

<p><b>Under the Equality Act 2010 Protected characteristics</b> are Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Page 6 of guidance. Other areas to note see guidance appendix 1.</p>	
<p><b>Name of policy, service or function. If a policy, list any associated policies:</b></p>	<p>Area Housing Panel Review</p>
<p><b>Name of service and Directorate</b></p>	<p>Housing and Estate Management (Adult Care, Housing and Public Health)</p>
<p><b>Lead manager</b></p>	<p>Paul Walsh</p>
<p><b>Date of Equality Analysis (EA)</b></p>	<p>16<sup>th</sup> January 2019</p>
<p><b>Names of those involved in the EA (Should include at least two other people)</b></p>	<p>Lynsey Mould and Asim Munir</p>
<p><b>Aim/Scope</b> (who the Policy /Service affects and intended outcomes if known) See page 7 of guidance step 1</p> <p>The launch of the Thriving Neighbourhoods Strategy and the move towards a new neighbourhood working model, with electoral Wards as the principal building blocks, has resulted in the existing Area Housing Panel geography becoming obsolete and out of step with the new arrangements. The implementation of new electoral Ward arrangements in 2020 is also a further driver for change. This necessitates that any new geographical arrangements for Area Housing Panels are developed and implemented in line with Ward boundary changes in 2020.</p>	
<p><b>What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</b> See page 7 of guidance step 2</p> <p>The Strategic Housing and Development team have produced housing profiles at ward level to identifying opportunities to meet housing need in each area. The document contains useful information including local house prices, rents, council stock, demand for social housing and much more. The profiles will also compliment work being undertaken corporately, which seeks to provide more detailed demographic profiles at ward level. This will also enable us to target our engagement activities in the future such as the new governance arrangements for the Area Housing Panels.</p> <p>We also monitor tenant's equalities information through tenancy verification forms which are completed which includes questions around equality strands.</p>	
<p><b>Engagement undertaken with customers. (date and group(s) consulted and key</b></p>	<p>Consultation commenced in November 2018 and will run through till April 2019.</p>

<p><b>findings)</b> See page 7 of guidance step 3</p>	<p>Discussions have commenced with the Housing Involvement Panel, Area Housing Panel representatives and key partners such as Rotherham Federation of Communities, with regard to the potential shape and form of future Panel arrangements and budget setting.</p> <p>The consultation will be also be made online to ensure those who cannot make the meetings are able to have their say.</p>
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<p><b>Engagement undertaken with staff about the implications on service users (date and group(s)consulted and key findings)</b> See page 7 of guidance step 3</p>	<p>This has been shared with Housing SMT on 16<sup>th</sup> January and will be going to DLT on 22<sup>nd</sup> January.</p>
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**The Analysis**

**How do you think the Policy/Service meets the needs of different communities and groups?** Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 **and** page 8 of guidance step 4

**Analysis of the actual or likely effect of the Policy or Service:**

See page 8 of guidance step 4 and 5.

**Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics Does the Service/Policy provide any improvements/remove barriers? Identify by protected characteristics**

One of the key priorities in the Tenant Involvement Strategy is to ‘Listen to more ‘disadvantaged’ and ‘underrepresented’ individuals and groups, and act upon their advice/ opinions/views’.

We have an Equality Section in the Strategy which outlines:

We are committed to treating people respectfully, fairly and equally, tackling discrimination and harassment and ensuring our services are accessible irrespective of race, religious belief, disability, gender, age or sexual orientation. We will make sure all groups and individuals have equal access and opportunity to engage in activities. We require all groups and individuals involved with tenant involvement to act to promote equality and welcome participation from all our community.

**What affect will the Policy/Service have on community relations?** Identify by protected characteristics

The proposed changes will have no impact on community relations.

Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

**Website Key Findings Summary:** To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

## Equality Analysis Action Plan

**Time Period - November 2018-April 2019**

Manager: **Asim Munir**

Service Area: **Housing & Estate Management**

Tel: **822786**

### **Title of Equality Analysis:**

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.

List all the Actions and Equality Targets identified

<b>Action/Target</b>	<b>State Protected Characteristics as listed below</b>	<b>Target date (MM/YY)</b>
<b>Consultation on review of Area Housing Panels</b>	<b>A,D,RE,RoB,G,GI,0,SO,C</b>	<b>30/04</b>
<b>Housing Involvement Panel for approval on revised budget</b>	<b>A,D,RE,RoB,G,GI,0,SO,C</b>	<b>13/02</b>
<b>Feedback on key themes arising from the consultation at the Rotherham Federation of Communities AGM</b>	<b>A,D,RE,RoB,G,GI,0,SO,C</b>	<b>26/03</b>
<b>Name Of Director who approved Plan</b>	<b>Tom Bell</b>	<b>Date 22.01.19</b>

\*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

## Website Summary

Completed equality analysis	Key findings	Future actions
<p>Directorate:Adult Social Care, Public Health and Housing</p> <p>Function, policy or proposal name: <b>Area Housing Panel Review</b></p> <p>Function or policy status: <b>Changing</b></p> <p>Name of lead officer completing the assessment: <b>Asim Munir</b></p> <p>Date of assessment: <b>16.01.19</b></p>	<p>Will follow after completion of the consultation</p>	<p>Complete the consultation which will inform the new governance and budget arrangements for the Area Housing Panels from 2020.</p>