

Equality Impact Assessment

Purpose of the Equality Impact Assessment process:

The Equality Act (2010) introduced the [Public Sector Equality Duty](#) (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act (2010). Assessments should consider relevant evidence relating to persons with protected characteristics in relation to assessments of potential impact.

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy/ decision') do not create unnecessary barriers for people protected under the Act. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised. An EIA is not required for a decision in relation to an individual.

Screening is a short exercise to determine whether a policy/ decision is relevant to equalities, and if so, whether a full EIA should be conducted.

Section 1: Equality Impact Assessment Screening

Title and description of the policy/ decision:	Tenant Involvement Strategy
Job title of the person(s) undertaking the assessment:	MDH Policy Officer
Council service:	Mid Devon Housing
Date of assessment:	13.02.2025
What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?	
At Mid Devon Housing (MDH) we believe that tenants should have a central role in shaping the services they receive. This Strategy is our vision to give everyone the opportunity to influence and shape our services for the next five years and is designed to ensure that tenants have a central role in shaping MDH and to help enhance the quality of life in our communities. The strategy focuses on four principles which all link to the Transparency, Influence and Accountability standard set by the Regulator of Social Housing, these will feed into their own actions which we will commit to over the next five years. There are 4 principles or objectives that the actions feed into, these all link to the Transparency, Influence and Accountability Standard. 1. Strengthening engagement, participation and empowering tenants 2. Communication and insight - i.e. providing information so tenants can use landlord services, communicating effectively, improve consultations etc. 3. Accountability - scrutiny, monitoring impact of decisions, welcoming feedback 4. Fairness, respect and diversity - delivering fair and equitable outcomes for all tenants, treating all tenants with fairness and respect, increase the diversity of involved tenants, making sure diverse needs are taken into account	
Who may be affected by the policy/ decision?	All MDH Tenants and Leaseholders
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise	Tenants and members of the Homes PDG were invited to comment on the draft Strategy between 20/12/2024 and 31/01/2025.
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?	MDH will review this Strategy every 5 years and as required to address legislative, regulatory, best practice or operational issues. However the Head of Housing and Health is given delegated authority to make minor amendments to the Policy as required by legislative changes, formal guidance or local operational considerations

To which part(s) of the Public Sector Equality Duties is the policy/ decision relevant:			
	Yes	No	Details
1. Eliminate unlawful discrimination	☐	☒	
2. Advance equality of opportunity	☐	☒	
3. Foster good relations between different groups	☐	☐	

Which of the protected characteristics is the policy/ decision relevant to?

Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	☐	☐	☒	
Age	☒	☐	☐	MDH recognises that there are some circumstances whereby a tenant's age may make it more difficult for them to understand or exercise their rights as set out in this Strategy and associated regulations. We tailor our service to support such tenants.
Disability	☒	☐	☐	MDH recognises that there are some circumstances whereby a tenant's disability may make it more difficult for them to understand, attend events or exercise their rights as set out in this Strategy and associated regulations. We tailor our service to support such tenants.
Religion or Belief	☐	☐	☒	
Race	☒	☐	☐	MDH recognises that there are some circumstances whereby a tenant's cultural background may make it more difficult for them to understand or exercise their rights as set out in this Strategy and associated regulations. We tailor our service to support such tenants.
Sexual Orientation	☐	☐	☒	
Gender reassignment	☐	☐	☒	

Characteristic	Positive	Negative	Neutral	Comments
Pregnancy/ maternity	☐	☐	☒	
Marriage and Civil partnership*	☐	☐	☐	

*Applies only to Employment and the duty to give regard to the elimination of discrimination.

Decision by Corporate Manager to recommend this policy/ decision for an Equality Impact Assessment?

No

If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

We aim to take an inclusive approach to Tenant Involvement, rather than exclusive. We will do this by providing meaningful and impactful ways for tenants to get involved, by removing barriers that prevent tenants engaging. We aim to tailor our approach so it fits everyone, empowering all to have their say. We have used the Chartered Institute of Housings (CIH) Equality, Diversity and Inclusion Framework to inform this.

EIA Screening Complete

Section 2: Equality Impact Assessment

Evidence and Consultation

What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy/ decision? E.g. consultations, national or local data and/or research, complaints or customer feedback. Please identify any gaps in the available information that might make it difficult to form an opinion about the effect of the policy on different groups.

Please complete this table for all the Protected Characteristics. If you have identified any negative impacts you will need to consider how these can be justified or where possible mitigated either to reduce or remove them. (Please add rows where needed)

Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Sex			
There have been no negative impacts identified in relation to this Strategy			
Age			
There have been no negative impacts identified in relation to this Strategy			
Disability			
There have been no negative impacts identified in relation to this Strategy			
Religion or Belief			
There have been no negative impacts identified in relation to this Strategy			
Race			
There have been no negative impacts identified in relation to this Strategy			
Sexual Orientation			
There have been no negative impacts identified in relation to this Strategy			

Gender Reassignment			
There have been no negative impacts identified in relation to this Strategy			
Pregnancy/ maternity			
There have been no negative impacts identified in relation to this Strategy			
Marriage and Civil partnership (Applies only to Employment and the duty to give regard to the elimination of discrimination)			
N/A			

Please provide details of arrangements to monitor and review the policy/ decision and any mitigating actions or actions to promote equality:

MDH will review this Strategy every 5 years and as required to address legislative, regulatory, best practice or operational issues. However the Head of Housing and Health is given delegated authority to make minor amendments to the Policy as required by legislative changes, formal guidance or local operational considerations

Please state where the EIA will be published (e.g. on the Mid Devon District Council website):

MDH Website

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Equality Impact Assessment Sign off

For completion by Corporate Manager

Are you prepared to agree and sign off the EIA?

☒ **Yes** ☐ **No**

If “No”, provide details of why and next steps:

Name: Simon Newcombe

Job Title: Head of Housing and Health

Date: 13/02/25