

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 Alteration and Improvements to Council Property Policy	
Job title of the person(s) undertaking the assessment:		Policy Officer	
Council service:		Mid Devon Housing	
Date of assessment:		16 th October 2024	
What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?			
The aims of this policy are to; • Set out our approach to how MDH will respond to and manage permission requests relating to structural alterations and improvements to MDH properties; • Ensure there are clear guidelines for staff, tenants and leaseholders; and • Ensure alterations and improvements are carried out appropriately, considering environmental impact as well as health and safety requirements. The objective is to provide tenants with clear guidance with the requirements of seeking and being granted permission before any works are carried out to the property.			
Who may be affected by the policy/ decision?		All tenants	
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise		Tenants and Members of Homes PDG were consulted on the draft policy between xx & XX	
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?		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	
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	☐	☐	☒	
Disability	☐	☐	☒	
Religion or Belief	☐	☐	☒	
Race	☐	☐	☒	
Sexual Orientation	☐	☐	☒	
Gender reassignment	☐	☐	☒	
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.

MDH recognises that there are some circumstances whereby a tenant’s disability, language or cultural background may make it more difficult for them to understand or exercise their rights as set out in this policy and associated regulations. We tailor our service to support such tenants.

The housing repairs service recognises that there are some circumstances whereby a tenant’s disability, language or cultural background may make it more difficult for them to understand or exercise their rights as set out in this policy and associated regulations. We tailor our service to support such tenants.

In relation to the implementation of this policy, the housing and repairs service will support tenants as necessary to exercise their rights under this policy and associated regulations.

We will tailor our communication as appropriate to ensure that our tenants understand their rights. This policy and any other related publications of MDH can be provided on request in other formats (e.g. in braille, on tape, in large print)

MDH is committed to supporting council tenants with disabilities, religious or cultural needs. In relation to improvements to council properties, the council has a duty to ensure that tenants have access to washing, sleeping and cooking facilities. Where these needs are compromised, the council will work with tenants to explore a range of solutions, which may include tenant improvements to council properties, council disabled adaptations works or re-housing

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			
None Identified			
Age			
None Identified			
Disability			
None Identified			
Religion or Belief			
None Identified			
Race			
None Identified			
Sexual Orientation			
None Identified			
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?
None Identified			
Pregnancy/ maternity			
None Identified			
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 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 & Health

Date: 16th October 2024