

Equalities & Human Rights						Initial Assessment					
Guiding Standard	Strengths	Validation	Evidence Bank	Weaknesses/Action Required	Completion Deadline	Criteria met- 3, almost-2, partially 1, not met 0	Responsibility	Progress	Complete Y/N	Revised Score (if applicable)	
<p>Regulatory Requirement</p> <p><i>Social landlords must work to understand the individual needs of their tenants and other service users, and to deliver services that recognise and meets these needs. As part of this we require landlords to ask for equalities information from their tenants and other service users, and to use it to inform their decision making</i></p> <p><i>Social landlords must take equalities impacts into account when taking decisions that affect their tenants and other service users.</i></p>	<p>Equalities Strategy in Place</p> <p>Equality Impact Assessments carried out for all policies including reviews</p> <p>Commissioned support of SE Training services</p> <p>Members of 'Happy to Translate' (HTT)</p> <p>Action Plan reviewed annually</p> <p>Digital Inclusion Strategy in</p>	<p>Equalities Strategy</p> <p>Equality Impact Assessments (EIA)</p> <p>Equalities Session Presentation - Staff</p> <p>Approved Equality Action Plan</p> <p>EIA Session Presentation Nov 24</p> <p>Happy to Translate' (HTT) Presentation - Staff</p> <p>Digital Inclusion Strategy</p>	<p>Committee Reports</p> <p>Strategy Update Reports to Management Committee</p> <p>Digital Strategy Policy Review Report Oct 25</p>	Review Equalities Strategy to incorporate Human Rights	Jun-25	2	HSM	Completed	Y		
			<p>Equalities Action Plan Updates</p> <p>Equalities Action Plan Updates</p>	Carry out Equalities survey to current tenants	Feb-26						
			<p>Strategies/Policies</p> <p>Equality & Human Rights Policy</p> <p>Equalities Action Plan</p> <p>Equalities Strategy Jun 25</p> <p>EIA Template Jun 25</p> <p>Report to Management Committee re: Strategy Review</p> <p>Equalities Action Plan 2025 26</p>	Carry out Equalities survey to new tenants (within last year)	Feb-26						
			<p>Training</p> <p>Committee Equalities Session Presentation</p> <p>Staff Equalities & Human Rights Presentation</p> <p>HTT Presentation - Staff</p> <p>Committee Equalities Session Presentation 2024</p> <p>EIA Staff Session Presentation Nov 24</p>								
			<p>Equalities Working Group</p> <p>Feedback Equalities working group</p>								