

Thanet District Council (TDC) Equality Impact Assessment

Step one: test for relevance

1 Person responsible for this assessment

Name:	Sally Osullivan (Tenant and Leaseholder Services Manager)		
Job title:	Tenant and Leaseholder service manager		
Phone:	01843 577262		
Service area:	TLS	Date of assessment:	19/10/2022

2 Others involved in carrying out the analysis

Name:	Adam Reid (Senior Repairs Surveyor)
Name:	Louise Cambray (Customer Engagement Officer)
Name:	Sarah Bieniasz (Responsive repairs officer)
Name:	Sarah Warner (Housing services manager)
Name:	Neesha Kurrman (Project Support Officer)
Name:	

3. Description of strategy, policy, service, project, activity or decision

Title:	Estate Strategy/policy/standard
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Is it new?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
A review of existing?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

3.1 Aims and objectives

Consider: **what** you are doing? **why** you are doing it? **who** will benefit?

Standardise the estate services Setting the expectations for tenants and residents To make improvements to our estates Prioritising the estate by carrying out estate reviews

All of our tenants, Leaseholders and residents should benefit from this strategy. It will help raise awareness of what residents can expect to see happening on their estates and reduce complaints whilst also making residents aware of their responsibilities.

3.2 What outcomes are expected? Who is expected to benefit?

Improved estate appearance, consistent experience, less dumped rubbish and abandoned vehicles. It will also improve relationships with residents if they feel they are kept informed.

Reduction of ASB and issues in the communal area as residents are satisfied with where they live and confident on how to report communal issues.

4 Who is affected?

4.1 Which groups or individuals does the strategy, policy, service, project, activity or decision affect?

For example, the Council, employees (including temporary workers), other public authorities, contractors, partner organisations, wider community, others.

All groups that live on, work on, walk through our estates will be affected. This includes but is not limited to the Councils waste and recycling team, residents, Council officers and the general public

4.2 Does the strategy, policy, service, project, activity or decision relate to a service area with known inequalities? (Give a brief description).

Yes.

Although these documents address the wider estate environment, many of our residents do have protected characteristics. The policy does address a particular inequality but can be applied in cases where an action has discriminated against a certain group - for example; offensive graffiti, antisocial behaviour, lift break downs or trip hazards in a communal area.

5 Equality Act 2010

How does the strategy, policy, service, project, activity or decision actively meet the public sector equality duties to:

Eliminate unlawful discrimination (including harassment, victimisation and other prohibited conduct)

to make residents feel more safe and secure enhancing sense security for residents with protected characteristics

Improving waste management accessibility for some areas of need.

Advance equality of opportunity (between people who share a protected characteristic and people who do not share it)

The policy ensures that there is a consistent approach to eliminate bias or prejudice (even when unintentional).

Foster good relations (between people who share a protected characteristic and people who do not share it). Could it have an adverse impact on relations between different diverse groups?

The policy ensures that there is a standardised approach.

6 Priority

The following questions will help you to identify whether this 'service' is a high priority. Please answer all questions with particular reference to the protected characteristics; race, gender, gender reassignment, disability, religion or belief, sexual orientation, age, marriage and civil marriage/partnership and pregnancy and maternity.

Please provide a comment for each answer, providing evidence for your answer, regardless whether you have answered yes or no.

Questions	Yes	No
1. Are there any particular groups who may have trouble accessing the 'service'?		x
Comments: Is a service improvement to benefit all residents regardless of any protected characteristics		
2. Does your information suggest that some groups of people are less satisfied than others with this 'service'?		x
Comments: Information from surveys held within TLS indicate dissatisfaction with the estate service - although no evidence that certain groups are any more or less dissatisfied		
3. Will this service have a significant impact on any of our residents?		x
Comments: Positive impact owing to improved estate environment and increasing sense of residents pride in areas that they live. Unlikely to be a significant impact as not all areas will require significant or any improvements.		
4. Do you have any evidence that discrimination, harassment and/or victimisation could occur as part of this service?		x
Comments: If issues were to arise could be dealt with through other tenancy related procedures. For example, ASB is addressed within these documents and makes referral to the Councils ASB policy		
5. Do you think the service will hinder communication and negatively impact relations between the organisation and its employees, residents, contractors or anyone else?		x
Comments: Strategy is designed in part to improve communication between residents and the authority and contractors		
6. Does this service need to improve the way in which it is communicated to people who have literacy, numeracy or any other access needs?		x
Comments: Published on line with accessibility criteria met and any communications can be requested in a different format. Residents are given an opportunity at Community Partnership days to speak to officers face to face about their estates and are encouraged to feedback on what they like and don't like.		

7. Does consultation need to be carried out?		x
Comments: Consultation carried out with Thanet Tenant & Leaseholder Group (TTLG) and through a resident focus group.		

In order to assess the priority of your **'service'** please complete the table below by adding up how many questions you answered yes to and following the appropriate action.

Priority	Number of questions answered 'yes'	Rating	Action
High	3 or more		Continue to section 2
Medium	1 to 2		Please provide evidence to any questions you answered 'yes' to in section 1. Test for relevance complete (sometimes a full assessment may be required).
Low	0		Test for relevance complete.

If, following the completion of the test for relevance, a full assessment is not required, go straight to the declaration. If a full assessment is required, go to Step two: full equality impact assessment.

Step two: full equality impact assessment

1 Could the strategy, policy, service, project, activity or decision have a **negative, positive or neutral** effect on groups or individuals?

Consider:

What you are doing?

Why you are doing it?

How you are doing it?

Who can access the service easily and who may not be able to access the service and **why**?

The full analysis explores ways to reduce or eliminate barriers and/or negative impacts.

Protected characteristics	N e g a t i v e	P o s i t i v e	N e u t r a l	Evidence/Reasoning (Consider any barriers which will have negative impact and/or good practices giving positive impact)
<p>Age</p> <p>Consider:</p> <ul style="list-style-type: none"> • The way younger and older people access services may be different • Use of technology • Child care/care of other dependant • Timings/flexibility, such as work patterns • Transport arrangements • Venue location 				<p>Recommendations:</p>
<p>Disability (Includes: physical, learning, sensory (deaf/blind), mental health)</p> <p>Consider:</p> <ul style="list-style-type: none"> • Communication methods • Accessibility – venue, location, transport • Range of support needed to participate • Hearing Loops/Interpreters • Disability awareness training for employees 				<p>Recommendations:</p>
<p>Race (Includes; gypsy, travelling, refugee and migrant communities)</p> <p>Consider:</p>				<p>Recommendations:</p>

<ul style="list-style-type: none"> • The size of the BME communities that your service/project affects. • Language(s) spoken/understood. • Culture, such as hygiene, clothing, physical activities, mixed gender activities. • What access support can you offer? 				
<p>Religion, faith or belief</p> <p>Consider:</p> <ul style="list-style-type: none"> • The diversity within the communities that your service/project affect • Prayer times, meal times, food (some religions do not eat meat), cultural habit or belief, religious holidays such as Ramadan • Awareness training for employees 				<p>Recommendations:</p>
<p>Pregnancy and maternity</p> <p>Consider:</p> <ul style="list-style-type: none"> • Flexible hours of the service/project • Is there access to private area for breastfeeding mothers? 				<p>Recommendations:</p>
<p>Gender</p> <p>Consider:</p> <ul style="list-style-type: none"> • The impact on men and women • Child care/care of other dependant • Mixed/single gender groups/activities • Timing of services/projects 				<p>Recommendations:</p>
<p>Sexual orientation (Includes: lesbian, gay, bisexual)</p> <p>Consider:</p> <ul style="list-style-type: none"> • LGB people should feel safe to disclose their sexual orientation without fear of prejudice • Make it clear you recognised civil 				<p>Recommendations:</p>

marriage and partnerships <ul style="list-style-type: none"> • Awareness training for employees 				
Transgender Consider: <ul style="list-style-type: none"> • Trans people should be able to disclose their gender identity without fear of prejudice • Making it clear you have a Trans policy and process • Awareness training for employees 				Recommendations:
Marriage and civil marriage/partnership Consider: <ul style="list-style-type: none"> • All couples or partners, regardless of gender, should be able to access services 				Recommendations:

Outsourced services	
If your policy/process is partly or wholly provided by external organisations/agencies (such as Civica or Capita), please list any arrangements you plan to ensure that they promote equality and diversity. Include this in your improvement plan	
Relations between different equality groups	
Does your assessment show that a strategy, policy or process may amount to potential adverse impact between different equality groups? If yes please explain how the improvement plan is going to tackle this issue	
Consultation responses	
Summary of replies from individuals and stakeholders consulted including any previous complaints on equality and diversity issues about the strategy, policy or process	

Summary of recommendations		
Actions	By Who	By When

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Declaration

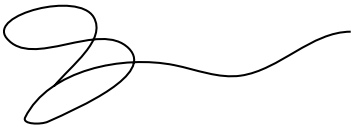
I am satisfied that a Test for Relevance has been carried out on the matter named in this Analysis and conclude that a full Equality Impact Assessment **is not required**.

Yes No

If you do not think that a full Equality Impact Assessment is required – please give your reasons:

I confirm that a full Equality Impact Assessment has been completed.

Yes No

Signature of Head of Service:	Date:
	28/10/22

Recommendations agreed:	Yes <input type="checkbox"/> No <input type="checkbox"/>
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Signed: (Director):	EIA date:
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