

Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District Council must have regard to the Public Sector Equality Duty, ie have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
 - Factsheet 1: Equality Profile of the Epping Forest District
 - Factsheet 2: Sources of information about equality protected characteristics
 - Factsheet 3: Glossary of equality related terms
 - Factsheet 4: Common misunderstandings about the Equality Duty
 - Factsheet 5: Frequently asked questions
 - Factsheet 6: Reporting equality analysis to a committee or other decision making body

**Initialed as original copy by
Portfolio Holder:**

Section 1: Identifying details

Your function, service area and team:

Housing Management & Homeownership working in partnership with Residents Associations

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team:

As above

Title of policy or decision:

Grants for Residents Groups (Resident Involvement Support Grant & Video Conferencing Licence Support Grant)

Officer completing the EqIA:

Mrs Rachel Smith

Tel: 01992 562701

Email: rrsmith@eppingforestdc.gov.uk

Date of completing the assessment:

06/02/21

Section 2: Policy to be analysed

2.1

Is this a new policy (or decision) or a change to an existing policy, practice or project?

Change to existing policy.

2.2

Describe the main aims, objectives and purpose of the policy (or decision):

It is the Council's ambition for members of recognised Residents Groups to feel supported and equipped with the right tools to enable their groups to function, whether that be in the form of training, access to a dedicated Resident Involvement Officer who can offer advice and support to residents where support is needed, or to provide financial support to help cover the costs of running a residents group and minor estate enhancements.

What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?

The aim of the decision is to provide a provide Grants that better reflect the administrative costs of running a Resident Association

Initialled as original copy by
Portfolio Holder:

2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? <p>Residents and wider communities who that have set up recognised Residents Groups.</p> <p>Will the policy or decision influence how organisations operate?</p> <p>Yes. The policy will further the Councils ambition to encourage the formation of new Residents Groups and continue to support existing Resident Groups, who are empowered to make decisions about their own local area.</p> <p>It will result in resident groups being better able to cover the cost of administration relating to their Resident Group. Further, using online platforms, groups will be able to continue to run meetings and communicate with their members, the wider community and partners during the pandemic and beyond, should this be the preferred medium of communication.</p> <p>The Council is currently reviewing its current model of resident involvement and notwithstanding the current pandemic, trends within the Sector show the use of video conferencing to be on the increase, which is quickly becoming the preferred model of communication for many Residents Groups. Registered Providers are able to involve a more diverse range of residents than ever before using this model of engagement which is so important to many of the Council's current and future projects. The Social Housing White Paper has a strong focus on resident engagement and the Social Housing Regulator expects registered providers to adopt of range of communication tools, that provide opportunity for residents to engage in meaningful communication with their landlords, and provide opportunity to shape housing services provided. The recommendations in this report, support these objectives.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>The Council has been providing similar funding for many years. Whilst some additional funding will need to be identified if all the recommendations are agreed, some expenditure can be honoured through existing resources.</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>The policy is associated with a range of Council's estate management policies.</p>

**Initialed as original copy by
Portfolio Holder:**

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	What does the information tell you about those groups identified? N/A
3.2	Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision? Yes, consultation has been undertaken with members of the Tenant and Leaseholder Panel, Recognised Resident Groups and those groups previously recognised, who are working towards regaining recognition status, who responded positively to the recommendations.
3.3	If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary: N/A

**Initialed as original copy by
Portfolio Holder:**

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

None in this category as there are no equality implications arising from the specific recommendations of this report.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	Neutral	
Disability	Neutral	
Gender	Neutral	
Gender reassignment	Neutral	
Marriage/civil partnership	Neutral	
Pregnancy/maternity	Neutral	
Race	Neutral	
Religion/belief	Neutral	
Sexual orientation	Neutral	

**Initialed as original copy by
Portfolio Holder:**

Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No	
			If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

Initialled as original copy by
Portfolio Holder:

Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
N/A	N/A	N/A

**Initialed as original copy by
Portfolio Holder:**

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service: Deborrah Fenton

Date: 06.02.21

Signature of person completing the EqIA: Rachel R. Smith

Date: 06.02.21

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

**Initialed as original copy by
Portfolio Holder:**