



## Recharge Policy - Equality Impact Assessment (EIA)

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

MDH is required by law to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- Foster good relations between people who share a protected characteristic and people who do not share it.

EIA will be carried out by MDH in respect of new or revised policies and a copy of the assessment will be made available. Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action will be necessary.

<b>Service:</b>	Mid Devon Housing
<b>Name of policy being assessed:</b>	Recharge Policy
<b>Lead officer responsible for EIA:</b>	Operations Manager for Building Services
<b>Is this a new or existing policy:</b>	Revision of existing policy

**1. What are the aims and objectives of the policy?**

The aim of the Recharge policy is to ensure costs, which arise from Mid Devon Housing (MDH) carrying out any works (which are normally the responsibility of the tenant), are recovered through a recharge and that tenants are made aware of this. For example; repairs, pest control, deep cleans and property clearances.

MDH aims to ensure that, as far as is possible, all monies due, in respect of any work or repairs deemed as rechargeable and payable by the tenant, are collected within agreed timescales and tenants are offered an appropriate method of paying the charges due.

Tenants will be offered an appropriate method of paying the charges due eg. a repayment plan may be put into place to allow a tenant to repay by monthly instalments.

In emergencies, (e.g. gaining entry when the tenant has lost their keys), the requirement for payment in advance may be waived, provided that the tenant agrees that they will meet the cost of the work.

**2. What outcome do MDH want to achieve from this policy?**

To ensure that recharges are managed effectively and in a timely way as to minimise the disruption to the tenant or delay work to property which requires a chargeable repair and that the Council's costs are recovered.

**3. Who is intended to benefit from the policy?**

The Recharge Policy will apply to all tenants


**4. Who are the main stakeholders in relation to the policy?**

- All tenants
- Household members
- Family members of tenants

**5. On the basis of the analysis above, what actions, if any, will MDH need to take in respect of each of the equality strands?**

Characteristic:	Impact:		Comments/Action:
	Please <input checked="" type="checkbox"/> the relevant box		
Age:	Positive	<input type="checkbox"/>	Young and old tenants are more likely to have a low income and may be unable to pay the recharge.
	Neutral	<input type="checkbox"/>	
	Negative	<input checked="" type="checkbox"/>	

			This will be mitigated by the offer of paying the re-charge via a repayment plan
<b>Disability:</b> You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.	Positive	✓	Positive: Discretion will be used in regards to people with disabilities and/or behaviour problems in terms of whether or not they will be re-charged if damage is not deliberate (accidental damage).
	Neutral		
	Negative	✓	Negative: Tenants with a disability, who are liable for a re-charge, are more likely to be on a lower income and have difficulty paying the re-charge.  To mitigate this, a repayment plan will be offered.
<b>Gender:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Gender reassignment:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Marriage and civil partnership:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Pregnancy and Maternity:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Race:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Religion and Belief:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Sexual Orientation:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Result</b>			
Are there any aspects of the policy, including how it is delivered or accessed, that could contribute to inequality?		Yes	No ✓

		No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken
Will this policy have an adverse impact upon the lives of people, including employees and service users	Yes	No  The policy provides a transparent framework that MDH will follow to ensure decisions on recharges and procedures that follow are carried out in line with the policy.
<p><b>Monitoring and Review:</b>  MDH will regularly review the EIA, in line with legislative changes or good practice, or if the policy impacts any group directly.</p> <p>Operations Manager for Building Services:</p> <p>Signed:</p>		