

## **APPENDIX 10**

### **Equality Impact Assessment**

1. The Public Sector Equality Duty placed a duty on all public bodies to have due regard to the need to:
  - Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
  - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.
  - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
2. The duty has the following three aims:
  - To remove or minimise disadvantages suffered by people due to their protected characteristics.
  - To take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
  - To encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.
3. The protected Characteristics are:
  - Age
  - Disability
  - Gender
  - Gender reassignment
  - Pregnancy and maternity
  - Race
  - Religion, belief or lack of belief
  - Sexual orientation
  - Marriage and Civil partnership. (For this characteristic the duty only applies to the first aim to eliminate discrimination)
4. The Equality Impact Assess for this report is detailed below.

<b>Lead Officer</b>	Louise Taylor, Strategic Housing Manager
<b>Decision Maker</b>	Cabinet
<b>Name and Type of decision</b>	Service delivery change - Revised arrangements for the delivery of housing management service by ending the contract with East Kent Housing and returning the service for in house delivery by Dover District Council
<b>Date of decision</b>	20 February 2020
<b>Aims of the decision</b> • Objectives	Following a number of significant service failures in the housing services provided by East Kent Housing, the four owner councils of Canterbury City Council, Dover District Council, Folkestone and Hythe District Council and Thanet District Council completed an options appraisal in October 2019.

<ul style="list-style-type: none"> <li>• Intended outcomes</li> <li>• Key actions</li> <li>• Who and how many will be affected?</li> </ul>	<p>The appraisal reviewed the delivery of housing management services provided by East Kent Housing (EKH). It concluded that the four councils' preferred option for future service provision to the four councils' tenants and leaseholders is that it should become an in-house service, subject to consultation.</p> <p>The formal consultation ran for 8 weeks from Tuesday 22 October to Friday 20 December 2019. The results of the consultation showed that 81% of respondents tended to agree (21%) or strongly agreed (60%) to the preferred option to bring the housing management service back in house.</p> <p>Tenants and leaseholders living in the 4760 DDC owned/managed units of accommodation will be affected by the proposed changes</p>
<p><b>Information and Research</b></p> <ul style="list-style-type: none"> <li>• Summarise research and information that you used to prepare your proposals / preferred options</li> <li>• What data did you use to research your proposals</li> <li>• List anything you found that will affect people with protected characteristics.</li> </ul>	<p>Information provided by East Kent Housing indicates an estimated 47% of the council's tenants and leaseholders are vulnerable or have a disability. People on low incomes, older people and more vulnerable households are all over represented among council tenants and it is likely that vulnerable tenants and leaseholders or those with physical disabilities are more likely to rely on these services.</p> <p>Any changes to the service which will deliver efficiencies and improvements will benefit these people and households with these protected characteristics.</p> <p>Around 78% of the council's tenants are in receipt of either housing benefit or the housing element of Universal Credit. The council's housing management service includes support for these residents to ensure that they are able to meet their rent payments and effectively maintain their tenancies. The purpose of the proposed change in housing management arrangements includes the need to improve the quality of service provision and ensure that the service is more locally accountable. It is likely that households on low incomes need to access rent collection and welfare support services more frequently.</p>
<p><b>Consultation</b></p> <ul style="list-style-type: none"> <li>• Has there been any specific consultation done?</li> <li>• What were the consultation results?</li> <li>• Did the consultation analysis show any difference for people with protected characteristics?</li> <li>• What conclusions did you draw from the</li> </ul>	<p>A programme of consultation was implemented across the four councils. All EKH tenants and leaseholders were written to by letter on 22 October 2019, informing them of the consultation survey and provided with a Frequently Asked Questions information sheet. Tenants and leaseholders were given the option to complete the consultation survey online or by post (using a pre-paid envelope).</p> <p>Consultation drop-in sessions were organised and hosted in Canterbury, Dover, Folkestone &amp; Hythe and Thanet between October to December 2019. The sessions were staffed and attended by council members and officers. Considerable efforts were made during the consultation to consult harder to reach groups. Of note, consultation meetings were held in the council's sheltered schemes and responses to the consultation could be provided online, by telephone or by post. Therefore, we can be confident that all council tenants and leaseholders were given the opportunity to participate in the consultation.</p> <p>The results of the test of opinion are as follows</p>

consultation?	<u>Dover District Council</u>		
		<b>All respondents</b>	<b>Tenants and leaseholders</b>
	Strongly agree	62% (445)	62% (433)
	Tend to agree	19% (138)	19% (135)
	Neither agree nor disagree	12% (84)	12% (82)
	Tend to disagree	3% (20)	3% (20)
	Strongly disagree	5% (36)	5% (33)
The conclusion drawn from the results of the consultation exercise is that tenants and leaseholders would prefer their homes to be managed by the individual councils rather than retain the existing Arms-Length Management Organisation structure.			

<b>Assessing if the decision is likely to be relevant to the three aims of the Equality Duty.</b>	
<b>Aim</b>	<b>Relevance Yes / No</b>
Eliminate discrimination, harassment, victimization	Yes
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.	Yes
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	Yes

<b>If you have decided that this decision is relevant to the three aims of the Equality Duty, use the section below to show how it is relevant and what the impact will be.</b>		
<b>Protected Characteristic</b>	<b>Relevance High/Medium/Low</b>	<b>Impact of the decision Positive / Negative</b>
Age	Medium	Positive
Disability	Medium	Positive
Gender reassignment	Low	Positive
Gender	Low	Positive
Marriage and Civil Partnership	Low	Positive
Pregnancy and Maternity	Low	Positive
Race	Low	Positive
Religion, Belief or Lack of Belief	Low	Positive
Sexual Orientation	Low	Positive
If you have found negative impact, outline the measures you intend to take to mitigate it.	N/A	