

# Equality Impact Assessment

**HOUSING REVENUE  
ACCOUNT ASSET  
MANAGEMENT STRATEGY  
2023-2028**

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- Eliminate discrimination, harassment, victimisation.
- Advance Equality of Opportunity
- Foster good relations

**For the following protected characteristics:**

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (Gender)
- Sexual orientation
- Socially excluded groups

**What is prohibited?**

- Direct Discrimination
- Indirect Discrimination
- Harassment
- Victimisation
- Discrimination by association
- Discrimination by perception
- Pregnancy and maternity discrimination
- Discrimination arising from disability
- Failing to make reasonable adjustments

**Complete this action plan as you go through the questions**

- **Step 1 – Introductory information**

Title of the policy	HOUSING REVENUE ACCOUNT ASSET MANAGEMENT STRATEGY 2023-2028
Lead officer and others undertaking this assessment	Director of Housing and Wellbeing
Date EIA started	14.02.2023
Date EIA completed	14.02.2023

● **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>The asset management strategy will contribute to delivery of our corporate and business plans. It structures our ability to deliver three core components of asset management:</p> <p><b>Stock investment:</b> Investing to maintain the stock to a standard that meets customer and Council needs and regulatory requirements including building safety</p> <p><b>Active Asset Management:</b> Activities to improve the performance of assets that have a poor social, economic or environmental performance, because of low demand or high costs, and either improving them, or replacing them with properties which are fit for purpose.</p> <p><b>Supporting wider objectives:</b> Being clear where and how asset management is supporting wider objectives, such as, energy efficiency, increasing the supply of new homes and creating sustainable communities.</p>
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
Substantively, to provide Council tenants with a standard of accommodation which meets all relevant standards.
Which groups have been consulted as part of the creation or review of the policy
<p>Current tenants through the STAR survey.</p> <p>Tenants on the Charnwood Housing Residents' Forum.</p> <p>Tenants on the Housing Management Advisory Board.</p>

● **Step 3 – What we already know and where there are gaps**

<p>List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy &amp; maternity, race, religion or belief, sex, sexual orientation etc.</p> <p>Data/information such as:</p> <ul style="list-style-type: none"> <li>• Consultation</li> <li>• Previous Equality Impact Assessments</li> <li>• Demographic information</li> <li>• Anecdotal and other evidence</li> </ul>
Detailed tenant profiling data is captured and recorded on QL, the Council's electronic housing management system.
What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)
Tenant profiling data confirms that tenants and leaseholders have a range of differing needs.

● **Step 4 – Do we need to seek the views of others? If so, who?**

[Title]

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

Further consultation will need to follow on from this strategy, for example, with older people around independent living / sheltered accommodation needs and aspirations. Otherwise, the level of consultation is deemed sufficient.

● **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision. Please refer to the general duties on the front page.

Age	<b>Positive impact</b> - The strategy identifies the need to progress the review of sheltered accommodation for older people.
Disability <ul style="list-style-type: none"> <li>• Physical</li> <li>• Visual</li> <li>• Hearing</li> <li>• learning disabilities</li> <li>• mental health</li> </ul>	<b>Positive impact</b> - The strategy sets out the Council will consider the benefits of developing an adapted housing register to ensure best use is made of adaptations at relet.
Gender Reassignment (Transgender)	<b>Neutral impact.</b>
Race	No adverse impact identified.
Religion or Belief (Includes no belief)	No adverse impact identified.
Sex (Gender)	No adverse impact identified.
Sexual Orientation	No adverse impact identified.
Other protected groups <ul style="list-style-type: none"> <li>• Pregnancy &amp; maternity</li> <li>• Marriage &amp; civil partnership</li> </ul>	No adverse impact identified.
Other socially excluded groups <ul style="list-style-type: none"> <li>• Carers</li> <li>• Low literacy</li> <li>• Priority neighbourhoods</li> <li>• Health inequalities</li> <li>• Rural isolation</li> <li>• Asylum seeker and refugee communities</li> </ul>	<p><b>Positive impact</b> - The strategy considers the energy efficiency of the Councils housing stock, and how this may be improved. Tenants in fuel poverty would be positively impacted by future work of this nature.</p> <p>The strategy sets out that a damp and mould policy will be brought forward to supplement existing procedures. Tenants [including those in fuel poverty set out above] and those that are vulnerable due to health would be positively affected by work of this nature.</p>

	The strategy considers the provision of more affordable housing. It is likely that socially excluded groups would benefit from an increased supply of social housing.
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Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

N/A

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The strategy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity. The strategy is likely to benefit the following groups through future consideration of and focus on the following areas:

- Older people and independent living accommodation.
- Disabled people and adapted housing.
- Tenants in fuel poverty and home energy efficiency improvements.
- Tenants and prospective tenants and increasing the availability of high-quality social housing.

● **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?

A cross directorate delivery group will be established to deliver the strategy, which will also be monitored by the Housing Management Advisory Board.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

N/A

● **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date
	N/A		

- **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees	Y	Cascade of the strategy and EIA
Service users	Y	Publication on the Council's website
Partners and stakeholders	N	
Others	N	
To ensure ease of access, what other communication needs/concerns are there?		None identified

- **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

Delete as appropriate
<b>I agree with this assessment</b>
N/A
<p>Signed (Service Head):  Peter Oliver - Director of Housing and Wellbeing</p>
Date: 14.02.23

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.