

Commissioning / Decommissioning Services, Decision making, Projects, Policies, Services, Service, Strategies or Functions (CDDPPSSF)

The SLHD Equality Analysis Key Findings 2015/16 to date are listed below

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Vulnerable Persons Policy

Completed equality analysis	Key findings	Future actions
<p>Service: Corporate Services.....</p> <p>Function, policy or proposal name:.....</p> <p>Vulnerable Persons Policy</p> <p>Function or policy status: changing (new, changing or existing)</p> <p>Name of lead officer completing the equality analysis:</p> <p>Mahroof Hussain</p> <p>Date of assessment: 09/01/2015</p>	<p>The policy covers how vulnerability is assessed and implemented across specific areas of the business.</p> <ul style="list-style-type: none"> • Customer Profile Questionnaires • Customer Participation • Access to Services • Access to Your Home • Partnership Working • Safeguarding Children & Adults • Tenancy & Estate Management • Repairs & Maintenance • Appointments • Insurance Claims • Homechoice • Financial & Welfare Support advice • Customer Care & Performance 	<p>Promote the Policy to Staff and Customers.</p> <p>Include Vulnerability as a topic to staff when delivering Equality & Diversity Training.</p>

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Equality and Diversity Policy

Completed equality analysis	Key findings	Future actions
<p>Service: Corporate Services.....</p> <p>Function, policy or proposal name:.....</p> <p>Equality & Diversity Policy.....</p> <p>Function or policy status: changing (new, changing or existing)</p> <p>Name of lead officer completing the equality analysis:</p> <p>Mahroof Hussain</p> <p>Date of assessment: 09/01/2015</p>	<p>St. Leger Homes ensures customers and employees are treated fairly, in accordance with their needs and that they do not experience discrimination or disadvantage. This policy is a statement of intent, and also allocates responsibility to action the policy and advises that delivery will be through a strategy and action plan, which will be subject to monitoring and to revision.</p>	<p>Promote the Policy to Staff and Customers.</p> <p>Deliver Training to staff on range of Equality & Diversity topics.</p>

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Maternity, Paternity, Adoption and Parental Leave Policy and Procedure

Completed equality analysis	Key findings	Future actions
<p>Directorate: Corporate Services</p> <p>Function, policy or proposal name: Maternity, Paternity, Adoption and Parental Leave Policy and Procedure (with additional guidance on Shared Parental Leave)</p> <p>Function or policy status: Changing (new, changing or existing)</p> <p>Name of lead officer completing the equality analysis:</p> <p>Jenny Roodt, HR Advisor</p> <p>Date of assessment: March 2015</p>		

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Compulsive Hoarding Policy

Completed equality analysis	Key findings	Future actions
<p>Service: Housing Services.....</p> <p>Function, policy or proposal name:.....</p> <p>Compulsive Hoarding Policy and Procedure</p> <p>Function or policy status: New..... (new, changing or existing)</p> <p>Name of lead officer completing the equality analysis:</p> <p>Jennie Daly</p> <p>Date of assessment: 19.5.15</p>	<p>Given the profile of those most likely to hoard at SLHD, it is felt that Age and Disability are the likely Protected Characteristics that will be affected by this policy and procedure.</p> <p>As previously mentioned, the historic and current hoarding cases are generally elderly people who have lived at the property for a long time or people who have succeeded the tenancy from a spouse/parents and have lived at the property for a considerable period of their life. They also tend to rarely report repairs and generally cause access issues for annual servicing etc.</p> <p>Currently home visits do not form part of the Succession/Assignment procedure. In addition, tenants who have not reported any repairs, have gas servicing access issues (or capped gas) etc. are not prioritised by exception for Tenancy Verification Visits</p>	<ul style="list-style-type: none"> • Carry out consultation with key stakeholders (25.5.15) • Carry out consultation with tenants and residents (1.6.15) • Finalise policy and procedure following the conclusion of all consultation (5.6.15) • Present final draft policy and procedure to Board (9.7.15) • Area Offices carry out Succession & Assignment home visit and Tenancy Verification home visits (June 15)

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Flexible Working Policy

Completed equality analysis	Key findings	Future actions
<p>Directorate: Corporate Services</p> <p>Function, policy or proposal name: Flexible Working Policy</p> <p>Function or policy status: Changing (new, changing or existing)</p> <p>Name of lead officer completing the equality analysis:</p> <p>Rebecca Rhodes, HR Advisor</p> <p>Date of assessment: 25 August 2015</p>	<p>The management of flexible working requests are dealt with under this policy</p> <p>This policy and procedure applies to all employees of St Leger Homes</p> <p>No negative impact was found.</p>	<ul style="list-style-type: none">• Introduction of monitoring arrangements for flexible working requests by protected characteristics.• Annual reporting of approval/refusal of flexible working requests by protected characteristics.

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Protected Disclosure (previously Whistleblowing) Policy and Procedure

Completed equality analysis	Key findings	Future actions
<p>Directorate: Corporate Services</p> <p>Function, policy or proposal name: Whistleblowing Policy and Procedure</p> <p>Function or policy status: Changing (new, changing or existing)</p> <p>Name of lead officer completing the equality analysis: Jenny Roodt, HR Advisor</p> <p>Date of assessment: 25 August 2015</p>	<p>This policy provides an avenue for employees to 'blow the whistle' where this is in the public interest.</p> <p>This policy and procedure applies to all employees of St Leger Homes</p> <p>No negative impact was found.</p>	