

Equality Impact Assessment

Service Area Being Assessed:	Rykneld Homes Business Plan
Section:	Rykneld Homes
Date of Assessment:	2/6/21
Person(s) Responsible for Assessment:	Marcus Bishop
Is this a new or existing Policy?	Updated Business Plan for 2021-24

1.	Briefly describe the function being assessed	<ul style="list-style-type: none"> The Rykneld Homes Business Plan for 2021-24 			
2.	Who are the main stakeholders in relation to the function?	<ul style="list-style-type: none"> Tenants, residents and service users North East Derbyshire District Council RHL Board Members, and Operational Board Members Staff The wider community, including community groups, TARAs and clubs Partner organisations, including public, private and voluntary sectors. 			
3.	Who will be consulted as part of this EIA? What types of consultation will be carried out?	<p>The Business Plan has been developed through consultation with the RHL Operational Board, Involved Tenants Group, RHL Board, NEDDC Housing Strategy Team via online meetings and written feedback.</p> <p>The Business Plan supports the delivery of Objectives identified in NEDDC's Council Plan and Housing Strategy of which have their own EIA. Both these NEDDC documents identify the housing needs of the communities in North East Derbyshire and aim to support these through the Objectives adopted in RHL's Business Plan:</p> <ul style="list-style-type: none"> Supporting Communities and Vulnerable People Improving existing homes Increasing housing growth and promote home ownership 			
4.		<table border="1"> <tr> <td>Yes</td> <td>No</td> <td>What evidence exists to support your analysis?</td> </tr> </table>	Yes	No	What evidence exists to support your analysis?
Yes	No	What evidence exists to support your analysis?			

	Does the strategy have a differential impact on <u>racial groups</u> ?		✓	<p>Nothing in the Business Plan has any negative differential impact on racial groups.</p> <p>Rykneld Homes has an Equality and Diversity Policy , that meets the requirements of the Equality Act 2010 , Public Sector Equality Duty and confirms RHL's support of the Stephen Lawrence inquiry definition of institutional racism. All actions contained within the Business plan will be conducted in adherence to the above.</p> <p>The Business Plan will be accessible in different formats and language upon request.</p>
5.	Does the function have a differential impact due to <u>gender</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	<p>The Business Plan does not have any differential impact due to gender, Rykneld Homes' Equality and diversity policy is adhered to.</p> <p>All Community Involvement Activities run groups and activities are open to all and encourage participation from any gender. We seek involvement from all groups to ensure involvement groups are representative of the wider RH customer base.</p> <p>RHL reports and publishes the gender pay differentials for staff.</p> <p>RHL has promoted career opportunities in the construction industry in local schools to encourage children to consider the construction industry which remains underrepresented by female operatives.</p>
6.	Does the function have a differential impact on <u>disabled people</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	<p>Equality and Diversity Policy principles and expectations will be kept when delivering all aspects of the Business Plan.</p> <p>One of the defining characteristics of the NED population is a higher than average amount of people with a long term limiting illness. RHL has a continuing programme of adaptations to help people to maintain their independence by adapting their homes. Allocations are made in full consideration of housing need including any disability the customer may have which may impact on the property type and size they require.</p>

				<p>RHL also provide a Community Alarm Service that is available to tenants and owner occupiers in the NED and adjoining districts. The service provides appropriate technology to give people vulnerable peace of mind that help is available at the touch of a button. One of the aims in the new Business Plan 2021 is to promote this service widely to offer support to more people.</p> <p>The Community Involvement Team always consider accessibility when planning and delivering projects in the community. The team ensures that the groups we support also have robust policies to ensure inclusivity for all. The CIT run chair-based exercise classes, which help people with mobility difficulties to keep fit and remain active. The new Community Involvement Strategy confirms RHL's adoption of the new Together with Tenants Charter – a key part of the new Social Housing White Paper.</p> <p>On customer request information can be saved to ensure we are able to accommodate reasonable adjustments to service delivery for disability.</p> <p>The Business Plan will be accessible in different formats and language upon request.</p>
7.	<u>Does</u> the function have a differential impact due to <u>age</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	<p>One of the defining characteristics of the NED population is a higher than average amount of people elderly people.</p> <p>RHL's service delivery includes flex's to provide additional support to elderly people. An example of this is prioritised repair response times for vulnerable and elderly people.</p> <p>The Community Involvement Team will be delivering a project to support older people to develop IT skills so they can engage in the modern world e.g. join virtual events and meetings. The team provide support to many groups that cater for older people.</p> <p>RHL's has proactively sought to encourage younger people to engage with service through its Community Improver project. This has successfully enabled us to recruit a former Community Improver to our Operational Board that leads on operational service delivery. In 2021 the Operational Board will lead on RHL's</p>

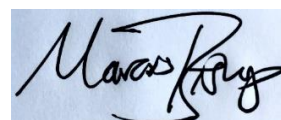
				new commitment to the Together with Tenants Charter.
8.	<u>Does</u> the function have a differential impact due to <u>sexuality</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	Nothing in the Business Plan has a differential impact due to sexuality. RHL's induction programme requires staff to complete Equality and Diversity Training. This includes a section on sexuality , setting out the Equality Act 2010 requirements in terms of protected characteristics.
9.	<u>Does</u> the function have a differential impact due to <u>religion or belief</u> ?	Yes	No	What evidence exists to support your analysis?
			✓	Nothing in the Business Plan discriminates in terms of religion or belief. This is carried through to the service delivery by individual teams. For example, our Community Involvement Teams ensures that projects are run in venues that will not discourage people from becoming involved in activities. Reasonable adjustments can be and are made in service delivery to accommodate customer's religion or belief. Requests are always considered and respected on these grounds.
10.	<u>Does</u> the function have a differential impact due to any other protected or vulnerable characteristics including marriage or civil partnerships, pregnancy or maternity ?	Yes	No	What evidence exists to support your analysis?
			✓	Nothing in the Business Plan has a differential impact due to any other protected or vulnerable characteristics. RHL's service delivery can be flexed to ensure that someone in vulnerable circumstance such as pregnancy is prioritised. Examples of this include repair response times and the work of our Community Involvement Team that looks to improve the health of community members, for example through exercise classes, healthy eating projects and signposting to third parties for specific support. RHL changed its service delivery during the Covid pandemic to provide alternate service to vulnerable people. This included the provision of food parcels and medication deliveries working with local food banks, the Council other and other partner agencies. 20% of RHL's staff have the Mental Health First Aider qualification to provide support customers and staff.

If the answer is NO to all questions 4-10 and no differential treatment has been found, there is no requirement for a full Equality Impact Assessment. Please go back regularly and review the cycle.

If the answer is YES to any of the questions 4-10, please continue to question 11.

11.	In what areas could the differential impact identified in 4-9 be considered to be an adverse impact in this function? (Please tick if yes)	Other protected characteristics	Race	Gender	Disability	Age	Sexuality	Religion/belief
12.	What solutions will be introduced to overcome these adverse impacts?	No adverse impacts are identified.						
13.	In what areas does this service mitigate possible differential impacts? (Please tick)	Other protected characteristics	Race	Gender	Disability	Age	Sexuality	Religion/belief
14.	What Strategies are in place to safeguard and spread these impacts?	No adverse impacts are identified. RHL's Strategies and Policies are published on RHL's website, please follow link; Rykneld Homes Ltd - Housing Management in North East DerbyshireHome						
15.	Which Action Plans have these solutions/Strategies been transferred into?	The Delivery Plan 2021 appended to the Business Plan identifies the service actions that support the objectives in NEDDC's Council Plan and Housing Strategy. RHL's Service specific policy documents also detail how services are delivered to support customers.						

Signed off by M. Bishop, Head of Business Development:



Date: 2/6/21

Consultation Comments

The Business Plan has been developed through consultation with the RHL Operational Board, Involved Tenants Group , RHL Board, NEDDC Housing Strategy Team . The Board approved the adoption of the objectives identified in NEDDC's Housing Strategy. The design and focus of the Business Plan followed recommendations that the objective to Supporting Communities and Vulnerable People was a key commitment. All staff undertake Equality and diversity training and receive regular refresher training.
