



South Kesteven District Council

Equality Analysis (Stage 1)

Housing Revenue Account Business Plan

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

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

The Housing Revenue Account Business Plan provides the financial framework enabling the delivery of the Council's functions as a housing landlord. The Plan sets out the vision and priorities of the Council for the housing service and incorporates financial modelling based upon clear financial assumptions. The Plan is underpinned by a range of housing policies and strategies and delivery of the Plan will be consistent with those policies and strategies. Although the Business Plan includes financial projections over a thirty year period, it will be thoroughly reviewed at intervals not exceeding five years.

Is this a new or existing policy?

New

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? 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	Could have a positive impact on older people, and families with dependent children.	Any new homes provided will be fully compliant with building regulations with regard to access, etc. and will include 'Lifetime Homes'.
Disability	Could have a positive impact	Any new homes provided will be fully compliant with building regulations with regard to access, etc. and will include 'Lifetime Homes'. The duty to make adaptations will not be affected by the Plan.
Race	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
Gender Reassignment	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.

Religion or Belief	Potentially positive	The design of new homes will take account of relevant religious requirements where appropriate.
Sex	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
Sexual Orientation	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
Pregnancy and Maternity	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
Marriage and Civil Partnership	No effect	The intended outcomes of the HRA Business Plan have no impact on this protected characteristic.
Carers	Small positive impact	Adaptations and new build homes will seek to support independent living and facilitate caring.
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past) *(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	☒
<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.	☐
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	☐
<i>If you have checked option b) 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	☐

- 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):
(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

