

**Appendix 4:
Initial screening Equality Impact Assessment:
Tenants Involvement Strategy**

1. Which group (s) of people has been identified as being disadvantaged by your proposals? What are the equality impacts?

The overall project has been co-ordinated through TPAS and aligned with the TPAS Resident Involvement Quality Standards.

The consultation that took place to develop the strategy had a good response rate from tenants and leaseholders and the equalities data reflected the profile of residents within Oxford City Council Housing stock. Data was collected across all seven equality strands.

One area to be developed is to engage more young people and the strategy embraces this by ensuring that there are a range of mechanisms and tools used to engage more young people. This has already started to be addressed through development of social media tools and working directly with young people to address local issues e.g. through using video.

To achieve TPAS accreditation, all future resident involvement should be run in accordance to Equality and Diversity principles. Future involvement should seek to understand and reflect the views of all diverse groups of residents and be accessible to the wider community. TPAS also recommend that OCC compile data of the resident profile across all 7 Equality Strands by house type and local management area to help establish what is representative and link resident profile information to involvement and develop a more targeted approach to increase under represented groups.

2. In brief, what changes are you planning to make to your current or proposed new or changed policy, strategy, procedure, project or service to minimise or eliminate the adverse equality impacts?
Please provide further details of the proposed actions, timetable for making the changes and the person(s) responsible for making the changes on the resultant action plan

The strategy has been developed through an Officer/Tenant steering group and been led by TPAS. The strategy has a comprehensive action plan which details specific actions and timescales.

To support co-regulation, Oxford City Council Housing will:

- Offer all tenants/leaseholders a wide range of opportunities to be involved in the management of their housing, including the ability to influence strategic priorities, the formulation of housing related policies, and the delivery of housing resident services
- Consult with tenants and act reasonably in providing them with opportunities to agree local offers for service delivery
- Provide tenants with a range of opportunities to scrutinise performance against all standards and in the development of the Annual Report
- Provide support to tenants to build their capacity to be more actively involved.

3. Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

Please note that you are required to involve disabled people in decisions that impact on them

The consultation undertaken to develop the Tenants Involvement Strategy was approved through the Public Involvement Project Board. It was sent to all OCC Households and was also available online. The strategy details that over the life of the strategy, we will:

- Develop this structure including all support documentation (terms of reference, codes of conduct etc.) and provide the support and resources required to ensure involvement effectively delivers the outcomes set out
- Promote involvement and effectively recruit to increase the numbers and broaden the diversity of those residents who are involved
- Assess the impact of our involvement activities and review the methods of involvement on an annual basis, focussing our time and resources on the most popular and effective and on developing new and innovative involvement opportunities to replace those which are proven not to work

4. Can the adverse impacts you identified during the initial screening be justified without making any adjustments to the existing or new policy, strategy, procedure, project or service?

Please set out the basis on which you justify making no adjustments

The adverse impacts are minimal as the strategy and action plan include details of monitoring the resident profile of those involved against the profile of all OCC tenants/leaseholders. We have already identified that young people are a group that needs to be targeted by appropriate engagement methods. We want to be effective in enabling wider involvement and to do this, the action plan includes the development of a 'need to reach strategy' and we will also ensure that information is available in a variety of formats and actively involves tenants/leaseholders in its development.

5. You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please provide details of how you will monitor/evaluate or review your proposals and when the review will take place

Monitoring and review is detailed in the action plan which is included in the strategy. The action plan will be regularly reported on to the Housing Board.

Lead officer responsible for signing off the EqIA: Stephen Clarke and Angela Cristofoli

Role: Head of Housing / Communities and Neighbourhoods Manager

Date: 22nd October 2012

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