

## PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
<b>Equality Analysis title:</b> Tenant Engagement Framework (2022-25)	
<b>Date of Equality Analysis (EA):</b> 9 <sup>th</sup> August 2022	
<b>Directorate:</b> Adult Care, Housing & Public Health	<b>Service area:</b> Housing & Estate Services
<b>Lead Manager:</b> Asim Munir	<b>Contact number:</b> x22786
<b>Is this a:</b> <input type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input checked="" type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b> It is a Framework rather than a strategy/policy.	

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**2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance**

Name	Organisation	Role (eg service user, managers, service specialist)
Lynsey Skidmore	RMBC	Acting Head of Housing and Estate Services
Asim Munir	RMBC	Tenant Involvement Coordinator

**3. What is already known? - see page 10 of Equality Screening and Analysis Guidance**

**Aim/Scope (who the Policy/Service affects and intended outcomes if known)**

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

Our vision is to put tenants at the heart of everything we do, ensuring that council tenancies and estates are sustainable to create vibrant communities in which people feel happy, safe and proud.

We are passionate about tenants having a greater voice and influence over the way in which decisions are taken about their homes and the services provided to them, as well how tenants are informed and equipped to have their say, scrutinise, challenge, learn from complaints and hold us to account. This will help us formulate proposals and recommendations for service improvement and how that is then reported into the Council's governance structure for oversight and to support decision making.

We have developed five key outcomes in consultation with our tenants to enable us to achieve our vision and meet the requirements of the Social Housing White Paper:

- **Outcome One:** Putting our customers at the heart of everything we do
- **Outcome Two:** Delivering a range of options to give all our tenants an opportunity to get involved.
- **Outcome Three:** Supporting our tenants to get involved in their community, providing help to each other and taking pride in their neighbourhood.
- **Outcome Four:** Enable tenants to scrutinise and challenge our performance by providing open, transparent and accessible information
- **Outcome Five:** Ensuring the relationship with our tenants is built upon a culture of openness, understanding and mutual respect.

**What equality information is available? (Include any engagement undertaken)**

- Strategic Housing Needs Assessment
- Area Housing Profiles
- Joint Strategic Needs Assessment
- Indices of Multiple Deprivation
- Ward Profiles
- Local population demographic data
- RMBC Housing Register
- Intelligence from partners e.g. registered providers
- Profile of existing council tenants
- Census 2011
- Information received directly from other Council services identifying demand e.g. Adult Social Care, Children’s Services.

Engagement has been undertaken with Rother Fed, Housing Involvement Panel and the Strategic Housing Forum who represent different groups e.g. homelessness, young people etc.

**Are there any gaps in the information that you are aware of?**

None.

**What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?**

We will monitor the progress/impact against this Framework which impacts on the above:

- We have created an action plan which will be actively monitored against each of the 5 outcomes to ensure we are meeting the objectives of the Framework
- We will ensure we meet the recommendations identified in our successful TPAS Exemplar Accreditation Report.
- Tenants and residents through the Housing Involvement Panel will monitor and review the Framework against the action plan bi-annually and progress.

**Engagement undertaken with customers. (date and group(s) consulted and key findings)**

**Housing Involvement Panel Meeting (30.03.22)**

Feedback was supportive of the new outcomes from the Framework.

**Strategic Housing Forum (03.05.22)**

Feedback was supportive of the new outcomes from the Framework.

	<p><b>Rother Fed</b></p> <p>Feedback was supportive of the new Framework.</p> <p><b>Meeting with Cabinet Member for Housing and Cabinet Member for Social Inclusion (25.07.22)</b></p> <p>Suggestions and editing have been put forward to further improve the document which have been implemented.</p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Housing SMT (March and August 2022)</p> <p>DLT (August 30<sup>th</sup> 2022)</p> <p>Improving Places Select Commission (20<sup>th</sup> September 2022)</p> <p>Feedback from staff generally has been supportive of the new Framework and only minor amendments have been suggested to date.</p>

**4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)**

**How does the Policy/Service meet 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) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The Framework will support the Council with ensuring all parts of the community can access, engage with and benefit from services, and its Equalities, Diversity and Inclusion Strategy which sets out the three key priorities of:

- Understanding, listening, and engaging across all communities
- Delivering fair, inclusive, and accessible services
- Empowering people to engage and challenge discrimination and to promote good community relations

**Does your Policy/Service present any problems or barriers to communities or Groups?**

We want to make sure all groups and individuals have equal access and opportunity to engage in activities through a flexible menu of options.

We require all groups and individuals involved with tenant engagement to act to promote equality and welcome participation and inclusion from all our communities.

We will be providing staff training to ensure any barriers to communities can be removed.

**Does the Service/Policy provide any positive impact/s including improvements or remove barriers?**

The Framework makes a commitment to supporting tenants and ensuring mutual respect through five key outcomes that have been developed in the Framework. There are also actions in the Framework to improve engagement with under-represented groups and achieving a flexible menu of options to enable us to engage wider.

**What affect will the Policy/Service have on community relations?** (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

We want to reach out and listen to our under-represented groups and use our customer data to ensure services are accessible and meeting the diverse needs of our tenants and neighbourhoods by contributing to the following:

1. Understanding, listening, and engaging across all communities
2. Delivering fair, inclusive, and accessible services
3. Empowering people to engage and challenge discrimination and to promote good community relations

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

## **5. Summary of findings and Equality Analysis Action Plan**

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 - See page 11 of the Equality Screening and Analysis guidance

<b>Title of analysis:</b> Tenant Engagement Framework Refresh 2022-25
<b>Directorate and service area:</b> Adult Care, Housing & Public Health
<b>Lead Manager:</b> Asim Munir
<b>Summary of findings:</b>
No negative impacts have been identified/are anticipated.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
<b>Progress Report against the Tenant Engagement Framework Action Plan presented to the Housing Involvement Panel on a bi-annual basis.</b>	<b>ALL</b>	<b>March 2023</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

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Paul Walsh	Acting Assistant Director for Housing	
Cllr Amy Brookes	Cabinet Member for Housing	

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given.	
If this Equality Analysis relates to a <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> a copy of the completed document should be attached as an appendix and published alongside the relevant report.	
A copy should also be sent to <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
<b>Date Equality Analysis completed</b>	09.08.22
<b>Report title and date</b>	Tenant Engagement Framework 2022-25
<b>Date report sent for publication</b>	September 2022
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	