

GW1 Report

Housing Procurement Strategy

Stock Condition Survey & Data

Services

Appendix 1- Equality Impact and Needs Analysis

Section 1: Equality Analysis Details

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| <p>Proposed policy/decision/business plan to which this equality analysis relates</p> | <p>To commission one supplier to undertake stock condition survey and data services for the council's housing stock.</p> |
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|---------------------------------------|-------------------------|-----------------|------------------|-------------|--|
| Equality analysis author | Head of Building Safety | | | | |
| Strategic Director: | Housing | | | | |
| Department | Housing | Division | Asset Management | | |
| Period analysis undertaken | September 2024 | | | | |
| Date of review (if applicable) | N/A | | | | |
| Sign-off | | Position | | Date | |

Section 2: Brief description of policy/decision/business plan

| 1.1 Brief description of policy/decision/business plan |
|--|
| <p>Stock condition surveys are used to collect data relating to the age, type and condition of buildings, engineering assets and their components.</p> <p>The outline scope of the surveying work are:</p> <ul style="list-style-type: none"> • Survey homes • Survey the internal communal areas of blocks • Survey the external fabric of buildings • Survey the external environments • Survey the Mechanical & Electrical Engineering assets <p>Given the work is primarily surveying the condition of the stock and engineering assets, the Equality Impact and Needs Analysis revealed there were no potential impacts found for protected characteristic groups. However, the results and analyses that are returned from the surveys may have an impact on different groups and this will be considered in the Equality Impact and Needs Analysis produced as part of the future Asset Management Strategy.</p> |

Section 3: Overview of service users and key stakeholders consulted

| 2. Service users and stakeholders | |
|--|--|
| <p>Key users of the department or service</p> | <ul style="list-style-type: none"> • Tenants who reside in Southwark council housing or leaseholders who have purchased under the right to buy scheme or have purchased from a previous leaseholder. • Freeholders whose premises are located within the boundaries of the council's housing estate and/or are connected to adjacent council owned buildings and/or share common services such as district heating systems |

| | |
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| <p>Key stakeholders were/are involved in this policy/decision/business plan</p> | <ul style="list-style-type: none"> • Leader of the Council • Cabinet Member for Council Homes • Strategic Director of Housing • Asset Management Directors and Managers • Procurement • Finance • Legal • Home Ownership • Climate Change • Public Health |
|--|---|

Section 4: Pre-implementation equality analysis

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

This section considers the potential impacts (positive and negative) on groups with ‘protected characteristics’, the equality information on which this analysis is based and any mitigating actions to be taken

| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential Socio-Economic impacts (positive and negative) |
|---|--|
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based | Socio-Economic data on which above analysis is based |
| NA | N/A |
| Mitigating actions to be taken | |
| NA | N/A |

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
|---|--|
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based | Socio-economic data on which above analysis is based |
| NA | N/A |
| Mitigating actions to be taken | |
| NA | N/A |

Gender reassignment - The process of transitioning from one gender to another.

| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
|---|--|
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based. | Socio-economic data on which above analysis is based |
| N/A | N/A |
| Mitigating actions to be taken | |
| N/A | |

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.)**

| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
|---|--|
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based. | Socio-economic data on which above analysis is based |
| N/A | N/A |
| Mitigating actions to be taken | |
| N/A | |

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
|---|--|
| No potential impacts of proposed decision on this protected characteristic group. | N/A |

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|---|---|
| Equality information on which above analysis is based. | Socio-economic data on which above analysis is based |
| NA | N/A |
| Mitigating actions to be taken | |
| NA | |

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma, and Traveller are recognised racial groups and their needs should be considered alongside all others.

| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
|--|---|
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based. | Socio-economic data on which above analysis is based |
| NA | N/A |
| Mitigating actions to be taken | |
| NA | NA |

| Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition. | |
|---|---|
| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based. | Socio-economic data on which above analysis is based |
| N/A | N/A |
| Mitigating actions to be taken | |
| N/A | |

| Sex - A man or a woman. | |
|--|---|
| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based. | Socio-economic data on which above analysis is based |
| NA | N/A |

| | |
|--|---|
| Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes | |
| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based. | Socio-economic data on which above analysis is based |
| N/A | N/A |
| Mitigating actions to be taken | |
| N/A | |

| | |
|--|---|
| Potential impacts (positive and negative) of proposed policy/decision/business plan | Potential socio-economic impacts (positive and negative) |
| No potential impacts of proposed decision on this protected characteristic group. | N/A |
| Equality information on which above analysis is based. | Socio-economic data on which above analysis is based |
| N/A | N/A |
| Mitigating actions to be taken | |
| N/A | |

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed policy/decision/business plan

No potential impacts of proposed decision on Human Rights.

Information on which above analysis is based

N/A

Mitigating actions to be taken

N/A

Section 5: Further actions

5. Further actions

Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis. Not applicable

| Number | Description of issue | Action | Timeframe |
|--------|----------------------|--------|-----------|
|--------|----------------------|--------|-----------|