

## APPENDIX 4

### **DRAFT Equality Impact Analysis (EIA)** **Economic Regeneration, Housing and the Arts** **Budget Proposals 2017/18**

#### **Housing**

##### **Efficiency Savings**

##### **Temporary Accommodation - reducing spend through longer term contracts: £916k**

The proposed changes to the housing procurement strategy should achieve a diverse temporary accommodation portfolio which will continue to reflect the current mix of property retaining equality neutral impact on individuals or client groups. It is hoped that achieving longer term property leases will have a positive equality impact as it will give customers stability to improve social improvement and wellbeing.

##### **Improve Private Sector Rent by Using Landlord Licencing**

The £300k contribution to overheads from additional and selective private landlord licencing is not expected to have any negative equality impacts. The policy seeks to set minimum housing standards for safety and amenity to safeguard all persons, but it is likely that this will positively impact the young, elderly and vulnerable as they are more susceptible to defects commonly reported to the council (e.g. damp, slips, trips, falls, overcrowding, inadequate heating and poor ventilation).

#### **Growth**

##### **H&F Link Team (formerly HB Assist team): £230k**

The H&F Link team deliver a programme of work addressing the impact of the Government's programme of Welfare Reform on households living in the private rented sector, temporary accommodation and permanent Council properties. The most significant financial implication of the Welfare Reform programme relates to the reduction in rental income from housing stock and temporary accommodation units. Further, tenants who struggle to manage their household finances under Welfare Reform could lose their accommodation due to arrears, which could in turn increase homelessness presentations from those affected.

The team carry out essential intervention work which ensures the best possible outcomes for our most vulnerable residents in temporary accommodation and the large number of private rented sector households, protects our temporary accommodation income, and prevents potential homelessness which would result from the unmitigated impact of Welfare Reform.

The effect on clients whose tenancies are sustained is expected to be positive as the Council will be supporting tenants to remain within their homes. Where clients need

## **APPENDIX 4**

to be relocated to alternative accommodation, the effect is likely to be neutral as the Council maintains its' on-going duty to provide accommodation to all households.

### **Adult Learning & Skills Service**

#### **Efficiencies: £95k**

This relates to a review of the service and the identification of income generating opportunities. No significant equalities impact is expected.

### **Libraries**

#### **Efficiencies**

There is a savings target for Libraries of £382k for 2017/18.

#### **Libraries Review – Shared Service staff savings – (£90k)**

A full review of the Libraries Service has been completed, and efficiencies across the Shared Service have been identified. As a result of this it is anticipated that a £90k saving will be achieved through reducing shared service staff numbers. All three councils agreed to develop a new operating model to deliver the shared elements of the service. RBKC and WCC will also have their sovereign operational service reorganised to deliver their savings. The changes include streamlining the service senior management and creating a new “leadership team” and fewer layers of management between the frontline and head of service.

It is considered that these changes are streamlining the service, and there have been no changes to the front line staff in the Council’s libraries, so it is expected that this will have no impact on the public.

#### **Commercialisation – (£165k)**

To achieve savings, libraries will need to be more outward looking, efficient, commercially aware and entrepreneurial.

There are significant opportunities to utilise the space available in Libraries buildings. The library service, working with the Council’s Property department, is actively pursuing several opportunities for co-location or commercial hire of underused space. This would provide income, better use of library buildings and increased footfall, as part of our “sweating the assets” approach. This includes renting space at Hammersmith Library to the Law Centre, a new café in Fulham Library, and other opportunities for hire of the libraries’ spaces outside of opening hours, which would amount to £80k.

Other opportunities are being considered with the libraries’ space, which include hire for larger scale events and meetings, particularly outside normal opening hours, using our heritage library buildings as film locations and holding film clubs and community activities could earn libraries £85k upwards.

It is anticipated because this is utilising available space better, some of it out of Library hours, that this will not have a significant impact on the public.

## **APPENDIX 4**

### Other (£127K)

Other options are being considered currently to achieve the remainder of the saving, which includes increased use of volunteers, and also increased sponsorship, crowd-funding, and crowd sourcing: we plan to work with colleagues in economic development to raise the profile of libraries with potential corporate sponsors. At a local level work continues to set up library friends and fundraising groups, possibly as part of the Council's Space Hive civic crowd-funding initiative – income to be confirmed. Crowd-sourcing could bring local experts and champions into libraries. This could help to provide some of the services that local people value as well as things we can't currently provide. Examples include getting more young people volunteering, better quality IT provision and help, more classes and events and community activities for libraries.

### **Growth**

There are no growth proposals for Libraries.

### **Fees & Charges**

It is proposed that there are no increases to fees within Libraries. Charges were increased in October 2014 as part of the rationalisation of library fees and charges across the Shared Service. It is considered that although there is a general decline in income streams across Libraries, with areas such as fines already high compared with most other authorities, any further increases could be a barrier to customers using the service.