



## Homes Safety 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>	Homes Safety Policy
<b>Lead officer responsible for EIA:</b>	Operations Manager Building Services
<b>Is this a new or existing policy:</b>	New combined policy

**1. What are the aims and objectives of the policy?**

This Policy aims to set out how MDH will manage the safety of their homes and fulfil all the statutory duties associated with safety that are required of them.

The objective is to define what MDH and tenants have a responsibility for and how this will be managed.

**2. What outcome do MDH want to achieve from this policy?**

The Homes Safety Policy will combine the previous Gas Safety Check Policy and the Fire Safety in Communal Area Policy. It also introduces clauses for Electrical Safety Checks, Asbestos Management, Water Safety Checks, Solid Fuel Appliance Safety Checks and Lift Safety Checks. This will provide all the relevant information into one document, providing greater clarity for Officers and tenants as to how MDH will administer certain rights and responsibilities that tenants have.

It will ensure that MDH is compliant with its responsibilities under relevant legislation.

The Homes Safety Policy will ensure that all tenants receive a consistent response to issues that may arise in respect the safety of their homes and will inform tenants about how MDH will deal with safety in the home.

**3. Who is intended to benefit from the policy?**

The Homes Safety Policy will apply to all tenants.

**4. Who are the main stakeholders in relation to the policy?**

- All tenants
- Household members
- Family members of tenants

**5. Do you have baseline quantitative data for this policy?**

MDH has around 3000 tenants who all have a tenancy agreement and will be covered by the Homes Safety Policy.

**6. Do you have baseline qualitative data for this policy relating to different equality strands?**

All tenants of MDH will be covered by the Homes Safety Policy. This policy will ensure that a consistent, fair approach is taken when administering tenants' rights.

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

The contents of the Homes Safety Policy provides guidance as to how MDH will administer the safety checks required under legislation. This policy does not change any tenancy rights, but sets out MDH’s statutory responsibilities to its tenants.

Consultation with the relevant officers, members and tenants 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 tenancy agreement that provides them with the rights outlined in legislation. The policy sets out how MDH will administer its statutory duties in respect of safety in its properties. 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 as all tenants have rights. Some tenancy rights will only be triggered where the tenant’s circumstances dictate.

**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 tenancy agreement and policy translated if English is not the tenant’s first language.

Support services are able to attend sign-up to ensure that the tenant understands their rights and responsibilities before signing the tenancy agreement.

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

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: Please <input checked="" type="checkbox"/> the relevant box		Comments/Action:
Age:	Positive	<input type="checkbox"/>	No action needed. The rights of existing tenants remain unaffected.
	Neutral	<input checked="" type="checkbox"/>	
	Negative	<input type="checkbox"/>	

<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	✓	Pre-sign up, prospective tenants that would be classed as vulnerable will be identified and additional support services will be accessed. The Neighbourhood Officers will provide additional support by means of extra calls or visits to any tenants that are identified as vulnerable. Alerts are placed on the Housing system and a service adjustment can be offered if required, for example, large print letters, document translation.
	Neutral		
	Negative		
<b>Gender:</b>	Positive		No further action needed
	Neutral	✓	
	Negative		
<b>Gender reassignment:</b>	Positive		No further action needed
	Neutral	✓	
	Negative		
<b>Marriage and civil partnership:</b>	Positive		No further action required
	Neutral	✓	
	Negative		
<b>Pregnancy and Maternity:</b>	Positive		No further action needed
	Neutral	✓	
	Negative		
<b>Race:</b>	Positive		No further action needed. Regular monitoring may identify reasons not identified. Action will be taken to mitigate any barriers identified.
	Neutral	✓	
	Negative		
<b>Religion and Belief:</b>	Positive		No further action needed. Regular monitoring may identify reasons not identified. Action will be taken to mitigate any barriers identified.
	Neutral	✓	
	Negative		
<b>Sexual Orientation:</b>	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 Building Services

Signed: