



### Equality Impact Assessment

Please state the service / project your proposal relates to:	Housing Revenue Account Business Plan 2019/20 to 2048/49
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 the Housing Revenue Account (HRA) Business Plan, which is produced annually.
What are the aims and purpose of this proposal? :	<p>The HRA Business Plan aims to set out how the Council, working with Sutton Housing Partnership (SHP), will manage and maintain its housing stock over the medium to long term. Its fundamental purpose is to ensure the efficient use of the Authority's housing assets.</p> <p>The Business Plan is shaped by a number of local, regional and national policy drivers. To ensure that the plan is responsive to the Council's wider aims for its community we have developed an overarching aim for our landlord service, which is to:</p> <p>"Deliver excellent, cost effective housing management services that improve the quality of life of Sutton's tenants and leaseholders and provide a decent home for all".</p> <p>This aim is underpinned by a number of more specific objectives. These are:</p> <ol style="list-style-type: none"> <li>1. To maintain all dwellings at the decent homes standard as a minimum and continue to improve them as an asset for the future</li> <li>2. To regenerate homes where required and develop new local authority housing subject to funding and land availability</li> <li>3. To invest in and improve estate grounds and the communal areas of flatted blocks</li> <li>4. To provide high quality responsive repairs and cyclical maintenance services</li> <li>5. To provide excellent tenancy management and leaseholder services and create neighbourhoods where people feel safe and want to live</li> <li>6. To ensure all customers have access to services and that the diverse needs of tenants and leaseholders are fully met</li> <li>7. To promote and maximise the opportunities for customer</li> </ol>

	involvement with service delivery
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):	As above
What evidence has been collected to inform this proposal?:	<p>Sutton Housing Partnership (SHP), as the Council's managing agent, has been collating information about the diversity of Council tenants and leaseholders, and now holds this for the large majority of its customers. This data is being used progressively to shape and tailor the way services are delivered to reflect the particular needs of residents.</p> <p>SHP delivers the housing management service on behalf of the Council, this including the investment programme of major works and improvements. Details of day to day services are covered in SHP's delivery plans and its asset management strategy, which themselves are subject to equality impact assessments.</p>
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?:	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.
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? :	Various elements of the investment in existing homes, as planned for, will improve their energy efficiency and thus indirectly may be of benefit in terms of preventing health issues arising from cold/damp properties. Improvements to tenants' homes overall are also likely to have beneficial effects on their wellbeing as satisfaction with the home and estate environment increases.
What actions are going to be taken as a result of this EIA to address negative impacts or previously met unidentified needs?:	The impact of these actions will be evaluated through SHP's routine equality and diversity monitoring.
What data monitoring or evaluation activity has been put into place to monitor the impact of this proposal? :	N/A

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