Appendix 4: Equality Impact Assessment - process for services, policies, projects and strategies

 Using information that you have gathered from service monitoring, surveys, consultation, and other sources such as an ecotoal information fed back by members of staff, in your opinion, could your service/policytistregy/decision flucturing the housing strategy it takes account of a range of data sources and housing heads any of the following groups of people: People of different reaces/ethnicities/ nationalities; People who are married or in a civil pathership; Women who are prepared or on maternity leave: or men whose pathers are pregnent or on maternity leave: People Who are on have is deprivation or who are financially disadvantaged. What sources of information have you used to come to this decision? What sources of information have you used to come to this decision? How have you tried to involve people/groups in developing or unateris, Such information indudes stock condition survey, the Council housing register and pathers, Such information indudes stock condition survey, the Council housing register is no access the reade that that helps in or unaterianding of our housing materiand the Borough housing register bousing delivery objectives consultation materia. Such information helped the Council housing strategy. How have you tried to involve people/groups in developing for use is advery, the Council housing register is advery, the council housing strategy. How have you tried to involve people/groups in developing or unability on apportunity of entry objectives and members of the public to hastrategy. How have you tried to involve people/gr		policies, projects and strategies	
 People with a disability: People of different reces/ethnicities/ nationalities; Men; Women; People of different religions/beliefs; People of different religions/beliefs; People who are or have identified as transgender; People who are merided or in a civil partnership; Women who are pregnant or on maternity leave or men whose partners are pregnant or on maternity leave or men whose a partners are pregnant or on maternity leave or men whose a partners are pregnant or on maternity leave or men whose a positive impact across all the EIA groups who are negated as being housing is used electively to beit meet housing need. This will have a positive impact across all the EIA groups who are regarted as being in housing need in line with recognised national guidance. the Courcil nucles tand the Borough housing issues faced by our residents. Such information in the form of surveys and other data types that helps the Council nucles tand the bousing results. What sources of information have you used to come to this decision? How have you tried to involve people/groups in developing your service/policy/strategy or in making your decision function survey. the Council nucles stack by our residents. Such information helped the Council to identify local housing issues faced by vulnerable housing delivery objectives consultation then took place with our partners, stakeholders and members of the public with led to the shaping of the housing delivery objectives consultation the rook is appech (classes faced by vulnerable housing issues faced by vulnerable housing issues faced by our decision function with experiments of the public with led to the shaping of the housing delivery objectives consultation there on a nucleas strategy. How have you tried to involve people/groups in developing (consultation the toosing strategy. Could your service/policy/strategy or de	1.	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:	meeting the housing needs of our local communities. In developing the housing strategy it takes account of a range of data sources and housing needs surveys to help determine what housing issues exist in the area and from this information,
disadvantaged. who are regarded as being in housing med in line with recognised national guidance, legislation and policy. 2. What sources of information have you used to come to this decision? The Council holds a range of information in the form of surveys and other data types that helps the Council understand the Borough housing register and Housing Need Survey 2010. We are also condition survey, the Council housing register and Housing Need Survey 2010. We are also able to access other data that thelps in our understanding of our housing metkets and if there are any specific issues faced by vulnerable housing clear groups. 3. 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)? Consultation has taken place with our partners, stakeholders and members of the public to shape the housing strategy. It is now intended to share the housing strategy. It is now intended to share the housing strategy. It is now intended to share the housing strategy. It is now intended to share the housing strategy. It is now intended to share the housing strategy. It is now intended to hear consultation the Equality Act 2010. Eliminate discrimination, harassment and victimisation; Advance equality of opportunity (removing or minimising disadvantage, meeting the needs of people); Foster good relations between people who share a protected characteristic and those who do not share it. 5. What actions will you take to address any issues raised in N/A		People with a disability; People of different races/ethnicities/ nationalities; Men; Women; People of different religions/beliefs; People of different sexual orientations; People who are or have identified as transgender; People who are married or in a civil partnership; Women who are pregnant or on maternity leave or men whose partners are pregnant or on maternity leave;	The Housing Strategy Vision is to: " <i>The provision of good quality housing, that is affordable, which meets people's changing needs and is located within pleasant, safe and sustainable communities</i> " The Housing Strategy aims to increase housing supply and that existing housing is used effectively to best meet housing need. This will
 What sources of information have you used to come to this decision? The Council index a range of information in the form of surveys and other data types that helps the Council understand the Borough housing situation and the housing issues faced by our residents. Such information includes stock condition survey, the Council housing register and Housing vegiter and Housing of our housing markets and if there are any specific issues faced by vulnerable bousing dient groups. This information helped the Council to identify local housing issues. Consultation then took place with our partners, stakeholders and members of the public which led to the shaping of the housing diency objectives contained in the housing strategy. 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)? How have service/policy/strategy or decision (including decisions to cut or change a service or policy)? 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. Could your service/policy/strategy or decision; Advance equality of opportunity (removing or minimising disadvantage, meeting the needs of people); Foster good relations between people who share a protected characteristic and those who do not share it. What actions will you take to address any issues raised in N/A 			who are regarded as being in housing need in line with recognised national guidance,
 Iocal housing issues. Consultation then took place with our partners, stakeholders and members of the public which led to the shaping of the housing delivery objectives now included in the housing strategy. 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)? Lis now intended to share the housing strategy, through an eight week consultation exercise, to allow a further opportunity to ensure that this strategy has captured the housing issues that need to be considered in the Borough. 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; Advance equality of opportunity (removing or minimising disadvantage, meeting the needs of people); Foster good relations between people who share a protected characteristic and those who do not share it.</i> What actions will you take to address any issues raised in N/A 	2.		The Council holds a range of information in the form of surveys and other data types that helps the Council understand the Borough housing situation and the housing issues faced by our residents. Such information includes stock condition survey, the Council housing register and Housing Need Survey 2010. We are also able to access other data that that helps in our understanding of our housing markets and if there are any specific issues faced by vulnerable
 your service/policy/strategy or in making your decision (including decisions to cut or change a service or policy)? It is now intended to share the housing strategy, through an eight week consultation exercise, to allow a further opportunity to ensure that this strategy has captured the housing issues that need to be considered in the Borough. 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> What actions will you take to address any issues raised in N/A 			local housing issues. Consultation then took place with our partners, stakeholders and members of the public which led to the shaping of the housing delivery objectives now included in the housing strategy.
 4. 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:- Eliminate discrimination, harassment and victimisation; Advance equality of opportunity (removing or minimising disadvantage, meeting the needs of people); Foster good relations between people who share a protected characteristic and those who do not share it. 5. What actions will you take to address any issues raised in N/A 	3.	your service/policy/strategy or in making your decision	stakeholders and members of the public to shape the housing delivery objectives contained in the housing strategy. It is now intended to share the housing strategy,
 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:- Eliminate discrimination, harassment and victimisation; Advance equality of opportunity (removing or minimising disadvantage, meeting the needs of people); Foster good relations between people who share a protected characteristic and those who do not share it. 5. What actions will you take to address any issues raised in N/A 			allow a further opportunity to ensure that this strategy has captured the housing issues that need to be considered in the Borough.
		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:- Eliminate discrimination, harassment and victimisation; Advance equality of opportunity (removing or minimising disadvantage, meeting the needs of people); Foster good relations between people who share a protected characteristic and those who do not share it.	It will not alter our continued duty on Equality. The housing strategy will assist in the Council meeting its duties under the Equality Act 2010.
	5.		N/A