

East Suffolk - Equality Impact Analysis (EqIA)

EqIA reference: **EQIA616133394**

Service area/Team conducting EqIA: **Tenant Services Housing**

Officer conducting the EqIA: **Marlon Bruce**

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Responsible Cabinet member: **Cllr Beaven**

Name of project/policy/initiative or action: **Tenant Engagement Strategy 2024 - 2027**

Is this a new project, policy, initiative or action that directly impacts people: **Yes**

Date of EqIA: **20/05/2024**

Does the project/policy/initiative/action relating to this EqIA have the potential for positive or negative impact on any of the protected characteristics?

Characteristic - Impact

Age: **Positive**

Reason: **The Tenant Engagement Strategy positively impacts various age groups by designing activities and support systems that cater to both younger and older Tenants. For the elderly, the strategy includes initiatives, community events, and digital literacy programs to ensure they remain engaged and informed. For younger Tenants, it offers upskilling opportunities, youth focused partnerships, and activities that foster leadership and community involvement. Negative impacts, such as potential exclusion due to physical accessibility issues or digital divide, are minimized by ensuring all events and communications are accessible in multiple formats (e.g., in-person, online, large print). The strategy will also promote intergenerational activities to build bridges between different age groups, fostering a more inclusive community.**

Disability: **Positive**

Reason: **The strategy positively impacts Tenants with disabilities by incorporating accessibility into all aspects of tenant engagement. This includes providing sign language interpreters, accessible venues, and materials in Braille or large print. Efforts are made to ensure that digital content is compatible with screen readers and other assistive technologies. Negative impacts, such as potential physical barriers or communication challenges, are minimized by conducting accessibility audits and continuously consulting with disabled Tenants to identify and address any issues. Additionally, training is provided to staff on disability awareness and inclusive practices, ensuring that engagement activities are accessible and welcoming to all.**

Gender reassignment: **Positive**

Reason: **The strategy fosters a positive impact by promoting an inclusive and respectful environment for Tenants undergoing gender reassignment. This includes using preferred names and pronouns, offering gender-neutral facilities (where possible), and ensuring that policies and communication are sensitive to the needs of transgender individuals. Negative impacts, such as inadvertent misgendering or exclusion, are minimized through staff training on gender diversity and inclusion. The strategy also provides platforms for transgender Tenants to voice their concerns and participate in decision-making processes, ensuring their needs and perspectives are considered in all engagement activities.**

Marriage and civil partnership: **Positive**

Reason: **While the strategy may have a neutral impact on marriage and civil partnership, it still ensures that all forms of relationships are respected and acknowledged. Engagement activities and policies are designed to be inclusive, reflecting the diversity of modern relationships. Any negative impacts, such as unintentional exclusion of certain relationship statuses, are minimized by promoting an inclusive approach that considers the needs of all couples, regardless of their marital status. The strategy also provides support for Tenants in civil partnerships, ensuring they have equal access to all engagement opportunities and resources.**

Pregnancy and maternity: **Positive**

Reason: **The strategy positively impacts pregnant people and new parents by providing tailored support and ensuring engagement activities are accessible and family-friendly. This includes offering childcare during events, flexible scheduling, and resources specifically for new parents. Potential negative impacts, such as accessibility issues for pregnant people or new parents, are minimized by ensuring venues are accessible and by providing remote participation options. The strategy also includes targeted outreach to ensure that pregnant people and new parents are aware, and can participate in engagement activities, helping to build a supportive community network.**

Race: **Positive**

Reason: **The strategy positively impacts racial and ethnic minorities by promoting culturally sensitive engagement and ensuring representation in decision-making processes. This includes providing translation services, culturally appropriate outreach, and celebrating cultural diversity through community events. Negative impacts, such as language barriers or cultural misunderstandings, are minimized by actively involving diverse communities in the planning and execution of engagement activities.**

Religion or belief: **Positive**

Reason: **The strategy supports positive impacts by accommodating the diverse religious practices of tenants, ensuring that engagement activities respect and incorporate various religious beliefs and observances. This includes scheduling events around major religious holidays, providing spaces for prayer, and ensuring dietary requirements are met at community gatherings. Negative impacts, such as scheduling conflicts or exclusion of certain religious groups, are minimized through continuous consultation with religious leaders and Tenants.**

Sex: **Positive**

Reason: **The strategy positively impacts Tenants of all genders by ensuring equal participation opportunities in engagement activities. This includes addressing any gender-specific barriers and promoting gender equality in all aspects of tenant engagement. Potential negative impacts, such as gender biases or unequal access, are minimized by implementing gender-sensitive policies and practices. The strategy also includes targeted outreach to ensure that people and intersections can equally benefit from and contribute to engagement activities.**

Sexual orientation: **Positive**

Reason: **The strategy fosters a positive impact by creating a welcoming and inclusive environment for LGBTQ+ Tenants. This includes ensuring that all engagement activities and communications are free from discrimination and bias. Negative impacts, such as potential exclusion or harassment, are minimized through staff / tenant training on LGBTQ+ issues and by promoting a culture of respect and inclusion. The strategy also provides platforms for LGBTQ+ Tenants to share their experiences and participate in decision-making processes, ensuring their needs and perspectives are represented.**

Deprivation/Socio-economic Disadvantage: **Positive**

Reason: **The strategy positively impacts Tenants facing socio-economic disadvantages by focusing on engagement in deprived areas and considerations for providing support services to remove barriers to participation (subject to budget approval). This could include offering financial assistance for event participation, providing free or low-cost community activities, and ensuring access to essential services. Negative impacts, such as financial barriers or lack of access to information, are minimized through targeted outreach and support programs.**

What evidence or data has been collated or used to support the completion of this EqIA:
Engagement with other East Suffolk Council teams/departments, Published documents/reports/data

Details for published documents:

As a result of undertaking this EqIA do you need to provide information relating to the policy, project, initiative or action to the public in a different language or form and how do you propose to do this: **It is essential the Tenant Engagement Strategy is accessible, including those needing different languages or formats. We will provide translations of key documents in commonly spoken languages, and produce materials in Braille, large print, and audio formats for those with visual impairments. Our website will meet accessibility standards,**

and we will offer videos with subtitles and sign language. Additionally, during the consultation phase we will engage with Tenants to disseminate information and gather feedback, ensuring inclusive participation.

As a result of completing this EqlA, has the Author, Service team, Project manager made any changes or adjustments to the policy/project/initiative/action: **No**