

Equality Impact Assessment

Topic	Housing Management Options Appraisal; Outcome of Formal Consultation
For decision by/project lead	Cabinet - 19 February 2020
Date of assessment (or date range if over a period of time)	6 February 2020
Author	Adrian Hammond, Housing Lead Specialist

Introduction to the proposal and background		<p>Following a number of significant service failures in the housing services provided by East Kent Housing, the four owner councils of Canterbury City Council, Dover District Council, Folkestone and Hythe District Council and Thanet District Council completed an options appraisal in October 2019.</p> <p>The appraisal reviewed the delivery of housing management services provided by East Kent Housing (EKH). It concluded that the four councils’ preferred option for future service provision to the four councils’ tenants and leaseholders is that it should become an in-house service, subject to consultation.</p> <p>The formal consultation ran for 8 weeks from Tuesday 22 October to Friday 20 December 2019. The results of the consultation showed that 74% of respondents tended to agree (20%) or strongly agreed (54%) to the preferred option to bring the housing management service back in house.</p> <p>The Council’s Cabinet will consider the outcome of the consultation at its meeting on 19 February 2020 and make a final decision about bringing the service back in house. The report concludes that this decision would be in the best interests of tenants and leaseholders.</p>								
PSED Engaged by this topic (Select)		Yes	<div><div></div><div>✓</div></div>	No	<div><div></div><div></div></div>	If no, please explain your reasoning and provide evidence where possible.				
Protected Characteristic	Definitions	<div><div></div><div></div></div>			Positive Impact			Negative Impact	No specific impact	<p>What will the impact(s) be? If there is a negative impact, can you mitigate it or suggest alternative options for the groups identified? Include detail of any consultation that has taken place with affected groups and any other relevant data that supports the points you make (see EIA Guidance).</p> <p>If there is a negative impact, please explain the ‘legitimate aim you are trying to achieve’ and provide evidence that no other options are available.</p> <p>Use this space to evidence your thinking if you believe there to be no impact on a particular protected characteristic. Ensure you assess each protected characteristic.</p>
					P	P	P			
					S	S	S			
					E	E	E			
D	D	D								
A	A	A								
i	i	i								
m	m	m								
1	2	3								

Gender	Men/Boys					✓	
	Women/Girls					✓	
Gender Reassignment						✓	
Disability	Physical		✓				An estimated 65% of the council's tenants and leaseholders are vulnerable or have a disability. The purpose of the proposed change in housing management arrangements include the need to improve the quality of service provision and ensure that the service is more locally accountable. It is likely that vulnerable tenants and leaseholders or those with physical disabilities are more likely to rely on these services.
	Mental Ill health/disability		✓				
	Learning difficulty/disability		✓				
	Sensory impairment		✓				
Age	Babies and children (0-16)					✓	
	Young adults (16-25)					✓	
	Mid-age adults (26-59)					✓	
	Older adults (60+)					✓	
Race	White British/white other					✓	
	Mixed race					✓	
	Asian/Asian British					✓	
	Black/Black British					✓	
	Arab/Arab British					✓	
	Gypsies/travellers					✓	
	Other ethnic group					✓	
Sexual Orientation	Heterosexual					✓	
	Gay man					✓	

	Lesbian					✓	
	Bisexual					✓	
Religion or Belief	Faith Groups					✓	
Pregnancy & Maternity						✓	
Marriage & Civil Partnership	<i>(Aim 1 of the PSED only)</i>					✓	
Socio-Economic Background	<i>(N.B not a protected characteristic but relevant to Thanet)</i>	✓					Around 75% of the council's tenants are in receipt of either housing benefit or the housing element of Universal Credit. The council's housing management service includes support for these residents to ensure that they are able to meet their rent payments and effectively maintain their tenancies. The purpose of the proposed change in housing management arrangements include the need to improve the quality of service provision and ensure that the service is more locally accountable. It is likely that households on low incomes need to access rent collection and welfare support services more frequently.

Consultation with Information Governance & Equality Team						
Date advice given	6 February 2020					
Summary of Advice – Key Points	Proposals are a positive benefit to tenants and leaseholders with protected characteristics					
Advice accepted by responsible officer?	Yes	✓	No		If no, please explain your reasoning.	

Approval and Sign off from Line Manager			
Name	Adrian Hammond	Job Title	Housing Lead Specialist
Date	6 February 2020		