

# Uttlesford District Council

## Fast-track equality impact assessment (EqIA) tool

### What is this tool for?

This tool will help you to assess the impact of existing or new strategies, policies, projects, contracts or decisions on residents and staff. It will help you to deliver excellent services, by making sure that they reflect the needs of all members of the community and workforce.

### What should be equality impact assessed?

You only need to equality impact assess strategies, policies, projects, contracts or decisions that are **relevant** to equality. If you are not sure whether your activity is relevant to equality take the 'relevance test' on Page 9.

### How do I use the tool?

This tool is easy to use and you do not need expert knowledge to complete it. It asks you to make judgments based on evidence.

The tool uses a system of red flags  to give you an indication of whether or not your responses are identifying potential issues. Getting a red flag does not necessarily indicate a problem, but it does mean that your assessment is highlighting issues or gaps in data that may require further investigation or action.

*If there is insufficient space to answer a question, please use a separate sheet.*

General information		
1	Name of strategy, policy, project, contract or decision.	Draft Uttlesford Tenancy Policy - November 2012
2	What is the overall purpose of the strategy, policy, project, contract or decision?	To inform people how we will grant fixed term tenancies on some Uttlesford Council's social housing stock to meet local housing need
3	Who may be affected by the strategy, policy, project, contract or decision?  Anyone who is being offered a tenancy within Uttlesford Council's social housing stock	<input checked="" type="checkbox"/> Prospective tenants and tenants  <input checked="" type="checkbox"/> Staff  <input type="checkbox"/> A specific client group/s e.g. linked by geographical location, social economic factors, age, disabilities, gender, transgender, race, religion or sexual orientation (please state)
4	Responsible department and Head of Division.	Department: <b>Housing Services</b> Head of Division: <b>Roz Millership</b>
5	Are other departments or partners involved in delivery of the strategy, policy, project, contract or decision?	<input checked="" type="checkbox"/> No <input type="checkbox"/> Yes (please state):
Gathering performance data		

6	<p>Do you (or do you intend to) collect this monitoring data in relation to any of the following <u>diverse groups</u>?</p> <p>The information is collected from the application form. Reports can be run off to see what people fall into the diverse groups mentioned. The CORE data is also used to monitor the allocations of housing.</p>	<table border="0"> <tr> <td><input checked="" type="checkbox"/></td> <td>Age</td> <td><input checked="" type="checkbox"/></td> <td>Disability</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Gender/ Transgender</td> <td><input checked="" type="checkbox"/></td> <td>Race</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Religion &amp; Belief</td> <td><input checked="" type="checkbox"/></td> <td>Sexual Orientation</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Rural Isolation</td> <td><input checked="" type="checkbox"/></td> <td>Social Economic</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Other (please state)Location</td> <td><input type="checkbox"/></td> <td>None </td> </tr> </table>	<input checked="" type="checkbox"/>	Age	<input checked="" type="checkbox"/>	Disability	<input checked="" type="checkbox"/>	Gender/ Transgender	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>	Religion & Belief	<input checked="" type="checkbox"/>	Sexual Orientation	<input type="checkbox"/>	Rural Isolation	<input checked="" type="checkbox"/>	Social Economic	<input type="checkbox"/>	Other (please state)Location	<input type="checkbox"/>	None 
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<input type="checkbox"/>	Rural Isolation	<input checked="" type="checkbox"/>	Social Economic																			
<input type="checkbox"/>	Other (please state)Location	<input type="checkbox"/>	None 																			

7	<p>How do you (or how do you intend to) monitor the impact of the strategy, policy, project, contract or decision?</p> <p>Monitored through customer complaints using the Corporate Compliments and Complaints system. Core data shows who are housed and we monitor that the statistics match throughout all the data collected. Eligibility criteria are determined by legislation. The policy will be reviewed after 12 months and then at intervals of not more than 5 years to ensure it is meeting the objectives of the strategy</p>	<p><input checked="" type="checkbox"/> Performance indicators or targets</p> <p><input checked="" type="checkbox"/> User satisfaction</p> <p><input checked="" type="checkbox"/> Uptake</p> <p><input checked="" type="checkbox"/> Consultation or involvement</p> <p><input type="checkbox"/> Workforce monitoring data</p> <p><input checked="" type="checkbox"/> Complaints</p> <p><input checked="" type="checkbox"/> External verification</p> <p><input checked="" type="checkbox"/> Eligibility criteria</p> <p><input type="checkbox"/> Other (please state):</p> <p><input type="checkbox"/> None </p>
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Analysing performance data	
8	<p>Consider the impact the strategy, policy, project, contract or decision has already achieved, measured by the monitoring data you collect. Is the same impact being achieved for diverse groups as is being achieved across the population or workforce as a whole?</p> <p>The criteria for granting fixed term tenancies will not be based on the protected characteristics but on the property type</p>
	<p><input type="checkbox"/> Yes *</p> <p><input checked="" type="checkbox"/> No*</p> <p><input type="checkbox"/> Insufficient </p> <p><input type="checkbox"/> Not applicable </p> <p><i>*Please state your evidence for this, including full document titles and dates of publication for audit purposes. Where applicable please also state the nature of any issues identified:</i></p>
9	<p>Is uptake of any services, benefits or opportunities associated with the strategy, policy, project, contract or decision generally representative of <u>diverse groups</u>?</p> <p>The policy will not be representative of all diverse groups but of certain families that meet the criteria for three bedroom houses</p>
	<p><input type="checkbox"/> Yes *</p> <p><input checked="" type="checkbox"/> No*</p> <p><input type="checkbox"/> Insufficient </p> <p><input type="checkbox"/> Not applicable </p> <p><i>*Please state your evidence for this, including full document titles and dates of publication for audit purposes. Where applicable please also state the nature of any issues identified:</i></p>

## Checking delivery arrangements

10 You now need to check the accessibility of your delivery arrangements against the requirements below. Click on the hyperlinks for more detailed guidance about the minimum criteria you should meet.

*If assessing a proposed strategy, policy, project, contract or decision, indicate 'Yes' if you anticipate compliance by launch of implementation.*

	Yes	No 	N/A
The <a href="#">premises</a> for delivery are accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<a href="#">Consultation</a> mechanisms are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<a href="#">Participation</a> mechanisms are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you answered 'No' to any of the questions above please explain why giving details of any legal justification.

### Checking information and communication arrangements

11 You now need to check the accessibility of your information and communication arrangements against the requirements below. Click on the hyperlink for more detailed guidance about the minimum criteria you should meet.

*If assessing a proposed strategy policy, project, contract or decision, indicate 'Yes' if you anticipate compliance by launch of implementation.*

	Yes	No 	N/A
<a href="#">Customer contact</a> mechanisms are accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electronic, web-based and paper information is accessible to all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Publicity campaigns are inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Images and text in documentation are representative and inclusive of all.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you answered 'No' to any of the questions above please explain why, giving details of any legal justification.

### Future Impact

12 Think about what your strategy, policy, project, contract or decision is aiming to achieve over the long term and the ways in which it will seek to do this. This is your opportunity to take a step back and consider the practical implementation of your strategy, policy, project, contract or decision in the future. As well as checking that people from diverse groups will not be inadvertently excluded from or disadvantaged by any proposed activities, it is also an opportunity to think about how you can maximize your impact, reach as many people as possible and really make a difference to the lives of everyone in Uttlesford regardless of their background or circumstances.

Is it likely to inadvertently exclude or disadvantage any diverse groups?

- No
- Yes \* 
- Insufficient evidence 

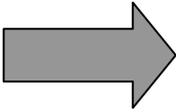
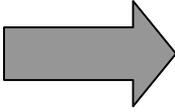
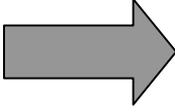
\*Please state any potential issues Identified.

**OVERVIEW**  
**70,000 residents**  
**Demographic make up according to diverse groups.**

### Improvement actions

13	If your assessment has highlighted any potential issues or red flags, can these be easily addressed?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No* <input type="checkbox"/> Not applicable	<p><i>*If Yes, please describe your proposed action/s, intended impact, monitoring arrangements implementation date and lead officer:</i></p>
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### Making a judgement – conclusions and next steps

14	Following this fast-track assessment, please confirm the following:		
	<input checked="" type="checkbox"/> There are no inequalities identified that cannot be easily addressed or legally justified		No further action required. Complete this form and implement any actions you identified in Q13 above
	<input type="checkbox"/> There is insufficient evidence to make a robust judgement.		Additional evidence gathering required (go to Q17 on Page 7 below).
	<input type="checkbox"/> Inequalities have been identified which cannot be easily addressed.		Action planning required (go to Q18 on Page 8 below).

15	If you have any additional comments to make, please include here.	<input checked="" type="checkbox"/> None	
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### Completion

16	Name and job title (Assessment lead officer)	<b>Judith Snares – Housing Needs and Landlord Services Manager</b>
	Name/s of any assisting officers and people consulted during assessment:	<b>Natalie Leatham</b>
	Date:	16/11/2012
	Date of next review:	<b>To be reviewed one year after the implementation date</b>
	<i>For new strategies, policies, projects, contracts or decisions this should be one year from implementation.</i>	

**When completed, a copy of this form should be saved with the strategy, policy, project, contract or decision's file for audit purposes and in case it is requested under the Freedom of Information Act.**

### **Additional evidence gathering and action planning**

- 17 If your fast-track assessment indicated that **complex issues** or **inequalities** were identified which could not be easily addressed, or you had **insufficient evidence** to make a judgement, you need to undertake an additional evidence gathering and action planning process. This is described below:
- (a) Gather and analyse relevant additional evidence (which may include engagement with diverse groups), to address gaps in your knowledge, enhance understanding of the issues and inform options for addressing these. Additional evidence is likely to include any or all of the following:
- Data gathering**
- Demographic profiles of Uttlesford
  - Data about the physical environment, e.g. housing market, workforce, employment, education and learning provision, transport, spatial planning and public spaces
  - Results of local needs analysis
  - Results of staff surveys
  - Research reports on the needs/experience of diverse groups
  - National best practice/guidance
  - Benchmarking with other organisations
- Consultation and involvement**
- Existing consultation findings that may provide insight into the issues
  - New, specially commissioned engagement with diverse groups
  - Expert views of stakeholders/employers organisations representing diverse groups
  - Advice from experts or national organisations
  - Specialist staff/in-house expertise.
- (b) For advice on evidence gathering or engagement with diverse groups please contact your departmental equality lead officer. Discuss any proposed consultation with your departmental equality lead officer to ensure it is coordinated with related exercises across the Council as a whole.
- (c) Use your evidence gathering, analysis and engagement with diverse groups to develop options for addressing inequalities or unmet need, consulting with relevant management teams, Members, strategic groups/partners where necessary to confirm proposed actions and resource issues.
- (d) When options for addressing any issues are agreed, if these cannot be implemented immediately integrate them into the appropriate service plan/strategic plan/multi-agency strategy, so that it is clear how they will be delivered, when they will be delivered, by whom and how this will be monitored.

	<p>(e) Identify how the continuing implementation and impact of the strategy, policy, project, contract or decision on diverse groups in Uttlesford will be monitored.</p> <p>(f) Having gathered evidence re-evaluate this assessment.</p> <p>(g) Following completion of the above, please confirm the following:</p>
18	<p><b>The conclusions and agreed proposals:</b>  The policy is still in consultation and will be delivered to the Housing Board and Cabinet November 2012</p> <p><b>Summary of evidence gathered, including any internal and external consultation (please include full document titles and dates of publication and consultation for audit purposes):</b>  West Essex Teanancy Strategy  Legal  Housing Board  RSL Partners  Homelessness partnership  Housing Act 1996 as amended as amended by the homelessness act 2002  Choice based lettings guidance code of guidance 2008. Statutory guidance on the allocation of social housing 2009.  Relevant Case Law  Consultation through – Tenant forum, Housing Board, Website, Openday consultation event.</p> <p><b>Date proposals to be implemented and lead officer:</b>  To be approved by Housing Board and Cabinet will be implemented by 1<sup>st</sup> April 2012 - Judith Snares</p> <p><b>Where implementation is not immediate, please state in which service plan or strategy the proposed actions will be integrated:</b>  To be implemented after final approval from the Housing Board and Cabinet.</p> <p><b>Monitor arrangements (please include full details for audit purposes):</b>  Continue to monitor through performance indicators and as previously mentioned.</p>
<b>Additional Comments</b>	

19	If you have any additional comments to make, please include here:	<input checked="" type="checkbox"/>	None
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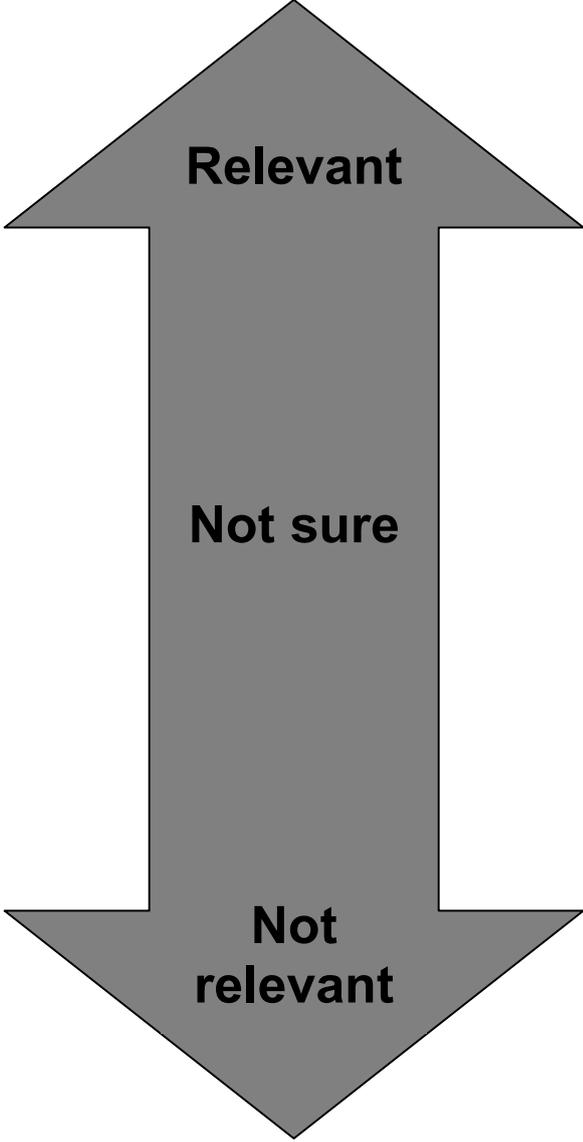
**Completion**

20	<b>Name and job title</b> (Lead Officer): Name/s of other assisting officers: Date: Date of next review (if any):	Judith Snares – Housing Needs and Landlord Services Manager. Natalie Leatham. 16/11/2012 Reviewed 01/4/2014
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When completed, a copy of this form should be saved with the strategy, policy, project, contract or decision's file for audit purposes and in case it is requested under the Freedom of Information Act.

# The relevance test

Use the quick guide below to decide whether or not your strategy, policy, project, contract or decision is relevant to equality:

 <p><b>Relevant</b></p> <p><b>Not sure</b></p> <p><b>Not relevant</b></p>	<p><b>Relevant</b></p> <ul style="list-style-type: none"><li>■ The strategy, policy, project contract or decision will impact on 'people' (residents, staff, or people who work in or visit the area)'. </li><li>■ It may benefit some people or communities and not others (community cohesion)</li></ul> <p><b>Not sure</b></p> <ul style="list-style-type: none"><li>■ The service is a support function or administrative</li><li>■ There is no obvious impact on 'people' but the strategy, policy, project contract or decision is of major scale and or significance to the Council's activities</li><li>■ Insufficient evidence</li></ul> <p><b>Not relevant</b></p> <ul style="list-style-type: none"><li>■ No discernable impact on people.</li><li>■ The service is a support function or administrative</li></ul>
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If you are not sure whether your strategy, project or decision is relevant to equality, ask \_\_\_\_\_, a member of the Council's Equality Standard Working Group Officer for advice.  
Tel. \_\_\_\_\_

## Ensuring your premises for delivery are easily accessible

**In order to ensure that your premises for delivery are accessible to disabled customers and staff, older people and people with small children you should comply with the principles of accessible design summarised below.**

In some cases, and for legitimate reasons, this may not be possible. Where this is the case you can still ensure your premises are accessible if you make appropriate reasonable adjustments. For guidance on reasonable adjustments see the 'Key contacts' section at the foot of this page.

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### Level access

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Is there level access into and inside your premises? This means no steps, steep slopes or lips on doorways.

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### Ramp or lift

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If there are steps, can you fit a ramp or install a lift so disabled customers and staff and parents with pushchairs can get in? To be safe ramps must:

- Have a gradient of 1:20 or less
- Have a handrail
- Be firmly fixed to the ground

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### Bell or buzzer and alarms

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Can you install a bell or buzzer outside and go out to disabled customers or staff when they ring? Do you have a visual as well as audible alarm?

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### Door handles

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Are door handles easy to grip and easy to reach for customers or staff who are wheelchair users?

- Use an easy grip handle in a contrasting colour
- Install a magnetic device to hold doors open
- Are door locks easy to handle (not fiddly)?

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### Doormats

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Are any doormats flush with the floor? Avoid bristle matting – it can be difficult for customers or staffs who are wheelchair users.

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## **Colour contrast**

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Is there a colour contrast between your floors, walls, ceilings and doors? Use matt paint in contrasting colours or different tones.

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## **Corridors and aisles**

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Are corridors and aisles clear enough for a wheelchair or pushchair to pass through?

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## **Seating**

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Is there somewhere to sit down if customers or staffs have to queue or wait?

- Have seating with and without armrests, if possible.
- Leave space for a wheelchair user to pull up alongside a seated companion.

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## **Height**

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Are all key facilities on the main floor? Are popular products on a mid-height shelf, and easy to reach from a wheelchair? Provide a lap tray or clipboard if a lower counter section is not available.

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## **Lighting**

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Is it easy for visually impaired customers or staff to see everything they need to?

- Make sure your premises are well lit.
- Mark corners, steps and counter edges with high visibility tape so they can be easily seen.
- Keep highly reflective surfaces away from signs to avoid glare.

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## **Guide dogs**

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If you normally ban animals, you should consider relaxing this for assistance dogs. Remember, it is not just visually impaired people who use assistance dogs.

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## **Signs and labels**

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Are signs and labels short and easy to read? Are Induction loops available?

- Use large clear text (for example, 24-point text for shelf bar labels)
- Use contrasting colours (for example, black text on a white or yellow background)
- Make sure signs are at a suitable height.

Use visual or picture symbols as well as words, if appropriate.



## Ensuring customer contact mechanisms are easily accessible

**In order to ensure that customer contact mechanisms are accessible to disabled customers and staff, you should provide a range of alternatives – for example: phone, email, text phone, fax and face-to-face.**

In some cases and for legitimate reasons, this may not be possible. Where this is the case you can still ensure customer contact mechanisms are accessible if you make appropriate reasonable adjustments. For guidance on reasonable adjustments see the 'Key contacts' section below.

## Key contacts

For further advice or information please contact Sue Locke, a member of the Council's Equality Standard Working Group Officer.

Email: [slocke@uttlesford.gov.uk](mailto:slocke@uttlesford.gov.uk)  
Telephone: 01799 510 537  
Text phone: 18001

Alternatively, contact your Divisional Equality Lead Officer:

Division/Services	Head of Division/Services	Tel. No.