



## Antisocial Behaviour Policy - Equality Impact Assessment (EIA)

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.





The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

MDH is required by law to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- Foster good relations between people who share a protected characteristic and people who do not share it.

EIA will be carried out by MDH in respect of new or revised policies and a copy of the assessment will be made available. Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action will be necessary.

<b>Service:</b>	Mid Devon Housing	
<b>Name of policy being assessed:</b>	Anti Social Behaviour Policy	
<b>Lead officer responsible for EIA:</b>	Operations Manager for Housing Management Services	
<b>Is this a new or existing policy:</b>	Revision of existing policy	
<p><b>1. What are the aims and objectives of the policy?</b></p> <p>The Policy aims to ensure that everyone has the right to live in the way they want as long as it does not unlawfully spoil the quality of life of others, or breach the terms of their tenancy agreement.</p>		
<p><b>2. What outcome do MDH want to achieve from this policy?</b></p> <p>Our relationship with our tenants is a two way process with responsibility on both sides. We ask that our tenants take responsibility, with our support if needed, for looking after their home and respecting their neighbours, their community and our staff.</p>		
<p><b>3. Who is intended to benefit from the policy?</b></p> <p>The Antisocial Behaviour Policy will apply to all tenants. Issues of anti-social behaviour can affect anyone irrespective of gender, sexuality, age, class, religion or ethnicity.</p>		
<p><b>4. Who are the main stakeholders in relation to the policy?</b></p> <ul style="list-style-type: none"> <li>• All tenants</li> <li>• Household members</li> <li>• Family members of tenants</li> </ul>		
<p><b>5. On the basis of the analysis above, what actions, if any, will MDH need to take in respect of each of the equality strands?</b></p>		
<b>Characteristic:</b>	<b>Impact:</b> Please  the relevant box	<b>Comments/Action:</b>
<b>Age:</b>	Positive	
	Neutral	
	Negative	
<b>Disability:</b> You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.	Positive	
	Neutral	
	Negative	
<b>Gender:</b>	Positive	
	Neutral	
	Negative	
<p>Different approaches and mechanisms are required for engaging with different age groups, resulting in potential for inconsistent approaches across the council.</p> <p>Different approaches and mechanisms may be required for engaging with and representing, people with a range of disabilities depending on their individual needs. This may result in inconsistent approaches.</p> <p>The policy will have no impact.</p>		

<b>Gender reassignment:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Marriage and civil partnership:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Pregnancy and Maternity:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Race:</b>	Positive		There are no direct impacts from the policy in respect of race. Any person affected by ASB or is found to be a perpetrator of ASB will be dealt with following the policy and taking account of the circumstances surrounding the ASB. However there is scope for race to be a factor in alleged ASB cases and this should be recognised when dealing with cases.
	Neutral	✓	
	Negative		
<b>Religion and Belief:</b>	Positive		There are no direct impacts from the policy in respect of religion and belief. Any person affected by ASB or is found to be a perpetrator of ASB will be dealt with following the policy and taking account of the circumstances surrounding the ASB. However there is scope for religion and belief to be a factor in alleged ASB cases and this should be recognised when dealing with cases.
	Neutral	✓	
	Negative		
<b>Sexual Orientation:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		

### Result

Are there any aspects of the policy, including how it is delivered or accessed, that could contribute to inequality?	Yes	No ✓
Will this policy have an adverse impact upon the lives of people, including employees and service users	Yes	No ✓ The policy provides a transparent framework that MDH will follow to ensure decisions on antisocial behaviour and procedures that follow are carried out in line with the policy.

**Monitoring and Review:**

MDH will regularly review the EIA, in line with legislative changes or good practice, or if the policy impacts any group directly.

Operations Manager for Housing Management Services

Signed: