



## Pets and Animals 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>	Pets and Animals 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

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

To provide a common sense and informed approach to allowing pets. We have taken into account section 117 of the Social Housing White Paper which states:

**Supporting positive and mental physical health**

117. We recognise that domestic pets also bring joy, happiness and comfort to people’s lives, helping their owners through difficult times and improving their mental and physical wellbeing. We know many social landlords normally give permission for tenants to keep pets depending on the location, provided they are well looked after and do not adversely affect the lives of neighbours and those living nearby. We encourage all social landlords to adopt similar policies

This policies aims to encourage a personal responsibility approach to each request and we should use this as an opportunity to promote tips on animal welfare, improve social isolation and loneliness and support our tenants in being responsible pet owners.

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

To provide a framework for tenants who wish to keep a pet or animal



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

The policy will apply to all tenants

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

- All tenants
- Housing Employees

**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?**

Characteristic:	Impact: Please  the relevant box		Comments/Action:
<b>Age:</b>	Positive		The policy will have no impact. Tenant profiling completed at signup and bi-annually.
	Neutral		
	Negative		
<b>Disability:</b> You’re disabled under the Equality Act 2010 if you have a physical	Positive		The HA 1996 identifies ‘people with learning difficulties’ and ‘people with a mental, physical or sensory disability’ as categories in which

or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.	Neutral	✓	people could be classed as vulnerable. Disability will be taken into account when permission is sought.
	Negative		
<b>Gender:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<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		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Religion and Belief:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Sexual Orientation:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		

<b>Result</b>		
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 ✓

**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: