

Equality Impact and Needs Assessment (INA) Form

Name of the policy, function or project: **Housing Strategy**

Service: Housing

Complete this form for any existing/proposed policy/function/project regardless of whether it is aimed at external customers or internal staff. Please also be aware that equality policy applies to staffing/human resources issues as much as to external service delivery issues. Please note that existing policies will be assessed as per an agreed annual programme.

Answer every question – even if it is negative.

If you conclude that there is a negative impact you will need to review the policy/function/project to improve the equalities performance and minimise or remove the impact. This should be done using the 'Improvement Actions Planned' table. Where appropriate such actions should be included in your Service Plan for the following year.

If the Corporate Equalities Group (CEG) feels this impact assessment needs further consideration, **you will be asked to review your conclusions.**

As a result of this exercise, you will have checked that your policy/function/project does not have negative/adverse impacts in terms of Gender, Race, Disability, Age, Sexual Orientation, Religion or Belief (equality target groups) or if it does you will have identified relevant actions needed to minimise or remove such impact and their likely resource implications.

This is not simply a paper exercise – it is designed to make sure that your policy/function/project and service (development) is delivered fairly and effectively to all sections of our local community, and our employees!

Please note that the Council is required to publish the results of these assessments, and update; therefore **your completed questionnaire may be a public document.**

Once completed, please pass this form, together with documentation describing both the policy/function/project it concerns and any evidence relating to assessed impacts, to Alison Moran, Performance Manager in the first instance. *(If this is a new policy/service/procedure/function/project this form will also need to be attached to your Cabinet report)*

To complete the form using 'check marks' in the boxes, position the cursor over the box you require, left double click, then select 'checked' in the 'check box form field options' box that appears on screen.

a. Preparation

The work on this section should be done in advance and be used as part of your INA. Please attach examples of available evidence, including monitoring information, research and consultation reports.

1a. Do you have relevant data available on the number of people within the scope of your policy/function/project? E.g. whole population of the district/ward or employee data.

In relation to:

- | | Yes | No |
|---|----------------------------|----------------------------|
| • Women and men | √ <input type="checkbox"/> | <input type="checkbox"/> |
| • Black and minority ethnic communities | √ <input type="checkbox"/> | <input type="checkbox"/> |
| • People with disabilities | √ <input type="checkbox"/> | <input type="checkbox"/> |
| • Age groups | √ <input type="checkbox"/> | <input type="checkbox"/> |
| • Sexual orientation | <input type="checkbox"/> | √ <input type="checkbox"/> |
| • Religion or belief | <input type="checkbox"/> | √ <input type="checkbox"/> |

1b. Do you have relevant data available on the number of people subject to or impacted by your policy/function/project? E.g. numbers of disabled people using the service.

In relation to:

- | | Yes | No |
|---|----------------------------|----------------------------|
| • Women and men | √ <input type="checkbox"/> | <input type="checkbox"/> |
| • Black and minority ethnic communities | √ <input type="checkbox"/> | <input type="checkbox"/> |
| • People with disabilities | √ <input type="checkbox"/> | <input type="checkbox"/> |
| • Age groups | √ <input type="checkbox"/> | <input type="checkbox"/> |
| • Sexual orientation | <input type="checkbox"/> | √ <input type="checkbox"/> |
| • Religion or belief | <input type="checkbox"/> | √ <input type="checkbox"/> |

2. If you have answered 'yes' to the above questions your monitoring data should be compared to the current available census data to see whether a proportionate number of people are taking up your service. Please make any comments regarding service take up if relevant:

More analysis needs to be undertaken in relation to take up against population profile. Application forms need to be altered to capture analysis of sexual orientation, religion and beliefs. Our sheltered accommodation is 99% occupied by white residents and we need to investigate the needs of older BME communities.

If you have answered 'no' please explain reasons:

There is no robust database for sexual orientation or religious belief, this needs to be addressed and used appropriately.

3. Are you aware of any relevant equality or diversity related consultation, research, or good practice guidance in relation to this area? If so then please list and attach here:

Yes

No

Commission for Racial Equality Code of Practice in Social Rented Housing
LA Code of Guidance for the Allocation of Accommodation
LA Code of Guidance for Homelessness
CIH Good Practice Guide on Equality Diversity and Good Relations in Housing

b. Your policy, service, function or project

1. What is the main aim or purpose of the policy/function/project?

The strategy sets out our priorities and addresses a range of issues to ensure provision of good quality housing for local people in a location and a level that they can afford. The strategy also contributes to the delivery of the prioritised housing targets for Leicestershire through the LAA. Specific areas covered throughout the strategy include: Affordable Housing, Sustainable Development, Decent Homes, Vulnerable Households, Gypsies and Travellers, Homelessness and Housing Services.

2. List the areas of activity of the policy/function/project, e.g. the recruitment strategy might have advertising, interviewing, short listing etc. as activity areas.

Data collection and analysis Service User engagement
Consultation
Partnership engagement

3. Who are the main intended beneficiaries of the policy/function/project?

The population of the district of Blaby

4. Which people may be affected by the policy/function/project – whole population or particular groups?

Whole population

5. Are you expecting to make any changes to the policy/function/project during the next year?

Yes

No

c. The Impact

1. Complete the following tables using check marks or ticks.

Consider the information gathered in Section (a) of this form, comparing monitoring information with census data, and considering any other evidence, research or consultations.

- Where you think that the policy/function/project could have a negative impact on any of the equality target groups, i.e. it could disadvantage them
- Where you think that the policy/function/project could have a positive impact on any of the equality target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups

a) How will the policy/function/project impact on men and women? e.g. flexible working arrangements might have a positive impact on women with caring responsibilities

Gender	Positive impact	Negative impact	Neutral	Reason
Women	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy considers the differing requirements for each group
Men	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

b) How will the policy/function/project impact on people from different or minority ethnic communities? This may involve using Council services differently, e.g. will Muslim women use the Council's swimming pool more often if separate sex swimming arrangements are in place?

Race	Positive impact	Negative impact	Neutral	Reason
White (including Irish)	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	More work needs to be undertaken to reflect the needs of BME communities.
Asian or Asian British	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	
Black or Black-British	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	
Chinese and other	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	

c) How will the policy/function/project impact on people with disabilities, e.g. if information about Council Tax benefits are not made available in large print or alternative formats, access to such benefits might be denied to people with a visual impairment or learning disability.

Disability	Positive impact	Negative impact	Neutral	Reason
Visually impaired	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy considers disability as a potential factor in determining housing need and relevant support services and considers ways in which these groups can be positively assisted in the community.
Hearing impairment	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Physically disabled	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Learning disability	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Mental health problem	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

d) Does the policy/function/project affect people differently based on their age, e.g. a job advertisement that requires at least ten years post qualification experience would clearly prevent people in their twenties from applying

Age Group	Positive impact	Negative impact	Neutral	Reason
Young (under 25)	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy considers the varying service requirements and housing needs across the age range to ensure.
Middle (25 to 55)	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Older (over 55)	√ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

e) Does the policy/function/project affect people differently based on their sexual orientation, e.g. if housing policy is only to offer temporary accommodation to couples of different sex a gay or lesbian couple would be unable to be housed

Sexual Orientation	Positive impact	Negative impact	Neutral	Reason
Heterosexual	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	The strategy considers household composition & is not based on sexual orientation. It aims to treat LGB people in the same way as any other member of the population.
Gay or Lesbian	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	
Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	

f) Does the policy/function/project affect people differently based on their religion or belief e.g. would a person of the Hindu religion be able to give a binding affirmation if a procedure requires the swearing of an oath on the Bible?

Religion or Belief	Positive impact	Negative impact	Neutral	Reason
Christian	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	The strategy is an overarching document considering individual and community need and is sensitive to religious beliefs, preferences and behaviours.
Hindu	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	
Muslim	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	
Jewish	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	
Other	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	
None believer	<input type="checkbox"/>	<input type="checkbox"/>	√ <input type="checkbox"/>	

If you conclude that there is a negative impact you will need to amend the policy/function/project to minimise or remove the impact. This should be done using the 'Improvement Actions Planned' table. Where appropriate such actions should be included in your Service Plan the following year.

2. a) You will be expected to minimise or remove any negative impact

Explain how: No negative impact noted

- Gender:
- Race:
- Disability:
- Age:
- Sexual orientation:
- Religion:

b) Could you improve any positive impact?

Yes No

Explain how: A theme of the strategy is to improve positive impact.

- Gender:
- Race:
- Disability:
- Age:
- Sexual orientation:
- Religion:

3. If there is no evidence that the policy/function/project promotes equality, equal opportunities, or improved relations, could it be adapted so that it does?

Yes No NA

- Explain how:
- Gender:
 - Race:
 - Disability:
 - Age:
 - Sexual orientation:
 - Religion:

Please keep a copy on record to which the public could have full access. Also send or e-mail a copy of this completed form along with documentation describing the policy/function/project it concerns to:

Alison Moran, Performance Manager

Signed: _____
(Head of Service/
Service Manger)

Date: _____

Signed: _____
(Completing Officer)

Date: _____

Signed: _____
(Performance Manager)

Date: _____

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