



# Equality Impact Assessment Template (April 2011)

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Rechargeable Repairs
Service/service area responsible	Housing Services
Name of person carrying out the assessment and contact details	Frances Troup, Ext 2177 E-mail <a href="mailto:frances.troup@orkney.gov.uk">frances.troup@orkney.gov.uk</a>
Date of assessment	15 August 2011
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	Existing – revised

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	Currently rechargeable repairs are based on actual costs. The policy seeks to assign specific costs to repairs to ensure transparency.
State <i>who</i> is, or may be affected by this function/policy/plan, and <i>how</i>	Council tenants and other service users such as homeless tenants.
How have stakeholders been involved in the development of this function/policy/plan?	<p>The policy refers to charging tenants and other service users for damage they have caused. A consultation was undertaken in 2008/09 ahead of introducing our current Asset Management Strategy (Repairs and Improvements) but recharging for repairs predates that significantly.</p> <p>Articles have appeared in Housing News relating to rechargeable repairs.</p> <p>This relates to a minor policy change in respect of</p>

	<p>charging a specific amount for repairs. Therefore housing staff were involved and staff within our Development and Environmental Services.</p> <p>The quality of Housing Services' repairs etc is assessed through our internal procedures and also questionnaires.</p>
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	N/A this is a basic housing function.
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)
<p>1. Race: this includes ethnic or national groups, colour and nationality</p>	Potentially if for instance there was a language barrier but our Accessibility Policy is specifically intended to address this. We keep service records which include records of any requirements for information in different formats and languages.
<p>2. Sex: a man or a woman</p>	Impact is unlikely to be significant.
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	Impact is unlikely to be significant.
<p>4. Gender Reassignment: the process of transitioning from one gender to another</p>	Impact is unlikely to be significant.
<p>5. Pregnancy and maternity</p>	Impact is unlikely to be significant.
<p>6. Age: people of different ages</p>	Impact is unlikely to be significant.
<p>7. Religion or beliefs or none (atheists)</p>	Impact is unlikely to be significant.
<p>8. Caring responsibilities</p>	Impact is unlikely to be significant.
<p>9. Marriage and Civil Partnership</p>	Impact is unlikely to be significant.
<p>10. Disability: people with disabilities (whether registered or not)</p>	Impact is unlikely to be significant.

<b>3. IMPACT ASSESSMENT</b>	
Does the analysis above identify any differential impacts which need to be addressed?	Language barriers are a possibility in relation to different ethnic groups.
How could you minimise or remove any potential negative impacts?	Potential language barriers can be addressed through normal working arrangements and our Accessibility Policy.
Do you have enough information to make a judgement? If no, what information do you require?	Yes

<b>4. CONCLUSIONS AND PLANNED ACTION</b>	
Is further work required?	No
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A
How will it be monitored? (e.g. through service plans)	Monitoring will be three yearly as part of Housing Services' rolling review programme.

Signature

Date 15.08.11

Name FRANCES TROUP  
(BLOCK CAPITALS)