



Equality Impact Assessment

Please state the service / project your proposal relates to:	Housing Rents and Related Charges 2018/19
Lead Officer:	Simon Latham
Directorate:	Environment, Housing and Regeneration
Is this a new policy or a review of an existing policy or service?:	This report concerns council housing rents and related charges for 2018/19. It is a report that feeds into the Council's budget processes, which is produced annually.
What are the aims and purpose of this proposal? :	Rents and other charges are the source of funding for services to council tenants. The aim of the Council and its delivery partner, Sutton Housing Partnership (SHP) is to deliver high quality services which are customer focused and cost effective.
Which of the geographic areas does this proposal affect? (Insert any specific wards or state all borough):	Borough-wide
Which stakeholder group or groups does this proposal affect? (Broad groups - e.g. Staff at LBS, residents, third and voluntary sector):	Principally council tenants and leaseholders
Whose needs is the proposal designed to meet? (Specific groups of people e.g. those who directly use the service):	The services provided with funding from rents and other charges are designed to meet the needs of council tenants, which vary according to age, disability, race, gender, sexual orientation and religion/belief. In particular, the services provided are of benefit to a large proportion of lower income families and others whose social and economic status may disadvantage them.
What evidence has been collected to inform this proposal? :	SHP has been collating information about the diversity of its tenants for many years, and currently holds this for the vast majority of tenants. This data is being used progressively to shape and tailor the way services are delivered to reflect the particular needs of tenants. As part of the process of determining service standards, consultation has taken place with the Sutton Federation of Tenant and Resident Associations, and more widely with individual residents, who have expressed their views on service priorities

What equality-related information, for example through consultation with stakeholders, has been gathered on this proposal? :	As above
Based on the information you have collated, which equality characteristics may be affected by this proposal	Potentially all protected groups
Please give further information on how these characteristics may be affected	Please see comments below.
What will be done to promote equality of opportunity as part of this proposal?:	SHP ensures that information about welfare rights and debt advice is regularly communicated to working households, particularly BME working households, and supplementary information relevant to the needs of working households with children under 16 will also be provided where appropriate. SHP will also liaise with voluntary sector organisations to agree upon other appropriate communication channels with tenants from the BME community who may be facing difficulties in paying their rent, stressing the importance of seeking advice at an early stage in order to prevent the situation worsening and commencement of formal action.
In what way could this proposal positively or negatively impact on the physical and/or mental wellbeing of residents? If there is a negative impact what action will be taken to mitigate this? What evidence has been or will be collected? :	The Government imposed social rent reduction of 1% will result in modest savings on an individual basis for tenants who pay rent (£1 p/w approx on average), but on the other hand will mean a significant loss of income which would otherwise have been available to pay for services to tenants in need, investment in housing estates, and increasing the supply of affordable homes. There will be less resources to pay for services that support households who are vulnerable or who face difficulties in managing with limited income.
What actions are going to be taken as a result of this EIA to address negative impacts or previously met unidentified needs?:	SHP will seek to find savings where possible to mitigate the loss of revenue.
What data monitoring or evaluation activity has been put into place to monitor the impact of this proposal? :	The impact of these actions will be evaluated through SHP's routine equality and diversity monitoring.