

### Initial Screening Equality Impact Analysis

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>			
<b>Financial Year and Quarter</b>	12 / 01			
<b>Name of policy, strategy, function, project, activity, or programme</b>	HOUSING REVENUE ACCOUNT – MEDIUM TERM FINANCIAL STRATEGY TRANSFORMATION PROGRAMME: HOUSING SERVICES MARKET TESTING AND REPAIRS AND MAINTENANCE RE-PROCUREMENT EXERCISE			
<b>Q1 What are you looking to achieve?</b>	The objective is to continue to deliver the service to the same standards, to improve the quality of service delivery and to reduce costs by engaging a single source contractor for the majority of the repairs service			
<b>Q2 Who in the main will benefit?</b>	Ultimately the beneficiaries will be the Council's residents (tenants and leaseholders) as a result of improved quality of service and reduced costs.			
	Age	The service is delivered to all residents irrespective of age. Some of the residents receiving the service could be vulnerable, and this may be because they are older, or because they are young adults who have left care, for example. In these cases, some elements of the service will be more relevant to those residents than to others.	M	+
	Disability	The service is delivered to all residents irrespective of disability. Some of the residents receiving the service could be vulnerable, and this may be because they have a disability. In this case, some of the services provided (e.g. repairs) will be more relevant to some disabled people than to others.	M	+

	Gender reassignment	The service is delivered to all residents irrespective of gender reassignment.	L	+
	Marriage and Civil Partnership	The service is delivered to all residents irrespective of marriage or civil partnership status.	L	+
	Pregnancy and maternity	The service is delivered to all residents irrespective of pregnancy or maternity. Some of the residents receiving the service could be vulnerable, and this may be because they are in the latter stages of pregnancy or have a small infant to care for. In these cases, some services will be more relevant to this group.	M	+
	Race	The service is delivered to all residents irrespective of race. There are higher proportions of BME residents in social housing than other ethnic groups and so the service will be proportionately more relevant to those groups.	M	+
	Religion/belief (including non-belief)	The service is delivered to all residents irrespective of religion or belief.	L	+
	Sex	The service is delivered to all residents irrespective of sex.	L	+
	Sexual Orientation	The service is delivered to all residents irrespective of sexual orientation.	L	+
	<p><b>Human Rights and Children's Rights</b>  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)?</p>			

	<p>No</p> <p>The Tender Evaluation will include a question within the Quality Assurance section where contractors must submit their Code of Conduct for dealing with tenants, and specifically their processes for dealing with residents who would be described as vulnerable in any way. Tendering contractors will be required to demonstrate where they have followed these processes on previous contracts.</p>
<p><b>Q3</b>  <b>Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</b></p>	<p>Yes</p> <p>The Tender Evaluation will require tendering contractors to evidence their policies for positive action, especially with regard to recruitment and employment.</p>
<p><b>Q4</b>  <b>Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</b></p>	<p>No</p> <p>The contract specification will be clearly worded to ensure that there is no adverse impact on human rights.</p>