

Appendix C

Equality Impact Assessment - process for services, policies, projects and strategies

1.	<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:</p> <p><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>No.</p> <p>This report does not aim to change existing practice, but to establish a formal policy approach towards the leasing of Council dwellings.</p> <p>A number of leases are made available to organisations who provide services to vulnerable people, however the application of the policy approach will not have a disproportionately negative effect on EIA target groups.</p> <p>Where a proportionate impact may occur it will be balanced by the use of our council asset in a manner that will still assist in meeting housing need to another of the EIA groups.</p>
2.	<p>What sources of information have you used to come to this decision?</p>	<p>The Council housing register and Housing Need Survey 2010 demonstrates an increased demand for social housing. It is therefore appropriate to consider how best to use this important asset to meet housing and community needs whilst at the same time trying to achieve a rental income stream at maximum levels.</p> <p>The policy approach allows for organisations to request consideration of reduced lease charges by the Assistant Director of Housing and Regeneration in consultation with the Portfolio Holder for Housing. This will enable consideration to take place and understand how the organisation service might contribute to the Council priorities.</p>
3.	<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>It is intended to seek views from tenants groups to determine if they are comfortable with this approach in using council house assets.</p>
4.	<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:-</p> <p><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>No.</p> <p>The underlying purpose of this policy is to ensure that council assets are used in the best way possible to meet housing need whilst also achieving a fair rate of rental return.</p>
5.	<p>What actions will you take to address any issues raised in your answers above</p>	<p>N/A</p>