

## EQUALITY IMPACT ASSESSMENT

<b>Name of activity:</b>	Pet Policy	<b>Date Completed:</b>	
<b>Directorate / Division responsible for activity:</b>	<b>Environment and Communities - Housing</b>	<b>Lead Officer:</b>	Johanne Batty
<b>Existing Activity</b>	<b>N</b>	<b>New / Proposed Activity</b>	<b>N</b>
		<b>Changing / Updated Activity</b>	<b>N</b>

### What are the aims / main purposes of the activity?

To ensue responsible pet ownership

### What are the main actions and processes involved?

- To consider requests from tenant wanting to have pets in their properties

### Who is intended to benefit & who are the main stakeholders?

- All tenants

### Have you already consulted on / researched the activity?

Yes

### Impact on people with a protected characteristic (What is the potential impact of the activity? Are the impacts high, medium, or low?)

Protected characteristics / groups	Is there an impact (Yes / No)	If yes, what is it and identify whether it is positive or negative

<b>Age</b> (older / younger people, children)	No	No impact has been identified
<b>Disability</b> (people with physical / sensory impairment or mental disability)	yes	People with disabilities needing assistance dogs may be impacted depending on the properties they reside in.
<b>Gender reassignment</b> (the process of transitioning from one gender to another.)	No	No impact has been identified.
<b>Marriage &amp; civil partnership</b> (Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)	No	No impact has been identified.
<b>Pregnancy &amp; maternity</b> (Pregnancy is the condition of being pregnant & maternity refers to the period after the birth)	No	No impact has been identified.
<b>Race</b> (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)	No	No impact has been identified.

<b>Religion &amp; belief</b> (religious faith or other group with a recognised belief system)	No	No impact has been identified.
<b>Sex</b> (male / female)	No	No impact has been identified.
<b>Sexual orientation</b> (lesbian, gay, bisexual, heterosexual)	No	No impact has been identified.
Whilst <b>Socio economic</b> disadvantage that people may face is not a protected characteristic; the potential impact on this group should be also considered	No	No impact has been identified.

**What evidence has been used to assess the likely impacts?**

Best practice within the housing sector on engaging with residents  
 Effective and in-effective means of engaging and consulting  
 Information from feedback from residents

**Decision following initial assessment**

<b>Continue with existing or introduce new / planned activity</b>	<b>Y</b>	<b>Amend activity based on identified actions</b>	<b>N</b>
-------------------------------------------------------------------	----------	---------------------------------------------------	----------

<b>Action Plan</b>			
<b>Impact identified</b>	<b>Action required</b>	<b>Lead Officer</b>	<b>Deadline</b>
Data gaps for sexual orientation, religion, disability, gender identity and ethnicity	Evidence of recognised disabilities that require an assistance dog will be given permission regardless of property type. This is already contained in the Pet Policy	Neighbourhood housing manager	Already in policy

<b>Monitoring &amp; Review</b>	
<b>Date of last review or Impact Assessment:</b>	03.11.2019
<b>Date of next 12-month review:</b>	
<b>Date of next 3-year Impact Assessment (from the date of this EIA):</b>	

<b>Date EIA completed:</b>	08.08.24
<b>Signed by Person Completing:</b>	J batty