



Equality Impact Assessment

Please state the service / project your proposal relates to:	Sutton Housing Partnership (SHP) Delivery Plan 2019/20
Lead Officer:	Simon Latham
Directorate:	Environment, Housing and Regeneration
Is this a new policy or a review of an existing policy or service? :	It is an annual delivery plan for 2019/20, incorporating a financial plan, a performance plan and a service improvement plan.
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.
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 plans are designed to meet the needs of all council tenants and leaseholders.
What evidence has been collected to inform this proposal? :	<p>The SHP Plan is informed by the collection of diversity information, which is then used when identifying customer requirements through an 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>
What equality-related information, for example through consultation with stakeholders, has been gathered on this proposal?	As above

<p>Based on the information you have collated, which equality characteristics may be affected by this proposal</p>	<p>The proposals may potentially affect all protected characteristics</p>
<p>Please give further information on how these characteristics may be affected</p>	<p>Generally tenants and leaseholders should benefit from SHP's service improvement proposals.</p>
<p>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>
<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>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 health outcomes at the local level when data is disaggregated.</p>
<p>What actions are going to be taken as a result of this EIA to address negative impacts or previously met unidentified needs?:</p>	<p>N/A</p>
<p>What data monitoring or evaluation activity has been put into place to monitor the impact of this proposal? :</p>	<p>This is undertaken as part of the ongoing review of SHP performance</p>