

## Initial Equality Impact Assessment

### Stage One

This document is designed to identify if the service, strategy, policy, procedure or working practice in question is discriminatory against any particular social group.

<b>Name of service, strategy, policy, procedure or working practice</b>	<b>Asset Management Strategy</b>
<b>Manager completing Assessment</b>	<b>John Bowker</b>
<b>Date of EIA</b>	<b>19/9/09</b>

### Part 1

#### About the service, strategy, policy, procedure or working practice

**1. What are the aims, objectives and purpose of the policy / procedure / strategy / working practice or service?**

To ensure that a cohesive approach is taken to all asset management functions within the business and that any investment made is sustainable, meets customers' needs, delivers best value and supports the communities in which we work.

**2. What is the policy / procedure / strategy / working practice or service going to achieve?**

Supports the delivery of our repairs, HIA and investment programmes and provides the foundations for a long term approach to asset management

**3. Who will be the main beneficiaries of the policy/ procedure/ strategy / working practice or service?**

The strategy will ensure the organisation's assets are protected and the outcomes will directly benefit our customers and communities.

**4. Who are the main interested parties in the policy/ procedure/ strategy/ working practice or service? (I.e. stakeholders / Board Members / Staff?)**

This main interested parties will be the Council, Board, Staff and Customers.

**5. Who will the service, strategy, policy, procedure or working practice affect?**

As the strategy is all encompassing it will affect STH as a whole, the Council and our Customers.

**6. Has the service, strategy, policy, procedure or working practice been explained to those that it may affect directly or indirectly?**

The content of the strategy has been discussed with our key stakeholders, the Council a number of our customers. It is due to go to Technical Services Committee and Board before becoming final

**7. Has consultation occurred?**

Yes. Various levels of consultation have been undertaken in relation to the content of the strategy. The latest consultation took place at our Technical Services Resident consultation event in August.

**Please complete the following table.**

Where appropriate please comment on the following situations if or how they apply to the particular social groups outlined.

**a)** The service, strategy, policy, procedure or working practice could have a **positive impact** on any of the social groups listed. Or promotes equality and improves relations within a particular social group or across a number of them.

**b)** The service, strategy, policy, procedure or working practice could have a **negative impact** on any of the social groups listed. By this we mean discriminatory towards them.

**Please note:** if the negative impact is high then a Full Equality Impact Assessment should be carried out.

<b>Equality strand</b>	<b>Any Impact?</b>	<b>Positive Impact? High / Low</b>	<b>Negative Impact? High / Low</b>	<b>Justifiable? i.e. Positive Action</b>	<b>Evidence</b>	<b>Reason/Comments</b>
<b>RACE &amp; RELIGION</b>						
Any Particular Race or Ethnic Minority	Yes	High		N/A	N/A	The strategy will positively impact on all our customers from all ethnic backgrounds.
Any Particular Religion or belief	Yes	High		N/A	N/A	The strategy will positively impact on all our customers with any particular religion or belief.
New and Emerging groups (travellers and Eastern European communities)	Yes	High		N/A	N/A	The strategy aims to address additional demand for housing in the future by considering the opportunities for new build.
<b>DISABILITY</b>						
People with disabilities	Yes	High		N/A	N/A	The strategy will be of particular benefit for those disabled customers whose lives can be made easier through adaptations and improvements.

<b>GENDER (Inc. Transgender)</b>						
Women	Yes	High		N/A		The strategy will positively impact on all our customers from both genders.
Men	Yes	High		N/A		The strategy will positively impact on all our customers from both genders.
<b>AGE</b>						
Younger People (16-25)	Yes	High		N/A		The strategy will positively impact on all our customers from any age group.
Older People (50+)	Yes	High		N/A		The strategy will positively impact on all our customers from any age group.
<b>SEXUAL ORIENTATION</b>						
Gay men Lesbian Bisexual	Yes	High		N/A		The strategy will positively impact on all our customers regardless of their sexual orientation.

<b>OTHER</b>						
People with caring responsibilities	<b>Yes</b>	<b>Low</b>		<b>N/A</b>		<b>Through the adaptation work and DDA works to our communal and sheltered blocks, this can have a positive impact on those who have caring responsibilities.</b>
Other						

**8. Please give a general overview of how the service, strategy, policy, procedure or working practice has a positive impact on the social groups identified.**

The strategy should have a positive impact on all our customers and therefore every social group. This is because the outcomes of the strategy will ensure that homes and neighbourhoods are improved and as such lead to a better quality of life.

**9. Please give a general overview of how the service, strategy, policy, procedure or working practice has a negative impact on the social groups identified.**

This strategy should have no negative impact providing that the individual needs of each social group are considered when carrying out any improvement or neighbourhood works

**10. If negative impact was found, is the impact intended i.e. through positive action?**

NA

**11. Or was it unintended? (N.B If Negative Impact is high a full assessment must be undertaken.)**

NA

**12. If low impact was found, please summarise the actions that can be taken to minimise this impact? (N.B These actions can be documented in the Equality Impact Assessment Improvement Plan)**

NA

**13. What amendments can be made to the service, strategy, policy, procedure or working practice in order to promote equality rather than just limit negative impact? (N.B These actions can be documented in the Equality Impact Assessment Improvement Plan)**

To engage more under-represented groups to ensure that the needs of those groups are fully understood. This can be through individual consultation or through the number of working groups that are operating as discussed in the strategy.

**14. Please give a brief description of how the service, strategy, policy, procedure or working practice will be implemented following the amendments, including necessary training.**

Once the strategy is approved by Committee and Board and Asset management Action Plan will be produced which will ensure that the strategy is delivered in full. Key actions will also be populated into the Service Improvement Plans for each service and will be reviewed on a monthly basis.

**Is a Full Impact Assessment necessary?**  
(i.e. has there been a high negative impact?)

**NO**

If yes, please ensure that any actions from this initial Equality Impact Assessment are included in the Full Equality Impact Assessment Report. (Appendix 3).

Date Completed: 19/9/08

Signed by Manager undertaking the Assessment: John Bowker

Approved by EMT Member: John Bowker

Approved by Equality Action Group: