

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	Tenancy Services Service Provision
<b>Date</b>	30/09/20
<b>Officer carrying out screening</b>	Emma Cook
<b>Service Area</b>	Tenancy Services
<b>Project Sponsor</b>	<a href="#">Ian Blofield</a>

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

## 1. Project/Proposal/ Service changes

<p><b>What is proposed?</b></p>	<p>Tenancy Services provides the landlord housing management function for the Council. The housing management service is provided through three neighbourhood teams and a tenancy support team.</p> <p>To protect the wellbeing of everyone in our tenants we have carried out the following actions</p> <ul style="list-style-type: none"> <li>• Suspension of physical attendance at Area Housing Panel meetings for tenants and Councillors</li> <li>• Suspension of tenant get togethers</li> <li>• Restricting face to face contact / visits to tenant homes <u>to essential visits only</u></li> </ul>
<p><b>Why are the changes being introduced?</b></p>	<p>This advice and action taken is in response to government guidance in relation to COVID-19.</p>
<p><b>What evidence is being used to support this equality impact analysis?</b></p>	<ul style="list-style-type: none"> <li>• Coronavirus (Covid-19): what you need to do - <a href="https://www.gov.uk/coronavirus">https://www.gov.uk/coronavirus</a></li> <li>• Guidance for people working in, visiting or delivering to other people's homes - <a href="https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/homes">https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/homes</a></li> <li>• Government guidelines on protecting yourself and others – <a href="https://www.gov.uk/government/publications/full-guidance-on-staying-at-home-and-away-from-others/full-guidance-on-staying-at-home-and-away-from-others">https://www.gov.uk/government/publications/full-guidance-on-staying-at-home-and-away-from-others/full-guidance-on-staying-at-home-and-away-from-others</a></li> <li>• Coronavirus (Covid-19): guidance for landlords, tenants and local authorities - <a href="https://www.gov.uk/government/publications/covid-19-and-renting-guidance-for-landlords-tenants-and-local-authorities?utm_source=">https://www.gov.uk/government/publications/covid-19-and-renting-guidance-for-landlords-tenants-and-local-authorities?utm_source=</a></li> <li>• NHS Advice for everyone - <a href="https://www.nhs.uk/conditions/coronavirus-covid-19/">https://www.nhs.uk/conditions/coronavirus-covid-19/</a></li> <li>• Older people and COVID-19 – WHO - <a href="https://www.who.int/teams/social-determinants-of-health/covid-19">https://www.who.int/teams/social-determinants-of-health/covid-19</a></li> <li>• Dementia UK - <a href="https://www.dementiauk.org/get-support/coronavirus-covid-19/">https://www.dementiauk.org/get-support/coronavirus-covid-19/</a></li> </ul>

<b>How will this change be implemented?</b>	N/a - already implemented

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## 2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
<b>Age</b>	Negative	<p>Face to face contact has been restricted to essential visits only. Restrictions may exacerbate feelings of loneliness and isolation for those Tenants that have a limited family/friend support network and who continue to shield or self-isolate.</p> <p>Employees are required (unless exempt) to wear face coverings for some visits that have been identified in our risk assessment. This may lead communication difficulties – for those that are required to lip read</p>	<p>Welfare checks have been carried out on all of our Tenants aged 70 or over. Follow up calls are being made to all those identified as having a need for support. Further welfare checks will be carried out over the Winter.</p> <p>Telephone contact with our Tenants has increased.</p> <p>Where it is identified that wearing a face covering will lead to communication difficulties an assessment will be carried out to see what reasonable adjustments can be made.</p> <p>Risk assessments in place to ensure visits that are required can be carried out safely.</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		<p>Tenant meetings are being held virtually. Some tenants do not have access to the internet and may therefore not be able to take part. This group is largely represented by the elderly.</p>	<p>We continue to maintain regular contact with our tenant representatives and work with them to ensure no one is excluded from receiving information and updates.</p> <p>We are identifying training and IT requirements to enable our tenant representatives to take part in virtual meetings as fully as they can.</p>
<b>Disability</b>	Negative	<p>Face to face contact has been restricted to essential visits only. Restrictions may exacerbate feelings of loneliness and isolation for those Tenants that have a limited family/friend support network and who continue to shield or self-isolate.</p> <p>Face coverings affect the ability of people to lip-read</p>	<p>Welfare checks have been carried out on all of our Tenants who are receiving assistance from the Council due to a disability. Follow up calls are being made to all those identified as having a need for support. Further welfare checks will be carried out over the Winter.</p> <p>Where it is identified that wearing a face covering will lead to communication difficulties an assessment will be carried out to see</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
	Positive	Tenant meetings are being held virtually. Attendance at meetings in Council buildings can be difficult for some people with disabilities. Although we do make arrangements to facilitate disabled access to meetings, virtual meetings can make it easier for more people to take part from home.	<p>what reasonable adjustments can be made</p> <p>Risk assessments carried out to ensure that visits that are required can be carried out safely.</p> <p>Telephone contact has increased with our Tenants.</p>
<b>Gender reassignment</b>	No change	No impact has been identified in addition to the above. <u>There is no evidence to show that these changes would have a negative or positive effect on this protected characteristic group or</u>	

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		<u>that they would be treated less favourably or put at a disadvantage as a result of these changes because of their protected characteristic.</u>	
<b>Pregnancy and maternity</b>	No changes	No impact has been identified in addition to the above. <u>There is no evidence to show that these changes would have a negative or positive effect on this protected characteristic group or that they would be treated less favourably or put at a disadvantage as a result of these changes because of their protected characteristic</u>	
<b>Race</b>	Negative	Complex and changing information in relation to restrictions may be more difficult to understand for those where English is not their first language.	Access to translation services is available and can be arranged where required.
<b>Religion or belief</b>	No changes	No impact has been identified in addition to the above. <u>There is no evidence to show that these changes would have a negative or positive effect on this protected characteristic group or that they would be treated less favourably or put at a disadvantage as</u>	

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		<u>a result of these changes because of their protected characteristic</u>	
<b>Sex</b>	No changes	No impact has been identified in addition to the above. <u>There is no evidence to show that these changes would have a negative or positive effect on this protected characteristic group or that they would be treated less favourably or put at a disadvantage as a result of these changes because of their protected characteristic</u>	
<b>Sexual orientation</b>	No change	No impact has been identified in addition to the above. <u>There is no evidence to show that these changes would have a negative or positive effect on this protected characteristic group or that they would be treated less favourably or put at a disadvantage as a result of these changes because of their protected characteristic</u>	
<b>Marriage and civil partnership</b>	No change	No impact has been identified in addition to the above. <u>There is no evidence to show that these changes would have a negative or positive effect on this protected characteristic group or</u>	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		<u>that they would be treated less favourably or put at a disadvantage as a result of these changes because of their protected characteristic</u>	

Q. The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):

A. The harms caused by Coronavirus do not impact everyone equally. This means that the response will impact some groups of people more than others. The report helps by identifying the actions and reasonable adjustments needed to mitigate the adverse impact that has been identified

Q. The report helps us to 'advance equality of opportunity...' in the following way(s):

A. It will help us to minimise any disadvantage identified to meet the needs of different groups. It takes account of disabled people's impairments.

Q. The policy helps us to 'foster good relations...' in the following way(s):

A. It will help to promote understanding of why these decisions have been taken and the impact they will have on the different groups.

Q. The new provisions will be reviewed in the following way(s):

A. Monthly or as and when guidance and legislation changes

### 3 Sign Off

<b>Assessment Author:</b>	<u>Emma Cook</u>	<u>15/10/20</u>
<b>Project Sponsor:</b>		

Please provide any supporting documents in the appendices below.

## Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

<b>Age</b>	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
<b>Disability</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Gender reassignment</b>	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
<b>Marriage and civil partnership</b>	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
<b>Pregnancy and maternity</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
<b>Race</b>	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
<b>Religion and belief</b>	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)