

Appendix 1 – Initial Equality Impact Assessment

Stage One

This document is designed to identify if the service, strategy, policy, procedure or working practice in question is discriminatory against any particular social group.

Name of service, strategy, policy, procedure or working practice	Equality and Diversity Strategy
Manager completing Assessment	John Merrick
Date of EIA	9 th April 2008

Part 1

About the service, strategy, policy, procedure or working practice

1. What are the aims, objectives and purpose of the policy / procedure / strategy / working practice or service?

The strategy will help build stronger, more confident communities and improve the quality of life of the people we employ and the communities we serve. It will also help us tackle discrimination and inequality, improve access to services we provide and ensure people are treated fairly, in line with equality legislation.

2. What is the policy / procedure / strategy / working practice or service going to achieve?

- Compliance with legislative requirements and employment regulations;
- No incidents of unlawful discrimination when delivering functions, policies and services;
- Compliance with statutory codes of practice and equality standards;
- Equal and fair outcomes for all employees and customers; and
- Good relations between people from different diverse groups in the workplace and our communities.

3. Who will be the main beneficiaries of the policy/ procedure/ strategy / working practice or service?

- Prospective and existing Six Town Housing employees;
- Prospective and existing Six Town Housing customers;
- Residents living on Six Town Housing estates; and
- Bury Council.

4. Who are the main interested parties in the policy/ procedure/ strategy/ working practice or service? (I.e. stakeholders / Board Members / Staff?)

- Partner agencies and contractors;
- Recognised Trade Unions;
- Existing Six Town Housing employees;
- Board Members;
- Bury Council; and
- Six Town Housing customers.

5. Who will the service, strategy, policy, procedure or working practice affect?

- New and existing Six Town Housing employees;
- New and existing Six Town Housing customers; and
- Residents living on Six Town Housing estates.

6. Has the service, strategy, policy, procedure or working practice been explained to those that it may affect directly or indirectly?

- Board report and briefings;
- Journey Towards Excellence Workshops in Equality and Diversity with staff;
- Journey Towards Excellence Workshops in Equality and Diversity workshops with managers;
- Briefing included in FACT session plus email to all staff;
- Article included in News from Six;
- Staffing Consultative Committee;
- Presentation to Equality Action Group; and
- Survey and letter to partner agencies, customers and TRAs.

7. Has consultation occurred?

- Extensive consultation has taken place with staff, customers, partner agencies, recognised trade unions and the Council. Feedback from which has helped shaped the strategy.

Please complete the following table.

Where appropriate please comment on the following situations if or how they apply to the particular social groups outlined.

a) The service, strategy, policy, procedure or working practice could have a **positive impact** on any of the social groups listed. Or promotes equality and improves relations within a particular social group or across a number of them.

b) The service, strategy, policy, procedure or working practice could have a **negative impact** on any of the social groups listed. By this we mean discriminatory towards them.

Please note: if the negative impact is high then a Full Equality Impact Assessment should be carried out.

Equality strand	Any Impact?	Positive Impact? High / Low	Negative Impact? High / Low	Justifiable? i.e. Positive Action	Evidence	Reason/Comments
RACE & RELIGION						
Any Particular Race or Ethnic Minority	√	High			<ul style="list-style-type: none"> ▪ Included as an equality strand within strategy ▪ Race Equality Scheme 	<ul style="list-style-type: none"> ▪ BME communities underrepresented in workforce and tenant base ▪ Race Equality Scheme sets out how Six Town Housing will meet its statutory obligations with regard to the Race Relations Act.
Any Particular Religion or belief	√	High			<ul style="list-style-type: none"> ▪ Included as an equality strand within the strategy ▪ Religion Equality Scheme 	<ul style="list-style-type: none"> ▪ Certain religions underrepresented in workforce and customer base
New and Emerging groups (travellers and Eastern European communities)	√	High			<ul style="list-style-type: none"> ▪ Customer profile data 	

DISABILITY						
People with disabilities	√	High			<ul style="list-style-type: none"> ▪ Included as an equality strand within strategy ▪ Disability Equality Scheme 	<ul style="list-style-type: none"> ▪ Workforce underrepresented on grounds of disability ▪ Disability Equality Scheme sets out how STH will meet its statutory obligations with regard to the DDA.
GENDER (Inc. Transgender)						
Women	√	High			<ul style="list-style-type: none"> ▪ Included as an equality strand within the strategy ▪ Gender Equality Scheme 	<ul style="list-style-type: none"> ▪ Gender Equality Scheme sets out how STH will meet its statutory obligations with regard to the Equality Act 2006.
Men	√	High			As above.	As above.
AGE						
Younger People (16-25)					<ul style="list-style-type: none"> ▪ Included as an equality strand in the strategy ▪ Age Equality Scheme 	
Older People (50+)					<ul style="list-style-type: none"> ▪ As above 	

SEXUAL ORIENTATION						
Gay men Lesbian Bisexual	√	High			<ul style="list-style-type: none"> ▪ Included as an equality strand in the strategy ▪ Sexual Orientation Equality Scheme 	
OTHER						
People with caring responsibilities	√	High			<ul style="list-style-type: none"> ▪ Included as an equality strand in the strategy. ▪ Carers Equality Scheme 	
Other						

8. Please give a general overview of how the service, strategy, policy, procedure or working practice has a positive impact on the social groups identified.

The Equality and Diversity Strategy sets out Six Town Housing's overarching approach to equality and diversity, including identifying seven key equality strands supported by a corporate action plan and resources. The strategy sets out how STH will promote equality of opportunity and good relations between different groups. The strategy also sets out how the organisation will tackle discrimination, set equality targets, impact assess and report outcomes.

9. Please give a general overview of how the service, strategy, policy, procedure or working practice has a negative impact on the social groups identified.

Not applicable.

10. If negative impact was found, is the impact intended i.e. through positive action?

Not applicable.

11. Or was it unintended? (N.B If Negative Impact is high a full assessment must be undertaken.)

Not applicable.

12. If low impact was found, please summarise the actions that can be taken to minimise this impact? (N.B These actions can be documented in the Equality Impact Assessment Improvement Plan)

13. What amendments can be made to the service, strategy, policy, procedure or working practice in order to promote equality rather than just limit negative impact? (N.B These actions can be documented in the Equality Impact Assessment Improvement Plan)

Not applicable.

14. Please give a brief description of how the service, strategy, policy, procedure or working practice will be implemented following the amendments, including necessary training.

Is a Full Impact Assessment necessary?
(i.e. has there been a high negative impact?)

NO

Date Completed:

9th April 2008

Signed by Manager undertaking the Assessment:

John Merrick, Director of Operations



Approved by EMT Member:

John Merrick – Member of EMT