

## Diversity Impact Assessment Form

<b>Directorate</b>  <b>Business</b>	<b>Name of Function or Policy or Major Service Change</b>  <b>Private Sector Housing Enforcement Policy</b>		
Officer responsible for assessment  Peter J Tonge. Head of Enforcement & Licensing	Date of assessment  16 <sup>th</sup> September 2008	New or existing service? Existing service, new policy	
<b>Defining what is being assessed</b>			
<b>1. Briefly describe the purpose and objectives</b>	The new Private Sector Housing (PSH) Enforcement policy sets out how Medway Council will enforce the requirements set out in the Housing Act 2004.		
<b>2. Who is intended to benefit, and in what way?</b>	The policy applies to all residents of Medway.		
<b>3. What outcomes are wanted?</b>	The housing stock in Medway is improved in line with residents needs.		
<b>4. What factors/forces could contribute/detract from the outcomes?</b>	Contribute Funds available Relationships with landlords	Detract Current level of housing condition	
<b>5. Who are the main stakeholder</b>	Residents and landlords		
<b>6. Who implements this and who is responsible?</b>	Private Sector Housing Team.		

<b>Assessing impact</b>		
<b>7. Are there concerns that there <u>could</u> be a differential impact due to <i>racial groups</i>?</b>	YES	
	NO	
<b>What evidence exists for this?</b>	The policy relates to housing rather than individuals	
<b>8. Are there concerns that there <u>could</u> be a differential impact due to <i>disability</i>?</b>	YES	
	NO	
<b>What evidence exists for this?</b>	The policy relates to housing rather than individuals	
<b>9. Are there concerns that there <u>could</u> be a differential impact due to <i>gender</i>?</b>	YES	
	NO	
<b>What evidence exists for this?</b>	The policy relates to housing rather than individuals	
<b>10. Are there concerns there <u>could</u> be a differential impact due to <i>sexual orientation</i>?</b>	YES	
	NO	
<b>What evidence exists for this?</b>	The policy relates to housing rather than individuals	
<b>11. Are there concerns there <u>could</u> be a differential impact due to <i>religion or belief</i>?</b>	YES	
	NO	
<b>What evidence exists for this?</b>	The policy relates to housing rather than individuals	
<b>12. Are there concerns there <u>could</u> be a differential impact due to people's <i>age</i>?</b>	YES	
	NO	
<b>What evidence exists for this?</b>	The policy relates to housing rather than individuals	
<b>13. Are there concerns that there <u>could</u> be a differential impact due to <i>being transgendered or transsexual</i>?</b>	YES	
	NO	
<b>What evidence exists for this?</b>	This is referred to the equalities and core values	

this?	group for guidance	
14. Are there any <i>other</i> groups that would find it difficult to access/make use of the function (e.g. people with caring responsibilities or dependants, those with an offending past, or people living in rural areas)?	YES	
	NO	
What evidence exists for this?	Whilst certain geographical areas have been identified as being priority due to the type of housing the policy applies to the whole of the Medway area.	
15. Are there concerns there <u>could</u> have a differential impact due to <i>multiple discriminations</i> (e.g. disability <u>and</u> age)?	YES	
	NO	
What evidence exists for this?	There is no evidence from the responses above that it would.	

### Conclusions & recommendation

16. Could the differential impacts identified in questions 7-15 amount to there being the potential for adverse impact?	YES	The condition of the property is the main criteria for action in relation to this policy.
	NO	
17. Can the adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or another reason?	YES	
	NO	
Recommendation to proceed to a full impact assessment?		
NO	<b>This function/ policy/ service change complies with the requirements of the legislation and there is evidence to show this is the case. The policy is also compliant with the Council's overarching Corporate Enforcement Policy.</b>	
NO, BUT ...	<b>What is required to ensure this complies with the requirements of the legislation? (see DIA Guidance Notes)?</b>	Minor modifications necessary (e.g. change of 'he' to 'he or she', re-analysis of way routine statistics are reported)

<b>YES</b>	<b>Give details of key person responsible and target date for carrying out full impact assessment (see DIA Guidance Notes)</b>	
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<b>Action plan to make Minor modifications</b>		
<b>Outcome</b>	<b>Actions (with date of completion)</b>	<b>Officer responsible</b>

<b>Planning ahead: Reminders for the next review</b>		
<b>Date of next review</b>	April 2010	
<b>Areas to check at next review (e.g. new census information, new legislation due)</b>	Has the general demographics of the area changed significantly.	
<b>Is there <i>another</i> group (e.g. new communities) that is relevant and ought to be considered next time?</b>	Not as part of this process	
<b>Signed (completing officer/service manager)</b> Pete Tonge	<b>Date</b>	<b>16/09/08</b>
<b>Signed (service manager/Assistant Director)</b> Deborah Upton	<b>Date</b>	<b>16/09/08</b>