

Equality Impact Assessment

Introduction

An Equality Impact Assessment (EqIA) is a method for assessing the effects or impacts of a council policy or function on removing barriers to equality.

The Equality Act 2010 includes a public sector equality duty which requires public authorities to try and eliminate discrimination; advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it and promote equality and good relations across a range of protected characteristics.

The protected characteristics are:

Age	Disability	Gender Reassignment
Marriage and civil partnership	Pregnancy and maternity	Race
Religion or belief (including lack of belief)	Sex	Sexual orientation

An EqIA should be completed with the full range of protected characteristics considered during the initial stages of developing new strategies, policies, functions or services, prior to starting a procurement exercise and before decisions are made.

Examples of when an EqIA should be completed are:

<ul style="list-style-type: none">Any proposals to introduce or add to a service	<ul style="list-style-type: none">Any proposals to adopt policy priorities, strategies and plans
<ul style="list-style-type: none">Any proposals to remove, reduce or alter a service	<ul style="list-style-type: none">Changes to staffing structure where groups of employees are likely to be negatively affected
<ul style="list-style-type: none">Any new policies or changes to policies	<ul style="list-style-type: none">Any proposals in relation to procured or commissioned services

Stage 1 - Equality Screening

Whenever a policy/service or function is reviewed, changed, developed or removed an initial equality impact assessment stage 1 will need to be undertaken. This is a screening template and will help establish whether a full assessment is needed. This should be done at an early stage of the process so that it is part of policy development.

Stage 2 – Equality Impact Assessment

This is the full EqIA and seeks to identify the equality considerations that have been taken into account including any mitigating actions proposed and ensures decisions are based on evidence. The EqIA will need to be agreed with the appropriate Head of Service or Director and should be included on the decision making report, along with commentary on the assessment in the main body of the report.

STAGE 1 – Equality Screening

1. Identify the policy, project, function or service change

a. Person responsible for this EqlA

Officer responsible: Nick Such

Service Area: Housing

Title: Tenancy Services Manager

Date of assessment: 24.05.2025

Signature:

b. Is this a policy, function, strategy, service change or project?

Policy

If other, please specify:

c. Name of the policy, function, strategy, service change or project

Housing Services ASB Policy

Is this new or existing?

Already exists and is
being reviewed

Please specify reason for change or development of policy, function, strategy, service change or project

Policy has been reviewed as part of a wider service improvement project and in line with the consumer standards requirement and customer feedback.

d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?

Aims:

- To ensure ASB is tackled effectively in council-owned housing.
- To support residents and promote safe, peaceful neighbourhoods.
- To respond to ASB in a fair, proportionate, and harm-centred way.
- To provide a service that considers the needs of both victims and perpetrators.

Objectives:

- Provide clarity on what ASB is and how to report it.
- Define the role of Housing Services and its partnerships.
- Describe how cases are managed and what support is available.
- Promote early intervention, fairness, and access to resolutions.

Outcomes:

- Reduced incidence of ASB in council housing.
- Improved resident satisfaction and safety.
- Equitable access to services for all protected groups.
- Better outcomes for vulnerable residents..

Benefits:

- Improved neighbourhood relations and resident wellbeing.
- Clearer guidance for staff and residents.
- More effective use of resources.
- Compliance with statutory duties including the Equality Act 2010.

e. What are the expected impacts?

Are there any aspects, including how it is delivered or accessed, that could have an impact on the lives of people, including employees and customers.

Yes

Do you expect the impacts to be positive or negative?

Positive

Please provide an explanation for your answer:

The policy takes a person-centred and harm-based approach and includes proactive support and safeguarding mechanisms.

However, the enforcement aspect of the policy, must be carefully managed through a process of proportionality assessment and legal advice so that it disproportionately impact residents with mental health conditions or other vulnerabilities.

If your answer to question e identified potential positive or negative impacts, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.

f. Identify next steps as appropriate

Stage Two required

Yes

Owner of Stage Two assessment

Nick Such

Completion date for Stage Two assessment

24th May 2025

Please forward this completed form to [add email address] and move on to Stage 2 if required.

STAGE 2 – Full Equality Impact Assessment

2. Engagement and consultation

The best approach to find out if a policy etc, is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those equality groups.

a. Research and evidence

List below any data, consultations (previous, relevant, or future planned), or any relevant research, studies or analysis that you have considered to assess the policy, function, strategy, service change or project for its relevance to equality.

Consultation carried out with a panel of tenants that included ASB service users, non ASB service users, persons who have been recorded as being both victims and perpetrators and also a member of the Syrian refugee community and member of the LGBTQIA community who has experienced housing based ASB.

b. Consultation

Has any consultation be conducted?

Yes

Describe the consultation or engagement you have conducted or are intending to conduct. Describe who was consulted, what the outcome of the activity was and how these results have influenced the development of the strategy, policy, project, service change or budget option. If no consultation or engagement is planned, please explain why.

Consulted with internal teams (Environmental Health, Safeguarding), external partners (Police, Victim Support, Tenant Panel), and considered customer feedback from ASB focus group. Findings helped shape policy aims and prioritisation of high-harm cases.

3. Assessment

a. Assessment of impacts

For each characteristic, please indicate the type of impact (positive – contributes to promoting equality or improving relations within an equality group, neutral – no impact, negative – could disadvantage them).

Please use the description of impact box to explain how you justify the impact and include any data and evidence that you have collected from surveys, performance data or complaints to support your proposed changes

Protected Characteristic	Specific Characteristic	Impact	Description of impact	Mitigating Action
AGE	Older people (60+)	Positive	Targeted support available through agencies like Victim Support; prioritisation of vulnerable residents	Maintain strong referral pathways and include Age in risk assessments
	Younger People (16-25)	Positive	Support needs of young tenants considered; policy enables Acceptable Behaviour Contracts and youth intervention	Maintain partnership with Youth Support Team
	Children (0-16)	Neutral	Indirectly affected via household ASB; not service users directly	Ensure risk assessments consider children in households
DISABILITY A definition of disability under the Equality Act 2010 is available here . <i>See also carer responsibilities under other considerations.</i>	Physical disability	Positive	Service user with sensory impairment may struggle to report ASB / provide evidence through traditional methods.	Multiple reporting methods Use of advocates Use of alternative reporting methods – Dictaphones etc. Home visits Special requests in court proceedings
	Sensory Impairment (sight, hearing)	Positive	Service user with sensory impairment may struggle to report ASB / provide evidence through traditional methods.	Multiple reporting methods Use of advocates Use of alternative reporting methods – Dictaphones etc. Home visits Special requests in court proceedings
	Mental health	Positive and negative	Enforcement activity could disproportionately impact residents with mental health conditions or other vulnerabilities.	Maintain emphasis on early intervention and mental health referrals Enforcement action is carefully managed through a process of proportionality assessment and legal advice so that it disproportionately impact residents with mental health conditions or other vulnerabilities.
	Learning Disability	Positive	Service user with learning difficulties may struggle to report ASB / provide evidence through traditional methods and understand processes.	Maintain staff training in equality and safeguarding. Maintain links with social care and specific learning disabilities team at GCC

				Use of advocates Provision of alternative reporting methods and evidence gathering tools Special request in court proceedings
GENDER REASSIGNMENT		Neutral	equality principles apply	Clear signposting and our service provision is gender-inclusive. Maintain links with Police Hate Crime lead to ensure ongoing knowledge of trends / best practice.
MARRIAGE & CIVIL PARTNERSHIP	Women	Neutral	No specific impact identified	
	Men	Neutral		
	Lesbians	Negative		
	Gay Men	Neutral		
PREGNANCY & MATERNITY	Women	Positive	Recognition that Impact of ASB on pregnant women may be greater and carry a higher risk.	Include pregnancy in case risk assessments
RACE* Further information on the breakdown below each of these headings, is available here . For example Asian, includes Chinese, Pakistani and Indian etc	White	Choose an item.		
	Mixed or multiple ethnic groups	Positive	Strong links with GARAS and Hate Crime policy sections support ethnic minorities Policy has a Clear statement on accessibility & hate crime and access to support	Strong links with GARAS and Hate Crime policy sections support ethnic minorities Translation of policy and other documents into most prevalent languages as identified by QL reporting
	Asian	Choose an item.		
	African	Choose an item.		
	Caribbean or Black	Choose an item.		
		Choose an item.		

RELIGION & BELIEF** A list of religions used in the census is available here	See note	Positive	Recognition of how practicing religion belief can lead to clashes of lifestyle.	Strong links with GARAS with regard to refugee communities that provides opportunity for expert advice and education around specific religious practices and beliefs.
SEX (GENDER)	Men	Positive	Policy and service is gender inclusive	Clear signposting to services and community groups
	Women	Positive	Policy and service is gender inclusive.	Clear signposting to services and community groups, Ongoing engagement with violence against women and girls forum
	Trans Men	Positive	Policy and service is gender inclusive	Maintain links with Police Hate Crime lead and local groups to ensure ongoing knowledge of trends / best practice.
	Trans Women	Positive	Policy and service is gender inclusive	Maintain links with Police Hate Crime lead and local groups to ensure ongoing knowledge of trends / best practice.
SEXUAL ORIENTATION	Heterosexual	Positive	Policy is inclusive of all sexual orientations with a Clear statement on accessibility & hate crime and access to support	
	Lesbian	Positive	Clear statement on accessibility & hate crime and access to support	Continue engagement with LGBTQ+ organisations & Police Hate Crime lead
	Gay	Positive	Clear statement on accessibility & hate crime and access to support	Continue engagement with LGBTQ+ organisations Police Hate Crime lead
	Bisexual/Pansexual	Positive	Clear statement on accessibility & hate crime and access to support	Continue engagement with LGBTQ+ organisations Police Hate Crime lead
Other considerations				
Socio-economic factors (income, education, employment, community safety & social support)		Positive	ASB processes are person centred and holistic allowing for recognition of other potential factors relating to ASB that is being reported	Consider wider debt housing and welfare needs when working with victims and perpetrators of ASB and continue appropriate referrals
Rurality		Neutral		

i.e. access to services; transport; education; employment; broadband				
Other (e.g. caring responsibilities)		Neutral		

* To keep the form concise, race has not been included as an exhaustive list, please augment the list above where appropriate to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions in the census is available [here](#)

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4. Outcomes, Action and Public Reporting

a. Please list the actions identified through the evidence and the mitigating action to be taken.

Action	Target completion date	Lead Officer
Translation of ASB policy and other key documents into most prevalent languages within our customer bases	End of Q4 2025/26	N.Such
Incorporate pregnancy into ASB risk assessment	July 2025	N.Such

b. Public reporting

All completed EqIA's are required to be publicly available on the Council's website once they have been signed off. EqIA's are also published with the papers for committee and full council decisions.

Please send completed EqIA's to [email address]

5. Monitoring outcomes, evaluation and review

The Equalities Impact Assessment is not an end in itself but the start of a continuous monitoring and review process. The relevant Service or Lead Officer responsible for the delivery of the policy, function or service change is also responsible for monitoring and reviewing the EqIA and any actions that may be taken to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from Corporate Policy and Governance will be available to provide support and guidance, please email xxxx if you have any questions.

6. Change log

Name	Date	Version	Change