

**Charnwood Borough council****Equality impact assessment  
'Knowing the needs of your customers and employees'****Background**

An equality impact assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

**Legislation- equality duty**

As a local authority that provides services to the public Charnwood Borough council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ☐ Eliminate discrimination, harassment and victimisation
- ☐ Advance equality of opportunity
- ☐ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

What is prohibited?

1. Direct discrimination
2. Indirect discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

**Note: Complete the action plan as you go through the questions**

**Step 1 – Introductory information**

<b>Title of the document being assessed</b>	Pets policy
<b>Name of lead officer and others undertaking this assessment</b>	Andrew Staton; Gill Taylor
<b>Date EIA started</b>	20 February 2020
<b>Date EIA completed</b>	

**Step 2 – Overview of document being assessed:**

Outline: What is the purpose of this document? (Specify aims and objectives)
<p>The objectives of this policy are:</p> <ul style="list-style-type: none"> <li>• to provide a framework that will deliver a positive, fair, sensitive and enlightened policy on council tenants keeping pets in their homes;</li> <li>• to align our<sup>1</sup> policy on pets with the relevant conditions of tenancy as set out in our non-secure, introductory/secure tenancy agreement;</li> <li>• to enable us to create operational procedures that deliver this policy in a consistent manner but also allowing for the correct degree of flexibility when considering individual requests to keep pets that fall outside this policy statement, for example, requests from tenants living in designated sheltered accommodation;</li> <li>• to enable us to create operational procedures that will enable us to take the right enforcement action against breaches of tenancy or legislation under this policy, including tackling animal neglect and cruelty and pet-related anti-social behaviour;</li> <li>• to express through this policy the acknowledgment of the importance of pets to people's well-being, including their psychological, emotional and physical health;</li> <li>• to express also through this policy the acknowledgment of the disruption to people's lives that uncontrolled animals and irresponsible pet ownership can have on the welfare of the animal and on the lives of others. This policy sets out our position on dealing with uncontrolled and irresponsible pet ownership in our properties.</li> <li>• to outline how we deal with animal neglect and hoarding</li> </ul>
What specific group/s is the policy designed to affect and what is the intended change or outcome for them?
<p>This policy applies to everyone who is currently housed or is to be housed by us in our rented homes. It does not apply to leaseholders, whose lease terms will determine the matter of pet ownership.</p>
Which groups have been consulted as part of the creation or review of the policy?
<p><b>Landlord services staff</b>  <b>Environment health/enforcement team</b>  <b>Housing needs team</b>  <b>CHRF</b></p>



<sup>1</sup> References throughout this policy to “we”, “our” and “us” are to be interpreted as relating to Charnwood Borough Council

### Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous equality impact assessments
- Demographic information
- Anecdotal and other evidence

A range of diversity information is available from our records and held in QL (our housing management system) for all those customers receiving housing management services. This includes information on age, gender, ethnicity, sexual orientation, and disability. The range of information is limited in relation to certain characteristics (e.g. sexual orientation)

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What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

This information enables support to be directed to the most vulnerable tenants, and also shape our services to meet the needs of vulnerable people across a range of diverse groups.

### Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in step 2, do you need to consult specific groups to identify needs / issues? If not please explain why.

Staff in all landlord services have been consulted as have staff in the corporate street management team team and staff in the housing needs team.  
Tenants have been consulted at the Charnwood Housing Residents' Forum and Housing Management Advisory Board.

### Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	Comments
<b>Age</b>	Our proposals on restricting pet ownership in sheltered accommodation could discriminate against older people, a negative effect, therefore
<b>Disability</b> (Physical, visual, hearing, learning disabilities, mental health)	Since registered assistance dogs may be kept in accommodation where pet ownership is otherwise restricted this can be seen as a positive effect
<b>Gender reassignment</b> (Transgender)	No effects identified
<b>Race</b>	No effects identified
<b>Religion or belief</b> (Includes no belief)	No effects identified
<b>Sex</b>	Because there are more women in sheltered accommodation compared to men, the proposals on restricting pet ownership in sheltered accommodation could be seen as having a negative effect on women
<b>Sexual orientation</b>	No effects identified
<b>Other protected groups (pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	No effects identified
<b>Other socially excluded groups</b>	No effects identified

(carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

The possible negative effect on older people and women as a result of our proposals to restrict pet ownership in sheltered accommodation more than in other flat blocks could be mitigated by not applying those restrictions. Our view, however, is that the likely negative effect of allowing pets in these circumstances on all the other residents is greater than the negative effect brought about by applying the restriction.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

It is believed that this policy as drafted meets the council's equality and diversity responsibilities

#### Step 6- Monitoring, evaluation and review

Are there processes in place to review the findings of this assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

Applications for permission to keep a pet will be assessed, recorded and monitored by our tenancy and estate management team. Consistency of application of the policy will be through this process.

How will the recommendations of this assessment be built into wider planning and review processes?  
e.g. policy reviews, annual plans and use of performance management systems.

No recommendations have been identified in this assessment.

#### Step 7- Action plan

Please include any identified concerns/actions/problems in this action plan:

**The problems etc identified should inform your service plan and, if appropriate, your consultation plan**

Reference number	Action	Responsible officer	Target date
	No actions have been identified in this assessment		

#### Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	✓	Team meetings
Tenants	✓	Publication on the council's website

<b>Partners and stakeholders</b>	✓	Publication on the council's website
<b>Others</b>	✓	Future and potential tenants through publication on the council's website.
<b>To ensure ease of access, what other communication needs/concerns are there?</b>		None identified.

■ **Step 9- Conclusion (to be completed and signed by the service head)**

<b>Please delete as appropriate</b>
<b>I agree / disagree with this assessment / action plan</b>
<b>If disagree, state action/s required, reasons and details of who is to carry them out with timescales:</b>
<b>Signed (service head):</b> <b>Peter Oliver - Head of Landlord Services</b>
<b>Date: 26 February 2020</b>

**Please send completed & signed assessment to Suzanne Kinder for publishing.**