

Equality Analysis Form

By completing this form you will provide evidence of how your service is helping to meet Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;

(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.

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at: <https://inform.gloucestershire.gov.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

1. Persons responsible for this assessment:

Name(s): Michelle Elliott	Telephone:
	E-Mail: michelle.elliott@stroud.gov.uk
Service: Housing Services	Date of Assessment: 18 October 2021

2. Name of the policy, service, strategy, procedure or function:

Tenancy & Estate Management Policy

Is this new or an existing one? **Existing**

3. Briefly describe its aims and objectives

To enable council tenants to enjoy their home free from nuisance, annoyance and disturbance and to understand their responsibilities

4. Are there external considerations? (Legislation / government directive, etc)

The Housing Act 1985
The Housing Act 1988
Anti Social Behaviour, Crime & Policing Act 2014
Localism Act 2011
The charter for social housing residents. Social Housing white paper 2020

5. Who is intended to benefit from it and in what way?

Tenants and residents will benefit by having a pleasant environment in and around their homes

6. What outcomes are expected?

For the service to be measurable and cost effective and delivering an increase in tenant satisfaction results.

Provide safe homes and estates

Protect and enhance the reputation of SDC

7. What evidence has been used for this assessment? (eg Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

Research and understanding of legislation

8. Has any consultation been carried out?

Yes

Details of consultation

Consultation carried out with involved tenant groups :

Tenants Voice Representatives

Neighbourhood Ambassadors

If NO please outline any planned activities

9. Could a particular group be affected differently in either a negative or positive way?

(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure)

Protected Group	Type of impact, reason and any evidence (from Q7 & 8)
Age	Positive, the policy is all-inclusive and all tenants have the opportunity to take ownership and responsibility along with their landlord to ensure estates are well managed.
Disability	Positive, the policy is all inclusive and all tenants have the opportunity to take ownership and responsibility along with their landlord to ensure estates are well managed. Provision will be made for tenants who require information in different formats There is opportunity for hard copy documentation to be in larger print or other languages for those who may not be digitally enabled, or on an audible solution for visually impaired. For those with learning disabilities alternative easy read versions will be available.
Gender Re-assignment	Neutral – We are not aware of any tenants that sit in this group but any requirements would be acted upon if reasonable and proportionate
Pregnancy & Maternity	Positive, the policy is all-inclusive and all tenants have the opportunity to take ownership and responsibility along with their landlord to ensure estates are well managed
Race	Positive, the policy is all-inclusive and all tenants have the opportunity to take ownership and responsibility along with their landlord to ensure estates are well managed. There is also opportunity for hard copy documentation to be in other languages for those who may not use English as their primary language
Religion – Belief	Positive, the policy is all-inclusive and all tenants have the opportunity to take ownership and responsibility along with their landlord to ensure estates are well managed. There is also opportunity for hard copy documentation to be in other languages for those who may not use English as their primary language
Sex	Neutral, the policy is all-inclusive and all tenants have the opportunity to take ownership and responsibility along with their landlord to ensure estates are well managed.
Sexual Orientation	Neutral, the policy is all-inclusive and all tenants have the opportunity to take ownership and responsibility along with their landlord to ensure estates are well managed.
Marriage & Civil Partnerships (part (a) of duty only)	Neutral, the policy is all-inclusive and all tenants have the opportunity to take ownership and responsibility along with their landlord to ensure estates are well managed.
Rural considerations: ie Access to services; transport; education;	Positive, the policy is all inclusive and may have increased benefit for those tenants in rural locations where community engagement may not be as prevalent but the policy outlines expectations and routes to take when things don't go well. There is opportunity for hard copy documentation to be in larger print or other languages for those who may not be digitally enabled

employment; broadband;	
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10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please transfer any actions to your Service Action plan on Excelsis.

Action(s):	Lead officer	Resource	Timescale

Declaration

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment

Completed by: Michelle Elliott	Date: 20/10/21
Role: Housing Manager	
Countersigned by Head of Service: Kevin Topping	Date: 21/10/21