



Appendix 1 - Equality Impact Assessment form

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

Board member recruitment

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?

To recruit an independent and tenant member to the Derby Homes Board.

No restrictions on who can apply to be an independent board member, other than routine checks such as for disqualified director registered with Companies House, or undischarged bankruptcy/financial arrangement.

Restrictions imposed upon tenant applicants, are that they should be a Derby Homes tenant, or residing with a Derby Homes tenant.

There should be no outstanding monies payable to either Derby Homes or to Derby City Council.

3) Who has been consulted?

Existing board members.

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

Strand	No Impact	Negative Impact	Positive Impact	Comments / Evidence
Age	✓			Over the age of 18 years.
Disability	✓			All disability groups can apply to become a board member.
Gender	✓			All genders can apply to become a board member.
Race	✓			All ethnic minority groups can apply to become a board member.
Religion & Belief	✓			All religious groups can apply to become a board member.
Sexual Orientation	✓			Any sexual orientation can apply to become a board member.
Transgender	✓			There is no impact on transgender people.
Marital Status	✓			There is no impact for people dependent

				upon their marital status.
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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

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.

No

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

Not applicable

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

Not required.

Monitoring

Review / New EIA (date or Timeframe)	1 year
Name of person/s completing this form	Jane Haywood
Date assessment completed	23.02.2024
Name (and signature) of manager approving EIA	Taranjit Lalria