

## Equality Impact Assessment

### Keeping of dogs and other pets

# Signing off when assessment is completed

Sign off by GM Cohesion and Equalities ..... Date

Sign off by OMT/Chair Departmental Equality Group .....Date

Date published on the internet .....

### Review

<p><b>Review date</b></p> <p>A date for review is required for this EIA to be refreshed and reviewed.</p> <ul style="list-style-type: none"> <li>• This date will be captured corporately</li> <li>• You must ensure that this review is carried out in time to meet this date</li> </ul>	<p>Please indicate date below</p>
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## Stage 1 – Scope of the equality Impact Assessments about your piece of work

1 Directorate	Housing Management
2. Policy / Strategy / Service to be assessed:	Keeping of dogs and other pets
3. Lead Officer:	Hakeem Osinaike
4. Equality Impact Assessment Person / Team:	Andrew Walkinshaw
5. Date of Assessment:	22 September 2015
6. The main purpose and outcomes of policy/strategy / service to be assessed	The council is committed to re-assessing its policies, strategies, functions and services, usually within a three year cycle, and it is committed to publishing its findings.

	<p>A review of key housing management policy and procedures in relation to keeping of dogs and other pets started in 2014. The purpose and outcomes to be achieved in this assessment is to ensure all functions and business processes of the council are able to demonstrate the way in which they promote equality.</p>
<p>7. Groups who the piece of work should benefit or apply to, for example:</p> <ul style="list-style-type: none"> <li>- Service users</li> <li>- Staff</li> <li>- Other internal or external stakeholder</li> </ul> <p>(Will the piece of work be delivered in partnership with another agency?)</p>	<p>This equality impact assessment should benefit and apply to the following groups:</p> <ul style="list-style-type: none"> <li>• Council tenants and leaseholders</li> <li>• Housing Officers</li> <li>• Support Service Officers</li> <li>• Noise Abatement Team</li> </ul>
<p>8. Any associated strategies or guidelines i.e. legal/national /statutory</p>	<p>There are a number of Acts of Government that we need to know about.</p> <ul style="list-style-type: none"> <li>• <b>Dangerous Wild Animals Act 1976</b> – a tenant is not allowed to keep any animal that is classed as dangerous under this Act. (Dangerous Wild Animals List) <a href="http://www.legislation.gov.uk/ukpga/1976/38">http://www.legislation.gov.uk/ukpga/1976/38</a></li> <li>• <b>Dangerous Dogs Act 1991</b> – a tenant is not allowed to keep any dog which is classed as a dangerous dog under this Act. (Dangerous Dog Information sheet) <a href="http://www.legislation.gov.uk/ukpga/1991/65/contents">http://www.legislation.gov.uk/ukpga/1991/65/contents</a></li> <li>• <b>Animal Welfare Act 2007</b> – This Act refers to the legal responsibility of the tenant for the basic welfare of an animal. (Description of 5 basic needs of a pet) <a href="http://www.legislation.gov.uk/ukpga/2006/45/contents">http://www.legislation.gov.uk/ukpga/2006/45/contents</a></li> </ul> <p>A key document also associated with this review includes the Conditions of Tenancy.</p>

## Step 2. Gathering Information

<p>1. Who should be served by the policy / strategy / piece of work?</p>
<p>The policies assessed in this report contribute to helping all Council tenants to have more opportunities in life. It may also improve relationships in communities as the actions detailed aim to</p>

achieve better awareness of these policies so that Council tenants are able to seek help and report anti-social behaviour (ASB) issues such as noise from dogs living in unsuitable accommodation. The purpose of this equality impact assessment is to draw attention to this positive effect and see if it can be strengthened so that other groups in the community may benefit.

2 .What relevant information do you have about the people who this piece of work is aimed at? (Please complete the boxes below )

<b>Equality Groups</b>	<b>Information (research / data)</b>	<b>Known or potential inequalities</b>
Ethnicity	Analysis of the housing management system found 68% of those requesting permission to have a pet or reporting problems with a neighbour having a pet were White British. Only 7% did not state their ethnicity. No disproportionate trends were found in the analysis when comparing this with the profiling data of all council tenants and leaseholders (49% White British)	Awareness of policy potentially limited in all community groups. Additional training for housing officers and pro-active approach to market policy with wider community (web, marketing materials) to be considered in the action plan.
Gender (including Transgender)	Analysis of the housing management system found that 73% of applicants were female and 27% male. No disproportionate trends were found in the analysis.	Awareness of policy potentially limited in all community groups. Additional training for housing officers and pro-active approach to advertise policy with wider community (web, marketing materials) to be considered in the action plan.
Disability	No disability data/information available.	Awareness of policy could be limited in wider community.
Age	Analysis of the housing management system found 59% of applicants were in the age category of 26-44.	There are no known inequalities identified in the analysis of system data. However, awareness of policy could be limited in wider community and understanding that a large majority of management transfer cases (59%) are in the 26-44 age category,

		targeted approach could be taken.
Religion and Belief	Analysis of the housing management system found that 30% of applicants are Christian. 70% declined to state their religion. Disproportionate trends were found in the analysis when comparing this with the profiling data of all council tenants and leaseholders (65% Christian).	Awareness of policy could be limited in wider community.
Sexual Orientation	Analysis of the housing management system found that 66% of applicants are heterosexual with the remaining applicants declining to say. No disproportionate trends were found in the analysis when comparing this with the profiling data of all council tenants and leaseholders (88% heterosexual).	Awareness of policy limited in LGBTQ forum?
Maternity and Nursing Mothers	Not available	None known
You may also wish to consider Carers	Not available	None known
Do you have enough information about the different groups to inform an equality impact assessment? <b>Yes/ No</b> If not, this area should be addressed in your action plan		
3 . Do you have monitoring data or consultation findings specific to your area of work? If yes list the sources of evidence here & go to Step 3, if No list the actions required to get more data.( which should be included in the action plan)		
<ul style="list-style-type: none"> <li>• BI Query Analysis Report – available on SharePoint via Andrew Walkinshaw, Business Officer, Housing Business Services</li> </ul>		
What consultation activity has taken place / will be taking place on this piece of work and the Equality Impact Assessment?		
<ul style="list-style-type: none"> <li>• Action plan to address need to undertake consultation with community groups to increase awareness of existing policies.</li> </ul>		

- Consultation and policy changes to follow with resident groups.

### Step 3. Assessing Impact

1.	What does your monitoring data on your service users tell you? Are any groups under or over represented compared to what you would expect to see. Please give details below.		
	Ethnicity	No groups under or over represented in monitoring data.	
	Gender (including transgender)	73% of all requests for service were from females. No MI available for transgender	
	Age	No groups under or over represented in monitoring data.	
	Disability	Limited data available to make assessment.	
	Sexual Orientation	34% of respondents declined to record their sexual orientation. Comparisons have been made with national figures and this is consistent.	
	Religion and belief	No groups under or over represented in monitoring data.	
	Pregnant and Nursing Mothers	No data available to make assessment.	
	Socio economic	No socio-economic impact.	
	You may also wish to consider Carers	No data available to make assessment.	
2.	Based on the evidence gathered have you identified any potential differential impact for any of the equality groups? Step 2. What are the potential access issues or barriers for people in each of the equality groups		
		Positive	Negative
	Ethnicity	No groups under or over represented in monitoring data.	Awareness of policy could be limited in wider community.

Gender (including transgender)		73% of all requests for service were from females. No MI available for transgender.
Disability	No groups under or over represented in monitoring data.	Awareness of policy could be limited in wider community.
Age	No groups under or over represented in monitoring data.	Awareness of policy could be limited in wider community.
Religion and Belief	No groups under or over represented in monitoring data.	Awareness of policy could be limited in wider community.
Sexual Orientation	No groups under or over represented in monitoring data.	Awareness of policy could be limited in wider community.
Pregnant and nursing mothers	N/A	N/A
Socio economic	N/A	N/A
You may also wish to consider Carers	N/A	N/A
<p>Is the differential impact as a result of indirect or direct discrimination? Yes..... / No.....</p> <p>Can any differential impact be justified or proportionate in meeting a legitimate aim if yes please provide details</p>		

#### 4. Promoting Equality

1.	<p>What has been done to promote equality in this piece of work? This includes any measures you've put in place to:</p> <p><input type="checkbox"/> Improve the accessibility of your service</p> <p><input type="checkbox"/> Improve the quality of outcomes for people from different groups</p> <p><input type="checkbox"/> Make your service/policy/strategy more inclusive</p> <p><input type="checkbox"/> Ensure staff are trained appropriately</p> <p><input type="checkbox"/> Promote community cohesion or good relationships between different groups of people.</p> <p>(Think about physical access, communications needs, staff awareness, partnership working)</p>	
	Ethnicity	Policy documentation is available in a number of formats (e.g. Web, Conditions of Tenancy). Policy applies to all Council tenants regardless of ethnicity.
	Gender	Policy applies to all Council tenants regardless of gender.

	Disability	Housing Officers communicate with tenants in a variety of formats (visits, email, telephone) and ensure accessibility of service is not adversely affected. Policy documentation is available in a number of formats (e.g. Web, Conditions of Tenancy).
	Age	Policy applies to all Council tenants regardless of age.
	Religion and belief	Policy applies to all Council tenants regardless of religious belief.
	Sexual orientation	Policy applies to all Council tenants regardless of sexual orientation.
	Socio economic	N/A
	Pregnant and Nursing Mothers	N/A
	You may also wish to consider Carers	N/A
2.	What further actions are required? please ensure that these are None.	
3.	How have you consulted on this Equality Impact Assessment? Internal resources consulted.	
4.	How will the outcomes from this EIA be managed and monitored - all of the proposed equality outcome should be managed through the service plans To be managed and monitored in service plans.	

## Action plan template

<b>Improvement Required</b>	<b>Priority</b>	<b>Key Actions</b>	<b>Timescale</b>	<b>Outputs demonstrating progress</b>	<b>Resources</b>	<b>Outcome</b>	<b>Lead</b>
Improving awareness of policy	High	Frontline Staff briefing to increase policy knowledge  FAQ's page to be developed for web	31 October 2015	Less appeals on refusals  Increase in web page hits	<b>TBC</b>	Reduced number of appeals	<b>TBC</b>
Improving data collection and evidence	Medium	Frontline Staff briefing to improve focus on completing profiling data (e.g. disability)	15 October 2015	Better reporting on disability data	<b>ICT</b>	Better reporting of case management outcomes.	<b>TBC</b>



## Summary

Please provide a summary document / storyboard of the findings of your EIA ( including best practice what we do well, our challenges , our opportunities and what we planned to do This will be used for publication on the internet

The policy assessed in this EIA will contribute to helping all Council tenants to have more opportunities in life.

The action plan will improve relationships in communities as the actions aim to achieve better awareness of this policy so that Council tenants are able to seek help and report anti-social behaviour (ASB) issues such as noise from dogs living in unsuitable accommodation.

Although there were no disproportionate trends found in the analysis, challenges include ensuring that the wider community is aware of this policy so that they can seek assistance when required.