

**Initial Equality Impact Assessment – Policy Change.**

The initial equality impact assessment is a quick and easy screening process.

It will help you to identify those changes to policies which require a full EIA by looking at:

- negative, positive or no impact on any of the equality groups
- opportunity to promote equality for the equality groups

Any questions at anytime please call Clare O'Connor on ext 7816.

PLEASE NOTE THE BOXES CAN BE EXPANDED TO ALLOW FOR MORE INFORMATION TO BE ADDED.

Department	Housing
Policy	Hate Crime and Harrassment Housing Policy Statement
People involved	Residents in council housing (primarily)

<p><b>1. What are the aims of the policy and what changes are being proposed?</b></p> <p>The aim of the housing policy statement is to ensure that the department deals with hate crime and harassment in an efficient and effective manner providing the best possible service to residents. The main aim of the policy remains unchanged.</p> <p>An EIA was completed for the first Hate Crime and Harassment Policy Statement.</p>
<p><b>2. What is the rationale behind these changes?</b></p> <p>There is no change being made to the main aim of the policy statement. The updated policy statement takes into account the change in government and the updated guidance provided in the Coalition Government's 'programme for government' and the 'Equality Strategy – Building a Fairer Britain' which both cover hate crime. The key objectives of the policy have been rationalised to focus on the main aim, this has reduced the number of objectives from eight to three.</p>

**3. What information do you have on the policy and the potential impact of your policy change in relation to the following?**

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes number of people supported by the policy, customer satisfaction, feedback on service, results of consultation</p>
Race	Policy Update
Gender	Policy Update
Disability	Policy Update

Age	Policy Update
Faith	Policy Update
Sexual Orientation	Policy Update

**4. Thinking about each group below please list the impact that the policy change will have.**

	<u>Positive</u> impacts of policy change	Possible <u>negative</u> impacts of policy change
Race	Will ensure that all residents are aware of housing department stance in relation to hate crime & harassment. The ASB Database can now be used to record and monitor ASB cases, including hate crime and harassment based on race.	n/a
Gender	Will ensure that all residents are aware of housing department stance in relation to hate crime & harassment. The ASB Database can be used to record and monitor ASB cases, including hate crime and harassment based on gender.	n/a
Disability	Will ensure that all residents are aware of housing department stance in relation to hate crime & harassment. The ASB Database can be used to record and monitor ASB cases, including hate crime and harassment based on disability.	n/a
Age	Will ensure that all residents are aware of housing department stance in relation to hate crime & harassment. The ASB Database can be used to record and monitor ASB cases, including hate crime and harassment based on age.	n/a
Faith	Will ensure that all residents are aware of housing department stance in relation to hate crime & harassment. The ASB Database can be used to record and monitor ASB cases, including hate crime and harassment based on faith.	n/a
Sexual orientation	Will ensure that all residents are aware of housing department stance in relation to hate crime & harassment. The ASB Database can be used to record and monitor ASB cases, including hate crime and harassment based on sexual orientation.	n/a

**5. Is a full EIA required? Yes/No.**

The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clear O'Connor on ext 7816.

- Does the policy support a frontline service? Yes/No
- Is it clear what impact the policy change will have on all the equality groups? Yes/No.
- Overall will the change have a negative impact on any of the equality groups? Yes/No.

<b>Comments - Please give the rationale here for not undertaking a full EIA</b>

**6. Through the initial EIA have you identified any actions that needed to be implemented to improve access or monitoring of the policy? (please list)**

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Signed

Date

Approved by:

(all initial EIAs to be approved by Clare O'Connor)

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