



## Equality Impact Assessment

| Question                                                                                                                                                                                                                                                                       | Response                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Name of policy/funding activity/event being assessed                                                                                                                                                                                                                        | Estate Management Policy                                                                                                                                                                                                                                                                                           |
| 2. Summary of aims and objectives of the policy/funding activity/event                                                                                                                                                                                                         | The purpose of this policy is to set out our approach to the delivery and management of estate services to internal and external communal areas. Where we refer to an estate within the service this can refer to a block of flats or a collection of bungalows/houses with shared internal and/or external areas. |
| 3. Who is affected by the policy/funding activity/event?                                                                                                                                                                                                                       | SKDC tenants and leaseholders.<br>Tenancy Services and Grounds Maintenance teams                                                                                                                                                                                                                                   |
| 4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below. | Yes. In person workshops were held with tenants (one in Grantham and one in Stamford). Overall they thought the policies were explained well and made some recommendations of minor changes, which have been incorporated.                                                                                         |
| 5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?                                                                                                                                                              | The policy will be reviewed annually.                                                                                                                                                                                                                                                                              |

| Protected Characteristic | Is there a potential for positive or negative impact? | Please explain and give examples of any evidence/data used                                                                                                                                                                                                    | Action to address negative impact e.g. adjustment to the policy <i>(The Action Log below should be completed to provide further detail)</i> |
|--------------------------|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| Age                      | Positive                                              | This policy governs the effective management of our estates, which is to safeguard all residents and especially more vulnerable residents, which includes older people.<br><br>The implications of the policy will not differentiate people of any other age. |                                                                                                                                             |
| Disability               | Positive                                              | This policy governs the effective management of our estates, which is to safeguard all residents and especially more vulnerable residents, which includes people with disabilities.                                                                           |                                                                                                                                             |
| Gender Reassignment      | N/A                                                   | This protected characteristic is not affected by this policy and the implementation of it.                                                                                                                                                                    |                                                                                                                                             |



|                                                                                 |          |                                                                                                                                                                      |                                                                                                                                                         |
|---------------------------------------------------------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| Marriage and Civil Partnership                                                  | N/A      | This protected characteristic is not affected by this policy and the implementation of it.                                                                           |                                                                                                                                                         |
| Pregnancy and Maternity                                                         | N/A      | This protected characteristic is not affected by this policy and the implementation of it.                                                                           |                                                                                                                                                         |
| Race                                                                            | Positive | Some tenants of a different nationality do not speak, read or write English as their first language and may face difficulties in reporting estate management issues. | To mitigate this, reports can be made by relatives/advocates for residents and officers will use translation and interpretation services, where needed. |
| Religion or Belief                                                              | N/A      | This protected characteristic is not affected by this policy and the implementation of it.                                                                           |                                                                                                                                                         |
| Sex                                                                             | N/A      | This protected characteristic is not affected by this policy and the implementation of it.                                                                           |                                                                                                                                                         |
| Sexual Orientation                                                              | N/A      | This protected characteristic is not affected by this policy and the implementation of it.                                                                           |                                                                                                                                                         |
| <b>Other Factors requiring consideration</b>                                    |          |                                                                                                                                                                      |                                                                                                                                                         |
| Socio-Economic Impacts                                                          | N/A      |                                                                                                                                                                      |                                                                                                                                                         |
| Carers<br>(those who provide unpaid care to a family member, friend or partner) | N/A      |                                                                                                                                                                      |                                                                                                                                                         |

## Consultation

| Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required. |            |                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---------------------------------------------|
| Group/Organisation                                                                                                                                                                           | Date       | Response                                    |
| Sample of SKDC tenants                                                                                                                                                                       | March 2023 | Minor amendments to the policy recommended. |
|                                                                                                                                                                                              |            |                                             |

## Proposed Mitigation: Action Log

| To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required. |        |          |         |        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------|---------|--------|
| Negative Impact                                                                                                                                                                                                                                                     | Action | Timeline | Outcome | Status |



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## Evaluation Decision

|                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                    |                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------------------------------------------------|
| Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.                                                                                                                                                                                                                    |                                    |                                                            |
| <b>Question</b>                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Explanation / justification</b> |                                                            |
| Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?                                                                                                                                                                                                                                                                                                                  | N/A                                |                                                            |
| <b>Final Decision</b>                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>Tick</b>                        | <b>Include any explanation/justification required</b>      |
| 1. <b>No barriers</b> identified, therefore activity will <b>proceed</b>                                                                                                                                                                                                                                                                                                                                                                            | ✓                                  | Any possible negative impacts are already being mitigated. |
| 2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups                                                                                                                                                                                                                                                                                                                                                        |                                    |                                                            |
| 3. <b>Adapt or change</b> the policy in a way that will eliminate the bias                                                                                                                                                                                                                                                                                                                                                                          |                                    |                                                            |
| 4. <b>Barriers and impact identified</b> , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision |                                    |                                                            |

Did you consult with an Equality Ally prior to carrying out this assessment? Yes

## Sign off

|                                                                     |                                                        |
|---------------------------------------------------------------------|--------------------------------------------------------|
| <b>Name and job title of person completing this EIA</b>             | Celia Bown, Senior Housing Policy and Strategy Officer |
| <b>Officer Responsible for implementing the policy/function etc</b> | Andre Ford-Hamilton, Tenancy Services Manager          |
| <b>Date Completed</b>                                               | 24/08/2022 originally and revised 10/08/2023           |
| <b>Line Manager</b>                                                 | Jodie Archer, Head of Housing Services                 |
| <b>Date Agreed</b> <i>(by line manager)</i>                         |                                                        |



|                                            |  |
|--------------------------------------------|--|
| <b>Date of Review</b> <i>(if required)</i> |  |
|--------------------------------------------|--|

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to [equalities@southkesteven.gov.uk](mailto:equalities@southkesteven.gov.uk).

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.