



North West Leicestershire  
District Council

ASB/Harassment & Domestic Violence Policy  
Equality Impact Assessment

# EQUALITY IMPACT ASSESSMENT

Name of the policy or service being assessed: **ASB/Harassment and Domestic Violence Policy**

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. Amanda Harper, Service Manager – Housing Management
2. Andrew Wallace, Senior Housing Officer (Neighbourhoods and Enforcement)
3. Deborah Terry, Senior Housing Officer (Tenancy Sustainment)

**Head of Service: Chris Lambert – Head of Housing**



**Signature**

**Date 8<sup>th</sup> December 2008**

# PART 1

## AIMS AND IMPLEMENTATION OF THE POLICY

### Identifying the aims of the policy

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

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

Aim: To provide sustainable, safer communities.

Objective: To reduce levels of ASB, domestic abuse and harassment in the District.

Purpose: To enforce tenancy conditions and increase awareness.

### Rationale behind the policy and its delivery

To raise awareness and to have clear mechanisms for tenants and residents to be empowered to feel safe in reporting breaches of conditions of tenancy.

Tenants will be empowered by promoting the services available to create safer communities.

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

1. Who are the main stakeholders in relation to this policy?
2. What outcomes would other stakeholders want from this policy?
3. Are there any groups, who might be expected to benefit from the intended outcomes but which do not?

1. Tenants, residents, members and officers, partner agencies.

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?

What factors/forces could contribute/detract from the outcomes?

- Approach to 'One Council – One Service'.
- Sustainable Communities Strategy/Place Shaping
- Community Cohesion
- Community Safety Strategy
- 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 although it does link to the Council wide Community Safety Strategy and Corporate Anti-Social Behaviour Procedure.

External partners are involved in information sharing to aid the delivery of the policy.

**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)*

Target hard to reach groups for involvement in the working group.

**PART 2****ASSESSMENT OF IMPACT**

	<b>From the evidence available Identify how the groups are reflected in the take up of the service</b>	<b>From the evidence does the policy have an actual or potential negative impact</b>	<b>If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity</b>
<b>Race</b>	Not known	Not known	N/A
<b>Gender</b>	Not known	Not known	N/A
<b>Disability</b>	Not known	Not known	N/A
<b>Age</b>	Not known	Not known	N/A
<b>Religion/Belief</b>	Not known	Not known	N/A
<b>Sexual Orientation</b>	Not known	Not known	N/A
<b>Other groups</b>	None identified		

**The Process of Service Delivery** (In particular look at the arrangements for the service being provided).

**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 is accessible through many channels, including DDA compliant offices for face to face contact, telephone where language line is available if required, e-mail, letter, internet. An officer is also available for early/late appointments (Mon-Fri) if required. The working group meetings in the evening.

**Methods of communication to the public (external) and internally**

What methods do you use to communicate this service? Include review and assessment of methods, media, translations, interpretation etc, bearing in mind the extent to which these media forms are accessible to all sections of the community

**Externally:**

Leaflets, Tenants Handbook, Tenancy Agreement, verbal discussion with officers, internet, newsletters.

**Internally:**

E-mails, intranet, Tenants Voice, leaflets, Housing Leader (covers housing issues – monthly), meetings, posters, personal invitations, Housing Management Manual.

**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 – Housing Management Working Group, ASB satisfaction surveys, Complaint surveys, liaison with partner agencies (e.g Police/CDRP). Policies are reviewed in light of changes in legislation and recognised good practice.

To gather evidence to support anecdotal information of no target group being disproportionately impacted by policies.

## **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 at the end of Part 3. If none were identified in Part 3, identify how disproportionate impact or adverse effect could be avoided in the future.** (Consider measures to reduce any adverse impact and better achieve the promotion of equality of opportunity).

**RACE:** We actively promote the service and access options, including the availability of support for witnesses.

**GENDER:** We actively promote the service and access options, including the availability of support for witnesses.

**DISABILITY:** We actively promote the service and access options, including the availability of support for witnesses.

**AGE:** We actively promote the service and access options, including the availability of support for witnesses.

**RELIGION/BELIEF:** We actively promote the service and access options, including the availability of support for witnesses.

**SEXUAL ORIENTATION:** We actively promote the service and access options, including the availability of support for witnesses.

## **PART 5 – ACTION PLAN**

<b>Recommendation</b>	<b>Key activity</b>	<b>Responsible Officer</b>	<b>Milestones</b>	<b>Progress</b>	<b>Date of completion</b>
Collection of all target group data	Collect data	Amanda Harper			On-going
Undertake Equality data check	Review data	Amanda Harper			April 2009
Undertake positive action for any disproportionately identified groups.	Develop Action Plan	Amanda Harper			July 2009