

Equality Impact Assessment: Residents' Vulnerability Policy

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 5 th November 2024	Residents' Vulnerability Policy	To agree the updated policy	This policy is specifically designed to detail services for those people with a vulnerability; defined as someone in need of special care, support, or protection because of age, disability, risk of abuse or neglect

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Neutral	Low	This group of people are not adversely affected by this policy but where there may be language barriers if English is not the person's first language, there are mechanisms in place to provide translation services if needed. The policy specifically mentions how refugees and asylum may be vulnerable due to past experiences.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive	Low	Legislation governs all aspects of housing services provision in respect of protected characteristics such as those tenants with a disability. This policy recognises that those with a disability could be vulnerable, we will consider any variation or adjustment that might be required and is appropriate in the circumstance for a vulnerable resident. The policy recognises the broad nature of disability including mental health and that this can fluctuate over time.
Sex/Gender	Neutral	Low	Legislation governs all aspects of housing services provision in respect of protected characteristics.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			We understand that whilst the policy doesn't discriminate, there is a recognition that some genders could be affected differently depending on the vulnerability.
Gender reassignment	Neutral	Low	People who are undergoing gender reassignment may experience mental health issues due to societal influences or family issues.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral	Low	As above
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral	Low	It is recognised that there may be a higher rate of mental health issues for particularly young people in LGBTQ+ community due to societal or family issues.
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Positive	Low	Whilst the policy does not define groups of people as 'vulnerable' by default e.g., 'the elderly' or 'disabled', we will consider how we deliver our service taking into consideration vulnerable residents' needs, and circumstances, to help them to live well and sustain their tenancy.
Pregnancy and maternity including new and breast-feeding mothers	Neutral	Low	As above as this is a protected characteristic
Marriage and civil partnership status	Neutral	Low	As above as this is a protected characteristic

Actions identified that will mitigate any negative impacts and/or promote inclusion

Officer: Sarah Hemming

Date: 07.10.24