



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	Tenant Participation Strategy
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 – revised

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To ensure the Council meets its statutory obligations in respect of tenant participation. The Council is required to produce a strategy on Tenant Participation and to ensure tenants are involved in any issues which may affect them.
State who is, or may be affected by this function/policy/plan, and how	Council tenants and other service users.
How have stakeholders been involved in the development of this function/policy/plan?	<p>Consultations on Local Housing Strategy development and a range of related strategies including the Tenant Participation Strategy were run during April 2011. This included other Council Services including Education and Recreation, Planning and Corporate Policy and other agencies including Orkney Health and Care, Orkney Housing Association Ltd, Sacro, Orkney CAB, Advocacy Orkney and Relationships Scotland.</p> <p>These stakeholders were then involved in the consultation once the document had been drafted.</p>

	<p>The consultation included tenants and public members. This included a press release and an article in Housing News. The Strategy was available from the Council's website at www.orkney.gov.uk and was available in hard copy at the Council's offices and libraries.</p> <p>Housing staff involved to draw on issues arising over recent months.</p> <p>Consultations on Local Housing Strategy development and a range of related strategies have linked to this issue quite closely. This included other Council Services including Education and Recreation, Planning and Corporate Policy and other agencies including Orkney Health and Care, Orkney Housing Association Ltd, Sacro, Orkney CAB, Advocacy Orkney and Relationships Scotland.</p> <p>The quality of our Tenant Participation Service is assessed through our internal procedures and a broad range of 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>	<p>The Scottish Government's Guide to Successful Tenant Participation which was published in 2005 and reviewed in 2008, outlines the main approaches to tenant participation and provides general guidance and examples of good practice for local authorities and RSLs. This guide has been drawn on in developing our strategy.</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>Potentially if for instance there was a language barrier but our Accessibility Policy is specifically intended to address this. Our tenant records and records from homelessness/housing advice services 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>

6. Age: people of different ages	Impact is unlikely to be significant.
7. Religion or beliefs or none (atheists)	Impact is unlikely to be significant.
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)	Potentially. Our Accessibility Policy should ensure people with disabilities can take part. This includes use of induction loop, ensuring premises are accessible etc. In addition we have included the use of modern technologies to enable people to become involved in any way they can.

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. There may be barriers on the basis of accessibility but again our Accessibility Policy would address this.
How could you minimise or remove any potential negative impacts?	Potential language barriers can be addressed through normal working arrangements and our Accessibility Policy. There may be barriers on the basis of accessibility but again our Accessibility Policy would address this.
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 as part of Housing Services' rolling review programme.

Signature

Date 09.05.11

Name FRANCES TROUP
(BLOCK CAPITALS)