

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: 15 March 2022

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

Tenant Engagement Strategy

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

3. Briefly describe its aims and objectives

SDC's commitment to engaging with tenants to inform service delivery

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

Housing White Paper / Charter for Social Housing Tenants
1985 Housing Act

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

SDC Tenants
Stakeholders working with SDC

6. What outcomes are expected?

Improved communication with tenants
Customer insight used to inform service delivery
An increase in overall tenant satisfaction
Increase the number and diversity of SDC tenants

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

Previous Consultations / Survey Monkey/

8. Has any consultation been carried out?

Yes

Details of consultation

Tenant event held 22 February 2022 to listen to views / inform changes / improvements to Tenant Engagement Strategy/ ongoing focus groups

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	Tenants of all ages are invited to participate but we will be actively looking at ways to improve participation from a younger age group as this age group is under represented currently. Work commissioned with TPAS to direct target various groups
Disability	A variety of opportunities will be made available to ensure all tenants can share their views and have their voice heard. Work commissioned with TPAS to ensure we are targeting all diverse groups
Gender Re-assignment	As Above

Pregnancy & Maternity	As Above
Race	As Above
Religion – Belief	As Above
Sex	As Above
Sexual Orientation	As Above
Marriage & Civil Partnerships (part (a) of duty only)	As Above
Rural considerations: le Access to services; transport; education; employment; broadband;	Mileage will be paid for tenants to attend events or transport arranged As Above

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:15/3/2022
Role: Housing Manager	
Countersigned by Head of Service/Director: 	Date:25.03.22

Date for Review: Please forward an electronic copy to eka.nowakowska@stroud.gov.uk