

H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2025-26 Q2
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Award of contract for the major refurbishment of various void and occupied street properties</p> <p>Short summary: EIA in support of proposal to award a contract for the major refurbishment of various void and occupied street properties</p>
Lead Officer	<p>Name: Vince Conway</p> <p>Position: Senior Programme Officer, Capital Delivery</p> <p>Email: vince.conway@lbhf.gov.uk</p> <p>Telephone No: 07776 672481</p>
Date of completion of final EIA	17 / 09 / 25

Section 02	Scoping of Full EIA		
Plan for completion	Desktop exercise carried out by report author		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.		
	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
	Age	The project does not contain any specific provisions for age, the currently vacant properties will be relet in accordance with the Council’s allocations policy. Where decants are necessary full support will be provided to residents including any additional needs due to age.	Neutral
	Disability	OT assessments will be undertaken on behalf of residents of occupied properties prior to decant. Recommended adaptations will be incorporated in the	Positive

		scope of works for specific properties as required. Any modifications will be designed to make homes more accessible and assist residents to live independently. The council will ensure ongoing monitoring and accessible communications. Where decants are necessary full support will be provided to residents including any additional needs due to disability.	
	Gender reassignment	The project does not contain any specific provisions for transitioning or transgender people, the currently vacant properties will be relet in accordance with the Council's allocations policy. The council will ensure inclusive communications and support.	Neutral
	Marriage and Civil Partnership	The project does not contain any specific provisions affecting marriage or civil partnership, the currently vacant properties will be relet in accordance with the Council's allocations policy. There will be no specific impact on this protected characteristic	Neutral
	Pregnancy and maternity	The project does not contain any specific provisions affecting pregnancy and maternity, the currently vacant properties will be relet in accordance with the Council's allocations policy. Where decants are necessary full support will be provided to residents including any additional needs due to pregnancy or maternity.	Neutral
	Race	The project does not contain any specific provisions regarding race, the currently vacant properties will be relet in accordance with the Council's allocations policy.	Neutral
	Religion/belief (including non-belief)	The project does not contain any specific provisions for religious/non-religious groups, the currently vacant properties will be relet in accordance with the Council's allocations policy. There will be no specific impact on this protected characteristic	Neutral
	Sex	The project does not contain any specific provisions for men or women, the currently vacant properties will be relet in accordance with the Council's allocations policy. There will be no specific impact on this protected characteristic	Neutral
	Sexual Orientation	The project does not contain any specific provisions for lesbian, gay, bisexual, or heterosexual people, the currently vacant properties will be relet in accordance with the Council's allocations policy. There will be no specific impact on this protected characteristic	Neutral
	Care-experience	The project does not contain any specific provisions for care-experienced residents. However, contractors will be made aware of the council's commitment to supporting care-experienced individuals, particularly those aged 16-25, and specific needs will be addressed with sensitivity where identified as part of resident interaction.	Neutral

	<p>Human Rights or Children's Rights If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>		

Section 03	<p>Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.</p>
Documents and data reviewed	N/A
New research	N/A

Section 04	Consultation
Consultation	For empty properties communications plan will be developed to inform occupants of neighbouring properties of proposed works and anticipated programmes. There will be bespoke communications with decanting residents including liaison with housing officers to ensure a smooth return to refurbished homes.
Analysis of consultation outcomes	

Section 05	Analysis of impact and outcomes
Analysis	For currently occupied properties due to be decanted for works resident satisfaction surveys will be undertaken post-works. Residents will have the opportunity to submit subjective comments which are reviewed and followed up as required. Survey results will be analysed to identify trends and inform future procurement and resident engagement strategies

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	

Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	<p>Name: Richard Buckley Position: Assistant Director, Resident and building safety Email: Richard.buckley@lbhf.gov.uk Telephone No: 07769882207 Considered at relevant DMT:</p>
Key Decision Report (if relevant)	<p>Date of report to Strategic Director: September 2025 Key equalities issues have been included: Yes</p>
Equalities Advice (where involved)	<p>Name: Yvonne Okiyo Position: Strategic Lead Equity, Diversity and Inclusion Date advice / guidance given: 25th November 2025 Email: Yvonne.okiyo@lbhf.gov.uk Telephone No: 07824 836 012</p>