

Equality and Diversity Impact Assessments – Stage 1

Introduction

The purpose of this impact assessment is to improve the work that we do by making sure that we anticipate the impact of services and policies on all of our customers and employees. By doing this, we can make sure that we provide products and services that people want and need, make sure that we do not discriminate and that we promote equality in the provision and take up of our services. If we have got our project planning right this may largely be about evidencing what we have done already rather than starting something new.

How do equality impact assessments fit in with the work that we do?

We carry out a stage one impact assessment when we develop a new service or policy or review existing ones. This will identify where the policy or service is a high priority and where it could have a significant impact on particular diversity groups. Where we identify a priority we will carry out a Stage two equality impact assessment and include any actions that we need to take to help those who do not have fair access to the service or policy. Stage two will also contain the evidence of where we already have systems or processes in place which make sure that all groups have equal access to the service.

We will review progress in making the service or policy more accessible as part of our monitoring arrangements.

Stage 3 of the process will be to publish the outcomes for our residents and tenants and what we changed as a result of the impact assessment.

What to do

This impact assessment will consider any different needs on the basis of individual circumstances and also as a result of age, disability, ethnicity, gender, transgender, religion or belief and sexual orientation.

This is a three stage Equality and Diversity impact assessment.

Stage 1 – identifies the priority

Stage 2 – identifies the issues, summarises your consultation and the steps you are taking to make improvements

Stage 3 – is a summary of outcomes achieved which will be published externally

Stage 1 is our screening process which identifies the priority of the impact assessment through ten simple questions. To establish a high priority impact assessment we need to answer yes to six or more of the questions; this is only a guide.

Stage 2 is the detailed impact assessment which outlines what the issues are, who we have consulted, what action we will take and how we will monitor the outcomes.

Stage 3 is a storyboard which identifies the issues, explains our actions and illustrates the outcomes which will be or have been achieved. Stage 3 is the part we will review as we make activities happen and achieve our outcomes in order to explain more fully the achievements from undertaking this impact assessment and associated activity.

All impact assessments (Stages 1, 2 and 3) are on the Equality and Diversity pages of the intranet and all Stage 3 assessments are published on the website.

Equality & Diversity Impact Assessment - Stage 1

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| <p>Title: Local Lettings Plans</p> |
| <p>Description of the policy, process or strategy:</p> <p>The purpose of this local lettings plan for town centre flats at Maidenhead House and Arcade Mews is to provide a stable community within the blocks</p> <p>The objectives of the Local Lettings plan are as follows:</p> <ul style="list-style-type: none"> i) to create a community that is sustainable ii) to ensure that current and future residents feel safe and content in their homes and have the same opportunities as any other resident iii) to minimise any possible stigmatisation of residents living in these properties iv) to protect the public and residents from nuisance/anti-social behaviour (ASB) in the town centre v) to create a sense of community within the blocks. vi) To promote a sense of pride within the blocks |

Stage One – Identifying the Priority

The following 10 questions will help you to identify whether this policy, process or strategy is a high priority.

| Questions If you want to add an explanatory note please do so in this column under each of the numbered questions. | Yes/No |
|---|--|
| 1. Is there any reason to believe less favourable treatment of equality groups exists? | No, the Local Lettings Plan (LLP) treats all residents the same. In the lettings plan considerations for lettings is not based on any of the 7 strands. This is not differ from the standard lettings process. |
| 2. Will/could this issue have a significant impact on any of our residents or tenants? | Yes, create a balanced community which will benefit existing and future residents through the provision of a sustainable community |
| 3. Does/could work in this area provide an opportunity to reduce discrimination? | No, |

| | |
|---|---|
| 4. Could work in this area allow different diversity groups to be engaged and included in service planning and/or decision making? | Yes, the annual review of the LLP could include feedback from current residents of the flats concerned |
| 5. Does/could the issue provide the opportunity to foster good relations between different groups or contribute towards community cohesion? | Yes, the aim of the LLP is to develop a sustainable community at the individual sites. This will create a sense of pride and a balanced mix of residents. |
| 6. Will/could this issue result in the procurement of services, goods or facilities? | No |
| 7. Could work in this area improve access to employment and services for diversity groups? | No. |
| 8. Is there any reason to believe that the community affected by this particular service are different from the general profile of our residents? | Yes, the profile of residents living in these blocks differs from our wider resident profile. There is a higher percentage of single vulnerable adults with drug and alcohol dependency. There is also a higher degree of mental health and unemployment. |
| 9. Has this issue received a high profile - (Community/Political/local or National agenda) | Yes, high profile with the community safety team related to the higher levels of ASB in the areas |
| 10. If equality issues are not addressed is there potential for an adverse impact on particular groups or on the business generally? | No, |

Decision around priorities

| Priority | Number of questions answered "Yes" | Rating |
|----------|------------------------------------|--------|
| High | 6 - 10 | |
| Medium | 3 - 5 | 5 |
| Low | 0 - 2 | |

If this is a high priority continue with a full Equality Impact Assessment Stage two and three.

If this is a medium take a decision on whether or not to proceed.

If its low, no need to go any further just keep a copy of Stage one for future reference.

Completed by:

Date: 17/10/11