



North West Leicestershire
District Council

Tenant Participation Compact
Equality Impact Assessment

EQUALITY IMPACT ASSESSMENT

Name of the policy or service being assessed: **TENANT PARTICIPATION COMPACT**

Service Area: **HOUSING**

Date Impact Assessment completed:

Is this a policy or service? **Policy** **Service** **Procedure**

Is this a new or existing policy or function? **New** **Existing**

Names and roles of the people carrying out the Impact Assessment:

1. Caroline Hunt
2. Amanda Harper
3. Auzra Flynn
4. No tenants involved in the Impact Assessment, but actively involved in compiling the Tenant Participation Compact

Head of Service: Chris Lambert

Signature



Date: 9/7/08

PART 1: AIMS AND IMPLEMENTATION OF THE POLICY OR SERVICE

What is the policy? What is the aim, objective, or purpose of the policy/service?

An agreement between the Council and its tenants, which sets out the products offered for active involvement.

Aim: To seek active involvement by tenants.

Objective: To increase the number of tenants involved in shaping and delivering the service.

Purpose: To promote active involvement.

Rationale behind the policy and its delivery

To raise awareness and to have clear mechanisms for tenants to be empowered to become involved.

Tenants will be empowered by promoting the active citizen and offering opportunities to fill 'skill gaps'.

Who is affected by the policy? Who is intended to benefit from it and how?

1. Tenants, leaseholders, members and officers.

2. Clear opportunities to become involved, enabling effective contribution to the community and empowering its citizens.

Increased awareness for all stakeholders and improved inter-departmental working.

3. None

Policy Priorities:

How does the policy fit in with the council's wider aims? Include Corporate and Local Strategic Partnership Priorities

How does the policy relate to other policies and practices within the council?

- Approach to 'One Council – One Service'.
- Sustainable Communities Strategy/Place Shaping
- Community Cohesion

- Compressive Area Assessments.
- North West Leicestershire Comprehensive Equality and Diversity Policy

How the policy is implemented

**Is the service/policy provided solely by one service or in conjunction with another service or through a Partnership?
If external partners are involved - what are the measures in place to ensure that they comply with the Council's Equal Opportunities policy?**

One service responsible for the Policy.

External partners are involved in the delivery to some extent

Customers – Diversity issues covered by Constitution

Diversity training for some members (Targets – training, hard to reach groups)

Officers undertake checks and balances and challenge inappropriate behaviour.

Users and beneficiaries are:

(Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to reflect the Community).

Housing, customers, Council and Inspectorate.

Customer profile used to obtain feedback to help shape the service.

Action needed:

(Include short-term measures to be taken to provide a baseline where no or little information is available)

Continuous review of data collected.

PART 2: ASSESSMENT OF IMPACT			
	From the evidence available Identify how the groups are reflected in the take up of the service	From the evidence does the policy have an actual or potential negative impact	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity
Race	Tenant profile data available, enables Division to identify under-represented groups.	No	N/A
Gender	Slightly higher take up from female tenants than male tenants, in relation to Tenant Participation. Tenant profile data available, enables Division to identify under-represented groups.	No	N/A
Disability	Proportionally represented. Use tenant profile to address any areas as required.	No	N/A
Age	Tenant profile data available (currently 70% of all tenants), data collected includes age, ethnicity, disability, religion, sexuality. This data helps to identify under-represented groups.	No	N/A
Religion/Belief	N/A	No	N/A
Sexual Orientation	Data not collected from profile information.	No	N/A
Other groups		None identified	

PART 3: PROCESS OF POLICY OR SERVICE DELIVERY AND MONITORING

Operation Times

When is the service provided - are there seasonal issues; are there barriers to the service based on the time and delivery of the service which may affect the target groups?

The Service (Tenant Participation) provides an 'out of hours' service in that meetings are held in the evenings and festivals, fun days, and conferences are held on Saturdays. Some training can now also be provided on Saturdays.

Methods of communication to the public (external) and internally

Externally:

Flyers, posters, internet, personal invitations, e-mails, Tenants newsletter 'Tenants' Voice' (produced quarterly), Tenant Participation Folder including Tenant Participation leaflet, radio promoting events.

Internally:

E-mails, intranet, Tenants Voice, Tenant Participation leaflet, Housing Leader (covers housing issues – monthly), meetings, posters, personal invitations.

How will the results of the EIA feed into the Service and Financial planning process?

EIA's are part of the Team Plan and SMART Plan – results will be fed into the TP Team Plan and Housing Smart plan

Future Monitoring and Consultation

How and when will the policy be monitored?

Identify areas for future consultation and any barriers to participation in consultation with proposals to overcome these.

On-going – Tenant Participation Monitoring Panel (previous Compact monitored January 2008)

PART 4: MEASURES TO REDUCE DISPROPORTIONATE OR ADVERSE IMPACT – POSITIVE IMPACT

Specify measures that can be taken to remove or minimise the disproportionate impact or adverse effect identified. If none were identified, identify how disproportionate impact or adverse effect could be avoided in the future.

RACE:

The range of products (different methods available for active tenant participation), which are now available within the Compact, will increase the opportunities for customers from this group to become more actively involved

GENDER:

Use products available (different methods for active tenant participation), to maximise involvement across all genders

DISABILITY:

Proportionally represented, but to maximise use of products to promote involvement.

AGE:

The range of products (different methods available for active tenant participation), which are now available will increase the opportunities for the 18-40 age groups to access services

RELIGION/BELIEF:

N/A

OTHER GROUPS:

N/A

PART 5 – EQUALITY ACTION PLAN

Recommendation	Key activity	Responsible Officer	Milestones	Date of completion
Collection of sexual orientation data	Collect data	Emma Sparkes		On-going
Undertake Equality data check	Review data			On-going
Under-represented groups/areas (age, gender, race)	To be addressed within the Compacts Action Plan	Caroline Hunt		2008 - 2009
Monitor Compact – 6 monthly reviews	Review Compact ensuring compliance & targets	Caroline Hunt	Previous Compact reviewed January 2008	On-going (Review compact 6 months after approval by Cabinet)