

EQUALITY IMPACT ASSESSMENT

THE STAGE ONE ASSESSMENT FORM - the initial screening process

SERVICE, POLICY OR FUNCTION BEING ASSESSED: The Housing Management functions
<p>DESCRIPTION OF SERVICE, POLICY OR FUNCTION: (e.g. main purpose, users or beneficiaries etc)</p> <p>This is the service, which is funded by the Housing Revenue Account to ensure that our housing stock is effectively managed, maintained and supported. This assessment will also take into account how well the Council involves its tenants in decision-making and links with other teams responsible for rent collection and debt recovery and minimising anti -social behaviour.</p>
Please indicate if it is an existing area of service or a new area/project: Existing

Target Equality Group	Does it have a Positive Impact	Does it have a Neutral Impact	Does it have a Negative Impact	If it has a negative impact, is the level of this impact high or low?
<i>(see guidance note 2 for details)</i>	If yes, please explain how <i>(see guidance note 6 for details)</i>	If yes, please explain how <i>(see guidance note 9 for details)</i>	If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	<i>(see guidance note 10 for details)</i>
Age	Specific policies such as the assisted transfer scheme and gardening schemes are targeted to older residents and therefore discriminate positively in favour of this group.	The service as a whole must be delivered fairly to all the Councils tenants and is therefore neutral in terms of its impact.		

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
	Support services also contribute to maintaining the independence of older tenants and therefore provide a positive impact.			
Belief or faith		We do not collect information on a person's faith or belief but we do not believe that the service has an adverse effect.		
Disability	Information collected on the management system allows the Council to tailor our service to a specific need. This will include undertaken home visits, working with other partner agencies, co-ordinating visiting support, undertaking aids and adaptations to homes.			

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
Sexual Orientation		We do not collect information on a person's sexual orientation but we do not believe that the service has an adverse effect. Same sex couples are afforded the same tenancy rights as married or cohabiting couples		
Gender		The Service works hard to ensure that all policies and procedures are applied fairly and the Council does not believe that gender has an adverse effect on the way the service is delivered		
Race		The Service works hard to ensure that all policies and procedures are applied fairly and the Council does not believe that the way the service is delivered impacts on race		

PLEASE ANSWER THE FOLLOWING QUESTIONS IF ANY AREAS HAVE BEEN IDENTIFIED WITH LOW LEVEL NEGATIVE IMPACT

IS THE IMPACT LIKELY TO CHANGE OVER TIME?

Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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IF YES, HOW WILL THE IMPACT CHANGE?

WHAT CAN YOU DO TO MINIMISE OR REMOVE ANY *UNINTENDED* NEGATIVE IMPACT?

HOW COULD YOU MONITOR THIS WORK?

IF YOU HAVE IDENTIFIED ANY AREAS WHERE THE LEVEL OF NEGATIVE IMPACT IS HIGH PLEASE REFER TO YOUR HEAD OF SERVICE PRIOR TO COMPLETING A STAGE TWO ASSESSMENT FORM

Signed:David Clarke.....Service Manager undertaking the Assessment.

Date:12 September 2008.....