

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Place Directorate		
Service Area:	Housing Services		
Name of the proposal:	2023-2028 Housing Asset Management and Energy Efficiency Retrofit Plan		
Lead officer:	Tracey Carter		
Date assessment completed:	29 th November 2022		
Names of those who contributed to the assessment:			
Name	Job title	Organisation	Area of expertise
Michael Jones	Head of Housing Delivery and Asset Management	City of York Council	Housing

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal?
	The adoption of the five-year Housing Asset Management and Energy Efficiency Retrofit Plan which will guide the authority's actions to invest in its existing council housing stock and ensure that Decent Home Standards are maintained the energy efficiency of homes improved, and carbon use reduced.
1.2	Are there any external considerations?
	Yes. The Council must ensure that council homes are maintained to a decent standard as defined by government in its document "A Decent Home: Definition and guidance for implementation, June 2006 – update". The Council must also fulfil obligations regarding the adaptation of existing homes in order to assist independent living for older and disabled people, including children with long term illnesses and complex conditions.
1.3	Who are the stakeholders and what are their interests?
	Stakeholders are all of our tenants and their families and others who live in their home. Their interests are to experience a home which is safe, sustainable, affordable, and good quality.
1.4	What results/outcomes do we want to achieve and for whom?
	We invest in and plan for the future, ensuring we support safe, sustainable, affordable, and good quality homes. Working in partnerships, we aim to support strong and diverse communities where you can live well

and thrive. This plan and the actions that arise from it will help to achieve the following outcomes of the Council Plan 2019 – 23 Making History, Building Communities, updated in May 2021:

- Creating homes and world-class infrastructure
- A greener and cleaner city
- Good health and wellbeing
- Safe communities and culture for all.

The Plan sets the following objectives:

- All homes to meet the City of York Council Property Standard consistently.
- Information led assessment of all homes to set investment priorities targeted on sustaining safety, security and quality as well as improving sustainability.
- Growth, via development and acquisition, of approximately 600 new homes by 2027

Key measures of achievement will be:

- Compliance with Decent Homes Standard – 100%
- Percentage of properties with a valid Gas Safety Certificate – 100%
- Percentage of properties with a valid Electrical Inspection Certificate – 100%
- Homes with an EPC rating of C above – 95%
- Delivery of plans within budget.

Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?
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Source of data/supporting evidence	Reason for using
Data sets and surveys	They show us the current condition of properties and identify the work that we must do to improve the condition in order to reach the required standard.
Reports, good practice and the skill and knowledge of the team	So that plans and interventions are shaped by good and best practice and adapted to meet York's needs.
Tenant engagement and feedback.	So that plans and priorities for investment are shaped by tenants' priorities.

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
Gaps in data or knowledge	Action to deal with this	
Ongoing feedback from tenants will guide each step of the programme.	We will seek ongoing feedback from tenants.	
Contractor and partner input into price and methods of work will be continuously updated	We will seek, via competitive tender, input into price and the best methods of work in order to guide the implementation of the plan.	

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e., how significant could the impacts be if we did not make any adjustments?		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	Many of your homes are occupied by, or specifically designed for, older people. Therefore, where we can we make suitable adaptations or modify works to accommodate the needs of older people, such as providing accessible plug and light switched in all homes. The emphasis upon safety and sustainability are features which are highly valued by older tenants.	Positive	High
Disability	Some of our homes are occupied by, or specifically designed for, disabled people. The Plan prompts us and guides us to enhance provision in order to assist independent living for disabled people, for example by providing level thresholds when we install new external doors and allows for investment in adaptations to homes to meet individual needs. By doing this we will improve the health, well-being, and quality of life of individuals and their families, by maximising their independence, safety, privacy, confidence, and dignity, and enabling them to continue living at home.	Positive	High
Gender	The plan seeks to assure that homes are safe, sustainable, affordable, and good quality homes, attributes which will benefit tenants irrespective of their gender identification.	Neutral	Medium

	Some tenants who live alone may particularly welcome the attention given to the provision of a safe home, for example the increase in investment in high security external doors.		
Gender Reassignment	The properties which we provide are the place where the tenant can call “home” and where they can feel safe and secure so that they can lead the life, and adopt the gender, of their choice. With an emphasis on safety and quality, we also seek to assure that the community is a safe place, working with community leaders and other partners to achieve this.	Positive	Medium
Marriage and civil partnership	Homes are let to single tenants, who share with friends, who co-habit with a partner and to tenants who are married or in a civil partnership. The quality of the home is maintained regardless of the relationship status of the tenant/s.	Neutral	Medium
Pregnancy and maternity	Our homes are safe and secure, giving the tenant the security they need to have and to raise children. The provision of safe and decent accommodation ensures that health during pregnancy and maternity can be maintained, to the benefit of both parent and child.	Positive	High
Race	The properties which we provide are the place where the tenant can call “home” and where they can feel safe and secure so that they can lead the life and express their identity as they choose. With an emphasis on safety and quality, we also seek to assure that the community is a safe	Positive	Medium

	place, working with community leaders and other partners to achieve this.		
Religion and belief	The properties which we provide are the place where the tenant can call “home” and where they can feel safe and secure so that they can lead the life and express their religion and belief as they choose. With an emphasis on safety and quality, we also seek to assure that the community is a safe place, working with community leaders and other partners to achieve this.	Positive	Medium
Sexual orientation	The properties which we provide are the place where the tenant can call “home” and where they can feel safe and secure so that they can lead the life and express their identity as they choose. With an emphasis on safety and quality, we also seek to assure that the community is a safe place, working with community leaders and other partners to achieve this.	Positive	Medium
<i>Other Socio-economic groups including:</i>	<i>Could other socio-economic groups be affected e.g., carers, ex-offenders, low incomes?</i>		
Carer	The attention which is given to design and adaption to assist older and disabled people to live in our homes also allows carers to operate with safety and dignity by, for example, providing level access showers which allow self-bathing.	Positive	High
Low income groups	The plan provides emphasis upon improving the energy efficiency of homes so that the cost of heating and hot water	Positive	High

	can be managed and, ideally, reduced. This will be of particular benefit to tenants living on a low income.		
Veterans, Armed Forces Community	Our homes are let to veterans and members of the armed forces community how are in housing need and, therefore, the provision of a home which is safe, sustainable, affordable, and good quality homes will be of benefit to this group.	Neutral	Medium
Impact on human rights:			
The Right to Housing	The plan assures that tenants can enjoy a safe, sustainable, affordable, and good quality home, allowing them to asset their Human Rights.	Positive	High

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
We do not identify adverse impacts of the Plan. However, a key feature of our approach to asset management is that we adapt to meet new and changing circumstances, such as anticipated legislation regarding Electrical Testing. The plan seeks to undertake tests, as a matter of good practice, in advice of compulsion by government. In a similar way, we have always been mindful of damp and mould in properties and have invested considerable sums in works to deal with water standing below floors; the new plan updates this approach to widen our attention to both penetrating and	

rising damp, as well as insulation, affordable heating and ventilation – all ways in which damp and mould can be tackled.

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision.
Option selected	Conclusions/justification
No major change to the proposal	The EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact, and we have taken all opportunities to advance equality and foster good relations. We commit to continuing to monitor and review the Plan and its impact.

Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
Modify the Plan to take account of changing needs and legislation	Regularly review the impact of the Plan	Head of Housing Delivery and Asset Management	Each year or as legislation or need changes.

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward?
	<p>The delivery of this Plan, the performance of our repairs & maintenance services, delivery of our investment programmes and new build plans will be the subject of oversight and scrutiny by:</p> <ol style="list-style-type: none"> a. Members sitting on the Housing and Community Safety Policy and Scrutiny Committee. b. Tenants engaging in our panels and processes. c. Managers via Senior Management Team and Departmental Management Team. d. An Asset Management Board and the existing New Build Housing Delivery Board.