



EQUALITY IMPACT ASSESSMENT INITIAL SCREENING

Name of policy / strategy / project (the “initiative”):

Rechargeable repair policy

Provide a brief summary of the aims and main activities of the initiative: (bullet points)

- To ensure the cost of repairs to properties damaged as a result of the tenant’s, their family, relatives or invited persons negligence or wilful acts are recovered effectively and efficiently.
- To ensure the costs are recovered using a consistent approach.
- To ensure responsible tenants are not penalised.
- To ensure policies, procedures and agreements are adhered to and enforced when appropriate.

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Manager / Team Leader:

Date: 10.06.09

STAGE 1: SCREENING

This stage establishes whether a proposed initiative will have an impact from an equality perspective on any particular group of people or community – i.e. on the grounds of race, religion/faith/belief, gender (including transgender), sexual orientation, age, disability, or whether it is “equality neutral” (i.e. have no effect either positive or negative).

Q 1. Who will benefit from this initiative? Is there likely to be a positive impact on specific groups/communities (whether or not they are the intended beneficiaries), and if so, how? Or is it clear at this stage that it will be equality ‘neutral’ i.e. will have no particular effect on any group?
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

The new policy will have a positive impact on all groups of tenants who look after their property and take pride in their home and local environment. The policy will send a clear message to tenants that acts of wilful damage to our property will not be tolerated and the cost of the repair will be charged to the person causing the damage. It is hoped that this message will make tenants refrain from causing such damage, and will have a positive impact on the condition of our estates.

Every case will be individually assessed and, depending upon the circumstances affecting the individual case, for example, age, health, disability or victims of domestic abuse, discretion may be exercised.

Q 2. Is there likely to be an adverse impact on one or more minority/under-represented or community group as a result of this initiative? If so, who may be affected and why: Or is it clear at this stage that it will be equality 'neutral'?
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

There is no suggestion of an adverse impact on one or more minority or under-represented group for the reasons identified in Q1 above. The approach reflects a fair and consistent approach to the recovery of rechargeable repairs.

Q 3. Is there sufficient data on the target beneficiary groups/communities? Are any of these groups under or over represented? Do they have access to the same resources? What are your sources of data and are there any gaps?
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

The rechargeable repair policy was introduced on 1st October 2008. There is little data available regarding the groups of people who are likely to cause damage to our property. However, we do know that the percentage of repairs reported (all types) by gender is consistent with the overall tenant population. 11% of emergency repairs were reported by persons aged 16-24. This is 7% higher than the overall tenancy population of this age group. 16% of all repairs are reported by B&ME tenants, which is 6% higher than the overall tenant population for B&ME tenants. However, it may be that the B&ME tenants who are reporting repairs fall within the 16-24 year age group and that the higher rate of repairs reporting reflects the higher rate of repairs reporting from the younger age group. We have recently produced a leaflet entitled 'The cost of running a home' which has been produced in order to help tenants to understand their financial responsibilities. It is hoped that the leaflet, along with a greater emphasis on obtaining personal contact with tenants will help in the education process.

The percentage of repairs reported (all types) by tenants with an illness or disability is consistent with the overall tenant population. We know that in the period of 1st April 2008 to 31st March 2009 rechargeable repairs on void properties amounted to £205,155.35. Rechargeable repairs on day to day repairs amounted to £26,630.64. Since the policy was introduced the sum of £10,595.41 has been invoiced, £711.06 has been cancelled following appeal and £1,957.82 has been collected.

Q 4. Outsourced services – if the initiative is partly or wholly provided by external organisations / agencies, please list any arrangements you plan to ensure that they promote equality and diversity.
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

Not applicable.

Q 5. Is the impact of the initiative (whether positive or negative) significant enough to warrant a full impact assessment – see guidance? If not, will there be monitoring and review to assess the level of impact over a period of time?
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

We will continue to monitor rechargeable repairs on a weekly basis in order to highlight any anomalies and annually to identify trends. Data is recorded on our IBS system and can be reported on a weekly basis.

Residents will attend a policy review day in July 2009 in order to consult on the content of the policy and the policy will be amended in line with the comments received.

At this stage we do not intend to undertake a full impact assessment based on evidence to date. However, we will continue to monitor and review the data available and collect further data specific to rechargeable repairs. We will also monitor the impact of the policy over a period of time.

Q 6. To be completed at six monthly review Detail actions taken to assess the level of impact over a period of time, or to address any gaps in data.
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

Guidelines: Things to consider

- Where a negative (i.e. adverse) impact is identified, it may be appropriate to make a full EIA (see Stage 2), or, as important, take early action to redress this – e.g. by abandoning or modifying the initiative. **NB If the initiative contravenes equality legislation, it must be abandoned or modified.**
- Where an initiative has a positive impact on groups/community relations, the EIA should make this explicit, to enable the outcomes to be monitored over its lifespan.
- Where there is a positive impact on particular groups, does this mean there could be an adverse impact on others, and if so can this be justified? - e.g. Are there other existing or planned initiatives which redress this?
- It may not be possible to provide detailed answers to some of these questions at the start of the initiative. The EIA may identify a lack of relevant data, and that data-gathering is a specific action required to inform the initiative as it develops, and also to form part of a continuing evaluation and review process.

- It is envisaged that it will be rare for full impact assessments to be required. Usually, where there are particular problems identified in the screening stage, it is envisaged that changing the approach at this stage, and/or setting up a monitoring/evaluation system to review a policy's impact over time will tackle the problem.