



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	Rent Setting Policy
Service/service area responsible	Housing Services
Name of person carrying out the assessment and contact details	Frances Troup Ext 2177 E-mail frances.troup@orkney.gov.uk
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

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To ensure the rents on Council properties are calculated directly in relation to the size and type of the property and the area in which it is.
State <i>who</i> is, or may be affected by this function/policy/plan, and <i>how</i>	All Council tenants.
How have stakeholders been involved in the development of this function/policy/plan?	A consultation was done in 2009/10 ahead of the introduction of the policy. This involved tenants, Members and various partner agencies. Housing staff were also involved. This review is relatively minor and is intended to address a small number of operational issues. Therefore staff have been involved and Members of the Rent Setting Working Group (ie some elected Members and senior Council staff).

<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>	<p>Scottish Government's research paper "Determined Differences: Rent Structures In Scottish Social Housing" which was published in October 2011. This looked at the type of rent setting policies used by Scottish Councils and used surveys to establish details of:</p> <ul style="list-style-type: none"> • the types of rent setting system used • how these systems have been updated and are likely to evolve in future • the property characteristics used to set rents for different properties • how rents have been increased and what factors are taken into account • service charging policy. <p>The research also explored how rent policies impact on rent dispersion or structure by examining the rent differentials generated by different rent schemes. A more detailed comparison of rents and rent structures, for different properties owned by different landlords, including the private rental sector, was carried out through case studies in a number of local areas. Interviews with local staff probed the impacts of local rent variations.</p>
<p>Could the function/policy have a differential impact on any of the following equality strands?</p>	<p>(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)</p>
<p>1. Race: this includes ethnic or national groups, colour and nationality</p>	<p>Impact is unlikely to be significant. There is the potential for issues if for instance there was a language barrier but our Accessibility Policy is specifically intended to address this. Our tenancy records would include records of any requirements for information in different formats and languages.</p>
<p>2. Sex: a man or a woman</p>	<p>Impact is unlikely to be significant.</p>
<p>3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	<p>Impact is unlikely to be significant.</p>
<p>4. Gender Reassignment: the process of transitioning from one gender to another</p>	<p>Impact is unlikely to be significant.</p>
<p>5. Pregnancy and maternity</p>	<p>Impact is unlikely to be significant.</p>
<p>6. Age: people of different ages</p>	<p>Impact is unlikely to be significant.</p>
<p>7. Religion or beliefs or none (atheists)</p>	<p>Impact is unlikely to be significant.</p>

8. Caring responsibilities	Impact is unlikely to be significant.
9. Marriage and Civil Partnership	Impact is unlikely to be significant.
10. Disability: people with disabilities (whether registered or not)	Impact is unlikely to be significant

3. IMPACT ASSESSMENT	
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

4. CONCLUSIONS AND PLANNED ACTION	
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 through Housing Services' three yearly rolling review programme.

Signature

Date 15.08.11

Name FRANCES TROUP
(BLOCK CAPITALS)