

Appendix 1a: Group Health & Safety Information to Tenants and Tenancy Agreements EIA



Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Before completing this form, please refer to the supporting guidance document.

Where further guidance is needed, please contact CEO

Name of the policy/practice/service to be assessed	Group Health & Safety Information to Tenants and Tenancy Agreements	Is this a new policy/practice/service or a revision to an existing?	Policy is being updated
1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.	The policy sets out how we will ensure tenants are provided with suitable health, safety and welfare related information in order to minimise their risk to any unfortunate H&S related incidences.		

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<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Tenants and Staff.</p>																					
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>To ensure that there is a clear policy in place that ensures that all measures are taken to provide tenants and staff with the correct Health, Safety and Wellbeing information.</p>																					
<p>4. Which protected characteristics could be affected by the policy, practice, or service?</p>	<p align="center"><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="663 689 2116 1378"> <tr> <td data-bbox="663 689 1608 756">Age</td> <td data-bbox="1617 689 2116 756">✓</td> </tr> <tr> <td data-bbox="663 762 1608 829">Disability</td> <td data-bbox="1617 762 2116 829">✓</td> </tr> <tr> <td data-bbox="663 836 1608 903">Gender reassignment</td> <td data-bbox="1617 836 2116 903"></td> </tr> <tr> <td data-bbox="663 909 1608 976">Marriage/Civil Partnership</td> <td data-bbox="1617 909 2116 976"></td> </tr> <tr> <td data-bbox="663 983 1608 1050">Pregnancy/Maternity</td> <td data-bbox="1617 983 2116 1050"></td> </tr> <tr> <td data-bbox="663 1056 1608 1123">Race</td> <td data-bbox="1617 1056 2116 1123">✓</td> </tr> <tr> <td data-bbox="663 1129 1608 1197">Religion or belief</td> <td data-bbox="1617 1129 2116 1197"></td> </tr> <tr> <td data-bbox="663 1203 1608 1270">Sex</td> <td data-bbox="1617 1203 2116 1270">✓</td> </tr> <tr> <td data-bbox="663 1276 1608 1343">Sexual Orientation</td> <td data-bbox="1617 1276 2116 1343"></td> </tr> <tr> <td data-bbox="663 1350 1608 1378">Consider if you want to add any more e.g. ?</td> <td data-bbox="1617 1350 2116 1378"></td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment		Marriage/Civil Partnership		Pregnancy/Maternity		Race	✓	Religion or belief		Sex	✓	Sexual Orientation		Consider if you want to add any more e.g. ?	
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	<ul style="list-style-type: none"> • People with caring responsibilities 	
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5. If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

6. Evidence Gathering and Engagement

a. What evidence has been used for this assessment? For example, national statistics.
 The policy applies to communication and a matter which relates to the physical environment of a home. The protected characteristics chosen relate to these.


b. Who have you engaged and consulted with as part of your assessment?
 No. Not required due to the limited scope and impact of the policy.

7. Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.

- The policy will positively impact on people who may be at higher risk from accidents should they occur due to age or disability as it will ensure they are fully aware of the measures required to make their homes safe.
- This policy will positively impact people who may have trouble accessing information due to their race or sex.

<p>8. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i></p>	Issue	Action	Timescales
	None identified		

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<p>9. Decision</p> <p>Please record decision e.g.,</p> <ul style="list-style-type: none"> • No change/amend (see above) • Cease • Progress with risk (monitor and add to risk register?) 	<p>NA</p>
<p>Signed</p>	
<p>Job title</p>	<p>Director of Housing and Property Services</p>
<p>Date the EIA was completed</p>	<p>31/05/2023</p>
<p>Review date</p>	<p>31/05/2026</p>
<p>Date of any quality sample check</p>	

Please attach the completed document as an Appendix to your policy, practice, or service report