



## South Kesteven District Council

### Equality Analysis (Stage 1)

### Housing Revenue Account Business Plan

<b>Service Area:</b>	<b>Lead officer:</b> Ian Richardson	<b>Date of Meeting</b>  15/07/14
	<b>Assessors:</b> Ian Richardson Richard Wyles	
	<b>Neutral Assessor:</b> Jo Toomey	



<b>Religion or Belief</b>	Potentially positive	The design of new homes will take account of relevant religious requirements where appropriate.
<b>Sex</b>	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
<b>Sexual Orientation</b>	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
<b>Pregnancy and Maternity</b>	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
<b>Marriage and Civil Partnership</b>	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
<b>Carers</b>	Small positive impact	Adaptations and new build homes will seek to support independent living and facilitate caring.
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b>  *(IMD = Indices of multiple deprivation)	Positive impact	Improving energy efficiency of homes will help to reduce fuel poverty. Housing management will address anti-social behaviour, helping to protect more vulnerable members of society. Those persons least able to secure their own accommodation may be granted additional priority for housing and to benefit from the range and extent of housing services provided. The mix and type of housing provided will be guided by identified need, including the need for appropriately sized accommodation to avoid the potentially adverse impact of the withdrawal of the spare room subsidy.

Activities delivered within the framework of the HRA Business Plan will be carried out in accordance with appropriate policies or strategies each of which will have been subject, where appropriate, to its own EIA.

The Council's duties to the homeless and in housing applicants will not be adversely affected by the Business Plan which, on the contrary, will improve housing circumstances through the procurement of new homes and the improvement, adaptation and, where appropriate, conversion of existing homes.

The Business Plan recognises the changing demographics of South Kesteven; not least in terms of the ageing population and the increasing proportion of households homes with fewer bedrooms.

**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

Tenant profile information  
 Allocations policy and housing register information  
 Demographic information provided by the Lincolnshire Observatory  
 Consultation with tenants' Service Review Groups.

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<b><i>If you have checked option a) you will need to complete a Stage 3 analysis when your policy/service/function/strategy has been implemented</i></b>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)	Adverse impact but continue	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions c.1</i></b>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

- b.1** In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?
- b.2** Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

***If you have checked option b) you will need to complete a Stage 2 equality analysis***

- c** Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

***If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.***

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**Signed (Lead Officer):**  
*(Name and title)*

**Ian Richardson**  
*Head of Housing & Neighbourhoods*

**Date completed:**

**15/07/14**

**Signed (Neutral Assessor):**  
*(Name and title)*

**Jo Toomey**  
Principal Democracy Officer

**Date signed off:**

**15/07/14**

