

TEMPLATE 2 - Full Equality Impact Assessment (EqIA)

In order to carry out this assessment, it is important that you have completed the EqIA E-learning Module and read the Corporate Guidelines on EqIAs. Please refer to these to assist you in completing this form and assessment.

What are the proposals being assessed? (Note: 'proposal' includes a new policy, policy review, service review, function, Strategy, project, procedure, restructure)	Private Sector Housing Strategy – The previous policy of this type was dated 2003. The purpose of this Strategy is to provide direction to all directorates working in private sector housing.
Which Directorate / Service has responsibility for this?	Community, Health and Wellbeing
Name and job title of lead officer	Nadeem Din, Strategy & Performance Manager
Name & contact details of the other persons involved in the EqIA:	Private sector housing Strategy steering group (details available upon request)
Date of assessment:	29.10.2012 - 13.03.2013

Stage 1: Overview

<p>1. What are the aims, objectives, and desired outcomes of your proposals?</p> <p>(Explain proposals e.g. reduction / removal of service, deletion of posts, changing criteria etc)</p>	<p>The Strategy sets out the Council's strategic approach to private sector housing in Harrow, taking into account the national policy agenda as set out in the Localism Act (2011) and Welfare Reform Act (2012), as well as regional and local contexts and priorities.</p> <p>Objectives within the Strategy include:</p> <ul style="list-style-type: none"> • Increasing the supply of privately rented accommodation; • Bringing empty properties back into use; • Enable and enforce better housing conditions in the private sector; • Meeting the needs of vulnerable households living in the private sector; • Improving energy efficiency and reduce fuel poverty; and, • Developing new and strengthening existing partnerships to support private sector housing. <p>The Strategy will promote improvements to housing conditions and the health of residents by taking an enabling approach and, if this is not possible, by ensuring that the legal responsibilities placed on the</p>
---	---

	<p>Council to enforce standards are carried out effectively and efficiently.</p> <p>The objectives outlined in the Private Sector Housing Strategy supports those outlined in the over-arching Housing Strategy (2013-2018), which were approved by Harrow Council's Cabinet in 2011.</p>
<p>2. What factors / forces could prevent you from achieving these aims, objectives and outcomes?</p>	<p>Private sector housing is outside the direct control of the Council. The Council has statutory powers and duties under the Housing Act 2004 (Housing Health Safety Rating System) to enforce conditions within the private rented sector but very limited powers in relation to owner occupiers.</p> <p>Pressures on budget and resources could also constrain the Council from achieving the objectives laid out in the private sector housing Strategy. The Strategy outlines how Harrow will seek funding opportunities to increase the supply of private rented accommodation and bring empty private sector properties back into use, and therefore ability of the Council to deliver on these objectives is linked to the availability of this funding.</p> <p>A further risk could be a change in administration both locally and nationally, as this Strategy covers a period during which elections will take place, and any changes to administrations could lead to subsequent policy changes.</p>
<p>3. Who are the customers? Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.</p>	<p>The customers in this Strategy are all households living or owning property in the private sector in Harrow.</p> <p>Groups identified in particular are:</p> <ul style="list-style-type: none"> Vulnerable households (older, disabled or in receipt of income related benefit); Older and/or disabled people requiring adaptations to their homes to enable them to remain independent Private sector landlords and tenants
<p>4. Is the responsibility shared with another department, authority or organisation? If so:</p> <ul style="list-style-type: none"> Who are the partners? Who has the overall responsibility? 	<p>Overall responsibility for the Private Sector Housing Strategy sits with Housing Services, although other Council departments directly contribute to the delivery of objectives. These teams include:</p> <ul style="list-style-type: none"> Environmental Health (enforce housing standards in the private sector and operate the Houses of Multiple Occupation (HMO) licensing scheme); Economic Development, Enterprise and Research (deliver the Economic Development Strategy);

	Adaptation and Repairs (deliver mandatory Disabled Facilities Grant (DFG) and services to older and disabled people); and Supporting People (commission Supporting People funded services)
4a. How are/will they be involved in this assessment?	A steering group comprising representatives from these teams has developed the Strategy and has also been involved in developing this EQIA
Stage 2: Monitoring / Collecting Evidence / Data	
5. What information is available to assess the impact of your proposals? Include the actual data, statistics and evidence (including full references) reviewed to determine the potential impact on each equality group (protected characteristic). This can include results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys, workforce profiles, service users profiles, local and national research, evaluations etc (Where possible include data on the nine protected characteristics. Where you have gaps, you may need to include this as an action to address in the action plan)	
Age (including carers of young/older people)	<p>Analysis of Housing Changes consultation responses/ Homelessness applications/national data.</p> <p>In response to the consultation question on the proposed Private Sector Housing Strategy objectives, the majority of respondents agreed across all age-groups. However, there was some evidence that older respondents were most likely to agree with proposals to encourage the supply of new homes in the private rented sector; 67% of those aged 25-44 disagreed with or felt unsure about the proposals. The private sector tenant consultation event revealed that this may be as a result of higher expectations and housing aspirations of younger people.</p> <p>In the period 2001-2011, Harrow's population has grown by more than 15% to 239,000. The 0-14 age group is estimated to have increased by 15.7% due to a significant number of births within the Borough within the last 10 years, and those aged 65+ are estimated to have increased by 12.3% within the same period. Household size within the borough is the second highest in the country at 2.8 people per household (Office for National Statistics, 2001 and 2011).</p>
Disability (including carers of disabled people)	<p>National and Local data / analysis of Housing Changes consultation responses.</p> <p>14.6% of residents in Harrow report a limiting long-term illness or disability which limits their day-to-day</p>

	<p>activities. This is below the national average of 17.9%, but represents an increase of 13.2% since 2001 (Office for National Statistics, 2001 and 2011). Around 70% of all housing in Harrow is owner occupied and a further 20% is within the private rented sector (PRS). Private renting has increased significantly in Harrow in recent years, growing from 14% in 2001 (Office for National Statistics, 2001 and 2011). The 2001 housing stock condition survey, and updated in 2008 highlighted that 78% of private sector housing stock within the borough was pre-1949, and with older housing comes particular issues of condition and its impact on the health and safety of those living within it, especially vulnerable households, such as disabled households requiring adaptations to maintain independent living.</p> <p>The Housing Changes Consultation found that most respondents were supportive of the Council's objectives. 35% of those responding to the formal Housing Changes consultation questions on the Private Sector Housing Strategy declared a disability. There was no evidence that this protected group responded differently to any of the consultation questions, and most respondents in this group were in support of the proposed Strategy objectives.</p>
Gender Reassignment	<p>Analysis of Housing Changes consultation responses.</p> <p>Those responding to the Housing Changes consultation were asked if their gender identity was the same as that assigned at birth. No respondent declared that they have undertaken gender reassignment.</p>
Marriage / Civil Partnership	<p>National data / analysis of Housing Changes consultation responses.</p> <p>Harrow has a very high percentage of married couples, with 53.7% of residents aged 16 and older declaring they were in a marriage in 2011. This is above the national level of 46.6%. There was a 27% increase in the number of married people living in Harrow between 2001 and 2011 (Office for National Statistics, 2001 and 2011).</p> <p>47% of respondents to the formal Housing Changes consultation questions on the Private Sector Housing Strategy declared themselves as unmarried, with the remainder (53%) being married. There was no evidence that this protected group responded differently to any of the consultation questions, and most respondents in this group were in support of the proposed Strategy objectives.</p>

Pregnancy and Maternity	<p>Analysis of Housing Changes consultation responses.</p> <p>3% of respondents to the formal Housing Changes consultation questions on the Private Sector Housing Strategy declared that they had been pregnant and/or on maternity leave during the past 2 years. There was no evidence that this protected group responded differently to any of the consultation questions, and most respondents in this group were in support of the proposed Strategy objectives.</p>
Race	<p>National data / analysis of Housing Changes consultation responses.</p> <p>2011 Census data shows that 69.1% of Harrow's residents are minority ethnic, where minority ethnic is defined as all people who are non-White British. Nationally, Harrow now has the fourth lowest proportion of White British residents, compared to a ranking of 8th in 2001. The White British population group has fallen by 28.5% since 2001, suggesting that Harrow is becoming increasingly diverse (Office for National Statistics, 2011).</p> <p>The Housing Changes Consultation found that most respondents were supportive of the Council's objectives. 48% of those responding to the formal Housing Changes consultation questions on the Private Sector Housing Strategy were minority ethnic. There was no evidence that this protected group responded differently to any of the consultation questions, and most respondents in this group were in support of the proposed Strategy objectives.</p>
Religion and Belief	<p>National data / analysis of Housing Changes consultation responses.</p> <p>The 2011 Census revealed that religious affiliation is very high in Harrow; at 9.6%, the borough has the 2nd lowest number of residents who stated that they have no religion. This compares to 24.7% nationally (Office for National Statistics, 2011).</p> <p>There is no evidence to suggest that the Strategy will have an adverse impact on anyone due to religion or belief, and regardless of religion or belief the majority of respondents were in favour of the Strategy objectives. 29% of respondents to the formal Housing Changes consultation questions reported that they had no religion.</p>

Sex / Gender	<p>National data / analysis of Housing Changes consultation responses.</p> <p>In 2011, 49.4% of Harrow residents were male and 50.6% are female. This is very similar to the national profile, but the number of males in Harrow has slightly increased since 2001 (Office for National Statistics, 2001 and 2011).</p> <p>There is no evidence to suggest that the Strategy will have an adverse impact on anyone due to religion or belief, and regardless of gender/sex or belief the majority of respondents were in favour of the Strategy objectives. 56% of respondents to the formal Housing Changes consultation questions were female and the remaining 44% were male</p>			
Sexual Orientation	<p>Analysis of Housing Changes consultation responses.</p> <p>There is no evidence to suggest that the Strategy will have an adverse impact on anyone due to sexuality, and regardless of sexual orientation the majority of respondents were in favour of the Strategy objectives. 93% of respondents to the formal Housing Changes consultation questions reported themselves as heterosexual.</p>			
<p>6. Is there any other (local, regional, national research, reports, media) data sources that can inform this assessment?</p> <p>Include this data (facts, figures, evidence, key findings) in this section.</p>	<p>National and regional data for example on age and health can help to inform potential future trends. Census data from the Office for National Statistics has been included in the relevant sections.</p>			
<p>7. Have you undertaken any consultation on your proposals? (this may include consultation with staff, members, unions, community / voluntary groups, stakeholders, residents and service users)</p>	Yes	x	No	
<p>NOTE: If you have not undertaken any consultation as yet, you should consider whether you need to. For example, if you have insufficient data/information for any of the protected characteristics and you are unable to assess the potential impact, you may want to consult with them on your proposals as how they will affect them. Any proposed consultation needs to be completed before progressing with the rest of the EqIA. Guidance on consultation/community involvement toolkit can be accessed via the link below http://harrowhub/info/200195/consultation/169/community_involvement_toolkit</p>				
Who was consulted?	What consultation methods were used?	What do the results show about the impact on different equality	What action are you going to take as a result of the consultation?	

		groups (protected characteristics)?	This may include revising your proposals, steps to mitigate any adverse impact. <i>(Also Include these in the Improvement Action Plan at Stage 5)</i>
Informal consultation - Harrow residents (including tenants in the private rented sector)	<p>August – October 2011.</p> <p>A series of roadshows throughout the borough under the theme of 'Housing Changes' and the format was the kitchen dining table.</p> <p>30 events were held and included town centres, housing estates, and various TRA and Community meetings.</p> <p>Web-based consultation using the council's survey tool</p> <p>Consultation sessions in the foyer of Civic 1.</p>	<p>85% of those who responded supported Harrow's objective to encouraging higher standards in the private rented sector. Analysis by protected characteristics shows that the majority in all groups were in favour of the council encouraging higher standards</p> <p>Many people who were living in the private rented sector at the time of the consultation indicated that, at the lower end of the market, landlords may be renting out below standard properties due to the high demand in this sector.</p> <p>Perhaps unsurprisingly, those living in private rented and temporary accommodation were most supportive of the Council encouraging higher standards.</p>	<p>Ensure collection and analysis of protected characteristics is carried out more robustly within the enabling and enforcement sections.</p>
Formal consultation – Harrow	02.01.2013 – 27.03.2013	The consultation revealed that the	Strategy and action plan amended to

residents (including staff, tenants and landlords in the private rented sector and representative and third-sector agencies).	Council website hosted a Housing Changes questionnaire, and the consultation was publicised across Harrow and via attendance at key meetings including TLRCF, HFTRA, Harrow Weald TRA and the Affordable Housing Delivery Group.	<p>large majority of respondents supported Harrow's proposed approach to enable, rather than enforce, higher standards in the private sector, although the importance of enforcement action in a small number of cases was recognised.</p> <p>Concerns were raised that the private rented sector could not offer sufficient security of tenure to certain groups, including vulnerable people or those with children,</p>	highlight the Council's role in publicising both the rights and responsibilities of tenants and landlords, and to emphasise the Council's role in promoting more stable tenancy conditions for tenants.
Private Sector Tenants	<p>Forum held on 28.6.12. Mixture of presentations and discussions and questions and answers with approximately 15 tenants living in private rented accommodation.</p> <p>Focus group held on 14.02.2013. Presentation outlined Harrow's proposals for the private sector and a conversation about the changes was facilitated by officers, focussing on the 5 formal consultation questions</p>	<p>Feedback via the questionnaires has been very low, but responses support the proposed Strategy objectives.</p> <p>Feedback supported council's objectives and suggested no differential impact on the protected characteristics. The event again highlighted that certain vulnerable tenants may not understand their rights. Tenants also noted an expectation gap with younger residents, who aspired to unrealistic housing options.</p>	<p>As above, Strategy and action plan has been amended to highlight Council's role in promoting tenants' rights.</p> <p>The Strategy has been amended to highlight the Council's ongoing role in providing realistic housing options advice to residents.</p>

Voluntary Sector organisations	<p>Consultation event held on 06.02.2013. Presentations were given on the Housing Changes draft strategies, and discussions about the changes were facilitated in groups.</p> <p>Attendees at this event were able to represent the interests of many of the protected characteristics listed above.</p>	Concerns were raised about the vulnerability of certain groups in the private sector, and attendees agreed with the Council's focus on assisting these vulnerable households.	
Private Sector landlords	Harrow's proposed Private Sector Housing Strategy objectives were sent to 270 landlords, who were invited to respond via email.	Responding landlords agreed with the proposed objectives of the Private Sector Housing Strategy.	

Stage 3: Assessing Impact and Analysis

8. What does your information tell you about the impact on different groups? Consider whether the evidence shows potential for differential impact, if so state whether this is an adverse or positive impact? How likely is this to happen? How you will mitigate/remove any adverse impact?

Protected Characteristic	Positive	Adverse	Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur.	What measures can you take to eliminate or reduce the adverse impact(s)? E.g. consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 5)
Age (including carers of young/older people)	X		<p>The Strategy will improve housing conditions, especially those which have a direct health and safety impact on occupiers.</p> <p>Poor housing conditions can have a more detrimental impact on the health and wellbeing of older people, who may be frail and suffer from</p>	Introduction of affordable warmth measures will decrease the incidence of fuel poverty amongst vulnerable older households and will potentially

			<p>particular health conditions which can be exacerbated by poorly insulated or unsanitary housing conditions. In Harrow during winter months there is an increase in the number of deaths amongst the older population, mainly due to excess cold and illnesses related to it.</p> <p>Older people may have difficulty in engaging contractors to carry out small repair works or major adaptations within the home and also not have access to finance to be able to carry out larger repairs/ adaptations to make their homes safe and secure.</p> <p>Extension of Shared Accommodation Rate to single households under the age of 35 has restricted the availability of PRS accommodation to those in this age group.</p>	<p>reduce the number of excess winter deaths.</p> <p>Handyperson service and equity release products to be promoted by the Home Improvement Agency are only open to households in the older age group. Potential development of a private works service for those households who are assessed as being able to pay will reduce the stress and uncertainty of managing large scale adaptations for older households and ensure that the required works are carried out to enable the older person to live independently within their own home.</p> <p>Monitor impact of welfare reforms on the under 35s and under 25 year olds.</p>
Disability (including carers of disabled people)	X		<p>Those with a physical or learning disability may possibly be impacted upon more severely by poor housing conditions than some other groups. However a higher proportion will be in receipt of benefits and as such will be eligible for assistance and support under this Strategy</p> <p>Disabled households and their carers may experience difficulty in engaging contractors to</p>	<p>The Strategy targets assistance towards disabled people especially with regards to Disabled Facilities Grants. General housing improvement may be more desirable where there is a disability and the Strategy recognises this,</p> <p>The Strategy will enable greater assistance to be given to persons in receipt of (specified) benefits.</p>

			carry out major adaptations to their homes and may need additional assistance with managing the adaptation project, and to ensure that the required works go ahead.	<p>This includes energy efficiency grants, and possibly the development of a private works scheme.</p> <p>Improvements to properties in the private rented sector through increased enforcement and/or enabling will have a positive impact on the physical health and wellbeing of disabled people</p>
Gender Reassignment			There is limited data with regard to this group. We have no reason to suppose that proposed Strategy objectives will have an impact either positively or negatively on this group.	Currently we have no evidence that the objectives as set out in the Strategy will have a negative impact. Harrow Council will continue to monitor this.
Marriage and Civil Partnership			There is limited data with regard to this group. We have no reason to suppose that proposed Strategy objectives will have an impact either positively or negatively on this group.	Currently we have no evidence that the objectives as set out in the Strategy will have a negative impact. Harrow Council will continue to monitor this.
Pregnancy and Maternity	X		Pregnant mothers or mothers with young children may be disadvantaged due to poor conditions or security in the private sector. Improvement of these conditions through either increased enforcement or enabling as an objective of the Strategy will impact positively on health and wellbeing. Harrow Council's role in negotiating more stable tenancies for tenants, including those with children, is also expected to impact positively on this group.	Harrow Council will monitor the impact on this group. Positive impacts can be monitored through the enforcement actions taken and the number of tenants housed through Help2Let.
Race			There is no evidence to suggest that any of the actions outlined within the Strategy will impact negatively on any households because of their	Currently we have no evidence that the objectives as set out in the Strategy will have a negative impact

			race	
Religion or Belief			There is limited data with regard to this group. We have no reason to suppose that the proposed policy changes will impact either positively or adversely on this group.	Currently we have no evidence that the objectives as set out in the Strategy will have a negative impact
Sex	x		<p>In general the Strategy will have a positive impact on both genders but may have a more pronounced impact on women. This is because:</p> <ul style="list-style-type: none"> • Women tend to head more single parent families and • Women tend to live longer than men 	The Strategy recognises that poor housing conditions impact on the quality of the person's life and tackles this through enabling and enforcement
Sexual Orientation			There is limited data with regard to this group. We have no reason to suppose that proposed policy changes will have an impact either positively or adversely on this group	Currently we have no evidence that the objectives as set out in the Strategy will have a negative impact

Other (please state)			<p>Reforms to welfare benefits mean that working households will be in a better position to afford private-rented accommodation than those which are not in work. The Strategy also promotes the increased supply of private rented sector properties and recognises that this can have a positive affect on the wider economy</p>	
<p>9. Cumulative impact – Are you aware of any cumulative impact? For example, when conducting a major review of services. This would mean ensuring that you have sufficient relevant information to understand the cumulative effect of all of the decisions.</p> <p>Example: A local authority is making changes to four different policies. These are funding and delivering social care, day care, and respite for carers and community transport. Small changes in each of these policies may disadvantage disabled people, but the cumulative effect of changes to these areas could have a significant effect on disabled people's participation in public life. The actual and potential effect on equality of all these proposals, and appropriate mitigating measures, will need to be considered to ensure that inequalities between different equality groups, particularly in this instance for disabled people, have been identified and do not continue or widen. This may include making a decision to spread the effects of the policy</p>		<p>The development of the private sector housing Strategy has taken into consideration the wider changes taking place in the housing policy landscape, as well as the welfare reforms. Changes to welfare benefits – with the introduction of caps on assistance for households living in the private rented sector and the overall level of benefits under universal credit, mean that Harrow is increasingly unaffordable for non-working households</p>		

elsewhere to lessen the concentration in any one area.									
10. How do your proposals contribute towards the requirements of the Public Sector Equality Duty (PSED), which requires the Council to have due regard to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between different groups. (Include all the positive actions of your proposals, for example literature will be available in large print, Braille and community languages, flexible working hours for parents/carers, IT equipment will be DDA compliant etc)									
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010		Advance equality of opportunity between people from different groups		Foster good relations between people from different groups		Are there any actions you can take to meet the PSED requirements? <i>(List these here and include them in the Improvement Action Plan at Stage 5)</i>			
The Strategy recognises the need to inform minority groups of the assistance which may be available to them. This will mean that support is given on an assessed individual need basis.		The Strategy will promote health through improved housing; this is an essential precursor to improving and promoting equality of opportunity		The Strategy will promote improved housing where there is poverty and poor housing conditions. This in turn will lead to fostering better relations between different groups		As above, and clearly communicating initiatives and services that are available to residents			
11. Is there any evidence or concern that your proposals may result in a protected group being disadvantaged (please refer to the Corporate Guidelines for guidance on the definitions of discrimination, harassment and victimisation and other prohibited conduct under the Equality Act)?									
	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes									
No	X	X	X	X	X	X	X	X	X
If you have answered "yes" to any of the above, set out what justification there may be for this in Q12a below - link this to the aims of the proposal									

and whether the disadvantage is proportionate to the need to meet these aims. (You are encouraged to seek legal advice, if you are concerned that the proposal may breach the equality legislation or you are unsure whether there is objective justification for the proposal)

If the analysis shows the potential for serious adverse impact or disadvantage (or potential discrimination) but you have identified a potential justification for this, this information must be presented to the decision maker for a final decision to be made on whether the disadvantage is proportionate to achieve the aims of the proposal.

If there are adverse effects that are not justified and cannot be mitigated, you should not proceed with the proposal. (select outcome 4)
If the analysis shows unlawful conduct under the equalities legislation, you should not proceed with the proposal. (select outcome 4)

Stage 4: Decision

12. Please indicate which of the following statements best describes the outcome of your EqlA (✓ tick one box only)

Outcome 1 – No change required: when the EqlA has not identified any potential for unlawful conduct or adverse impact and all opportunities to enhance equality are being addressed.	
Outcome 2 – Minor adjustments to remove / mitigate adverse impact or enhance equality have been identified by the EqlA. <i>List the actions you propose to take to address this in the Improvement Action Plan at Stage 5</i>	X
Outcome 3 – Continue with proposals despite having identified potential for adverse impact or missed opportunities to enhance equality. In this case, the justification needs to be included in the EqlA and should be in line with the PSED to have ‘due regard’. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse impact and/or plans to monitor the impact. (explain this in 12a below)	
Outcome 4 – Stop and rethink: when there is potential for serious adverse impact or disadvantage to one or more protected groups. (You are encouraged to seek Legal Advice about the potential for unlawful conduct under equalities legislation)	
12a. If your EqlA is assessed as outcome 3 or have ticked ‘yes’ in Q11 , explain your justification with full reasoning to continue with your proposals.	

Stage 5: Making Adjustments (Improvement Action Plan)

13. List below any actions you plan to take as a result of this impact assessment. This should include any actions identified throughout the EqIA.

Area of potential adverse impact e.g. Race, Disability	Action proposed	Desired Outcome	Target Date	Lead Officer	Progress
All	Expand collection and monitoring of equality data for enforcement actions and consider actions as appropriate	Robust monitoring system implemented and service is equally accessible to all groups.	April 2013	Emmanuel Mfum	
All	Expand collection and monitoring of equality data for grants and adaptation work and review services as appropriate	Robust monitoring system implemented and service is equally accessible to all groups.	April 2014	Mick Sheehy	
All	Ensure equalities data is collected as part of the grant application process and review services as appropriate	Robust monitoring system implemented and service is equally accessible to all groups.	April 2014	Elaine Slowe/ Christine Scott	
All	Improve communication about the services that Harrow can offer to tenants experiencing difficulties in the private sector.	More accessible services and more informed residents	Review April 2014	Jon Dalton / Shankar Sivashankar	

Area of potential adverse impact e.g. Race, Disability	Action proposed	Desired Outcome	Target Date	Lead Officer	Progress
Age	Investigate and monitor the housing needs of those groups affected by welfare reform.	Potential barriers to housing overcome.	July 2013	Jon Dalton / Jennifer Townsley	
Age, Race	Introduction of affordable warmth measures will decrease the incidence of fuel poverty amongst vulnerable older households.	Potentially reduce the number of excess winter deaths	From April 2013 and ongoing	Andrew Baker	
Disability, age	Handyperson service and equity release products to be promoted by the Home Improvement Agency (only open to households in the older age group).	To enable older persons to live independently within their own home	Review April 2014	Mick Sheehy	
Disability, age	Develop a private works service for those households who are assessed as being able to pay but not entitled to financial assistance	To enable older persons to live independently within their own home	April 2014 (proposals December 2013)	Mick Sheehy	

Stage 6 - Monitoring

The full impact of the decision may only be known after the proposals have been implemented, it is therefore important to ensure effective monitoring measures are in place to assess the impact.

14. How will you monitor the impact of the proposals once they have been implemented? How often will you do this? <i>(Also Include in Improvement Action Plan at Stage 5)</i>	The Private Sector Housing Strategy steering group has overseen the development of the Strategy. Once the Strategy has been adopted this group's role will be to monitor the delivery of the Strategy and its impact on the local community. On an annual basis the Strategy will be reviewed with a wider group of stakeholders, and any amendments necessary made.			
15. Do you currently monitor this function / service? Do you know who your service users are?	Yes	x	No	
16. What monitoring measures need to be introduced to ensure effective monitoring of your proposals? <i>(Also Include in Improvement Action Plan at Stage 5)</i>	As outlined in the Action Plan.			
17. How will the results of any monitoring be analysed, reported and publicised? <i>(Also Include in Improvement Action Plan at Stage 5)</i>	Findings of reviews will be made available prior to the annual review meeting. Under the Council's current performance management framework, reporting is done on a quarterly basis to the Improvement Board. It is proposed that as a minimum reporting is done in line with the council's performance management framework and other local requirements			
18. Have you received any complaints or compliments about the policy, service, function, project or proposals being assessed? If so, provide details.	We have not received any complaints on the options.. Formal consultation has been carried out on the Strategy.			

Stage 7 – Reporting outcomes

The completed EqlA must be attached to all committee reports and a summary of the key findings included in the relevant section within them.

EqlA's will also be published on the Council's website and made available to members of the public on request.

19. Summary of the assessment

NOTE: This section can also be used in your reports, however you must ensure the full EqlA is available as a background paper for the decision makers (Cabinet, Overview and Scrutiny, CSB etc)

- What are the key impacts – both adverse and positive?
- Are there any particular groups affected more than others?
- Do you suggest proceeding with your proposals although an adverse impact has been identified? If yes, what are your justifications for this?
- What course of action are you advising as a result of this EqlA?

The impact assessment does not suggest that any major adjustments need to be made to the proposed Strategy. Evidence suggests no potential for discrimination and all opportunities have been taken to advance equality. There have been no negative impacts identified.

20. How will the impact assessment be publicised? E.g. Council website, intranet, forums, groups etc

Council website, intranet, sent to various partnership meetings

Stage 8 - Organisational sign Off (to be completed by Chair of Departmental Equalities Task Group)

The completed EqlA needs to be sent to the chair of your Departmental Equalities Task Group (DETG) to be signed off.

21. Which group or committee considered, reviewed and agreed the EqlA and the Improvement Action Plan?

Private Sector Housing Strategy Steering Group
Community Health and Wellbeing Equalities Task Group

Signed: (Lead officer completing EqlA)

Nadeem Din

Signed: (Chair of DETG)

Date:

30.10.2012, 13.03.2013

Date: