregnant or on maternity leave;</i>  <i>People living in areas of deprivation or who are financially disadvantaged.</i></p>	<p>The new tenant involvement structure has been developed by tenants with support from one of the 12 national co-regulation champions Helena Partnerships.          The structure actively encourages tenant involvement from all groups and these rationalised arrangements will allow us to diversify our contact management with the harder to reach groups which will provide a positive improvement over time.</p>
<p>2.</p>	<p>What sources of information have you used to come to this decision?</p>	<p>External expert advice from Helena Partnerships and input from current involved tenants.          Use of published material from TPAS etc.</p>
<p>3.</p>	<p>How have you tried to involve people/groups in developing your service/policy/strategy or in making your decision (including decisions to cut or change a service or policy)?</p>	<p>The involved tenants and the Tenants and Resident Forum both established task and finish groups to present final proposals to their respective bodies i.e. the Service Evaluation Group and Tenants and Residents Forum.</p>
<p>4.</p>	<p>Could your service/policy/strategy or decision (including decisions to cut or change a service or policy) help or hamper our ability to meet our duties under the Equality Act 2010? Duties are to:-  <i>Eliminate discrimination, harassment and victimisation;</i>  <i>Advance equality of opportunity (removing or minimising disadvantage, meeting the needs of people);</i>  <i>Foster good relations between people who share a protected characteristic and those who do not share it.</i></p>	<p>The new arrangements will improve and support our duties</p>
<p>5.</p>	<p>What actions will you take to address any issues raised in your answers above</p>	<p>A review of the arrangements will be undertaken in 12 months time to ensure that we continue to meet our social housing regulator and broader objectives.</p>