

**The public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The City Council’s Equality Impact Assessments (EIA) will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Portfolio Reference No.</b>	<b>Proposal: Housing Revenue Account budget 2012/13 and 30 year business plan</b>
<b>Brief Service Profile</b>	The Housing Revenue Account is a ring-fenced account which provides for all income and expenditure on Council properties. For 2012/13 this budget will be in the region of £68m and supports 600+ staff and services to over 19,000 households in the city.
<b>Summary of impact and issues</b>	From 1 April 2012 the council will have total responsibility for the operation of the HRA under self-financing. The impact includes: <ul style="list-style-type: none"> <li>• More resources to invest in tenants homes;</li> <li>• The ability to plan long term and deliver more certainty and efficiency; and</li> <li>• Greater transparency for tenants and members.</li> </ul> <p>However the rent levels remain governed by</p>

	<p>national rent policy and linked to inflation levels which means that for 2012/13 the rent increase will be 7.54% and this may potential have an impact on some vulnerable households.</p>
<p><b>Potential Positive Impact</b></p>	<p>Greater available resources will mean greater levels of investment in tenants homes and the ability to plan longer term. This will bring many potential positive impacts to tenants. Specifically the Council will be able to:</p> <ul style="list-style-type: none"> <li>• Catch up with outstanding backlogs of capital investment;</li> <li>• Provide a more frequent replacement of key items such as kitchen and bathrooms than was previously possible under the Decent Homes Standard;</li> <li>• Invest significant resources in improving the thermal performance of many of our most inefficient homes in the city and upgrade heating systems giving residents total control over their heating. Both measures will give tenants the opportunity to significantly reduce their heating bills; and</li> <li>• Support the regeneration of some of our most deprived estates in the city.</li> </ul>

<b>Potential Negative Impact</b>		
<b>Group</b>	<b>Details of impact</b>	<b>Possible Solutions/ Mitigating Actions</b>
Age		
Disability		
Sex		
Race		
Religion/ Belief		
Marriage and Civil Partnership		
Pregnancy and maternity		
Sexual Orientation		
Poverty	The level of rent increase is above the general increase in wages and pensions this year which may mean some tenants have financial issues.	Through some remodelling we are reducing the average rent of flats. We have investment plans that will help reduce fuel bills for many thousands of tenants We continue to provide a financial inclusion based approach to supporting tenants with financial issues and more resources will be invested in help and support for the most deprived areas.

**Responsible Service Manager : David Singleton**

**Date: 27 January 2012**

**Approval by Senior Manager**

**Name:** Nick Cross

**Signature:**

**Date:** 27 January 2012