

## Appendix 3 – Initial Equalities Impact Assessment

### Initial Equalities Impact Assessment

1. Within the aims and objectives of the policy or strategy which group (s) of people has been identified as being potentially disadvantaged by your proposals? What are the equality impacts?

As this project provides additional support to customers, no group(s) should be disadvantaged. This is because the existing support available will not decline as a result of the project. In general, tenants in the private sector are less able to access support due to the insecure nature of their tenancies and less emphasis being put on this group.

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

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

We are not consulting externally on the project but have engaged with parties in the 3<sup>rd</sup> sector and also the organisations who deliver services to ensure no negative impacts arise as a result of the project.

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

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

A bi-monthly evaluation of the project will be undertaken and we will be tracking the diversity of our caseload on an ongoing basis to mitigate any risks.