

Equality Impact Assessment

Please state the service / project your proposal relates to:	Housing management
Lead Officer:	Simon Latham
Directorate:	Environment, Housing and Regeneration
Is this a new policy or a review of an existing policy or service? :	Review of existing service
What are the aims and purpose of this proposal?	To determine the best option for the future delivery of the Council's housing management service
Which of the geographic areas does this proposal affect? (Insert any specific wards or state all borough):	All wards
Which stakeholder group or groups does this proposal affect? (Broad groups - e.g. Staff at LBS, residents, third and voluntary sector):	Principally tenants, leaseholders, Sutton Housing Partnership staff and board members, the Council.
Whose needs is the proposal designed to meet? (Specific groups of people e.g. those who directly use the service):	Tenants and leaseholders
What evidence has been collected to inform this proposal?:	A comprehensive needs assessment (see separate document)
What equality-related information, for example through consultation with stakeholders, has been gathered on this proposal?:	Information on the diversity make up by protected category of the service's customer base is routinely gathered by SHP and has been fed into the needs assessment
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	All protected characteristic groups could be affected by the standards of service adopted by the chosen delivery vehicle in future
What will be done to promote equality of opportunity as part of this proposal?:	The recommendation is to continue with the current delivery vehicle (SHP) but in a remodelled form. The detail of the remodelled service is yet to be determined, but is likely to involve an internal restructure

	<p>which includes the transfer of some back office functions from SHP to the council (or potential other entities). There are currently no proposals to significantly change the services provided to residents as a result of the review. Any significant changes proposed in future may necessitate formal consultation as per Section 105 of the Housing Act, and any consultation required statutorily would of course be undertaken.</p> <p>Any changes should be considered in terms of their equalities implications, and it is proposed that this EIA is reviewed and amended during the 'Do' stage of this commissioning review.</p>
<p>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? :</p>	<p>Given the intention for all key services to be maintained, there is unlikely to be any significant impact on residents' wellbeing. However, please see comments above regarding the need to review this EIA as the commissioning review progresses.</p>
<p>What actions are going to be taken as a result of this IIA to address negative impacts or previously met unidentified needs?:</p>	<p>Not applicable at present.</p>
<p>What data monitoring or evaluation activity has been put into place to monitor the impact of this proposal?</p>	<p>As part of the performance arrangements that the Council has with SHP, the latter is required to report annually on service outcomes by diversity.</p>