

# Equality Impact Assessment Form



<b>Directorate: Transformation</b>	<b>Service: Housing and Regeneration</b>
<b>Completed by: Bob Livermore</b>	<b>Date: 15<sup>th</sup> February 2016</b>
<b>Subject Title: Housing Account – Revenue and Capital Programme</b>	
<b>1. DESCRIPTION</b>	
Is a policy or strategy being produced or revised:	No
Is a service being designed, redesigned or cutback:	Yes
Is a commissioning plan or contract specification being developed:	No
Is a budget being set or funding allocated:	Yes
Is a programme or project being planned:	Yes
Are recommendations being presented to senior managers and/or Councillors:	Yes
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty ( <b>Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations</b> ):	Yes
Details of the matter under consideration:	
<p><i>If you answered <b>Yes</b> to any of the above go straight to Section 3</i></p> <p><i>If you answered <b>No</b> to all the above please complete Section 2</i></p>	
<b>2. RELEVANCE</b>	
Does the work being carried out impact on service users, staff or Councillors (stakeholders):	
If <b>Yes</b> , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered <b>Yes</b> go to <b>Section 3</b></i>	
If you answered <b>No</b> to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>	
<b>3. EVIDENCE COLLECTION</b>	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	Council Tenants
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	The service covers a range of people but consistently less likely to be able to resolve their own housing needs.

Which of the protected characteristics are most relevant to the work being carried out?	
Age	Yes
Gender	No
Disability	Yes
Race and Culture	No
Sexual Orientation	No
Religion or Belief	No
Gender Reassignment	No
Marriage and Civil Partnership	No
Pregnancy and Maternity	No
<b>4. DATA ANALYSIS</b>	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	Council Tenants
What will the impact of the work being carried out be on usage/the stakeholders?	Those in Sheltered Housing will have a small rent increase. Those in General Need Housing will have a small decrease.
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	It is unlikely that the rent increase or budget alignment will affect satisfaction levels.
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	Discussions have taken place with Involved Tenants.
If any further data/consultation is needed and is to be gathered, please specify:	N/A
<b>5. IMPACT OF DECISIONS</b>	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	The changes are required by law and impact on those that pay rent and do not qualify for Housing Benefit.
<b>6. CONSIDERING THE IMPACT</b>	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	The proposals to balance the budget have been designed to mitigate any negative impact on groups or individuals.
What actions do you plan to take to address any other issues above?	No actions planned

**7. MONITORING AND REVIEWING**

When will this assessment be reviewed and who will review it?

The Council will review discussions and look forward to the budget 2017/2020 with a view to saving £10M. The process will commence in July 2016.