

Appendix E

**Initial equality impact assessment screening form**

This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.

<p><b>Initial equality impact assessment screening form</b>                  This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.</p>	
<p><b>Directorate</b></p>	<p>Community Development</p>
<p><b>Service area</b></p>	<p>Housing Delivery and Partnerships - Service Improvement</p>
<p><b>Proposal being screened</b></p>	<p>HRA Policy Framework</p>
<p><b>Officer(s) carrying out screening</b></p>	<p>Vicky Young – Service Improvement Manager</p>
<p><b>What are you proposing to do?</b></p>	<p>Seek adoption of a HRA Policy Framework</p>
<p><b>Why are you proposing this? What are the desired outcomes?</b></p>	<p>It is a requirement of the Regulator of Social Housing Transparency, Influence and Accountability standard for a Registered provider, 'to provide tenants with accessible information about tenants' rights in respect of registered providers' legal obligations and relevant regulatory requirements that registered providers must meet in connection with the homes, facilities or landlord services they provide to tenants' and 'to take tenant's views into account in their decision making about how landlord services are delivered and communicate how tenant's views have been considered.'</p> <p>Therefore, having an agreed, transparent HRA Policy Framework covering all aspects of our homes, facilities and landlord services with clear lines of decision making authority, auditable development processes and timescales for review with policy development and consultation principles is best practice and allows us to meet the requirements of the Regulator and for the benefit of our tenants.</p>
<p><b>Does the proposal involve a significant commitment or removal of resources?</b>                  Please give details.</p>	<p>No. It is effectively harmonising the policy frameworks of the legacy stockholding authorities.</p>
<p><b>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics</b>                  As part of this assessment, please consider the following questions:</p> <ul style="list-style-type: none"> <li>• To what extent is this service used by particular groups of people with protected characteristics?</li> <li>• Does the proposal relate to functions that previous consultation has identified as important?</li> <li>• Do different groups have different needs or experiences in the area the proposal relates to?</li> </ul> <p><b>If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.</b></p>	

Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		X	
Disability		X	
Sex		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership		X	
People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	
Are from the Armed Forces Community		X	
<b>Does the proposal relate to an area where there are known inequalities/probable impacts</b> (for example, disabled people's access to public transport)? Please give details.	Yes – in the wider sense that we are proposing to review all policies within the HRA which are applicable to council tenants, a known area of inequality. However, the policy reviews will be a positive impact for many, promoting transparency, data based decision making and policy development for service improvement.		
<b>Will the proposal have a significant effect on how other organisations operate? (for example, partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics?</b> Please explain why you have reached this conclusion.	No.		
<b>Decision (Please tick one option)</b>	EIA not relevant or proportionate:	<input checked="" type="checkbox"/>	Continue to full EIA: .
<b>Reason for decision</b>	Adoption of the framework itself will not lead to any impact on equalities/ those with protected characteristics however adoption of policy within the framework will require impact assessments and will be done on a case by case basis.		
<b>Signed (Assistant Director or equivalent)</b>	Andrew Rowe		
<b>Date</b>	13/2/25		