

Equality Impact Assessment

Purpose of the Equality Impact Assessment process:

The Equality Act (2010) introduced the [Public Sector Equality Duty](#) (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act (2010). Assessments should consider relevant evidence relating to persons with protected characteristics in relation to assessments of potential impact.

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy/ decision') do not create unnecessary barriers for people protected under the Act. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised. An EIA is not required for a decision in relation to an individual.

Screening is a short exercise to determine whether a policy/ decision is relevant to equalities, and if so, whether a full EIA should be conducted.

Section 1: Equality Impact Assessment Screening

Title and description of the policy/ decision:	MDH Tenant Compensation Policy		
Job title of the person(s) undertaking the assessment:	Policy Officer		
Council service:	Mid Devon Housing		
Date of assessment:			
What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?			
<p>To meet our requirements as a landlord to comply with the Regulator's framework for social housing and in particular, the Transparency, Influence and Accountability Standard.</p> <p>This policy applies to tenants or residents of MDH. It covers both discretionary compensation, which relates to loss, damage or inconvenience due to a service failure and statutory (obligatory) compensation.</p>			
Who may be affected by the policy/ decision?	All MDH Tenants		
How have stakeholders been involved in the development of the policy/ decision? E.g. a consultation exercise	Tenants and Members of the Homes PDG were consulted between 01 September & 01 October 2024		
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?	Yes		
To which part(s) of the Public Sector Equality Duties is the policy/ decision relevant:			
	Yes	No	Details
1. Eliminate unlawful discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. Advance equality of opportunity	<input type="checkbox"/>	<input type="checkbox"/>	
3. Foster good relations between different groups	<input type="checkbox"/>	<input type="checkbox"/>	

Which of the protected characteristics is the policy/ decision relevant to?

Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Older people are more likely to suffer health problems such as dementia, hearing and sight loss and therefore are more likely to have difficulties in claiming compensation.

Characteristic	Positive	Negative	Neutral	Comments
				To mitigate this, officers will provide assistance to tenants to do this and enquiries/applications from relatives/carers/support workers of tenants can be made.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A tenant with disabilities may have more difficulties in conveying their reasons for claiming compensation. To mitigate this, as above, officers can provide assistance for anyone having difficulties. Enquiries and applications on behalf of a tenant can be considered, with their consent.
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Some tenants of a different nationality do not speak, read or write English as their first language and may face difficulties in claiming compensation. To mitigate this, enquiries and applications can be made by relatives/advocates for tenants and officers will use translation and interpretation services, where needed
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage and Civil partnership*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

*Applies only to Employment and the duty to give regard to the elimination of discrimination.

Decision by Head of Service to recommend this policy/ decision for an Equality Impact Assessment?

Yes

If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.



EIA Screening Complete

Section 2: Equality Impact Assessment

Evidence and Consultation

What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy/ decision? E.g. consultations, national or local data and/or research, complaints or customer feedback. Please identify any gaps in the available information that might make it difficult to form an opinion about the effect of the policy on different groups.

The policy applies to tenants of MDH all regardless of age. MDH will utilise a variety of methods to engage with tenants of all ages.

The policy provides a fair and transparent approach to the application of compensation payments to tenants. It is acknowledged that those with physical or learning disabilities may require additional support to be actively involved and therefore MDH will take steps to ensure we are inclusive and consider potential barriers. We recognise that there will be occasions when our tenants may suffer some disadvantage, inconvenience or loss as a result of our actions or mistake and that in some instances, financial compensation or a goodwill gesture may be the most appropriate form of redress.

Tenants were invited to comment on the Tenant Compensation policy between 01 September & 01 December 2024

Please complete this table for all the Protected Characteristics. If you have identified any negative impacts you will need to consider how these can be justified or where possible mitigated either to reduce or remove them. (Please add rows where needed)

Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Sex			
None			
Age			
None			
Disability			
None			
Religion or Belief			
None			
Race			
None			
Sexual Orientation			
None			

Gender Reassignment			
None			
Pregnancy/ maternity			
None			
Marriage and Civil partnership (Applies only to Employment and the duty to give regard to the elimination of discrimination)			
N/A			

Please provide details of arrangements to monitor and review the policy/ decision and any mitigating actions or actions to promote equality:

MDH will review this Policy every 5 years and as required to address legislative, regulatory, best practice or operational issues. However the Head of Housing and Health is given delegated authority to make minor amendments to the Policy as required by legislative changes, formal guidance or local operational considerations

Please state where the EIA will be published (e.g. on the Mid Devon District Council website):

Mid Devon Housing Website

=====

Equality Impact Assessment Sign off

For completion by Head of Service

Are you prepared to agree and sign off the EIA?

Yes **No**

If "No", provide details of why and next steps:

Name: Simon Newcombe

Job Title: Head of Housing and Health

Date: 23 October 2024