

Equality Impact Assessment

Directorate: Regeneration, Housing & Resources																																																		
Service: Home Improvement Agency, Temporary Accommodation Team, Social Lettings Agency																																																		
Name of Officer/s completing assessment:																																																		
Date of Assessment:																																																		
Name of service/function or policy being assessed:																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change , function that you are assessing?																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
	<table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>No</td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td>No</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		No		Disability:		No		Gender Reassignment:		No		Marriage and Civil Partnership:		No		Pregnancy and maternity:		No		Race:		No		Religion and Belief:		No		Sex:		No		Sexual orientation:		No		Other		No	
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The current teams are understaffed and managers are having to make cost savings. The proposals will generate income and make savings for the council to offset the need for reducing headcount and protecting individual jobs.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None identified.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc)</p> <p>The plans including a fully worked up business plan for the housing companies have been agreed with all the relevant sector experts and financial backing.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Staff have been fully consulted and engaged in the decisions and in some cases have made proposals themselves e.g. the Home Improvement Team in regard to generating more fee income and/or changing the funding mechanism of the team being self supporting.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes, all services provide valuable and wanted front line services for vulnerable residents including homeless people and those with a disability. The proposals will increase the level of services available and increase choice i.e. choice of temporary accommodation for homeless families,</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).

All of the service changes will be closely monitored through KPI performance monitoring, regular management and staff meetings and the impact of the companies through the Board of Directors and the Council’s Cabinet and Scrutiny Committees.

The outcomes expected are also part of the Housing Strategy and will be scrutinised against delivery on at least an annual basis with the wider community and through a number of Council related service plans.

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target	Lead	Outcomes/Success Criteria	Monitoring	Target	Progress to
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	Groups	Responsibility		& Evaluation	Date	Date
Set up Management company to generate income for the Council	All vulnerable groups	Paul Thomas	Successful company set up providing quality accommodation for vulnerable groups with existing committed TA staff group continuing in their roles.	Regular reports to Scrutiny and Cabinet.	1 st April 2017	All prep work completed for company incorporation and assets identified for transfer.

Name:

Signed:(Person completing the EIA)

Name: Paul J Thomas.....

Signed:(Policy Lead if not same as above)

Date: 2.2.17