

EQUALITY SCREENING

Equality Impact Assessment guidance should be considered when completing this form.

POLICY/FUNCTION/ACTIVITY	LEAD OFFICER
Housing Services Compensation Policy	Luisa Cantore-Norris

A. What is the aim of this policy, function or activity? Why is it needed? What is it hoped to achieve and how will it be ensured it works as intended? Does it affect service users, employees or the wider community?

The aim of this proposed new policy is to ensure that service failures and complaints are addressed quickly and efficiently and that a fair and transparent approach to discretionary compensation is applied for all tenants.

Where financial payments are appropriate, they will be proportionate to loss or inconvenience incurred.

B. Is this policy, function or activity relevant to equality? Does the policy, function or activity relate to an area in which there are known inequalities, or where different groups have different needs or experience? Remember, it may be relevant because there are opportunities to promote equality and greater access, not just potential on the basis of adverse impacts or unlawful discrimination. The Protected Characteristics are; Sex, Age, Disability, Race, Religion and Beliefs, Sexual Orientation, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity.

This policy does not relate to an area where there are currently known inequalities however, there is currently little data available to analyse regarding the award of discretionary compensation. As time goes on such data will be gathered, if possible, to form evidence based data on whether protected characteristics are more or less engaged.

The aim of this policy is that where service failures occur, for them to be resolved quickly and efficiently and for suitable remedies to be explored including financial payments where appropriate.

This policy is relevant to equality as it applies to all Council tenants. It promotes equality and provides flexibility in the resolution of issues so that any compensation awarded reflects the level of service failure for which RBC is responsible, as well as the effect on the individual tenant(s).

This policy will be made available on the Council's website and in other formats as required if to ensure it is accessible to all.

If the policy, function or activity is considered to be relevant to equality then a full Equality Impact Assessment may need to be carried out. If the policy function or activity does not engage any protected characteristics then you should complete Part C below. Where Protected Characteristics are engaged, but Full Impact Assessment is not required because measures are in place or are proposed to be implemented that would mitigate the impact on those affected or would provide an opportunity to promote equalities please complete Part C.

C. If the policy, function or activity is not considered to be relevant to equality, what are the reasons for this conclusion? Alternatively, if there it is considered that there is an impact on any Protected Characteristics but that measures are in place or are proposed to be implemented please state those measures and how it/they are expected to have the desired result. What evidence has been used to make this decision? A simple statement of 'no relevance' or 'no data' is not sufficient.

A full impact assessment is not required as this new policy is being put in place to have a positive impact on all tenants by ensuring that complaints and service failures are compensated as appropriate in a, fair and transparent way.

There is no evidence that tenants with any of the nine protected characteristics will be negatively impacted by this policy. Rather, it is anticipated that this policy will promote equality.

It is therefore considered that the Council will comply with its Public Sector Equality duty when endorsing this Policy and a full impact assessment is not required at this stage.

This screening assessment will need to be referred to the Equality Group for challenge before sign-off.

Date completed: January 2022

Sign-off by senior manager: Corporate Head of Housing