

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Environment and Housing	Service area: Housing Policy
Lead person: Kath Bramall	Contact number:
Date of the equality, diversity, cohesion and integration impact assessment: 01/12/2015	

1. Title: Pets policy review

Is this a:

Strategy /Policy **Service / Function** **Other**

If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Kathryn Bramall	LCC	Housing Manager

3. Summary of strategy, policy, service or function that was assessed:

Leeds City Council is seeking to amend its policy on keeping pets in council homes, to allow tenants to keep dogs which have been assessed and returned by the courts on the Index of Exempt Dogs.

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan
(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input checked="" type="checkbox"/>
Please provide detail:	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail:	

<p>5. Fact finding – what do we already know</p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback. (priority should be given to equality, diversity, cohesion and integration related information)</p> <p>The pets policy was implemented in June 2014. Since then there have been changes to the Dangerous Dogs Act, and the review seeks to allow tenants to keep dogs placed on the IED by the courts. This change is supported by animal welfare charities including Dogs Trust and RSPCA as well as WY Police Dogs Section. The Tenancy Agreement outlines the tenant’s community responsibilities, which includes a clause prohibiting the tenant from acting in an anti-social way or in a way which is or is likely to cause a nuisance to another person. This includes nuisance caused by pets. The council has achieved the RSPCA’s Bronze Community Animal Welfare Footprint (CAWF) which recognised that the council has consistently demonstrated a commitment to animal welfare through its housing policies and procedures.</p> <p>Are there any gaps in equality and diversity information Please provide detail:</p>

Action required:

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes No

Please provide detail: See above for details of the consultation with animal welfare charities and WY Police.

Action required: Affected tenants (approx. 20) will be notified of the and housing staff will be briefed.

7. Who may be affected by this activity?
please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

Age Carers Disability
 Gender reassignment Race Religion or Belief
 Sex (male or female) Sexual orientation
 Other

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

Please specify:

Stakeholders

Services users Employees Trade Unions
 Partners Members Suppliers
 Other please specify

Potential barriers.

Built environment Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Specific barriers to the strategy, policy, services or function

Please specify

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

The revised policy allows tenants to keep IED dogs in a council property subject to signing a Responsible Dog Owner Agreement.

Effective enforcement of the policy will benefit all tenants and residents by reducing cases of nuisance and antisocial behaviour. By moving to a managed approach and working closely with the police, the council will be able to manage potential risks more effectively, and have a proportionate response to keeping of IED dogs.

Action required:

Affected tenants will be notified and officers will be briefed on how to apply the policy.

8b. Negative impact:

Dogs on IED have been thoroughly assessed before being returned to their owners, however, any dog may act in an aggressive manner and attack someone.

Action required:

Affected tenants will be notified and asked to sign a Responsible Dog Ownership Agreement. Officers will be briefed on how to apply the policy.
Housing Leeds will obtain regular updates from DEFRA on IED owners in Leeds.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail: The revised policy will enable the council to deal with IED dogs in a proportionate manner with a view to managing potential risks effectively.

Action required: Affected tenants will be notified and officers will be briefed on how to apply the policy.

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes No

Please provide detail:

Action required: n/a

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes No

Please provide detail:

Action required: n/a

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Housing staff to be briefed on new policy	January 2016	Briefing sessions / communications arranged for housing staff dealing with new policy	Kath Bramall
Affected tenants will be notified and asked to sign a Responsible Dog Ownership Agreement.	From 1 February 2016	All tenants sign RDOA	Kath Bramall
Housing Leeds will obtain regular updates from DEFRA on IED owners in Leeds.	Ongoing – monthly from January 2016	Monthly performance monitoring	Kath Bramall

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Kath Bramall	Housing Manager	01/12/15

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

As part of Service Planning performance monitoring

As part of Project monitoring

Update report will be agreed and provided to the appropriate board
Please specify which board

Other (please specify) - The impact of the new policy will be monitored in conjunction with animal welfare charities through the Pan-Leeds Pets Forum

15. Publishing

This Equality, Diversity, Cohesion and Integration impact assessment will act as evidence that due regard to equality and diversity has been given.

If this impact assessment relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** Equality and Diversity, Cohesion and Integration impact assessment's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date impact assessment completed

If relates to a Key Decision – **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**