

DRAFT Equality Impact Analysis (EIA) of main budget proposals for

Growth & Place

Efficiency Savings

Planning staffing efficiencies - £0.328m

This relates to a review of the structure of the Planning service. Wherever possible, any reduction in establishment will be absorbed through natural wastage and existing vacancies. An Equality Impact Assessment will be carried out as part of the reorganisation process.

Temporary accommodation - Reduction Programme and investment in Private Rented Sector properties - £0.250m

It is not anticipated that there will be any direct negative impact on groups with protected characteristics from the investment in private rented sector leases nor from the piloting of a PRS team.

The Council already has a policy of offering Direct Lets to households that become homeless, as an alternative to Temporary Accommodation. The proposal is to extend this practice by procuring additional Direct Lets and offering them to households already in Temporary Accommodation as a means of exit from Temporary Accommodation. Direct Lets will not be offered to all households, just to households that meet criteria around suitability and affordability (to sustain living in the private rented sector). Applying these criteria, and the possibility of Direct Lets offers, to all homeless households is deemed to be a fairer approach than the current practice of only applying the criteria to households when they first approach the Council.

A crucial safeguard is the fact that the Equality Act 2010 and Homelessness (Suitability of Accommodation) (England) Order 2012 requires the Council to ensure that any property offered must be suitable and takes into account the specific needs of the individual. This incorporates affordability, location, access to relevant services, an individual's ability to travel, etc. The overall potential impact on different protected groups is assessed as neutral.

Housing Solutions staff savings - £0.141m

This relates to a review of the structure of the Housing Solutions service. Wherever possible, any reduction in establishment will be absorbed through natural wastage and existing vacancies. The impact on residents will be neutral and the impact on employees with protected characteristics is also expected to be neutral. An Equality Impact Assessment will be carried out as part of the reorganisation process.

Restructure of the Work Matters Service & Section 106 investment - £0.060m

This restructure will enable the delivery of key outcomes for the Council's Industrial Strategy including community outreach to connect residents and school students with the new opportunities arising from the council's partnership with Imperial College. Focus will be shifted to ways of creating employment within the Tech, STEM, science, digital and creative industries. The new strategy also demands that resources are put into assisting those in working poverty into better paid work via training. This aims to increase social mobility and reduce child poverty.

An Equality Impact Assessment will be carried out as part of the reorganisation process.

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