



# South Kesteven District Council

## Equality Analysis (Stage 1)

Housing Asset Management Strategy 2013-2018

|  |   |                        |
|--|---|------------------------|
| <b>Service Area:</b>                     | <b>Lead officer:</b><br>Liz Banner      | <b>Date of Meeting</b> |
| Property Services –<br>Improvements Team | <b>Assessors:</b><br>Stuart Sheardown   | 14/10/13               |
|  | <b>Neutral Assessor:</b><br>Carol Drury |                        |

**1. Name and description of policy/service/function/strategy**

The Housing Asset Management Strategy 2013-2018 defines a number of key actions that will further improve service and operational delivery. This strategy is for all Council housing properties.

SKDC has embraced the principles of effective asset management by:

- Recognising the importance of maintaining effective stock condition and attribute information;
- Assessing the sustainability of and future options for poorly performing stock;
- Ensuring effective procurement and the effective delivery of the works programme to make sure the stock is maintained in good condition.

SKDC will examine the use of vacant sites for the building of new homes, the potential redevelopment of existing properties and the potential disposal of assets as a way of helping to fund the acquisition/development of new properties and/or the refurbishment of other existing properties. SKDC is building 30 new homes between 2013-2015, with the potential to develop more.

The Housing Asset Management Strategy has been built around two key subject areas which are Property and Service Standards and Stock Portfolio Management, under which 7 priorities have been developed in response to the range of distinct issues for SKDC, the stock and future residents needs.

**Is this a new or existing policy?**

**Existing**

**2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.**

| Equality Group | Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups?<br><br>Please state which for each group | Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why  |
|----------------|---|--|
| Age            | Positive  | The strategy requests a review of all sheltered housing schemes and the implementation of a planned programme to ensure the ongoing availability of housing stock that meets particular needs of the elderly, vulnerable and disabled. |

|                                       |          |  |
|---------------------------------------|----------|--|
| <b>Disability</b>                     | Positive | The strategy requests a review of all sheltered housing schemes and the implementation of a planned programme to ensure the ongoing availability of housing stock that meets particular needs of the elderly, vulnerable and disabled.   |
| <b>Race</b>                           | N/A      | Impact of this strategy is not determined by this protected characteristic.  |
| <b>Gender Reassignment</b>            | N/A      | Impact of this strategy is not determined by this protected characteristic.  |
| <b>Religion or Belief</b>             | N/A      | Impact of this strategy is not determined by this protected characteristic.  |
| <b>Sex</b>                            | N/A      | Impact of this strategy is not determined by this protected characteristic.  |
| <b>Sexual Orientation</b>             | N/A      | Impact of this strategy is not determined by this protected characteristic.  |
| <b>Pregnancy and Maternity</b>        | N/A      | Impact of this strategy is not determined by this protected characteristic.  |
| <b>Marriage and Civil Partnership</b> | N/A      | Impact of this strategy is not determined by this protected characteristic.  |
| <b>Carers</b>                         | Positive | The strategy requests a review of all sheltered housing schemes and the implementation of a planned programme to ensure the ongoing availability of housing stock that meets particular needs of the elderly, vulnerable and disabled. Although this does not impact directly on the carer, the adjustments have the potential to assist carers. |

|  |  |  |
|--|--|--|
| <p><b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b></p> <p>*(IMD = Indices of multiple deprivation)</p> | <p>Positive</p>  | <p>The strategy has an action to work with colleagues across the Council and with external agency partners to put in place a number of approaches that, together, will help tenants maximise their ability to pay to effectively and efficiently heat their home (e.g. provision of advice on reducing energy use, reducing energy costs by securing the best prices and managing/monitoring energy use better).</p> |
| <p><b>General comments</b></p>   | <p>The strategy has a number of actions against the priorities, which will ensure delivery will positively impact on the council residents. This includes a new South Kesteven Standard for properties, improving energy efficiency, having effective repairs and maintenance and meeting particular needs of residents.</p> |  |

**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)**

- |  |
|--|
| <ul style="list-style-type: none"> <li>• Tenant demographics from survey information</li> <li>• Stock Condition Survey 2009</li> </ul> |
|--|

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

|  |
|--|
| There are no gaps in the consultation/monitoring data. |
|--|

**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.***

**Signed (Lead Officer):** Liz Banner  
*(Name and title)* Service Manager – Property Services

**Date completed:** 14/10/13

**Signed (Neutral Assessor):** Carol Drury

*(Name and title)*

Community Engagement & Policy Development Officer

**Date signed off:**

**14/10/13**