



## Equality Impact Assessment form

### 1) Name the Strategy, Policy, and Procedure or Function being assessed.

Common Room and Community Space policy 2023

### 2) What are the aims of the strategy, policy, procedure or function being assessed?

Whose need is it designed to meet?

Are there any measurable elements such as time limits or age limits?

This policy is for our customers and the general public to use our common rooms and community spaces safely and efficiently.

The purpose of this Policy is to outline all the information and booking requirements for customers to use before a booking can take place

### 3) Who has been consulted?

In total, 871 customers were consulted about this policy. We emailed all customers who pay a service charge towards the community rooms, in addition to reaching out to the community group leaders who currently use our rooms.

### 4) Identify potential impact on each of the of the diversity 'groups' by considering the following questions. There may be other questions you need to think about which are specific

**to the strategy, policy, procedure or function you are assessing.**

- Might some groups find it harder to access the service?
- Do some groups have particular needs that are not well met by the current service, policy, procedure or function?
- What evidence do you have for your judgement (e.g. monitoring data, information from consultation / research / feedback)?
- Have staff / residents raised concerns and or complaints?
- Is there any local or national research to suggest there could be a problem?

Please use the table below to record your findings / answers

<b>Strand</b>	<b>No Impact</b>	<b>Negative Impact</b>	<b>Positive Impact</b>	<b>Comments / Evidence</b>
Age	x			The policy allows all age groups to access the rooms. Childrens groups can use the rooms provided there is adult supervision.
Disability			x	<p>A risk assessment has identified that all the rooms have disabled facilities and wheelchair access. Further work is being explored to ensure safety for emergency access and wheelchair ramps will be installed.</p> <p>There is equipment available for Derby Homes to loan to groups if required, such as hearing loops. Groups that require reasonable adjustments can discuss their individual</p>

				needs when a booking is made.
Gender	x			The policy allows all genders to access the rooms.
Race	x			The policy allows all ethnic minority groups to access the rooms.
Religion & Belief	x			The policy allows for religious groups to use the rooms.
Sexual Orientation	x			The policy allows any sexual orientation to access the rooms.
Transgender	x			There is no impact on transgendered people
Marital Status	x			There is no impact for people depending on their marital status.

**5) Does the strategy, policy, practice or function promote equality of opportunity?**

- Does it link to Derby Homes Core objectives
- Can any positive impacts be promoted as best practice

Yes, specifically in the policy it is written that:

‘Derby Homes is committed to ensuring that everyone is treated fairly, with dignity and respect. We value inclusivity and creating opportunities for everyone to access our community facilities. Groups that discriminate against any protected characteristic will not be permitted to use our rooms.’

**6) If ‘adverse Impacts’ are identified is it?**

- Legal (i.e. not discriminatory)
- What is the level of impact?

- 7) Are there any changes you could introduce which make this strategy, policy, procedure or function, work better for this group of people? Detail the actions planned and any further research or consultation required and how the actions will be monitored.**

As mentioned in section 4 for the the disability impact review, further work is being explored to ensure safety for emergency access and wheelchair ramps will be installed. There is also a review of fob access to ensure that if wheelchair users are accessing the room, the door magnet opens for longer to allow easier access.

- 8) If actions / suggestions for improvement have been identified, what should the positive outcome be for Derby Homes customers?**

Greater opportunity for diverse groups to access the rooms comfortably.

- 9) Do you consider a full Equality Impact Assessment is required or do the actions identified and planned meet the adverse impacts identified?**

This has given suitable consideration.

## **Monitoring**

<b>Review / New EIA (date or Timeframe)</b>	June 2026
<b>Name of person/s completing this form</b>	Holly Johnson
<b>Date assessment completed</b>	28/04/2023
<b>Name (and signature) of manager approving EIA</b>	