



## Equality Impact Assessment form

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

Data Protection Policy

### 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?

The aim of the Data Protection policy is to ensure that Derby Homes Employees, workers, volunteers, Board Members and Contractors are aware of their obligations under Data Protection Act 2018 and the UK General Data Protection Regulations and we process all personal data fairly and lawfully, in accordance the above legislation.

### 3) Who has been consulted?

Information Governance Manager, Governance Manager and the DPO/ Company Solicitor

### 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	Neutral Impact	Negative Impact	Positive Impact	Comments / Evidence
Age	x			Legal measures in place to safeguard children. The Data Protection Policy will benefit those of any age, but is not specific to age.
Disability	X .			Already in Arial font size 12. Use of technology by end user. This policy can be made available in alternative formats, such as easy read or large print, and may be available in alternative languages, upon request. The Data Protection Policy will benefit those with a disability, but is not specific to disability
Gender	X			The Data Protection Policy will benefit those who have changed the gender identity, but is not specific to gender identity.
Race	x			Policy will benefit those of any religion or belief, but is not specific to religion or belief.
Religion & Belief	x			Policy will benefit those of any religion or belief, but is not specific to religion or belief.
Sexual Orientation	x			Policy will benefit those of any sexual orientation, but is not specific to sexual orientation.
Transgender	x			Policy will benefit those of whom are Transgender, but is not specific to transgender
Marital Status	x			Policy will benefit those who are married or in a civil partnership, but are not specific to these.

#### 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

Openness and Transparency.  
The policy will assist Derby Homes to protect the rights of data subjects and achieve compliance with Data Protection Law. Follows guidance on the PSED and Equalities Act 2010.

**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.**

N/A

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

Will be published as part of our publication scheme.

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

no

**Monitoring**

<b>Review / New EIA (date or Timeframe)</b>	When policy is reviewed or changed due to legislative change
<b>Name of person/s completing this form</b>	Taranjit Singh Lalria
<b>Date assessment completed</b>	11/03/2024
<b>Name (and signature) of manager approving EIA</b>	Taranjit Singh Lalria