



Neighbourhood Management 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.

An 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 or any of the protected characteristics, no further analysis or action will be necessary.

Service:	Mid Devon Housing
Name of policy being assessed:	Neighbourhood Management Policy
Lead officer responsible for EIA:	Operations Manager for Housing Management Services
Is this a new or existing policy:	Existing to be revised
<p>1. What are the aims and objectives of the policy?</p> <p>This policy sets out Mid Devon Housing's (MDH) approach to managing our estates with the help of our tenants and residents to keep our neighbourhoods clean, safe and secure and where people want to live.</p> <p>MDH will work in partnership with our tenants and other stakeholders and public bodies where it is effective to do so.</p>	
<p>2. What outcome do MDH want to achieve from this policy?</p> <p>Under the Neighbourhood and Community Standard, The Regulator of Social Housing (RSH) requires all registered providers to publish a policy setting out, how in consultation with their tenants, they will maintain and improve the neighbourhoods associated with their homes.</p> <p>It will ensure that MDH is compliant with its responsibilities under relevant legislation.</p>	
<p>3. Who is intended to benefit from the policy?</p> <p>The Neighbourhood Management Policy will apply to all tenants living in MDH homes.</p>	
<p>4. Who are the main stakeholders in relation to the policy?</p> <ul style="list-style-type: none"> • All tenants • Household members • Family members of tenants 	
<p>5. Do you have baseline quantitative data for this policy?</p> <p>MDH has around 3000 homes and they are all included within the Neighbourhood Management Policy.</p>	
<p>6. Do you have baseline qualitative data for this policy relating to different equality strands?</p> <p>All tenants of MDH will be covered by the Neighbourhood Management Policy. This policy will ensure that a consistent, fair approach is taken when managing our estates</p>	

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

The contents of the Neighbourhood Management Policy provides guidance as to how MDH will manage our estates with the help of our tenants and residents to keep our neighbourhoods clean, safe and secure and where people want to live.

Stakeholder consultation has taken place including residents' feedback on what best practice is considered by them.

Internal consultation with the relevant officers has taken place to ensure the document covers all aspects required of us and meets the needs of MDH and our tenants.

8. From the evidence you have, does the policy affect or have the potential to affect different equality groups in different ways?

All MDH tenants have a **responsibility** both in relation to their property and neighbourhood. The policy sets out how MDH will respond to issues that arise. No communities or groups are affected in an adverse way.

9. Is this policy likely to be equally accessed by all equality groups or communities?

The policy applies to all MDH tenants living on our estates as all tenants have rights.

10. Are there barriers that might make access to the policy difficult for equality groups or communities?

MDH will maximise access for all groups. Where requested, MDH will have the Estate Management policy translated if English is not the tenant's first language.

11. Could the policy promote or contribute to equality and good relations between different groups?


The policy may raise awareness between officers and tenants regarding the rights of tenants and their responsibilities both in relation to their property and neighbourhood. The policy encourages tolerance between neighbours to foster an understanding of different lifestyles.

The policy will ensure a consistent approach is taken when exercising our duties within the current legal and policy framework.

12. What further evidence is needed to understand the impact on equality?

MDH will use existing performance monitoring data to establish whether there has been any negative or positive impact on tenants and their ability to access services.

13. On the basis of the analysis above, what actions, if any, will MDH need to take in respect of each of the equality strands?

Characteristic:	Impact:		Comments/Action:
	Please  the relevant box		
Age:	Positive		No action needed. The rights of existing tenants remain unaffected.
	Neutral		
	Negative		
Disability: 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		No further action needed
	Neutral		
	Negative		
Gender:	Positive		No further action needed
	Neutral		
	Negative		
Gender reassignment:	Positive		No further action needed
	Neutral		
	Negative		
Marriage and civil partnership:	Positive		No further action needed
	Neutral		
	Negative		
Pregnancy and Maternity:	Positive		No further action needed
	Neutral		
	Negative		
Race:	Positive		No further action needed. Regular monitoring may identify reasons not identified. Action will be taken to mitigate any barriers identified.
	Neutral		
	Negative		
Religion and Belief:	Positive		No further action needed. Regular monitoring may identify reasons not identified. Action will be taken to mitigate any barriers identified.
	Neutral		
	Negative		
Sexual Orientation:	Positive		No further action needed. Regular monitoring may identify reasons not identified. Action will be taken to mitigate any barriers identified
	Neutral		
	Negative		

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: