

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

|                                       |   |
|---------------------------------------|---|
| <b>Title of EQIA</b>                  | Skype for interviews with Homeless Households |
| <b>Date</b>                           | 15/10/2020                                    |
| <b>Officer carrying out screening</b> | Peter Whittall                                |
| <b>Service Area</b>                   | Housing Advice                                |
| <b>Project Sponsor</b>                | 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

|  |   |
|--|---|
| <b>What is proposed?</b>   | Interviewing Homeless Households via Skype  |
| <b>Why are the changes being introduced?</b>                                 | To try and avoid having to interview people face to face  |
| <b>What evidence is being used to support this equality impact analysis?</b> | Experience of Face to Face interviews and also recent experience of the use of Skype                                      |
| <b>How will this change be implemented?</b>                                  | Will be offered as an option when some approaches for housing advice who says that they are threatened with homelessness. |

## 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 be seen in person at the CSC or visited at home.                           |
| Disability              | Possible negative impact                       | Some people may not be able to use the required IT   | Continued ability to be seen in person at the CSC or visited at home                            |
| Gender reassignment     | No change                                      | None   | N/A   |
| Pregnancy and maternity | No change                                      | None   | N/A   |
| Race                    | Possible negative impact                       | Some people will need an interpreter present at any interview                                | Offer a three way skype meeting or the opportunity of a meeting at the CSC with the interpreter |
| Religion or belief      | No change                                      | None   | N/A   |
| Sex                     | No change                                      | None   | N/A   |
| Sexual orientation      | No change                                      | None   | N/A   |

| Who is affected?               | Impact (positive/negative/no change) | Explanation of impact | Actions to mitigate any adverse impact or further promote positive impact |
|--------------------------------|--------------------------------------|-----------------------|---|
| 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 negative impacts for some groups and offers mitigating actions.**

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: 15/10/2020 |
| 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

|                                       |   |
|---------------------------------------|---|
| <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.<br>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 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](#)