

The 'Better Decision Making' tool has been designed to help you consider the impact of your proposal on the health and wellbeing of communities, the environment, and local economy. It draws upon the priorities set out in our Council Plan and will help us to provide inclusive and discrimination-free services by considering the equalities and human rights implications of the decisions we make. The purpose of this tool is to avoid decisions being made in isolation, and to encourage evidence-based decision making that carefully balances social, economic and environmental factors, helping us to become a more responsive and resilient organisation.

The Better Decision Making tool should be used when proposing new projects, services, policies or strategies, or significant amendments to them. The tool should be completed at the earliest opportunity, ideally when you are just beginning to develop a proposal. However, it can be completed at any stage of the decision-making process. If the tool is completed just prior to the Executive, it can still help to guide future courses of action as the proposal is implemented.

The Better Decision Making tool must be attached as an annex to Executive reports. A brief summary of your findings should be reported in the One Planet Council / Equalities section of the report itself.

Guidance to help you complete the assessment can be obtained by hovering over the relevant question.

Please complete all fields. If you wish to enter multiple paragraphs in any of the boxes, hold down 'Alt' before hitting 'Enter'.

Introduction

Service submitting the proposal:	Housing
Name of person completing the assessment:	Denis Southall
Job title:	Head of Housing
Directorate:	HHASC
Date Completed:	21.01.20
Date Approved (form to be checked by head of service):	

Section 1: What is the proposal?

1.1	Name of the service, project, programme, policy or strategy being assessed? Housing Revenue Account Business Plan (HRABP) and Asset Management Strategy (AMS) refresh
1.2	What are the main aims of the proposal? Increase the stock of social housing owned by the HRA through an ambitious development programme, develop new homes that are built to passivhaus standard, contributing to the Council's effort to ensure a carbon neutral city by 2030, Improve the quality of homes and communal areas and reduce the carbon footprint of existing council homes through investment in assets, community led regeneration and working with communities and individuals, ensure that our homes, and the management of them, maintain and
1.3	What are the key outcomes? A more ambitious new build programme for market sale and affordable housing, Increased capital and revenue investment to improve the quality and energy efficiency of our homes, Continued investment in homes for an ageing population, Considerable investment in ICT to support our workforce and people who use our services, A firm commitment to community led regeneration, Use of communal areas to help improve health and wellbeing, Investment in people who work for us, developing a culture that empowers colleagues and builds on

Section 2: Evidence

2.1	What data / evidence is available to support the proposal and understand its likely impact? (e.g. hate crime figures, obesity levels, recycling statistics) Strategic Housing Needs Market Assessment, demographic data on ageing across the population and in York, demand for council homes, affordability indices, government funded programmes to increase the supply of social, affordable and low cost housing for rent, purchase, self build etc and relevant legislation - See HRA draft business plan. Stock condition survey 2019.
2.2	What public / stakeholder consultation has been undertaken and what were the findings? None on these documents as consultation is done on programmes, action plans, initiatives and policies that flow from these documents.

	Are there any other initiatives that may produce a combined impact with this proposal? (e.g. will the same individuals / communities of identity also be impacted by a different project or policy?)
2.3	Future Focus programme, anti-poverty strategy, affordable housing policy, local plan,





Section 3: Impact on One Planet principles

Please summarise any potential positive and negative impacts that may arise from your proposal on residents or staff. This section relates to the impact of your proposal on the ten One Planet principles.

For 'Impact', please select from the options in the drop-down menu. If you wish to enter multiple paragraphs in any of the boxes, hold down 'Alt' before hitting 'Enter'.

Equity and Local Economy

Does your proposal?	Impact	What are the impacts and how do you know?
3.1 Impact positively on the business community in York?	Positive	Safer and healthier homes and environments can lead to a happier and more productive workforce. Local employment can benefit from the building and stock improvement programmes
3.2 Provide additional employment or training opportunities in the city?	Positive	Local employment can benefit from the building and stock improvement programmes. The apprenticeship programme will provide training and employment
3.3 Help improve the lives of individuals from disadvantaged backgrounds or underrepresented groups?	Positive	Proactive, flexible management of council homes and communal areas will help individuals and communities thrive, especially those who may be socially isolated for example. The Older Persons Accommodation Programme, adaptations service and investment in

Health & Happiness

Does your proposal?	Impact	What are the impacts and how do you know?
3.4 Improve the physical health or emotional wellbeing of residents or staff?	Positive	Healthy homes help people stay healthy, this includes good internal and external facilities and opportunities such as well insulated energy efficient homes, adaptations and improved accessibility, use of communal
3.5 Help reduce health inequalities?	Positive	As above
3.6 Encourage residents to be more responsible for their own health?	Positive	Working with colleagues across the council and other partners we will promote positive health initiatives and opportunities to improve their health and wellbeing. This is demonstrated for example in having an Active
3.7 Reduce crime or fear of crime?	Positive	Proactive, collaborative working, early intervention and appropriate enforcement will help tackle nuisance, criminal activity and anti-social behaviour. Work to reduce rough sleeping contributes to tackling
3.8 Help to give children and young people a good start in life?	Positive	Children need warm, safe homes and communities to survive. Housing prevent homelessness, provide good quality housing and work with other services to ensure that we work with families to help them thrive.

Culture & Community

Does your proposal?	Impact	What are the impacts and how do you know?
3.9 Help bring communities together?	Positive	Housing work with colleagues to promote community cohesion e.g. through support for Resident Associations, working as part of war teams, tackling anti-social behaviour and promoting social activities.
3.10 Improve access to services for residents, especially those most in need?	Positive	In addition to pathways to housing for young people and the provision of accommodation with extra care we are developing a pathway to support people with poor mental health in to mainstream housing where they can
3.11 Improve the cultural offerings of York?	Neutral	
3.12 Encourage residents to be more socially responsible?	Positive	Continued work with colleagues across the council and with partners to promote socially responsible activity e.g. ward level activity, Housing Environmental Improvement Programme, Asset Based Community Development,

Zero Carbon and Sustainable Water

Does your proposal?	Impact	What are the impacts and how do you know?
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3.13	Minimise the amount of energy we use and / or reduce the amount of energy we pay for? E.g. through the use of low or zero carbon sources of energy?	Positive	Investment in our homes to make them more energy efficient and to help meet the carbon emissions target for 2030. Reduced emissions for workforce vehicles. Building homes to high energy efficient / Passivhaus standards.
3.14	Minimise the amount of water we use and/or reduce the amount of water we pay for?	Positive	As above

Zero Waste

Does your proposal?		Impact	What are the impacts and how do you know?
3.15	Reduce waste and the amount of money we pay to dispose of waste by maximising reuse and/or recycling of materials?	Unsure	

Sustainable Transport

Does your proposal?		Impact	What are the impacts and how do you know?
3.16	Encourage the use of sustainable transport, such as walking, cycling, ultra low emission vehicles and public transport?	Positive	Council workforce fleet converting to electric only vehicles. HEIP programme providing secure external storage space for cycles etc.
3.17	Help improve the quality of the air we breathe?	Positive	Lower emissions from council homes, Groves project includes road closure proposals to be trialled in 2020.

Sustainable Materials

Does your proposal?		Impact	What are the impacts and how do you know?
3.18	Minimise the environmental impact of the goods and services used?	Mixed	Overall the improved energy efficiency of our housing should be positive

Local and Sustainable Food

Does your proposal?		Impact	What are the impacts and how do you know?
3.19	Maximise opportunities to support local and sustainable food initiatives?	Unsure	Communal areas policy being developed which will promote use of communal areas for food growing amongst other beneficial activities.

Land Use and Wildlife

Does your proposal?		Impact	What are the impacts and how do you know?
3.20	Maximise opportunities to conserve or enhance the natural environment?	Positive	Communal areas policy will promote planting, wilding and increase of biodiversity where possible.
3.21	Improve the quality of the built environment?	Positive	Investment in new and existing homes will improve the stock and enhance the environments around them.
3.22	Preserve the character and setting of the historic city of York?	Neutral	
3.23	Enable residents to enjoy public spaces?	Positive	Communal areas policy will promote planting, wilding and increase of biodiversity where possible as well as use of this space for activity.

3.40	Additional space to comment on the impacts		

Section 4: Impact on Equalities and Human Rights

Please summarise any potential positive and negative impacts that may arise from your proposal on staff or residents. This section relates to the impact of your proposal on **advancing equalities and human rights** and should build on the impacts you identified in the previous section.

For 'Impact', please select from the options in the drop-down menu.
If you wish to enter multiple paragraphs in any of the boxes, hold down 'Alt' before hitting 'Enter'

Equalities

Will the proposal **adversely impact** upon 'communities of identity'?
Will it **help advance equality** or **foster good relations** between people in '**communities of identity**'?

		Impact	What are the impacts and how do you know?
4.1	Age	Positive	Older Persons Accommodation Programme provides investment which acknowledges the need for an ageing population. This is supported by adaptations service, falls prevention, Active Communities Officers. Work to promote
4.2	Disability	Positive	Older Persons Accommodation Programme provides investment which acknowledges the need for an ageing population. This is supported by adaptations service, falls prevention, Active Communities Officers. Work to promote
4.3	Gender	Positive	Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible communication channels. This will inform <u>policy and service development</u>
4.4	Gender Reassignment	Positive	Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible communication channels. This will inform <u>policy and service development</u>
4.5	Marriage and civil partnership	Positive	Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible communication channels. This will inform <u>policy and service development</u>
4.6	Pregnancy and maternity	Positive	Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible communication channels. This will inform <u>policy and service development</u>
4.7	Race	Positive	Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible communication channels. This will inform <u>policy and service development</u>
4.8	Religion or belief	Positive	Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible communication channels. This will inform <u>policy and service development</u>
4.9	Sexual orientation	Positive	Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible communication channels. This will inform <u>policy and service development</u>
4.10	Carer	Positive	Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible communication channels. This will inform <u>policy and service development</u>
4.11	Lowest income groups	Positive	Loca area working, building relationships, helping people access affordable housing, more energy efficient homes. Investmetnt in new IT will help ensure we can analyse data to identify areas of indirect discrimination or bias as well as providing flexible
4.12	Veterans, Armed forces community	Positive	The Armed Forces Covenant is embedded in housing policies e.g. the allocations policy

Human Rights

Consider how a human rights approach is evident in the proposal

	Impact	What are the impacts and how do you know?
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4.13	Right to education	Positive	The investment in new and existing homes, providing homes for homeless people, improving energy efficiency allow for home environments conducive to educational activity
4.14	Right not to be subjected to torture, degrading treatment or punishment	Positive	Work to tackle county lines activity, cuckooing, human trafficking and modern slavery across services contributes to this.
4.15	Right to a fair and public hearing	Positive	Appeal mechanisms and appropriate use of the courts and advocacy services are built in to procedures across housing services.
4.16	Right to respect for private and family life, home and correspondence	Positive	Appropriate tenancy and licence agreements, training for staff and robust governance mean that this is build in to the work that we do.
4.17	Freedom of expression	Neutral	
4.18	Right not to be subject to discrimination	Positive	Improved IT will help us analyse services and the impact this has on people with protected characteristics
4.19	Other Rights		

4.20	Additional space to comment on the impacts		



Section 5: Planning for Improvement

5.1	What have you changed in order to improve the impact of the proposal on the One Planet principles? (please consider the questions you marked either mixed or negative, as well as any additional positive impacts that may be achievable)
	The HRA business plan and AMS impact on a very wide range of services and people receiving those services. It is more appropriate to assess this with each individual initiative

5.2	What have you changed in order to improve the impact of the proposal on equalities and human rights? (please consider the questions you marked either mixed or negative, as well as any additional positive impacts that may be achievable)
	As above

5.3	Going forward, what further evidence or consultation is needed to ensure the proposal delivers its intended benefits? e.g. consultation with specific vulnerable groups, additional data)
	Assessment of impact on energy efficiency / CO2 production, consultation to measure progress on individual initiatives, use of Internet of Things to gather data across the stock and communities.

5.4 **Please record any outstanding actions needed to maximise benefits or minimise negative impacts in relation to this proposal?** (Expand / insert more rows if needed)

Action	Person(s)	Due date

In the One Planet / Equalities section of your Executive report, please briefly summarise the changes you have made (or intend to make) in order to improve the social, economic and environmental impact of your proposal.