

EQUALITY IMPACT ASSESSMENTS 2008

Report of the Director of Housing & Customer Service

1. SUMMARY OF REPORT

This report has been produced following the annual round of Equality Impact Assessments.

2. RECOMMENDATION

That the Committee

1. notes the Equality Impact Assessments completed in 2008
2. agrees a further programme of service areas to be equality impact assessed in 2009 as follows
 - The Family Intervention Project
 - E-Learning
 - Cyclical Maintenance
 - Resident Consultation mechanisms.

3. MATTER FOR CONSIDERATION

- 3.1 The Equalities Scheme was approved by Derby Homes Board in July 2007. This scheme includes the arrangements for carrying out Equality Impact Assessments.
- 3.2 Equality Impact Assessments are a systematic way of finding out whether a policy or function affects different groups differently. It is an evidenced-based approach to find out if policies, processes and services benefit all who need to benefit without causing inappropriate disadvantage to others.
- 3.3 In our scheme we have committed ourselves to incorporating Equality Impact Assessments into all reviews and new policies and to have an annual programme of specific Equality Impact Assessments. The results will be published to employees and our customers.
- 3.4 To date initial Equality Impact Assessments have been completed with the service manager in the following areas:

2007	2008
Supported Living	Health and Safety
Access to Buildings	Furniture Pack Scheme
Allocations and Lettings	Insurance
Enquiry Centre - Access	Information Technology
Governance Arrangements	Performance Management
Income Recovery and Rents	Programmed Maintenance
Neighbourhood Safety Teams	Planned Maintenance
Procurement - Access	Rental Control
Responsive Maintenance	Inter Personal Contacts
Community Watch Patrol	Customer Feedback Mechanisms
Leaseholder Services	Derbyshire Association of Community Partners
Neighbourhood Management	Information Technology – Partial assessment to be completed
New Build	
Temporary Accommodation	
Tenant Involvement	
Access to Induction Training	
Recruitment	

- 3.5 Each service manager was invited to attend a meeting to complete the Equality Impact Assessment on their service area with the Change Manager for Equalities, the Personnel Manager and representatives from Derby Homes' Equality Champions.

4. CONSULTATION IMPLICATIONS

The results and actions identified from these Equality Impact Assessments will be discussed with Heads of Service and the Equality Champions and stakeholders / end user consultation groups.

5. EQUALITIES IMPACT ASSESSMENT

Implications are covered in the body of the report.

The areas listed below have no implications directly arising from this report

- Financial and Business Plan
- Legal and Confidentiality
- Personnel
- Environmental
- Health & Safety
- Risk

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or the Chief Executive, phil.davies@derbyhomes.org - Tel 01332 711010

Author: Annabelle Barwick, Change Manager, Telephone 01332 711022, Email Annabelle.barwick@derbyhomes.org

Background Information: None.

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