

Equality Impact Assessment (EIA) Form **'Knowing you customers needs'**

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation - Equality duty:

As a local authority who provides services to the public, Melton Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality of Opportunity
- Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership (when providing services)
5. Pregnancy and maternity (when providing services)
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

What is prohibited?

1. Direct discrimination, including by association and perception.
2. Indirect discrimination – now covers all characteristics.
3. Pregnancy and maternity discrimination.
4. Harassment.
5. Third party harassment.
6. Discrimination arising from disability.
7. Duty to make reasonable adjustments.

Title of the policy	Melton Housing Strategy Statement
Is it new or exiting?	New
Date	22/02/2011
Officer undertaking EIA	Samantha Fern
Who else is involved in undertaking this assessment?	

1. Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
The Melton Housing Strategy provides the strategic direction for the housing related services the council provide to the community.
B. What specific groups is the policy designed to affect/impact?
All groups are affected by this strategy, and although it does make reference to vulnerable groups, no direct groups have been identified.
C. Which groups have been consulted as part of the creation or review of the policy?
<p>This Strategy has been developed using the following linked documents, which have undergone relevant consultation:</p> <ul style="list-style-type: none"> • Melton Sustainable Community Strategy • Supporting People Strategy • Private sector Housing Strategy • Tenant participation compact • Melton Community Safety Strategy • Strategic Housing Market Assessment • Homelessness Strategy

2. What we already know and where there are gaps

A. What existing information/data do you have/monitor about different diverse groups in relation to this policy? This could consist of previous EIA's, reports, consultation, surveys, demographic profiles etc.
<p>Ethnicity: Demographic Profiles</p> <p>Religion: N/K</p> <p>Sexual Orientation: N/K</p> <p>Disability: Demographic Profiles</p> <p>Age: Demographic Profiles</p> <p>Gender: Demographic Profiles</p> <p>Transgender N/K</p> <p>Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods):</p>

B. What does this information/data tell you about diverse groups? If you do not hold or have access to any data/information on certain/all diverse groups, what do you need to begin collating/monitoring? (please list)
Vulnerable groups are spread across the Borough, however, There are key characteristics in priority neighbourhoods. The startgey is designed to tackle housing needs/issues for vulnerable individuals and families.

3. Do we need to seek the views of others and if so, who?

A. In light of the answers you have given in question 2, do you need to consult with specific groups? If not please explain why.
The strategy has been developed through some consultation, and the annual review will include further consultation.

4. Assessing the impacts

	In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and whether there is evidence of discrimination. Provide an explanation for your decisions. (please refer to the general duties on the front page)			
<u>Diversity Groups</u>	<u>Positive impacts</u> Intentional / Unintentional	<u>Negative impacts</u> Intentional / Unintentional	Is there evidence of direct/indirect discrimination?	<u>Comments/explanation</u> Use data to evidence
Age	x	No	Specifically looking at elderly persons requirements	Older person are identified in the strategy as a group requiring specialized housing services.
Disability (physical, visual, hearing, learning disability, mental health)	x	No		Vulnerable groups are identified in the strategy as requiring specific housing requirements
Gender / Sex		No		not directly assessed
Religious Belief		No		not directly assessed
Racial Group		No		not directly assessed

Sexual Orientation		No		not directly assessed
Transgender		No		not directly assessed
Other protected groups (pregnancy & maternity, marriage & civil partnership)		No		not directly assessed
Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)	x	No		Vulnerable groups are identified in the strategy as requiring specific assistance in relation to their housing needs and tenancies requirements.
All	x	No		The strategy looks at housing needs across the borough.

5. Action Plan

Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date

6. Who needs to know about the outcomes of this assessment and how they will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Internally	Equalities Steering Group	
Externally (service users, stakeholders etc)		
Others		
To ensure ease of access, what other communication needs/concerns are there?		

7. Conclusion (to be completed and signed by the [Service head](#))

Please delete as appropriate
I agree / with this assessment / action plan
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head): H Rai
Date: 23/02/11

Please send completed & signed assessment to: TBC