



South Kesteven District Council

Equality Analysis (Stage 1)

Rechargeable Repairs Policy and Procedures

Service Area: Property Services	Lead officer: Liz Bishop	Date of Meetings 14/02/14
	Assessors: Elaine Claridge	
	Neutral Assessors: Carol Drury Jo Toomey	

Sex	N/A	N/A – the execution of the procedures in this policy are not determined by sex
Sexual Orientation	N/A	N/A – the execution of the procedures in this policy are not determined by sexual orientation
Pregnancy and Maternity	N/A	N/A – the execution of the procedures in this policy are not determined by pregnancy and maternity
Marriage and Civil Partnership	N/A	N/A – the execution of the procedures in this policy are not determined by marriage and civil partnership
Carers	Potential negative impact	If the cause of the repair required could be linked to the illness/disability of the looked after person then the repair will be undertaken and no recharge will be required
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past) *(IMD = Indices of multiple deprivation)	Potential negative impact	Where the tenant is on a means tested benefit options will be provided for payment by installments and where an emergency repair is required due to health and safety grounds then the repair will be undertaken and the recharge recovered after completion of the repair
General comments	Rechargeable repairs will always be undertaken on grounds of health and safety regardless of the ability to pay in advance of the repair being undertaken.	

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)

We recover a low level of rechargeable repairs each year and the majority of the recharge costs made are to tenants who are moving from one SKDC property to another (changes to the allocation policy now require transferring tenants to undertake any rechargeable works before transferring or agree to pay for these works where they are unable to undertake the required works themselves).

In 2013/14 152 recharges were raised to a value of £21,453.88, of which £12,481.31(30 properties) were to former tenants and £8,972.57 (122 properties) to current tenants. The outstanding balances are currently £12,381.44 due from 26 former tenants and £7,418.23 from current tenants.

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

The final draft document will be discussed with the Home & Tenant Involvement Service Review Group.

In future we will monitor tenants requiring rechargeable repairs to identify those who are on means tested benefits and those with relevant disability/illnesses. We will also monitor the time it takes for tenants to meet the full cost of repairs when payment is by instalments. This will enable us to identify any changes required to the policy and procedures.

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 type="checkbox"/>
<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)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input checked="" type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		
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.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

Inbuilt safeguards to ensure that those with the potential for adverse impact will not be discriminated against, therefore stage 2 equality analysis not required

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):
(Name and title)

Liz Bishop
Asst. Service Manager – Property Services

Date completed:

09/07/14

Signed (Neutral Assessor):
(Name and title)

Jo Toomey
Principal Democracy Officer

Date signed off:

09/07/14