

Appendix 4 - Equality impact assessment form

Derby Homes Budget 2024/2025

Date of Assessment: 08.01.2024

Prepared by Helen Samuel – Head of Finance & Income

Signed off by Michael Kirk – Finance Director & Company Secretary

Equality impact assessment

Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the Public Sector Equality Duty when determining judicial review cases. This method helps us to make our decisions fairly, considering any equality implications, so yes, we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have 'due regard' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a 'relevant protected characteristic' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The assessments will help to:

- understand customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

The assessment reviews the Derby Homes 2018-19 budget proposals with particular regard to assessing any (negative / positive) impact on different groups of people. Any negative impacts are considered to look at ways of lessening these or making the service more accessible.

An equality action plan is used to set targets, monitor actions and feedback for dealing with any negative impacts identified from the assessment.

Equality groups and protected characteristics

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender reassignment – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers, and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men, and bisexual people
- In addition, we have decided to look at the effects on families and people on low incomes too as we feel this is very important.

What's the name of the policy you are assessing?

Derby Homes Budget 2024/25, plus outline proposals for 2025/26 and 2026/27

The assessment team

Team leader's name and job title :

Helen Samuel – Head of Finance & Income

Other team members:

Derby Homes Senior Management Team (SMT)

Step 1 – setting the scene

1 What are the main aims, objectives, and purpose of the annual budget setting process?

Derby Homes as part of its financial risk management prepares an annual detailed budget proposal and forward looking further three-year budget plan.

This is to contribute to ensuring both operational, financial and governance stability over the period.

The Derby Homes Budget document contains the budget proposals for the 2024/25 year through to 2026/27.

During the consultation period of the budget (Nov 2023 to Jan 2024) any impact of the proposals on people who share a 'relevant protected characteristic' will be considered.

2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

This consultation is being led by Michael Kirk, Finance Director & Company Secretary

3 Who are the main customers, users, partners, employees, or groups affected by the budget proposals?

Tenants (of both Derby City Council and Derby Homes)
Leaseholders
Derby Homes employees
Derby City Council
External partner groups in receipt of grants / services from Derby Homes

Step 2 – collecting information and assessing impact

4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.

Budget proposals have already been consulted on with the SMT group from October 23 to January 24. Also, with Derby Homes Board on 16 November 2023 and 17 January 2024.

Proposals have been screened for both financial and service factors to determine whether specific equality impact assessments are required.

The savings proposals are listed in detail in the main report. SMT members have considered the savings and completed initial summary assessments that have identified no impact on people or groups who share a '**relevant protected characteristic**'.

5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the savings proposals on particular groups?

Equality groups	What do you already know?	No impact	Positive impact	Negative impact	Not sure
Age		X			
Disability		X			
Gender reassignment - trans		X			
Marriage and civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief or none		x			
Sex		x			
Sexual Orientation		x			
Families and people on low income		x			

6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?

Derby Homes has prioritised protecting front line services to tenants, homes, and the wider estate during the budget setting process.

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take?

Outcome 1	x	No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments would remove the barriers you identified?
Outcome 3		Continue the policy despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

No specific equality related actions required from the from the savings proposals listed.

Why did you come to this decision?

Savings proposals are to be delivered from a combination of efficiencies generated and service reductions that are deemed to have minimal impact on tenants – such as reductions in external fencing and extending re-painting cycles.

--

Step 4 – equality action plan – setting targets and monitoring

8 Fill in the table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals once they have been implemented.

N/A – not required