

Title of Report: Equality Impact Assessment - Revision of ASB policy and procedure	
Decision Making Body: Hackney Homes Executive Team	Date:
Classification: For Information	Report of: Interim Head of Resident Services
Item Previously considered at: N/A	On Which Date: N/A
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Report Outline:

INTRODUCTION

1. What is an Equality Impact Assessment?

An Equality Impact Assessment is a systematic way of establishing the likely equality implications (both positive and negative) either of implementing a new policy or initiative or of the operation of a current policy function or service. An EIA will help the service to identify the equality consequences of a policy, function, service or procedure and implement positive action to ensure that the identified negative impact is eliminated.

There are three positive equality duties which require Hackney Homes to promote equality and eliminate discrimination, all of which have a requirement to conduct EIAs:

- Race Relations (Amendment) Act 2000 requires Race Equality Impact Assessments
- Disability Discrimination Act 2005 places similar duties on promoting equality for disabled people (since December 2006)
- Equality Act 2006 requires promotion of equality between women and men (since April 2007)

2. Review of Equality Impact Assessments

Both initial and full EIAs require the relevant Director and the Service Development Team (quality check) to sign off the reports and action plans. Completed EIA's and action plans will be reported to the Executive Team, the Equality & Diversity Group (for information purposes) and summary to the Board. Progress of the Hackney Homes EIA Programme will be monitored on a quarterly basis by the Hackney Homes Equality & Diversity Group.

3. Overall Aims and Objectives

To ensure that Hackney Homes' Anti Social Behaviour (ASB) policies and procedures are robust, evidence-based, effective, and respond to the aspirations of residents and address the criteria used by external inspectors and regulators (e.g. Audit Commission, TSA) to form a judgement on the quality of the individual services and overall offer of Hackney Homes.

4. Main Beneficiaries

- Potential and actual victims of ASB
- Perpetrators of ASB, through corrective action and compliance with the standards of behaviour consistent with the Respect Standard.
- Expected
- Hackney Homes staff, through delivery of safer working environments
- All residents in Hackney Homes properties

All residents in the London borough of Hackney, regardless of tenure

EQUALITY IMPACT ASSESSMENT

1. **Summary of Positive Impacts by different groups.** **Age:** reduced fear of and impact of ASB through a more effective preventative and enforcement regime. **Disability:** reduced fear of and impact of ASB through a more effective preventative and enforcement regime, and improved reporting frequency through enhanced publicity and staff training. **Ethnicity:** reduced fear of and impact of ASB through a more effective preventative and enforcement regime, and improved reporting frequency through enhanced publicity and staff training. **Gender:** reduced fear of and impact of ASB through a more effective preventative and enforcement regime, and quick-exit system for IT reporting to reduce DV as a result of perpetrator observing report. **Race:** reduced fear of and impact of ASB through a more effective preventative and enforcement regime, and production of translated literature with particular target for leaflet in Turkish language. **Religion/belief:** reduced fear of and impact of ASB through a more effective preventative and enforcement regime. **Sexual orientation:** reduced fear of and impact of ASB through a more effective preventative and enforcement regime. All of the above will be enhanced through robust and reviewed consultation, complaints, and monitoring systems with resident input to suggest and monitor changes.

- 2. Summary of Negative Impacts by different groups. In respect of age, disability, ethnicity, gender, race, religion/belief, sexual orientation.** Failure to report due to lack of confidence in system/language difficulty/lack of recognition of Hate Crime as ASB (see EIA for detail). To be addressed through (1) leaflets in translation indicating range of service and importance of reporting ASB; staff sensitivity training especially with regard to LGBT and Gender Reassignment people.
- 3. Summary of internal/external research or consultation(s) carried out:** Analysis of ASB reports by frequency and type on Universal Housing: data from the HH Equalities and Diversity Policy (current and draft versions); Publication by CIH on equalities and diversity policy and good practice (March 2010).
- 4. Recommendations.**

There should be:

- Further consultation carried out by resident and staff focus groups on the effectiveness of literature on policies and procedures, and routes of reporting, as well as the customer-friendliness of staff when reports made. (by 31 July 2010)
- Changes to the IT reporting system to eliminate or reduce risk of perpetrators accessing DV reports to increase customer safety. (By 30 September 2010)
- Statistical analysis of take-up rates to further identify differential reporting levels by equalities strand so that this can be rectified via publicity, adjusting reporting routes and staff awareness training. (Quarterly, commencing Q3 2010)

If you have any questions about this report, please contact Wayne Hylton on 0208 356 1905 or email: Wayne.Hylton@hackneyhomes.org.uk