

Equality, Diversity, Cohesion and Integration Impact Assessment



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Resources and Housing	Service area: Private Sector Housing, Housing Support
Lead person: Mark Ireland	Contact number: 3786334
Date of the equality, diversity, cohesion and integration impact assessment: 16th September 2020	

1. Title: HIA – Group Repair
Is this a:
<input type="checkbox"/> Strategy <input type="checkbox"/> Policy <input checked="" type="checkbox"/> Service <input type="checkbox"/> Function <input type="checkbox"/> Other
Is this:
<input type="checkbox"/> New/ proposed <input checked="" type="checkbox"/> Already exists and is being reviewed <input type="checkbox"/> Is changing
(Please tick one of the above)

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Jacqui Davies	LCC	Service specialist
Darren Walters	LCC	Service specialist
Mark Ireland	LCC	Manager of Service
Michael Brook	LCC	Service Manager

3. Summary of strategy, policy, service or function that was assessed:

The Regulatory Reform Order 2002 allowed a LA to introduce its own types of financial assistance to help private owners maintain and improve their homes. The order allowed local authorities, once they had followed the relevant guidance, to determine how it offered financial assistance to the private sector to meet the local needs of the area.

The Council's policy allowed for the provision of grants to private sector owners on a geographical basis to assist with the overall regeneration of the area. Offers of grants are based upon defined Council priority areas.

Grants are available to both owner/occupiers and private landlords. Owner/occupiers are entitled to a grant covering at least 75% of the cost of eligible works, with the face lift element offered free of charge. Owner/occupiers are offered a test of resources which means they could receive a grant of up to 100% of the cost of the works. The test of resources criteria are laid down by Government to ensure equality. Landlords are offered a maximum grant of 75% and have to pay the remaining 25% of the costs.

Owners are offered external works to their homes, including new roofs, energy efficiency works, doors, windows, pointing, yards and boundary walls. Each property is subject to a survey to determine the works required and an individual scheme of works is determined for each owner/property.

The works are delivered by a Contractor procured by the Council through its procurement process. The works are monitored by officers to ensure value for money and that standards are met. Owners are billed for their contributions once works are completed.

The Council has delivered such schemes in various geographical areas of the city over the last 15 years. Considerable experience, knowledge and skills have been gained by officers with E&N on the delivery of such schemes. Significant improvements and changes have occurred in the delivery of such schemes and this continues to be part of the process.

An initial Impact Assessment was undertaken into the service in 2008 with a further one in 2013. The programme post 2010 has been significantly reduced following the Government's spending review. However other sources of funding have been made available allowing schemes to be undertaken based on funding availability.

4. Scope of the equality, diversity, cohesion and integration impact assessment

(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>

A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail:	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input checked="" type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant) (please see equality assurance in procurement)	<input type="checkbox"/>
Please provide detail: The assessment is to consider the whole of the financial assistance offered as part of the assistance to vulnerable owner/occupiers and how it may be improved.	

<p>5. Fact finding – what do we already know</p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>The private sector forms approximately 80% of all the housing stock within the city of which 60% is owner occupied and 20% privately rented. However the tenure mix varies significantly across the city with privately rented as high as 60% in some areas.</p> <p>The 2017 stock condition survey indicated that 46,000 private homes could be classified as having a category 1 hazard present, this equates to 17% of the sector. In the private rented sector this is around 16,000 home or 25% of this sector.</p> <p>It is also possible to use Super Output Area data to help inform Council priority areas. This work is done by others and helps to inform which areas the Council prioritises for intervention and regeneration. The provision of Group Repair may be part of the overall intervention in some areas of the city subject to funding.</p> <p>There is significant evidence that improvements to homes have positive health and social</p>

impacts for individuals. They are used to improve thermal efficiency and help reduce fuel poverty, make properties safer to occupy, improve security and ensure that homes are free from serious disrepair. All of this helps owners have a better quality of life due to improvements to their health and well being as well as help to maintain their independence. Customer Satisfaction Surveys of previous Group Repair schemes show that 100% of owners felt happier about the condition of their home, 76% felt more secure and 88% felt that their home was warmer.

Since 2006 the Group Repair schemes have been part of the regeneration programmes within priority areas of the city. These areas have been agreed by the Council and partners as priorities for intervention based on the Best Council Plan and Locality Agenda to address inequities in the city.

Leeds Private Sector Stock Condition

Leeds has a higher than national average (14.7% compared with 12.1%) of older small terraced properties which includes 19,500 back-to-back properties within the city. Back-to-back properties represent 7.2% of the private housing stock. Surveys show that the worst housing conditions are to be found in the inner east and south of city. Index of Multiple Deprivation Data (IMD) in 2015 and 2019 and other information shows that these areas are amongst the more deprived and disadvantaged communities in the city and where the greatest inequalities in trends of health, life expectancy, quality of their homes and neighbourhood exist.

The 2017 Stock Condition Survey shows that there is significant issues in the stock with 17% of owner/occupiers and 25% of the private rented sector having at least one category 1 hazard present. It has showed that issues such as fuel poverty and low income tend to exit in higher concentrations in the inner south and east of the city.

The Council's Locality Agenda approved by the Executive Board in November 2017 highlights the issues faced by communities in these areas and the need to intervene to make a difference to the lives of those who live there to improve their health and wellbeing.

Health Impact Assessment on Group Repair

Improving public health is not a key aim of Group Repair, but it is seen as a natural outcome of the intervention. This was demonstrated by the Health Impact Assessment study. Not only participants, but neighbours, reported increased levels of satisfaction with their neighbourhood and an increased feeling of safety and security in their area and home following such a scheme. This contributed to an increased feeling of well being. The majority of participants in the scheme believed that as a result of the works there had been a positive impact on the their health.

Customer Data

Customer satisfaction surveys are undertaken both by the Contractor and the Council. All participants in the scheme are left a customer satisfaction survey questionnaire as part of the billing process. Previous schemes have shown a high level of satisfaction with the service. Feedback has resulted in improvements to the service, including improved communication and keeping clients informed of progress and better promotional material.

Are there any gaps in equality and diversity information

Please provide detail: No
Action required:

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide detail: Members – lead and ward LCC colleagues – partners in regeneration activities and strategy development Local communities – individuals and groups Customers – via surveys and projects Contractors – part of standards of work and delivery of schemes Partners – Employment and Skills, Police, Community teams etc who are already working in the areas targeted
Action required: To continue to work with these groups on the delivery of schemes and the development of new schemes and sources of funding.

7. Who may be affected by this activity? please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function
Equality characteristics
<input checked="" type="checkbox"/> Age <input type="checkbox"/> Carers <input checked="" type="checkbox"/> Disability
<input type="checkbox"/> Gender reassignment <input checked="" type="checkbox"/> Race <input type="checkbox"/> Religion or Belief
<input type="checkbox"/> Sex (male or female) <input type="checkbox"/> Sexual orientation
<input checked="" type="checkbox"/> Other
(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)
Please specify: social class, income, employment/unemployment, owner/occupiers, equity availability

Stakeholders		
<input checked="" type="checkbox"/>	Services users	<input checked="" type="checkbox"/> Employees
<input checked="" type="checkbox"/>	Partners	<input type="checkbox"/> Trade Unions
<input type="checkbox"/>	Other please specify	<input checked="" type="checkbox"/> Members
		<input type="checkbox"/> Suppliers

Potential barriers.

<input type="checkbox"/>	Built environment	<input type="checkbox"/>	Location of premises and services
<input checked="" type="checkbox"/>	Information and communication	<input type="checkbox"/>	Customer care
<input type="checkbox"/>	Timing	<input checked="" type="checkbox"/>	Stereotypes and assumptions
<input checked="" type="checkbox"/>	Cost	<input type="checkbox"/>	Consultation and involvement
<input checked="" type="checkbox"/>	specific barriers to the strategy, policy, services or function		

Please specify
 Group Repair is available to private owners on a geographical basis. There is potentially a 25% cost contribution towards the works which may affect some owners ability to participate.

8. Positive and negative impact
 Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

Allows occupiers to reduce hazards and improve their homes. Has a positive impact on the health and well being of occupiers. Improves security of homes and reduces fuel poverty by improving thermal efficiency.
 Strong working relationship with others to help deliver and develop assistance to home owners.
 Home visits to all potential customers – can identify other potential needs and refer to partner agencies so adding value to service
 Positive impact on the community and neighbourhood as a whole – especially when part of

an overall plan to improve an area.
Potential training and employment opportunities via the contract to deliver the scheme.

Action required:

To procure Contractor – include employment/training provisions
To use the feed back from customers and partners to continually improve service delivery
To look at potential future funding sources to continue with the programme
To work with colleagues to look at additional works using green deal/ECO

8b. Negative impact:

Due to changes in Government spending following 2011 no private sector housing grant was available – need to look at other funding sources which could be available.
Budget pressure means very limited schemes will be possible even within priority areas with very poor quality homes.

Action required:

To continue to look at alternative forms of funding to allow assistance to continue long term & alternative options for individuals who don't qualify/ can't afford to take part.
To continue to work with partners on how to improve the schemes.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes **No**

Please provide detail:
The schemes are geographically based and require close working with the community to make them a success. There is a requirement within the scheme to work with the community on community projects, providing help with activities to bring communities together. Group Repair is part of an overall regeneration plan which helps contribute to this activity.

Action required:
None

10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?

Yes **No**

<p>Please provide detail: The scheme is community based and is subject to consultation as part of the overall regeneration of an area. The Scheme includes working with local communities on projects – carol concerts, visits to schools, children helping to design parts of the works i.e. tiles to go in walls, books, charity work – provision of facilities in local centres etc.- have all been part of previous schemes and part of the contractors social value to the community.</p>
<p>Action required: None</p>

<p>11. Could this activity be perceived as benefiting one group at the expense of another?</p>
<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>Please provide detail: This can be seen as benefiting some owners within an area at the expense of others within the neighbourhood but live outside the target area for the scheme. The scheme may exclude some owners whose finances don't allow them to be considered for a scheme even with a test of resources available for o/o. As it is an option only available within priority areas other areas are excluded from such schemes as an option to improve their area.</p>
<p>Action required: To look at other funding options to allow more schemes to be undertaken.</p>

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
To continually consider all funding streams appropriate to the scheme	Ongoing	All alternative funding considered and if appropriate bids made	Mark Ireland
Review the existing customer satisfaction forms, inc. equality monitoring data. Consider how it is best used to collect and analysis the data as well as how to use to improve the service offered to customers	Jan 21	Customer satisfaction survey for the new scheme developed and implemented. Equality data collected and analysed as part of the feedback. Data obtained used within the continual improvement processes which existing within the service to inform further improved.	Jacqui Davies

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Gerard Tinsdale	Head of Housing Support	30 th September 2020

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Date sent to Equality Team	
Date published	