

Appendix A

Full Equality Impact Assessment

What is being assessed?		Resident Engagement Strategy 2024-2027		
Lead Assessor	Kerry Clifford		Assessment team	
Start date	June 2024	End date		June 2024
When will the EqIA be reviewed?		June 2027		

Who may be affected by it?	All residents and prospective residents of the Councils Social Housing
What are the key aims of it?	<p>To ensure that we place residents at the heart of service delivery by engaging them in wide range of opportunities to influence and shape our council housing services.</p> <p>To ensure that we understand who our residents are and what needs and aspirations they have for their homes and communities.</p> <p>To ensure that we keep our residents informed on what matters to them in ways that suit their preferences</p>

What **positive measures** are in place (if any) to help **fulfil our legislative duties** to:

Remove discrimination & harassment	Reasonable Adjustment Policy Vulnerability Policy being progressed.	Promote equal opportunities	Reasonable Adjustment Policy Vulnerability Policy being progressed. EDI Policy and Framework	Encourage good relations	
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What sources of data / information are you using to inform your assessment?

- Social Housing (Regulations) Act 2023
- Housing System data
- Supported housing service data

In assessing the potential impact on people, are there any overall comments that you would like to make?

The adoption of a Resident Engagement Strategy will positively impact residents of social housing as they will be more involved in influencing and shaping services that matter to them.
One of the key principles of the strategy is to understand who our residents are and what their needs are. Knowing this will give us key insight into how we manage our homes and communities.

Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age				
Positive impact	Yes	Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment			The strategy will seek to involve residents from a broader range of demographic including age to be more representative of our tenant base.	
What opportunities are there to mitigate the impact?				What do you still need to find out? Include in actions (last page)

Disability				
Positive impact	Yes	Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment			Through tenant profiling we will better understand the needs of residents including vulnerability and disability.	
What opportunities are there to promote equality and inclusion?				What do you still need to find out? Include in actions (last page)

Gender reassignment, Marriage or civil partnership, Pregnancy & maternity, Race, Religion or belief, Sex, Sexual orientation N/A

Positive impact		Negative impact		Unequal impact	Yes
Please evidence the data and information you used to support this assessment		There is no evidence to suggest any other specific impacts on customers within any of these protected characteristic groups.			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Socio-economic¹					
e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users					
Positive impact	Yes	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment		Through tenant profiling we will better understand the needs of residents including vulnerability and low income. Through a proactive communications plan we will be able to tailor services and provide advice and support for better outcomes.			
What opportunities are there to mitigate the impact and promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

Other				
please feel free to consider the potential impact on people in any other contexts				
Positive impact		Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment				
What opportunities are there to mitigate the impact?				What do you still need to find out? Include in actions (last page)

What are the findings of any consultation with:

Residents?	We do not consider it to be necessary to carry out further consultation as this is a statutory requirement	Staff?	N/A
Voluntary & community sector?	N/A	Partners?	N/A
Other stakeholders?	N/A		

Overall conclusion & future activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :
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1. No inequality, inclusion issues or opportunities to further improve have been identified		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?

Approved by Assistant Director Housing and Neighbourhoods

Date: 12 June 2024