



EQUALITY IMPACT ASSESSMENT

Partial Assessment Form

Policy, practice, function or project assessed	Garage Strategy
Lead Officer	Anita L Goddard
Team	Housing and Property Services
Start date of assessment	11 th January 2011
Completion of assessment	

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 Garage Strategy aims to ensure that the Council maximises the effectiveness of their investment in garages to ensure expenditure is targeted to where it is most needed. The strategy will also assist in identifying areas where investment is inappropriate and allow the Council to determine the best use of the asset. This may mean conversion to parking bays or disposal.

The strategy whilst targeting resources effectively aims to take account of whole communities and their needs. As a rural authority many of our villages were not designed to take account of the cars required by today's families particularly in remote village locations with limited public transport.

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

It is associated with meetings the Councils asset management strategy, income maximisation policy, response repairs, recharge policy, anti-social behaviour policy, grounds maintenance contract and the 5 year planned maintenance programme.

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 and whole communities as access is not restricted to tenants. It potentially all 5800 tenants and leaseholders of SCDC which equates to approximately 9,000 adults. This can potentially affect whole communities as the Councils garage stock is varied and dispersed throughout 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 assets are effectively managed and investment maximises longevity of the property and component parts. This strategy ensures that the action required for each garage block 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 to the as "negative subsidy". This does not apply to garages.

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

No

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?

All inhabitants of South Cambridgeshire District can apply to rent a Council garage

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. All 1-2-1s with staff address equality and diversity issues arising.

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 equality strands/groups. 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	Neutral	
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 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 and maternal mothers and those women who wish to breastfeed	Neutral	
RACE: Identify the potential impact of the policy or function on different race/ethnic groups	Neutral	
RELIGION/FAITH: Identify the potential impact the policy on different religious/faith groups	Neutral	
SEX: Identify the potential impact of the policy or function on men and women	Neutral	
SEXUAL ORIENTATION: potential impact of the policy 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	Neutral	

--	--	--

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.

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 will promote good community relations if the need in communities where garages have been demolished is reinvested in creating appropriate car parking areas

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.

None

D. CONCLUSIONS			
D1. Was there sufficient data to complete the partial assessment?	Yes?	<input checked="" type="checkbox"/> x	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"/> x	
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"/> x	If “YES”, have you included proposals in the Action Plan to further improve the impact of the policy or function on equalities? Do you plan to review the service or policy again in future to assess whether there has been any change? If so, when? No
	No?	<input type="checkbox"/>	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 strategy is customer focussed in meeting needs and delivering a service to tenants and the wider community. The repair and maintenance of garages 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. This also applies to any partner agencies that could be involved in the disposal of sites.

ACTION PLAN for enhancing existing practice

Recommendation/ issue to be addressed	Planned Milestone	Planned completion of milestone (date)	Officer Responsible	Progress
The new repairs contract will require an EIAs	June 2011	Oct 2011	Anita L Goddard	

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: 31/03/2010
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.