

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	On-line Homeless Application
Date	15/10/2020
Officer carrying out screening	P Whittall
Service Area	Housing Advice
Project Sponsor	Ian Blofield

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

What is proposed?	To enable an enquiry for housing advice to be made on-line
Why are the changes being introduced?	To eliminate the need for people having to ring the contact centre and repeat the issues they want to raise to more than one person.
What evidence is being used to support this equality impact analysis?	Experience of operating the current system and operating a system for another part of the service that is fully on-line.
How will this change be implemented?	It will be publicised and all initial enquiries will be dealt with on-line.

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
Age	Possible negative impact for some older people	Some older people may not be computer literate or may not have access to PC's or Smartphones	Continued ability to ring the Contact Centre or visit and use a PC with assistance.
Disability	Possible negative impact.	If someone is unable to use a keyboard or a smartphone	Continued ability to ring the Contact Centre
Gender reassignment	No change	None	N/A
Pregnancy and maternity	No change	None	N/A
Race	No change	None	N/A
Religion or belief	No change	None	N/A
Sex	No change	None	N/A
Sexual orientation	No change	None	N/A
Marriage and civil partnership	No change	None	N/A

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

A. Highlights the possible adverse effect on some older and disabled people.

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

A. Mitigation suggested to address any adverse impact.

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

A. To improve communications, support those needing more assistance

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

A. The new provisions will be reviewed after 6 months of operation which will include seeking user feedback.

3 Sign Off

Assessment Author:	Peter Whittall	Date: 15/10/20
Project Sponsor:		Date:

Please provide any supporting documents in the appendices below.

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

Age	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).
Disability	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.

Gender reassignment	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.
Marriage and civil partnership	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).
Pregnancy and maternity	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.
Race	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.
Religion and belief	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.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	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](#)