

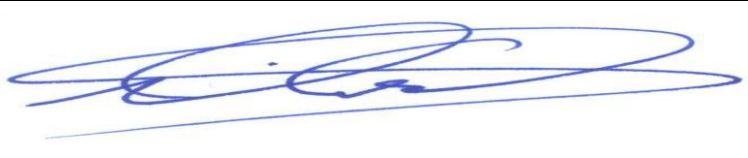
Equality and Safety Impact Assessment

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 Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	HRA SCHEME APPROVAL 2015/16 TO 2019/20
Brief Service Profile (including number of customers)	Expenditure on various housing projects which will contribute to the Council’s strategic housing objectives through improving facilities on our estates, the well-being and satisfaction of our residents in the areas where they live. Works will be citywide and will affect in excess of 5,000 residents.
Summary of Impact and Issues	Specifically the Energy Company Obligation (ECO) which will see 6 tower blocks across the city externally insulated along with 9 medium rise blocks and 10 3-storey houses. Other major works include a 5 year detailed programme of lift refurbishments and new build lifts across the city ensuring that residents and visitors alike are able to access their homes in a safe and reliable manner.
Potential Positive Impacts	With the introduction of the ECO project together with new roofs, windows and district heating systems. The Council’s carbon footprint will be dramatically reduced. The continued programme of adaptations across the city allows individuals and families to remain in their homes and carry on life as normal. Other works align to the

	Council's strategic housing objectives.
Responsible Service Manager	<u>Geoff Miller</u>
Date	<u>9 April 2015</u>

Approved by Senior Manager	<u>Nick Cross</u>
Signature	
Date	<u>9 April 2015</u>

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	Lifts out of service for long durations of time.	5-year programme of refurbishment and new build lifts
Disability	Residents with disabilities not being able to live in their homes.	Carry out modifications to existing properties to enable residents to stay in their own homes.
Gender Reassignment	No specific impact.	
Marriage and Civil Partnership	No specific impact.	
Pregnancy and Maternity	No specific impact	
Race	No specific impact	
Religion or Belief	No specific impact	
Sex	No specific impact	

Sexual Orientation	No specific impact	
Community Safety	Unauthorised access to communal areas and individual sheds in blocks, anti-social behaviour.	New door entry systems, GRP shed doors, improving neighbourhood areas with new lighting, CCTV.
Poverty	Old and costly heating systems.	All of the associated ECO works and independent pre-pay metering will reduce individuals' heating costs.
Other Significant Impacts		