

Rosehill Housing Co-operative Equality Impact Assessment

Name of policy to be assessed	Racial and other Harassment Policy	Is this a new policy or a review	Review
Person completing the assessment	Linda Chelton	Date of Assessment	31.7.20

1. Briefly describe the aims, objectives and purpose of the policy	The purpose of this Policy is to set out our approach to dealing with Racial and other harassment which involves preventative and reactive measures.
2. Who is intended to benefit from the policy? (eg staff, applicants, tenants, staff, contractors)	Tenants, staff and the wider community
3. What outcomes are wanted from this policy? (e.g. benefits to customers)	Ensure we take early action in relation to complaints of harassment to enable tenants to live peacefully in their homes and community. Work with our tenants and key agencies to create a safer, peaceful community where people want to live.

4. Which protected characteristics could be affected by the policy (tick all that apply)

Minority Ethnic : x
 Gender:
 Disability: x
 Sexual Orientation: x
 Marriage/civil partnership:

Age: x
 Religion/belief: x
 Transgender: x
 Maternity/Pregnancy:

5. If the policy is not relevant to any of the protected characteristics listed in part 4. State why and end the process here.

N/A

<p>6. Describe the likely positive or negative impacts the policy could have on the groups identified in part 4</p>	Positive Impacts	Negative Impacts
	<p>Mental Health: For both victim and perpetrator we offer mediation and support through Glasgow City Council community safety partnership.</p> <p>Disability: Support mechanisms are available to support disabled victims of harassment. The Allocations policy also has the ability to award management transfers to tenants where their health is severely affected.</p> <p>Visual/Hearing Disability: Where the victim or perpetrator have visual or hearing impairments we have access to</p>	<p>Mental Health: The harassment may be as a result of mental health issues. We will work with perpetrators but lack of engagement could be problematic and lead to tenancy enforcement action. The process followed to resolve ASB will be used for harassment this may exacerbate the mental health condition.</p>

our information to be made available in an accessible format.

Sexual Orientation/ Transgender: This Policy has mechanisms in place to deal with hate crime. We have a close working relationship with the local Police and will have intelligence of any issues in the area relating to hate crime incidences. This will enable support to be put in place for our tenants.

Minority Ethnic/Religious belief: This Policy has mechanisms in place to deal with hate crime including sectarianism and racial harassment. We have a close working relationship with the local Police and will have intelligence of any issues in the area relating to hate crime incidences. This will enable support to be put in place for our tenants. We also have our documents and website available in a number of different languages for people whose first language isn't English.

Older People: An assessment of the level of harm being experienced by an older person will be undertaken. We have information on all our more vulnerable tenants including what family support is available.

<p>7. What actions are required to address the impacts arising from this assessment?</p>	<ol style="list-style-type: none"> 1. Ensure staff have adequate training about mental health issues. 2. Ensure that we have robust process for referral of perpetrators to Adult Social Care for mental health assessment. 3. Make sure that we have robust information on support available in the area. 4. Keep records of family support for vulnerable tenants 5. Ensure that adequate information is collected from new tenants around disabilities, vulnerabilities and support. 	

Signed: Linda Chelton

Date: 31.7.20

Please attach the completed document as an appendix to the policy report.