

Appendix C

Sutton Housing Partnership Delivery Plan 2015/16 Integrated Impact Assessment

Section 1: Aims and demographics

a. Is this a new policy or a review of an existing policy or service?
It is an annual plan for the year 2015/16, essentially comprising three separate plans – a financial plan (in three parts), a performance plan and an improvement plan. These are set in the context of the SHP Plan 2013-16, which sets out the ALMO's strategic direction over the period 2013/14 to 2015/16.
b. What are the aims and purpose of this proposal?
The main aims are to outline SHP's intentions with regard to improving service delivery, financial management and performance.
c. Which of the geographic areas does this proposal affect? (insert any specific wards or state all borough)
Borough-wide

Section 2: Equality and diversity

a. Which stakeholder group or groups does this proposal affect? (e.g. Staff at LBS, residents, third and voluntary sector)
Principally council tenants and leaseholders
b. Whose needs is the proposal designed to meet? (e.g. include any specific impact on protected group members e.g. older people, disabled people, BME)
The plans are designed to meet the needs of all council tenants and leaseholders.
c. What evidence has been collected to inform this proposal?
The SHP delivery plan is informed by the collection of diversity information (across all six strands). This information is then used when identifying customer requirements through an

<p>organisation-wide programme of surveys, consultations, service reviews, etc.</p> <p>Actions within the Improvement Plan and targets within the Performance Plan are then devised to address the issues arising from this process.</p>
<p>d. What equality-related information, for example through consultation with stakeholders, has been gathered on this proposal? (Indicate the type of information gathered and ensure you address ethnicity, disability, gender, age, religion and sexual orientation. You can also include people with caring responsibilities. Attach a summary or refer to where the evidence is held.)</p>
<p>See above</p>
<p>e. In what ways might the proposal impact positively or negatively on some groups of people? (Please ensure you address ethnicity, disability, gender, age, religion and sexual orientation. You can also include people with caring responsibilities.)</p>
<p>There should be no negative impacts on any groups. Rather a number of actions within the Improvement Plan have been devised in order to improve the positive impact on various diversity groups.</p>
<p>f. What will be done to promote equality of opportunity as part of this proposal?</p>
<p>Promoting equality of opportunity, in terms of both service delivery to residents and to staff working for SHP, is embedded within the culture, aims and objectives and the policies and procedures of the organisation and will remain an ongoing process.</p>

Section 3: Health and well being

Please note: Data from the Joint Strategic Needs Assessment can be used to fill in this section of the form, which can be accessed here: <http://www.suttonjsna.org.uk/>

<p>a. 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>Improved housing management service delivery to residents will be of positive benefit to their health/mental wellbeing in a variety of ways, two examples of this being: (i) the health benefits that will result from improving the condition and thermal efficiency their properties via the ‘decent homes’ programme, and (ii) improving how SHP tackles anti-social behaviour and the impact this can have on the lives of those who suffer it as well as the wider communities within estates.</p> <p>The relationship between housing and health has been long understood and documented generally. More specifically evidence will come forward over time as further satisfaction surveys are carried out and the updating of the borough-wide JSNA may reflect improved</p>

health outcomes at the local level when data is disaggregated.
b. In what way could this proposal have a positive or negative impact on an individual's opportunity to improve their own health and wellbeing? If there is a negative impact what action will be taken to mitigate this? What evidence has or will be collected?
No specific impacts identified
c. In what way could this proposal positively or negatively impact disproportionately on the health and wellbeing of one or more different communities? (e.g. improve the lives and health of a vulnerable group such as people with learning disabilities). If there is a negative impact what action will be taken to mitigate this?
A large proportion of tenants are from disadvantaged background as well as minority groups. These groups will all benefit from the improved service and particularly the programme of major works which is being carried out across the whole housing stock.

Section 4: Local Economy

Is this section relevant to your proposal? Yes		No	
a. Will this proposal affect the local job market, local business or local inward investment to the borough?			
As part of its wider role within the community SHP seeks to take all opportunities to ensure that its activities have a positive beneficial impact on the local economy in terms of job opportunities for local people, training and apprenticeships for young people. It also seeks to ensure through services procured (e.g. day to day repairs and major works) that maximum use of local labour is made.			
b. Does this proposal impact upon employment opportunities for residents in Sutton?			
Yes, as above.			
c. Does this proposal provide opportunities for the third sector organisations and or local businesses in Sutton?			
SHP engages with a variety of local third sector groups in carrying out its functions. It also provides opportunities for local businesses to contribute to the services it delivers through contractual arrangements (e.g. grounds maintenance, repairs etc).			

Section 5: Sustainability

Is this section relevant to your proposal? Yes		No
<p>a. Is this proposal sustainable medium or long term for improving services in Sutton?</p>		
<p>The SHP plan contains proposals for service improvement and performance targets covering 2015/16 and beyond, all of which are considered to be deliverable.</p>		
<p>b. Is this proposal a cost – effective use of resources?</p>		
<p>Yes</p>		
<p>c. If applicable; does this proposal have any impact on the environment and One Planet Living Principles in Sutton? (e.g. does it impact upon reducing waste, encourage the use of carbon neutral modes of transport conserve the environment or encourage the efficient use of water? Please see guidance for further details if this is relevant to your policy or review).</p>		
<p>A number of the works to be carried out to the Council’s housing stock by SHP (e.g. new windows and boilers, improved insulation etc) will be of direct benefit to the environment, both in terms of improving thermal efficiency of homes and reducing CO₂ emissions. The contracts SHP has with its major works contractors are geared to ensuring that adverse environmental impacts in terms of waste, transport etc are minimised.</p>		

Section 6: Actions and Publications

<p>1. Please rate the overall impact identified through this assessment with the level of action that needs to be taken (delete as appropriate):</p> <p>No major change required (when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.)</p>
<p>a. What actions are going to be taken as a result of this IIA to address negative impacts or previously met unidentified needs?</p>
<p>N/A</p>
<p>b. What data monitoring or evaluation activity has been put into place to monitor the impact of this proposal?</p>
<p>N/A</p>

c. Sign- off (Your completed IIA must be signed off by a Head of Service)

Please forward this completed IIA to Shama.Sarwar@sutton.gov.uk so that it can be published on the website.

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