



EQUALITY IMPACT ASSESSMENT

Partial Assessment Form

Policy, practice, function or project assessed	Asset Management Strategy
Lead Officer	Anita L Goddard
Team	Property Services
Start date of assessment	16th December 2010
Completion of assessment	13th January 2011

Please use this form to record your findings in relation to the assessment of an existing policy, function, service or practice.

A. POLICY, PRACTICE, FUNCTION OR PROJECT TO BE ASSESSED

A1. Please describe what are the main aims, objectives, purpose and intended outcomes of the policy or function?

The Asset Management Strategy aims to ensure that the Council maximises the effectiveness of their investment in properties to ensure expenditure is targeted to where it is most needed. The budgetary restrictions requires the Council to deliver a service that maximises value for money ensuring that the investment reduces the requirement for more expensive response repairs.

The strategy whilst targeting resources effectively aims to take account of whole communities and their needs. As a rural authority many of our villages are isolated and have no access to gas heating. Research shows that living in a rural setting can be significantly more expensive than living in an urban setting. Fuel poverty and affordable warmth are an existing and growing issue in our homes that the strategy aims to ensure we tackle as effectively as possible.

A2. Is this policy or function associated with any other Council policy or priority?

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It is associated with meeting the Councils response repairs and voids obligations, recharge policy, Resident Involvement Strategy, Aids and Adaptations Policy, Warm Homes Strategy, Fuel Poverty initiative, FIT projects, the Voids policy, Anti-social behaviour policy, grounds maintenance contract, the 5 year planned maintenance programme the Governments Decent Homes Standard and Choice Based Lettings (Home-Link).

The function meets all 4 of the 5 Council aims in that it is accessible to all, committed to ensuring the SC continues to be a safe and healthy place for families to live, committed to making SC a place residents can feel proud to live in and committed to providing a voice for rural life.

A3. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?

The beneficiaries are existing and future tenants, which is potentially all 5800 tenants and leaseholders of SCDC. This affects approximately 9,000 adults. This can affect large parts of the community as the Councils stock is varied and dispersed through 94 villages within the district.

From a tenants survey in December 2009 there was a 37% response rate; 41% of our tenants class themselves as disabled and 66% are over 60 years of age. This would indicate that a high proportion is older and disabled. 97.7% of respondents classed themselves as white British and 1.6% were either White Irish or White Other. All other BME accounted for 0.1% of respondents.

A4. Is the policy/function corporate and far-reaching?

The policy is one that is required by the Council to ensure that its properties are effectively managed and investment maximises longevity of the property and component parts. This strategy ensures that expenditure Government requirement and ensures that properties are let and managed which generates income for the Housing Revenue Account (HRA). At present the Government requires over half of the income generated by the HRA to be paid as "negative subsidy".

A5. Are you expecting to make any significant change to the policy or service in the near future? If so, please give details.

No however there are anticipated changes to the HRA that could result in the Council taking on a very sizeable debt that could amount to 243,000,000. A robust business plan will be required to pay this back which will impact on the expenditure available to manage the stock and issues associate such as affordable warmth, fuel poverty and condensation etc.

A6. Is this a new or existing policy or function?

Existing

B. EVIDENCE/ DATA and CONSULTATION

It is important to consider all information that is available in determining whether the policy or function could have a differential impact. Please attach examples of monitoring information, research or consultation reports.

B1. What monitoring or other information do you have about relevant target groups, which will show the impact of the policy or function?

We monitor the performance against targets but all tenants are treated the same.

We send out satisfaction surveys for all areas of work which show very high levels of satisfaction overall.

We collect ethnic monitoring at letting and send it to Core. The information for this year has as yet to be published but is expected to continue to show a low BME population and our tenants as more likely to be older, disabled and potentially economically inactive

B2. Have you compared the data you have with the equality profile of the local population? What does it show?

The equality profile of our recent survey of tenants matches that of the overall district profile.

No however the latest annual report (2009) details BME Households Access to Services and reports that the Council can demonstrate that it is achieving access to key housing services for all ethnic groups in the local community in line with its statutory obligations and the Council's commitment included in its aims and objectives to deliver services that are accessible to our community.

B3. Have you identified any improvements or other changes that could be made from monitoring the data?

No

B4. Have you consulted or involved external stakeholders about the policy or function? If so, what were their views?

We have consulted tenants and looked at good practice documents to draw the strategy together.

B5. Have you undertaken any consultation with staff to assess their perception of any impacts of the policy or function? If so, what has been learnt from them?

The views of staff are that there are no cases of racial or other discrimination that come to their attention. The area where there needs to be special attention is the aids and adaptations policy that is linked to this strategy. All 1-2-1s with staff address equality and diversity issues arising. This area has a Journey to Excellence work stream that has as a core element, equality and diversity. The outcome or actions arising will be fed through to the EIA.

B6. Please provide information about any other consultation, research, or involvement undertaken in relation to this impact assessment.

None

C1. IMPACT OF THE POLICY OR FUNCTION

Assess the potential impact on each of the following protected characteristics. The impact could be negative, positive or neutral. If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high. Refer to the evidence you use.

DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
AGE: Identify the potential impact of the policy or function on different age groups.	Neutral	
DISABILITY: Identify the potential impact of the policy or function on disabled people.	Positive	

GENDER REASSIGNMENT: Identify the potential impact of the policy or function on people that have changed gender identity.	Neutral	
MARRIAGE AND CIVIL PARTNERSHIPS: Identify the potential impact of the policy or function on people who are married or in a civil partnership.	Neutral	
PREGNANCY AND MATERNITY: Identify the potential impact of the policy or function on pregnant or maternal mothers and those women who wish to breastfeed.	Neutral	
RACE: Identify the potential impact of the policy or function on different ethnic groups, including national origins, colour and nationality.	Neutral	
RELIGION/BELIEF: Identify the potential impact the policy or function on different religious/faith groups.	Neutral	
SEX: Identify the potential impact of the policy or function on men and women.	Neutral	
SEXUAL ORIENTATION: Identify the potential impact of the policy or function on lesbian, gay men, bisexual or heterosexual people.	Neutral	
OTHER CHARACTERISTIC SPECIFIC TO SOUTH CAMBRIDGESHIRE – RURALITY: Identify the potential impact of the policy or function on people who are rurally isolated.	Positive	

PLEASE NOTE: Following completion of the section above, if the nature of the impact is adverse then you may need to proceed to a full equality impact assessment.

C2. Could you minimise or remove any adverse or potential impact that is high, medium or low significance, in advance of a full impact assessment? Explain how.

The positive impacts of note are the positive impact for older and disabled tenants and for residents living in a rural location. The strategy notes fuel poverty as a key issue for our residents, particularly those in off- grid villages. This is linked to the EIA on the Aids and Adaptations policy and Affordable Warmth Strategy.

C3. Does the policy or function actively promote equal opportunities and good community relations? Or could changes be made so that it does so?

It does promote good community relations as all contractors are closely monitored for equality of service delivery and satisfaction.

C4. Please provide any further information, qualitative or quantitative that does not fit into the questions but you feel has a likely impact on this assessment.

This EIA links into the EIAs for Response Repairs, Aids and Adaptations, the garage strategy, the Affordable Warmth Strategy, the ASB strategy and policy and Gypsies and Travellers.

D. CONCLUSIONS			
D1. Was there sufficient data to complete the partial assessment?	Yes?	<input checked="" type="checkbox"/>	If “NO”, what arrangements are in place for evidence gathering and continuing with the assessment?
	No?	<input type="checkbox"/>	
D2. Is the outcome of the partial assessment that the policy or function would have an adverse impact (medium or high impact) on one or more target group?	Yes?	<input type="checkbox"/>	If “YES”, will you proceed to a full assessment? If so, what arrangements are in place to carry out the full assessment?
	No?	<input checked="" type="checkbox"/>	

D3. Is the outcome of the partial assessment that the policy or function would have a neutral or positive impact on equalities?	Yes?	<input checked="" type="checkbox"/>	If “YES”, have you included proposals in the Action Plan to further improve the impact of the policy or function on equalities? Yes
	No?	<input type="checkbox"/>	Do you plan to review the service or policy again in future to assess whether there has been any change? If so, when? Yes Has the Equalities Steering Group and the Consultative Forum reviewed the assessment? If so what were their comments? No

D4. Do you have any other conclusions/outcomes from the partial assessment?

The policy/procedure is customer focussed in meeting needs and delivering a service to tenants. This is a wide area of work and links into all aspects of housing work including lettings, resident involvement, leaseholders, repairs, voids, fuel poverty, aids and adaptations, and Gypsies and Travellers.

Asset Management involves a significant number of contracts that we are required to ensure operate to the standards expected in terms of service delivery and compliance with Councils Equality and Diversity policy

ACTION PLAN for enhancing existing practice

Recommendation/ issue to be addressed	Planned Milestone	Planned completion of milestone (date)	Officer Responsible	Progress
Review when HRA reform is finalised	November 2011	March 2012	AG	

RESOURCES

Does the above action plan require any additional resources?

No

ARRANGEMENTS FOR MONITORING

Please give your plans for monitoring the achievement of the above actions.

The strategy is monitored by the Asset Manager through fortnightly 1-2-1 meetings with the Housing Operational Services Manager where Equality and Diversity are addressed

SIGN OFF: The officers below confirm that this partial assessment has been completed in accordance with the Council's guidance

Signature of Lead Officer

Anita L Goddard

Date: 13/01/2011

Signature of Corporate Manager or Chief Officer:

Date:

Please retain the original form on your service area and return a copy of the completed form to the Equality & Diversity Officer.