

Housing Services Performance Framework

01 April 2014

Equality Impact Assessment

<Title of the proposal being assessed>

Contact: Peter McHugh - Head of Housing and
Community Development Services
Updated: 01.04.14

1. What type of proposal / decision is being assessed?

A strategic or service plan

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The performance framework should support the delivery service improvement plans and deliver better performance and better outcomes for customers.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

<Please Select>

Diversity and Equalities issues form a component part of the team operational plans therefore a separate Equalities Impact Assessment is not required.

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

Diversity and Equality issues are reviewed on at least a quarterly basis as part of the performance sugery.

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

A key part of the Community Housing Service Improvement Plan is to collect

tenant profiling information for all of our tenants which shall enable the service to be customised to the needs of the individual or family.

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

No

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

<Please Select> Not applicable

8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

<Please Select> Not applicable

Action(s)	Owner	By when?
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
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9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date: 01/04/14

Name of Lead Officer for Equality Impact Assessment	Date
Peter McHugh	15/04/14

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.