

### Equality Impact Assessment – (Name of Policy/service)

1.	<p>What is the name of the policy or service that is being assessed?</p> <p>District Wide Tenant Participation Agreement</p>
2.	<p>What are the aims of the policy or service?</p> <p>Increase tenant and leaseholder influence over decisions taken by SLH and SLDC affecting tenants and leaseholders.</p> <p>To consult and involve tenants of all ages, backgrounds and abilities to ensure that SLH delivers a cost effective housing service meeting the needs of current and future tenants and leaseholders of SLDC.</p> <p>To reach and involve and traditionally excluded or under-involved council tenants and leaseholders.</p> <p>To increase levels of Council tenant and leaseholder representation and involvement in all aspects of the development of SLH and its services to tenants and leaseholders.</p> <p>To promote and develop safe and secure neighbourhoods, deliver sustainable communities and improve the quality of life for all residents.</p>
2.1	<p>Whose needs is it designed to meet?</p> <p>Tenants and leaseholders of SLDC</p>
2.2	<p>What are the current priorities?</p> <p>To deliver against the current Tenant Participation action plan</p>
3.	<p>In what ways might this policy or service affect some groups of people differently?</p> <p>Page 12 of the Agreement states 'the Tenants Committee is formally recognised by the Council and SLH as the body that represents tenants across South Lakeland'. This condition excludes tenants who are not members of Tenants Committee.</p> <p>Provided data suggests that Tenants Committee does not represent all parts of the District (urban and rural), the demographics or the work-life balance of the tenant population.</p>
3.1	<p>Might some groups find it harder to access the service?</p>

	Yes, tenants in employment and those with children will find it harder to access Tenants Committee.
3.2	Do some groups have particular needs that are not well met by the current policy or service?
	<ul style="list-style-type: none"> <li>• Racial / Ethnic Groups      No</li> <li>• Gender                              No</li> <li>• Disability                              No</li> <li>• Sexual Orientation              No</li> <li>• Religion / Belief                  No</li> <li>• Age                                      Yes</li> <li>• Transgender                        No</li> <li>• Socio Economic Group (covers issues such as rurality, class, and how much money you have)      Yes</li> </ul> <p>Action Points:</p> <p>The Agreement needs to reflect equality of opportunity for all tenants to voice their opinions and experiences, irrespective of their membership of Tenants Committee.</p>
4.	<p>What evidence do you have for your judgements?</p> <p>Audit Commission Inspection Report 2008- (paragraph 121)</p> <p>Summary of E &amp; D data 2009- (appendix 2)</p> <p>National Tenant Council Profile- (January 2010)</p> <p>34% of tenants not satisfied with current involvement mechanisms- (Status Survey 2008)</p> <p>Chartered Institute of Housing Report- Resident-led self regulation (page 27)</p>
4.1	<p>Is there evidence of public concern</p> <p>Yes- Audit Commission Inspection Report and National Tenant Voice Council recruitment process.</p>

4.2	<p>Have staff raised concerns?</p> <p>Yes-</p> <p>Some individual members of Tenants Committee are involved in all 3 stages of policy, (formulation, approval and review).</p> <p>Equality Impact Assessment of Board Recruitment Policy has raised similar issues around Tenant Board member appointments.</p>
4.3	<p>Is there local or national research that there could be a problem?</p> <p>Yes- Dept of Communities and Local Government framework for National Tenant Voice Council recruitment process.</p>
5.	<p>Who have you consulted with as part of your EIA assessment?</p> <p>(CERG/SIG)</p> <p>None as yet</p>
5.1	<p>What are the results of those consultations?</p> <p>Not known as yet</p>
5.2	<p>Have you published the results of the EIA consultation?</p> <p>YES/NO (If Yes answer 5.3)</p> <p>Not yet</p>
5.3	<p>If so, where?</p> <p>a. Source of Information:</p>
6.	<p>If you have found that the policy or service might have an adverse impact on a particular group of people, can you justify this?</p> <p>The bias towards Tenants Committee can not be justified.</p>
7.	<p>If the impact cannot be justified, what do you intend to do about this?</p> <p>Comprehensive review of DWTPA with all 3 partners (TC, SLH and SLDC)</p>

7.1	<p>Are there changes that you could introduce which would make the policy or service work better for this group of people?</p> <p>Unable to make immediate changes as the DWTPA is a tripartite agreement.</p>
7.2	<p>Is further research or consultation required?</p> <p>Yes, with Tenants Committee, Tenant Involvement Club, Resident Involvement Service Improvement Group, SLH and SLDC</p>
8.	<p>How will you monitor the take-up or impact of the policy or service in future?</p> <p>Against the summary of E &amp; D data as provided annually to the Board of SLH.</p>
9.	<p>What actions do you plan to take as a result of this equality impact assessment?</p> <p>Comprehensive joint review of the DWTPA.</p>
9.1	<p>Please state any resource implications.</p> <p>Tenant Participation Officer</p> <p>Community Participation Co-ordinator</p> <p>Business Improvement Manager</p>
10.	<p>There is a legal requirement to publish the outcomes of Equality Impact Assessments. Please outline how / where this will happen.</p> <p>Available on the SLH website</p>
11.	<p>Name of person completing the form:</p> <p>John Mansergh</p> <p>Suzy Duffy</p> <p>John Stirling</p>
12.	<p>Date Assessment completed:</p> <p>11 May 2010</p>

13.	Senior Management Approval: Not yet approved
14.	Policy Committee / HR Committee Approval: Not yet approved
15.	Contact Details: John Stirling  By email: <a href="mailto:j.stirling@southlakeshousing.co.uk">j.stirling@southlakeshousing.co.uk</a> By telephone: 01539 717715