

## Chesterfield Borough Council

### Equality Impact Assessment - Full Assessment Form

Service Area: **Housing Services**  
 Section: **Business Planning and Strategy**  
 Lead Officer: **Alison Craig**

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: **Housing Capital Programme 2015/16**

Is the policy, project, service, function or strategy:

Existing   
 Changed   
 New/Proposed

#### **STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES**

What is the aim of the policy, project, service, function or strategy?

The Housing Capital Programme finances the major repair and improvements to the Council housing stock. Capital Improvement works include; kitchen and bathroom replacements, central heating upgrades, roof/chimney replacements, rewiring, window/door replacements, disabled adaptations, health and safety related works.

The 2015/16 Capital Programme has increased to £25.4 million from £19.2 million in 2014/15

Who is the policy, project, service, function or strategy going to benefit and how?

The Capital Programme is for the benefit of all Council tenants and in certain instances leaseholders of ex council flats.

What outcomes do you want to achieve?

For all tenants to have the opportunity of a Decent Home, which is accessible and suitable for their needs.

What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

Some tenants have specific cultural requirements e.g. Male workers where only a female Muslim is present, carrying out improvements during specific religious festivals (Ramadan), however work can be planned to meet the requirements of the tenant.

## STEP 2 – COLLECTING YOUR INFORMATION

What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

The ongoing Tenant Participation programme and in particular the consultation activities which take place with tenants before capital improvement works begin help us to develop programmes of work tailored to the individual needs of tenants with protected characteristics. We also have data available from previous capital improvement works which can give us an indication of future needs.

## STEP 3 – FURTHER ENGAGEMENT ACTIVITIES

Please list any additional engagement activities undertaken to complete this EIA e.g. met with the Equalities Advisory Group, local BME groups, Employee representatives etc. Could you also please summarise the main findings.

Date	Engagement Activity	Main findings
Ongoing	Tenant Participation Programme	Range of individual requirements identified with tenants.

## STEP 4 – WHAT'S THE IMPACT?

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (think about race, disability, age,

gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.

<b>Group or Protected Characteristic</b>	<b>Positive impacts</b>	<b>Negative impacts</b>	<b>Action</b>
Age – including older people and younger people.	Capital improvements work can include adaptations related to age and disability.		
Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.	Capital improvements work includes disability adaptations to properties.		
Gender – men, women and transgender.	N/A	N/A	
Marital status including civil partnership.	N/A	N/A	
Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.	N/A	N/A	
Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.	N/A	N/A	
Ethnic Groups		A negative impact could arise where tenants have specific cultural	Actions are already in place to mitigate these negative impacts, our

		requirements e.g. Male workers where only a female Muslim is present, carrying out improvements during specific religious festivals (Ramadan).	Customer Liaison Officers work with the tenants to support them through the improvement work and as the work is planned it can be scheduled in to meet the requirements of the tenant.
Religions and Beliefs including those with no religion and/or beliefs.		As above in Ethnic Groups.	As above in Ethnic Groups.
Other groups e.g. those experiencing deprivation and/or health inequalities.	Tenants may be experiencing deprivation and health inequalities. The Capital investment programme helps to tackle these issues by improving housing conditions.		

From the information gathered above does the policy, project, service, function or strategy directly or indirectly discriminate against any particular group or protected characteristic?

- Yes   
 No

If yes what action can be taken to stop the discrimination?

**STEP 5 – RECOMMENDATIONS AND DECISION MAKING**

How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

The EIA highlighted the importance for strong Tenant participation at an early stage in improvement planning

How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

The Housing Capital Improvement Programme is monitored annually.

## **STEP 6 – KNOWLEDGE MANAGEMENT AND PUBLICATION**

Please note the draft EIA should be reviewed by the appropriate Head of Service/Service Manager and the Policy Service before WBR, Lead Member, Cabinet, Council reports are produced.

### Reviewed by Head of Service/Service Manager

Name:

Date:

### Reviewed by Policy Service

Name:

Date:

Final version of the EIA sent to the Policy Service

Decision information sent to the Policy Service