



Equality Impact Assessment Form

The form is to be completed at the beginning of any service review. The actions can then be addressed as part of the service review and can be added in to new or revised strategies or policies.

This is to be used in connection with EIA Toolkit as guidance.

April 2011

Title page

What is the subject of this EIA – What are you assessing?

Resident Involvement Strategy

Which service is responsible for this?

Resident Involvement

Who are the people involved in completing this assessment?

Angela Lord (HRC)
Leanne Sowersby (RICO)

If required, have you completed any consultation in relation to this?

Worked closely with resident forum to produce the draft

Date of assessment completed

14/04/11

Name of responsible person

Leanne Sowersby (RICO)

Date EIA signed off / approved by scrutiny (HR Co-ordinator or Equality Champions)

Scope of the EIA

What service provision does the subject cover?

Resident involvement within Solon. This includes provision of support to residents (such as travel expenses), arranging and facilitating meetings and events, production of the newsletter, resident involvement objectives, resident training and actions for the future.

Who are the people affected or covered by this?

Potentially all residents – we should be trying to reach as many people as possible. All residents will, at some point, be impacted by the decisions made by involved residents. Also, all residents receive the newsletter and other communications. Some residents also have access to our website at home.

Staff will be affected as the expectation will be that all staff are involved in delivering a 3 star resident star resident involvement service.

What other information or legislation is relevant to this subject?

- The Tenant Involvement and Empowerment Standard
- TSA requirement for local offers
- TPAS landlord accreditation for resident involvement
- 1980 Housing Act and Tenants' Charter (right to be consulted)
- Involvement Policy for the Housing Association Sector (2004)
- Housing Key Lines of Enquiry - KLOEs (2004) – Resident Involvement
- The Localism Bill (tbc) – Resident Scrutiny

Knowledge levels relevant to the assessment.

Service users: Involved Residents

STRAND	PROFILES / DATA / KNOWLEDGE
Age	-25 – 0% 26-35 – 17% 36-45 – 36% 46-55 – 21% 56-65 – 19% 66+ - 7%
Disability	With – 26%
Gender	Male – 36% Female – 64%
Race or Ethnicity	BME – 40%
Religion or Belief	Christianity – 33% Islam – 12% Buddhism – 5% Other – 2% No religion – 43% No data – 5%
Sexual Orientation	Heterosexual – 79% Refused to answer – 19% No data – 2%
Transgender	0%
Socio-Economic Factors	More involved residents are out of work, rather than in employment.

Local community as a whole: All residents

STRAND	PROFILES / DATA / KNOWLEDGE
Age	-25 – 12% 26-35 – 21% 36-45 – 28% 46-55 – 22% 56-65 – 12% 66+ - 4%
Disability	With – 24%
Gender	Male – 33% Female – 67%
Race or Ethnicity	BME – 33%
Religion or Belief	Christianity – 29% Islam – 10% Buddhism – 0.73% Other – 7%

	No religion – 42% No data – 6% Biggest religion/belief not represented by involved residents is Atheism at 1.98%
Sexual Orientation	Heterosexual – 76% Refused to answer – 11% No data – 10% LGB – 1.8%
Transgender	0%
Socio-Economic Factors	

Relevant regional or national context: Local Community

STRAND	PROFILES / DATA / KNOWLEDGE
Age	Under 30: BCC 30.4%, S. Glos 16.9% Over 65: BCC 14.4%, S. Glos 8%
Disability	BCC 14.5%, SGlos 17.8%
Gender	Male: BCC 49.4%, SGlos 50%
Race or Ethnicity	Female: BCC 50.6%, SGlos 50%
Religion or Belief	No religion: BCC 17.5%, SGlos 24.5% Christian: BCC 73.9%, SGlos 62.1% Islam: BCC 0.5%, SGlos 2.0% Other: BCC 8.3%, SGlos 11.4%
Sexual Orientation	LGB: BCC 6%, SGlos 6%
Transgender	No data
Socio-Economic Factors	

Relevant trends within service industry/profession:

STRAND	PROFILES / DATA / KNOWLEDGE
Age	
Disability	
Gender	
Race or Ethnicity	
Religion or Belief	
Sexual Orientation	
Transgender	
Socio-Economic Factors	

Assessment discussion and findings

Age – Using the information you have, discuss the possibilities for people of different ages to experience a different level of service or have different needs to access the service.

Positive – Actual or Potential	Negative – Actual or Potential
Actual – we have a good range of residents getting involved, in line with our resident profile (except under 25)	Actual - no under 25s involved. However 4% of the local offer survey residents were under 25. Strategy talks about tailoring services to ensure all residents have equal access to getting involved.
Can these be improved further?	Can these be justified?
Yes, by addressing the gap.	Not enough information at this stage to know.
Are these being promoted?	If not, How can we mitigate or remedy any negative?
No	Need to explore why they have not been getting involved.

Disability – Using the information you have, discuss the possibilities for people with disabilities to experience a different level of service or have different needs to access the service.

Positive – Actual or Potential	Negative – Actual or Potential
Actual - the gender profile of involved residents is very close to that of all residents.	
Can these be improved further?	Can these be justified?
Ensure that barriers to disabled people being involved are identified and addressed	
Are these being promoted?	If not, How can we mitigate or remedy any negative?
No	

Gender – Using the information you have, discuss the possibilities for men and women to experience a different level of service or have different needs to access the service.

Positive – Actual or Potential	Negative – Actual or Potential
Actual - the gender profile of involved residents is very close to that of all residents.	
Can these be improved further?	Can these be justified?
Ensure that any barriers are identified and addressed	
Are these being promoted?	If not, How can we mitigate or remedy any negative?
No	

Race or Ethnicity – Using the information you have, discuss the possibilities for people of different races or ethnic backgrounds to experience a different level of service or have different needs to access the service.

Positive – Actual or Potential	Negative – Actual or Potential
Actual – representation of BME residents is higher in involved residents than the whole resident population	Potential – anecdotally, Somali residents are under represented.
Can these be improved further?	Can these be justified?
Continue to ensure any barriers are addressed	No
Are these being promoted?	If not, How can we mitigate or remedy any negative?
No	Need to explore why they have not been getting involved and the best ways to involve them.

Religion or Belief – Using the information you have, discuss the possibilities for people with different religion or beliefs to experience a different level of service or have different needs to access the service.

Positive – Actual or Potential	Negative – Actual or Potential
Actual - the religion/belief profile of involved residents is very close to that of all residents.	Some religion/beliefs are not represented by involved residents. The largest is Atheism at 1.98% of all residents
Can these be improved further?	Can these be justified?
	Each of these beliefs is less than 2% and therefore a small number of people overall.
Are these being promoted?	If not, How can we mitigate or remedy any negative?
	Ensure that any barriers are identified and addressed

Sexual Orientation – Using the information you have, discuss the possibilities for people to experience a different level of service or have different needs to access the service based on their sexual orientation.

Positive – Actual or Potential	Negative – Actual or Potential
	There is no representation from lesbian, gay or bisexual residents.
Can these be improved further?	Can these be justified?
	Only 1.8% of residents overall are lesbian, gay or bisexual. This is a small number of people.
Are these being promoted?	If not, How can we mitigate or remedy any negative?
	Ensure that any barriers are identified and addressed

Transgender – Using the information you have, discuss the possibilities for Transgender people to experience a different level of service or have different needs to access the service.

Positive – Actual or Potential	Negative – Actual or Potential
No Solon residents have identified themselves as being transgender	
Can these be improved further?	Can these be justified?
Are these being promoted?	If not, How can we mitigate or remedy any negative?

Socio-Economic Factors – Using the information you have, discuss the possibilities for people to experience a different level of service or have different needs to access the service based on socio-economic factors such as low income, education levels, caring status, rural isolation.

Positive – Actual or Potential	Negative – Actual or Potential
Can these be improved further?	Can these be justified?
Are these being promoted?	If not, How can we mitigate or remedy any negative?

Summary of findings and actions required

Positive Impacts – Actual or Potential

Summary of findings	
Great range of ages involved The disability, gender and religion/belief profiles closely match that of all residents. Representation of BME residents is higher than across all residents.	
Actions required	
What can be done to promote?	Include in annual report / newsletter and on website.
How will this be done?	As part of strategy communication plan.
What resources are required?	Time to produce articles
Who will be responsible?	Resident Involvement Coordinator
When will this be done?	
How will this be measured?	

Negative Impacts – Actual or Potential

Summary of findings	
No under 25s or LGB residents are involved. Anecdotally Somali residents are not well represented Some of the smaller religion/belief categories (less than 2%) are not represented.	
Actions required	
What can be done to mitigate or remedy?	Need to explore why residents from these groups have not been getting involved and address any barriers.
How will this be done?	The Strategy action plan covers this
What resources are required?	RICO, assistance in approaching Somali residents.
Who will be responsible?	RICO
When will this be done?	See Strategy
How will this be measured?	Diversity profile of involved residents