



Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Total Housing Compliance Policy
2. Summary of aims and objectives of the policy/funding activity/event	The Total Housing Compliance Policy aims to define, at a strategic level, the intent and arrangements for ensuring that each of the key risks defined in the Social Housing Consumer Regulations.
3. Who is affected by the policy/funding activity/event?	South Kesteven District Council tenants and leaseholders
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.	The Policy is based around current legislation and guidance and there is an obligation on the local authority for total compliance. Due to this there is no requirement for consultation.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	A new housing IT system and processes are being put into place, which will monitor and evaluate the impact of the policy.

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	All our Housing Stock will be robustly monitored for compliance purposes inline with the policy to ensure that health and safety remains paramount for our tenants. All vulnerabilities will be considered as part of any action that is possible inline with the policy.	n/a
Disability	Positive	All our Housing Stock will be robustly monitored for compliance purposes inline with the policy to ensure that health and safety remains paramount for our tenants. All vulnerabilities will be considered as part of any action that is possible inline with the policy.	n/a
Gender Reassignment	Neutral	All our Housing Stock will be robustly monitored for compliance purposes inline with the policy to ensure that health and safety remains paramount for our tenants.	n/a
Marriage and Civil Partnership	Neutral	n/a (applicable only to employment legislation)	n/a
Pregnancy and Maternity	Positive	All our Housing Stock will be robustly monitored for compliance purposes inline with the policy to ensure that	n/a



		health and safety remains paramount for our tenants. All vulnerabilities will be considered as part of any action that is possible inline with the policy.	
Race	Positive	<p>The Council will in all circumstances make information available in a variety of information formats, including for example:</p> <ul style="list-style-type: none">• large print• audio tape• community languages <p>Where specialist services are required to ensure that information is accessible to the tenant or leaseholder, we will ensure that these are made available.</p>	n/a
Religion or Belief	Positive	<p>The Council will in all circumstances make information available in a variety of information formats, including for example:</p> <ul style="list-style-type: none">• large print• audio tape• community languages <p>Where specialist services are required to ensure that information is accessible to the tenant or leaseholder, we will ensure that these are made available.</p>	n/a
Sex	Neutral	The Council will not treat the resident less favourably due to their sex.	n/a
Sexual Orientation	Neutral	The Council will not treat the resident less favourably due to their sexual orientation.	n/a
Other Factors requiring consideration			
Socio-Economic Impacts	Positive	The Council will ensure that tenants meet the costs of any legal action should they prevent the council from achieving non-compliance in the event for example of failed access. All cases will be considered on an individual basis.	n/a
Carers (those who provide unpaid care to a family member, friend or partner)	Positive	All our Housing Stock will be robustly monitored for compliance purposes inline with the policy to ensure that health and safety remains paramount for our tenants. All vulnerabilities will be considered as part of any action that is possible inline with the policy.	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

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

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.		
Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed		
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , 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 proceed with caution 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

Name and job title of person completing this EIA	Celia Bown – Senior Housing Policy and Strategy Officer and Phil Swinton – Health and Safety and Compliance Manager
Officer Responsible for implementing the policy/function etc	Phil Swinton – Health and Safety and Compliance Manager
Line Manager	Julie Martin – Head of Technical Services
Date Completed	07 th November 2023
Date of Review (if required)	

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.

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.