



Tenancy Inspection 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.

Service:	Mid Devon Housing																																					
Name of policy being assessed:	Tenancy Inspection Policy																																					
Lead officer responsible for EIA:	Operations Manager for Housing Management Services																																					
Is this a new or existing policy:	Revision of existing policy																																					
<p>1. What are the aims and objectives of the policy?</p> <p>This policy aims to ensure that tenants are aware of the circumstances when MDH will seek access to their properties and the tenant's responsibility in providing that access.</p>																																						
<p>2. What outcome do MDH want to achieve from this policy?</p> <p>Overall the policy outlines Mid Devon Housing's (MDH) approach to obtaining access to our tenanted properties, including gardens and outside areas and explains the type of information collected and the action to be taken when concerns are raised.</p>																																						
<p>3. Who is intended to benefit from the policy?</p> <p>The Tenancy Inspection Policy will apply to all tenants</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. On the basis of the analysis above, what actions, if any, will MDH need to take in respect of each of the equality strands?</p> <table border="1"> <thead> <tr> <th>Characteristic:</th> <th colspan="2">Impact:</th> <th>Comments/Action:</th> </tr> <tr> <td></td> <td colspan="2">Please  the relevant box</td> <td></td> </tr> </thead> <tbody> <tr> <td rowspan="3">Age:</td> <td>Positive</td> <td></td> <td rowspan="3">Information on age is collected as part of the tenancy home check process.</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> <tr> <td rowspan="3">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.</td> <td>Positive</td> <td></td> <td rowspan="3">Information on disability is collected as part of the tenancy home check process.</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> <tr> <td rowspan="3">Gender:</td> <td>Positive</td> <td></td> <td rowspan="3">The policy will have no impact.</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> <tr> <td>Gender reassignment:</td> <td>Positive</td> <td></td> <td>The policy will have no impact.</td> </tr> </tbody> </table>			Characteristic:	Impact:		Comments/Action:		Please  the relevant box			Age:	Positive		Information on age is collected as part of the tenancy home check process.	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		Information on disability is collected as part of the tenancy home check process.	Neutral		Negative		Gender:	Positive		The policy will have no impact.	Neutral		Negative		Gender reassignment:	Positive		The policy will have no impact.
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	Neutral	✓	
	Negative		
Marriage and civil partnership:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
Pregnancy and Maternity:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
Race:	Positive	✓	Information on race/ethnicity is collected as part of the tenancy home check process to help ensure we do not discriminate. This may particularly benefit BAME groups.
	Neutral		
	Negative		
Religion and Belief:	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
Sexual Orientation:	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?	No	No ✓ No major change needed: quality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken
Will this policy have an adverse impact upon the lives of people, including employees and service users	No	No ✓ The policy provides a transparent framework that MDH will follow to ensure decisions 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: