

Colchester Borough Homes

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: screening stage

Name of policy, service or strategy to be assessed:

- **Estate Management Strategy 2018-2021**

1. What is the main purpose of the policy, service or strategy?

- To ensure CBH delivers an effective and efficient 'cleaner, greener and safer' estate management service

2. What main areas or activities does it cover?

- Grounds maintenance, refuse and recycling, CBH Community Caretakers and CBC Zone Wardens, Communal Cleaning, estate improvements and tenancy management.

3. Who are the main audience, users or customers who will be affected?

- CBH customers – tenants and leaseholders, wider communities within the borough where there is HRA Housing land, visitors to the borough, CBC and other partners involved in estate management work such as communal cleaners, CBH staff and contractors.

4. What outcomes do you want to achieve from the policy, service or strategy?

- For the service to be measurable, cost effective, integrated and to deliver increasing tenant and leaseholder satisfaction results.
- Work with partners and residents to create mixed and sustainable communities
- Provide healthy, safe and energy efficient homes and estates
- Make the most of the resources and opportunities available
- Protect and enhance our reputation whilst increasing levels of satisfaction

- Involve our tenants, leaseholders and the wider community in our work by creating opportunities for consultation and communication.
- Increasing satisfaction with overall housing service, particularly satisfaction with neighbourhood
- Provide a proactive, consistent and responsive estate management service
- Ensuring our estates are clean, tidy and free from graffiti and other anti-social activities

5. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- CBC, Contractors

6. Does the policy, service or strategy help to further or facilitate our `general duty'¹ to:

(a) eliminate unlawful discrimination, harassment and victimisation?

(b) advance equality of opportunity between people who share a `protected characteristic'² and those who do not?

(c) foster good relations between people who share a protected characteristic and those who do not?

- Yes. The Estate Management Strategy is relevant to and applies to all leaseholders, tenants and the wider communities, no matter what their protected characteristics are.
- The Strategy specifies support for adaptations – see para 3.6.6 of strategy and tenancy management of gardens for elderly and disabled – see para 3.7, where relevant and reasonable to do so.
- The strategy highlights several ways in which tenants, leaseholders and the wider community have been involved in the consultation and drafting of the strategy itself as well as how they can get involved in the monitoring of the strategy, such as the STAR Satisfaction Survey, QAA reports and meetings, Complaints and compliments, etc.

If you have answered `no', please give details of the reasons for this decision:

- N/A

7. If you answered `yes' to any of the sections in Question 6 (above), please identify how the policy, practice or strategy furthers the aim of the `general duty':

¹ These three points summarise the `general duty' as it applies to public sector organisations in the Equality Act 2010

² The Equality Act's `protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

See comments on question 6, above (page 2)

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality? **No**

Please use the table below to indicate how the policy, service or strategy could have a positive or negative effect on any of the following equality groups (known under the Equality Act as ‘protected characteristics’). Include reference to any consultation, data or information that you have used in making this assessment about positive or negative effects.

‘Protected characteristic’ group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)	See comments on page 5	<ul style="list-style-type: none"> • After review, it is considered that the strategy will have a positive effect on all, no matter the protected characteristic. • The strategy clearly sets out how CBH aims to deliver an effective and efficient ‘cleaner, greener and safer’ estate management service with specific mention of adaptations and assisted gardening scheme. • A lot of monitoring of the service will take place and there are many ways that residents and the wider communities can have their say and input into how they think the service is running. • Help will be offered to those who do not speak English as a first language where appropriate, for example the use of translation and interpretation services. • Consultation has been carried out on the draft strategy and no negative impacts were found. 		
	Younger people (17-25) and children (0-16)				
Disability	Physical				
	Sensory				
	Learning				
	Mental health issues				
	Other – <i>please specify</i>				
Ethnicity	White				
	Black				
	Chinese				
	Mixed Ethnic Origin				
	Gypsies/ Travellers				
	Other – <i>please state</i>				
Language	English not first language				
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks				
Religion or Belief	People with a religious belief (or none)				
Sex	Men				

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Women				
	Transsexual / gender reassignment				
Sexual Orientation	Lesbian, gay and bisexual				
Marriage and Civil Partnership	People who are single, married or in a civil partnership				

9. Could the policy, service or strategy discriminate³ against any 'protected characteristic', either directly or indirectly? **No**

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

- N/A

³ Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or Marriage and Civil Partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic' unless the practice can be objectively justified by a legitimate aim.

Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information. X	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <input type="checkbox"/>	Sign off screening and finish.
Likely negative impacts were identified but have not been minimised or removed. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

12. Name and job title of person completing this form:

- Richard Dowling Housing Manager

13. Date of completion:

- March 2018

14. Date for update or review of this screening:

- March 2021