

Derby Homes Initial Equality Impact Assessment Recording Form

Derby Homes Initial Equality Impact Assessment (EqIA) Recording Form		Ref No:
Title of Assessment	Governance Arrangements	009/09I
Service Area	Governance	
Aim	To promote the rights of tenants and leaseholders and ensure equitable treatment for all. To meet the legislative responsibilities of Derby Homes to ensure the organisation operates in a way that is fair, efficient and effective.	
Functional Lead/s	Jackie Mitchell	
Stakeholders	Board Members, Staff, Tenants, Leaseholders, Derby City Council and Partner Organisations	
Responsible Owner Who can change this?	Derby Homes Senior Management Team	

Terms of Reference

Derby Homes is a non profit making registered company that is wholly owned by Derby City Council (DCC). Its methods of operation are as set out in:

- Memorandum and Articles of Association
- Service agreement between the City Council and Derby Homes
- Tenancy agreements
- Tenants compact
- Tenants and Leaseholder handbooks
- Council housing allocations and lettings policies
- Derby Homes housing policies and procedures
- Derby Homes personnel and equalities policies
- This document, including standing orders and financial regulations and Code of Conduct for Board members.

For the purpose of initial assessment this report will consider the policy document 'Governance Arrangements' as approved by Derby Homes Board in 2007. That document explains the rights of tenants and leaseholders and how Derby Homes is governed.

The report does not consider the Memorandum and Articles of Association and Services Agreement which form part of the Governance Arrangements, as these are under the jurisdiction of Derby City Council.

Relevant Legislation

Derby Homes is an Arms Length Management Organisation (ALMO), which means it is a statutory body that can only do what it is entitled to do by statute directly or by implication (The Local Government Act 1985, Section 27).

Derby Homes recognises that it has a statutory duty to have due regard to the need to eliminate unlawful discrimination and to promote good relations between persons of different racial groups, between genders and for people with disabilities.

In addition Derby Homes recognises its statutory duties to ensure that employees are protected from discrimination and harassment on the grounds of their gender, racial group, religion or belief, age, disability or sexual orientation.

Derby Homes Initial Equality Impact Assessment Recording Form

Derby Homes aims to ensure that as an employer or as a provider of services that it does not unlawfully discriminate against individuals on the grounds of their gender, racial group, religion or belief, age, disability or sexual orientation.

Sections 94 to 97 of the Local Government Act 1972 sets out the actions to be undertaken by Board members in respect of a financial interest or advantage.

As a registered Company, Derby Homes has to comply with the requirements of the Companies Act 2006.

Evidence

The following sources of information have been taken into account:

- The profile of Derby using the Census 2001 results and mid year estimate adjustments
- Tenant and Leaseholder Records held in our Housing Management System – Academy
- Accident Reports – where relevant
- Complaints from Stakeholders – where relevant
- Customer Satisfaction Surveys
- Issues raised by resident and staff forums

Overview

Board Profile

The make up and profile of the Board broadly reflects the economically active sector of the City across the dimensions of Age, Gender, Ethnicity and Disability.

We have not carried out equalities monitoring of Independent Board Members but this is an area which will be addressed. Profile information is available for tenant and Council Board Members through Academy and Council sources.

The Code of Conduct for Board Members clearly sets out Derby Homes' expectations of its Board and Local Board Members in respect of equal opportunities. The Board has appointed one of its members to champion Equalities and Diversity issues.

Access to Information

The document sets out clearly which type and level of information will be shared, either at meetings which may be open to the public or in records and minutes, available within specified periods after meetings.

Agendas, reports and minutes, that are available for public scrutiny, are available on request to members of the public, or can be downloaded from our website.

Notices of meetings, including agendas, are displayed at all our offices.

Derby Homes Initial Equality Impact Assessment Recording Form

Meetings are open to all members of the public and are held in fully accessible venues with hearing loops and induction systems. Child care and transport arrangements are supported.

Our documents are written in English but translation and interpretation services are provided as required.

Decision making and Consultation

Through a balanced set of arrangements, tenants and leaseholders are able to access opportunities to influence decisions which affect them and the neighbourhood in which they live.

Consultation takes place systematically and all information is made available in a variety of formats. Translation and interpretation services are provided as required.

Tenants and leaseholders can raise written questions at our Board and Local Housing Board meetings. They can choose whether to attend the meetings and will receive a written reply.

Recruitment of Board Members

The procedures for recruiting Board Members are clearly set out in the document and follow a fair and open process. Efforts are taken to address issues of Diversity.

Assessment of Impact - Summary

An assessment of the possible impacts in terms of the 6 equality strands is set out below.

The Code of Conduct for Board Members clearly sets out Derby Homes' expectations of its Board and Local Board Members in respect of equal opportunities. The Board has appointed one of its members to champion Equalities and Diversity issues.

Religious Belief or Faith

It is not thought likely that Derby Homes Governance Arrangements will have an adverse impact in terms of Religious Belief or Faith. A positive impact may be discerned in that meetings are arranged to accommodate the devotional requirements for Muslims, i.e. we do not hold meetings on Fridays.

Ethnic Group

It is not thought likely that Derby Homes Governance Arrangements will have an adverse impact in terms of Ethnicity. In fact a positive impact is noted as Derby Homes operate to the highest standards of Equality and Diversity, having a policy and procedures, Equality Scheme and Action Plans. Monitoring shows a proportionate take up of opportunities to participate amongst Black, Minority and Ethnic (BME) individuals.

Age

Derby Homes Initial Equality Impact Assessment Recording Form

It is not thought likely that Derby Homes Governance Arrangements will have an adverse impact in terms of Age. Actions are taken to promote opportunities across all sectors of society.

Middle aged and older people are well represented on the Board. However, younger people are not and this could have a low negative impact for this age group.

Sexuality

It is not thought likely that Derby Homes Governance Arrangements will have an adverse impact in terms of Sexuality. Monitoring will be extended to gathering sensitive personal information including this dimension.

Gender

It is not thought likely that Derby Homes Governance Arrangements will have an adverse impact in terms of Gender. Actions are taken to promote opportunities for both men and women in all sectors of society and the gender profile of the Board reflects this, mirroring that of the profile of the city. Routine monitoring takes place to check that this balance is maintained wherever possible, whilst taking into account election and recruitment processes.

Disability

It is not thought likely that Derby Homes Governance Arrangements will have an adverse impact in terms of Disability. Meetings are held in fully accessible DDA compliant venues with hearing loops and induction systems. Transport arrangements are supported and translation and interpretation services are provided as required. This amounts to a positive impact as, whilst these arrangements meet the needs of disabled people, Derby Homes also promotes positive attitudes to and encourages the participation of disabled people in public life.

Interactions between strands

It is thought likely that Derby Homes Governance Arrangements will have a positive impact in terms of interactions between strands as all residents are able to access opportunities through the Governance Arrangements. The Equality Impact Assessment completed on policies such as physical access to Buildings and Offices support this.

1. Does this service area have any impact either positive or negative?

Equality Strand	Groups	Positive Impact			Negative Impact			Comments
		High	Low	Nil	High	Low	Nil	
Gender	Women	x					x	Meetings held in evening Childcare expenses paid
	Men	x					x	Meetings held in evening Childcare expenses paid
Trans People		x					x	
Ethnicity	Asian or Asian British People	x				x		Represented on the Board – vacancies for Board positions advertised in BME community centres and promoted by BME staff. Documents written in English (translated on request)

Derby Homes Initial Equality Impact Assessment Recording Form

Equality Strand	Groups	Positive Impact			Negative Impact			Comments
		High	Low	Nil	High	Low	Nil	
	Black or Black British People	x				x		Represented on the Board – vacancies for Board positions advertised in BME community centres and promoted by BME staff. Documents written in English (translated on request)
	White People (including Irish people)	x					x	
	EU-A8 Accession *					x		Not represented on the Board. Documents written in English translated on request
	Chinese People					x		Not represented on the Board Equalities monitoring not undertaken Documents written in English translated on request
	Other racial/ethnic group (please specify)							Not represented on the Board Documents written in English translated on request
	Mixed Race					x		Not represented on the Board Documents written in English translated on request)
	Gypsies and Travellers							
	Disabled People	x					x	Accessible venues, transport to meetings, documents produced in large print on request.
	Lesbians, gay men and bisexuals			x		x		Equalities monitoring not undertaken.
Age	Older people (60+)	x					x	
	Younger People (17-25) and children			x		x		Not represented on Board
	Faith Groups		x					Days and times of meetings arranged to accommodate some groups.
	Equal Opportunities and/or improved relations	x					x	Expenses paid for childcare, travel. Code of Conduct clear on Board Members personal conduct and promotes Equal Opportunities

*A8 States that joined the European Union in 2004 (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)

Derby Homes Initial Equality Impact Assessment Recording Form

2. Does or could, the service area contribute to a specific duty in equality law?

Duty	YES	N O	Unclear +
Promoting good relations between members of different racial groups	x		
Eliminating the harassment of people because of their race, disability, gender, age, sexual orientation or religion/belief	x		
Promoting positive attitudes towards disabled people	x		
Encouraging the participation of disabled people in public life	x		
Providing for the needs of disabled people	x		
Promote equality of opportunity between men and women	x		

Date of completion	30 November 2007
Date due for review	By 30 November 2008
Partial Assessment Required	No
Full Assessment Required	No