

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:		Knowledge & Information Strategy	
Job title of the person(s) undertaking the assessment:		MDH Policy Officer	
Council service:		Mid Devon Housing	
Date of assessment:		09.12.2025	
What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?			
<p>We must understand who lives in our homes and what challenges they face. By using knowledge and information effectively, we can build meaningful relationships with our tenants and tailor our services to meet their needs.</p> <p>Effective knowledge and information Management is crucial to MDH's organisational success, enabling our services to effectively address risks, complaints, and resident needs.</p>			
Who may be affected by the policy/ decision?		The Strategy gives guidance and policy framework for staff and Members, and our contractors and volunteers, based on our legal obligations and good practice the strategy will support our own staff and Members who may find themselves at risk or vulnerable. The strategy supports our service users (including tenants) particularly those who are vulnerable adults.	
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise		Tenants and Members were consulted between 30 th January 2026 and February 2026.	
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 Strategy 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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. Advance equality of opportunity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3. Foster good relations between different groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

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	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Strategy ensures that we carefully record any difficulties that tenants may experience due to age related conditions and that we use this information to better support them and their specific needs
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Strategy ensures that we carefully record any difficulties that tenants may experience due to disabilities and that we use this information to better support them and their specific needs
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Strategy ensures that we carefully record any difficulties that tenants may experience due to speaking a different language or cultural issues and that we use this information to better support them and their specific needs
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Marriage and Civil partnership*	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts

*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.**

The Strategy is overwhelmingly positive in terms of equalities with no negative impacts identified. It specifically sets out how the MDH will meet its legal duties and also apply best practice.

Information is one of MDH's most valuable assets. It underpins every decision we make, every service we deliver, and every relationship we build with tenants.

There are risks with incomplete/aging data, security/access control, indirect discrimination risk if adjustments/communication needs aren't checked and this Strategy aims to mitigate 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			
Age			
Disability			
Religion or Belief			
Race			
Sexual Orientation			
Gender Reassignment			

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?
Pregnancy/ maternity			
Marriage and Civil partnership (Applies only to Employment and the duty to give regard to the elimination of discrimination)			

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 Policy 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):

Mid Devon Housing 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: 28th January 2026