

Colchester Borough Homes

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: screening stage

Name of policy, service or strategy to be assessed:

- Pets policy

1. What is the main purpose of the policy, service or strategy?

- To give advice to tenants and staff about what circumstances we do not give permission for pets in CBC homes.

2. What main areas or activities does it cover?

- Keeping pets in CBC homes

3. Who are the main audience, users or customers who will be affected?

- Potential and current tenants, and staff in CBC

4. What outcomes do you want to achieve from the policy, service or strategy?

- The enjoyment of pets in suitable accommodation and building communities

5. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- CBC Environmental Control

6. Does the policy, service or strategy help to further or facilitate our 'general duty'¹ to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'² and those who do not?
- (c) foster good relations between people who share a protected characteristic and those who do not?

- Yes

If you have answered 'no', please give details of the reasons for this decision:

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7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
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¹ These three points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

² The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Age	Older people (60+)	The policy clarifies the circumstances when pets may and may not be kept in certain types of accommodation. Staff can implement the policy consistently. Large pets are not allowed in sheltered accommodation and in flats for pet welfare reasons – where there is no access to a private garden in the tenancy.	Staff can consistently treat all customers the same	Residents can see the basis on which decisions are made and challenge the decision if they want to.
	Younger people (17-25) and children (0-16)	ditto	ditto	Ditto
Disability	Physical	ditto	ditto	Ditto
	Sensory	Assistance animals are welcomed; the allocation process will help people find accommodation which is suitable for their and their pet's needs.	ditto	ditto

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
	Learning	The policy clarifies the circumstances when pets may and may not be kept in certain types of accommodation. Staff can implement the policy consistently. Large pets are not allowed in sheltered accommodation and in flats for pet welfare reasons – where there is no access to a private garden in the tenancy.	Staff can consistently treat all customers the same	Residents can see the basis on which decisions are made and challenge the decision if they want to.
	Mental health issues	ditto	ditto	Ditto
	Other – <i>please specify</i>			
Ethnicity ³	White	ditto	ditto	Ditto
	Black	ditto	ditto	Ditto
	Chinese	ditto	ditto	Ditto
	Mixed Ethnic Origin	ditto	ditto	Ditto
	Gypsies/ Travellers	ditto	ditto	Ditto
	Other – <i>please state</i>			
Language	English not first language	ditto	ditto	Ditto
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	ditto	ditto	Ditto
Religion or Belief	People with a religious belief (or none) ⁴	ditto	ditto	Ditto

³ Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British); African, Caribbean, Other Black (Black or Black British); White and Black African, White and Asian, White and Black Caribbean (Mixed); British, Irish; Other White (White); Chinese, Other (Other ethnic group).

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Sex	Men	The policy clarifies the circumstances when pets may and may not be kept in certain types of accommodation. Staff can implement the policy consistently. Large pets are not allowed in sheltered accommodation and in flats for pet welfare reasons – where there is no access to a private garden in the tenancy.	Staff can consistently treat all customers the same	Residents can see the basis on which decisions are made and challenge the decision if they want to.
	Women	ditto	Ditto	Ditto
	Transsexual / gender reassignment	ditto	Ditto	Ditto
Sexual Orientation	Lesbian, gay and bisexual	ditto	ditto	ditto
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership	ditto	ditto	ditto

⁵ Our legal duty in respect of 'marriage or civil partnership' extends only to the need to eliminate unlawful discrimination.

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality?

- People choosing to live in sheltered or flat accommodation are not allowed to have larger pets, e.g. dogs and cats, unless they have a private garden as part of their tenancy.

Please use the table below to indicate how the policy, service or strategy could have a positive or negative effect on any of the following equality groups (known under the Equality Act as ‘protected characteristics’). Include reference to any consultation, data or information that you have used in making this assessment about positive or negative effects.

‘Protected characteristic’ group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)	X	People will not be affected by the noise of larger pets or the impact of being approached by a neighbours pet	X	Older people will not have the companionship of a larger pet but they can have the companionship of a budgie, hamster, etc if they choose to.
	Younger people (17-25) and children (0-16)				
Disability	Physical				
	Sensory			X	Those who lose a sense after they have moved into a flat or sheltered accommodation. Assistance animals may not be suitable for their home
	Learning				
	Mental health issues				
	Other – <i>please specify</i>				
Ethnicity	White				
	Black				
	Chinese				
	Mixed Ethnic Origin				
	Gypsies/ Travellers				
	Other – <i>please state</i>				

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Language	English not first language				
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks				
Religion or Belief	People with a religious belief (or none)				
Sex	Men				
	Women				
	Transsexual / gender reassignment				
Sexual Orientation	Lesbian, gay and bisexual				
Marriage and Civil Partnership	People who are single, married or in a civil partnership				

9. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

- Yes, by potentially limiting the possibility of a residents benefitting from an assistance animal in their own home.

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

- The procedure allows for exceptions to be made by a Housing Manager. In addition adaptations could be made to their home on the advice of an occupational therapist that could take into account the needs of an assistance animal.

⁶ Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or Marriage and Civil Partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic' unless the practice can be objectively justified by a legitimate aim.

Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information. <input type="checkbox"/>	
Likely negative impacts have been identified but have been minimised/ removed. X	
Likely negative impacts were identified but have not been minimised or removed. <input type="checkbox"/>	
There is insufficient evidence to make a judgement. <input type="checkbox"/>	

12. Name and job title of person completing this form:

- Karen Williams Head of Housing Management

13. Date of completion:

- October 2017

14. Date for update or review of this screening:

- October 2019