

# HRA Budget 2015 - 2016

This section is designed as a learning tool - to be used as an informal “note pad” to record the analysis you undertake and the considerations you take into account

It is *not* intended that this section will be placed in the public domain, however, we suggest that you retain this information for future reference and audit purposes

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**A1.** What are the aims and proposed outcomes of the policy/function (and any associated procedures)?

To set a budget for the Housing revenue account for the year 2015 – 2016

To ensure that the Council’s housing stock is maintained and improved

To ensure that tenants’ homes are safe, well maintained and that the environment in which they live is of good quality

To ensure that leaseholders and tenants service charges are set at the cost of the service, and the costs are recovered from those tenants and leaseholders who receive the services

To set rents at a level which ensure that the Council as landlord, receives sufficient income to cover its responsibilities

To plan for the next three years for major works investment in the stock

To forecast the income and expenditure over a period of 30 years, ensuring that the Council can repay its debts

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**A2.** Which individuals, or groups of individuals, are *most likely* to be affected?

All Council tenants and leaseholders(around 12,000 households)

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**A3.** Now consider whether any of the following groups might be *particularly* affected?

Racial groups	<u>Consider:</u>	Language and cultural factors Includes Gypsy and Traveller groups
Religious or Faith groups	<u>Consider:</u>	Practices of worship, religious or cultural observance Including non-belief
Disability groups	<u>Consider:</u>	Physical, visual, aural impairment Mental or learning difficulties
Gender	<u>Consider:</u>	Male, female and transgender
Age	<u>Consider:</u>	Elderly, or young people
Sexual orientation	<u>Consider:</u>	Known or perceived orientation

Older people are the largest ground most likely to be affected as 35% of our tenants are over the age of 65

Disabled groups are likely to be over represented amongst Council tenants

**A4.** What information are you able to obtain about each of these groups?

*The following information sources may be considered, however, this list should not be regarded as absolute:*

- Demographic data
- Equality monitoring data (internal and external)

- Previous consultation (previous policies, consultation networks, surveys)
- Recommendations of inspection reports
- Review of complaints information
- Other Local authorities equality impact assessments

## **Demographic and Diversity Profile of Havering's Population 2015**

We do not have specific data for Council tenants and leaseholders, but the following information about the population of Havering is as follows:

### Older People

15.8% of the population of Havering is over the age of 65; 2.7% is over the age of 85. This is a higher number of people in these age groups residing in Havering, than compared to London and England.

Between the censuses of 2001 and 2011, these age groups have seen the largest increase – those of 85 up by 43% and those over 65 by 2%

### Disabled People

- According to the latest Annual Population Survey (2012 – 2013) 21% of people of working age (16 – 64) have disclosed that they have a disability or long term illness/health condition.
- The Annual Population Survey 2012/13 also shows that 58% of people with a disability are economically active, and 49% of these are in employment
- 4% of people in Havering claimed Disability Living Allowance in 2013
- 2% of people in Havering claimed Incapacity Benefits in 2013
- 16% of people of pensionable age claimed Attendance allowance in 2013
- More than 1,100 residents are registered as being blind or partially sighted in Havering
- The number of adults with moderate or severe disabilities will rise by around 7% in the next ten years with the number of adults with learning disabilities increasing by roughly the same amount.
- The number of adults (aged 18 – 64) with moderate or severe disabilities will rise by around 7% in the next ten years, with more than 15,000 adults in Havering having a physical disability by 2021
- The number of children in Havering with a learning difficulty will increase, most significantly among primary school age children.
- There are approximately 20,000 adults in Havering who have a common mental health issue. It is estimated that there are more than 600 adults in Havering with a Borderline Personality Disorder, near 600 people with Psychotic Disorders and around 500 people with Antisocial Personality Disorder.
- Predicted future population growth means that the number of adults (aged 18 – 64) experiencing each of these mental illnesses is expected to increase by 6% by 2021 in Havering
- Adults in Havering that are receiving treatment for severe mental health problems are less likely to be in employment (less than 4%) or in stage accommodation (less than 50%). These percentages are below the average for London and England
- 10.4% of adults in Havering have identified themselves as carers, compared to 8.5% in London. At the same time a very small proportion of carers in Havering receive support than is the average nationally. Support given to carers includes advice services or receiving a carer's break

**A5.** Which of these groups do you now need to speak to in order to obtain additional information?

	✓	Details of any particular member group or sub group
Racial groups		
Disability groups		
Gender		
Age		
Religious or Faith groups		
Sexual orientation		

**Using the information from questions (4) and (5) above:**

**A6.** Is there anything to suggest that any individual or group of people *may* receive (or *perceive themselves to receive*) unequal access to, or an unequal standard of service from LBH in relation to the principles and processes described within this policy/function?

	Yes/No	Details of any particular member group or sub group
Racial groups	NO	
Disability groups	NO	
Gender	NO	
Age	NO	
Religious or Faith groups	NO	
Sexual orientation	NO	

**HAVING UNDERTAKEN THE ABOVE PRELIMINARY REVIEW THE JUDGEMENT IS THAT A FULL EIA IS NOT REQUIRED .**

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DATE	3 <sup>RD</sup> FEBRUARY 2015

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**IF YOU HAVE ANSWERED “YES” TO ANY OF THE CATEGORIES IN QUESTION (A6) YOU ARE NOW ASKED TO USE YOUR JUDGEMENT TO ANSWER THE REST OF THE QUESTIONS IN SECTION A.**

# EQUALITY IMPACT ASSESSMENT

## Part 'B'

This section should be used to *formally* record the findings and results of your assessment. This section will normally be made available to the public.

Title of Policy/ Function	<b>Housing Revenue Account Budget and Business Plan 2015/16</b>		
Name of Author	<b>Sue Witherspoon</b>		
Date of creation/review	<b>02 / 03 / 2015</b>	Version No.	
<b>PLEASE OUTLINE THE RESULTS OF YOUR IMPACT ASSESSMENT BELOW</b>			
<b>B1</b>	What are the aims and proposed outcomes of your policy/function?		
<p>To set a budget for the Housing revenue account for the year 2015 – 2016</p> <p>To ensure that the Council's housing stock is maintained and improved</p> <p>To ensure that tenants' homes are safe, well maintained and that the environment in which they is of good quality</p> <p>To ensure that leaseholders and tenants service charges are set at the cost of the service, and costs are recovered from those tenants and leaseholders who receive the services</p> <p>To set rents at a level which ensure that the Council as landlord, receives sufficient income to c its responsibilities</p> <p>To plan for the next three years for major works investment in the stock</p> <p>To forecast the income and expenditure over a period of 30 years, ensuring that the Council can repay its debts</p>			
<b>B2</b>	What research has been undertaken?		
<ol style="list-style-type: none"> <li>1. Review of relevant legislation and regulations to ensure that the Housing Revenue Account complies with Government requirements to set a budget for the landlord function of the Council.</li> <li>2. Review of current spend in 2014/15 and whether it has adequately delivered the Council's Objectives in relation the management of its Council homes.</li> <li>3. Stock condition surveys to ensure that the Council understands the condition of its stock</li> <li>4. Survey of tenant opinion in relation to a range of topics, such as information, consultation Access to the internet, opinions about current services</li> <li>5. Comparisons with neighbouring boroughs rents</li> <li>6. Comparison with RSL and market rents</li> </ol>			
<b>B3</b>	What consultation has taken place? ( <i>who has been consulted, and by what method?</i> )		
<b>(a)</b>	Internally within the Authority		

Finance Legal Housing Managers HR	
<b>(b)</b> Externally	
Tenants and Leaseholders	
<b>B4</b>	What feedback was received?
Finance are co-authors of the report, and are supportive of the proposals Legal have provided comments, and these are included within the report Tenants' and leaseholders views are being used to review services	
<b>B5</b>	What amendments, if any, have been incorporated into the policy/function to reflect that feedback?
Changes have been made to the major works provision, and moving additional resources into investment, rather than maintained in balances All financial data has been updated in line with decisions made by the Lead Member on rents, service charges, major works programme Tenants have been consulted about changes to the services for older people in Sheltered housing, including the provision of broadband and film clubs Tenants have been consulted on changes to the mobile support service, and the new Sheltered Scheme managers; these proposals were subject to a specific consultation exercise and the proposed scheme is supported by 84% of the tenants affected Provision for additional supervision of the repairs contracts, additional staff for Lettings and Needs and Tenancy Fraud work has been included, following consultation with managers A range of savings proposals have been put forward by Service Managers, which have been incorporated	
<b>B6</b>	If changes were recommended but <i>not</i> incorporated, what justification is there for this?
Savings in the Agency budget for the Caretaking service were opposed by relevant managers, but the budget reduction was considered justified in view of the overall Council service preference not to employ agency staff.	
<b>B7</b>	What monitoring arrangements are to be put in place (or already exist) to monitor the <i>actual</i> impact of this policy/function? What data is to be collected?
There are monthly meetings to monitor the budget performance – these are reported via the Council's system, CP Forecasting There are quarterly meetings to review the Business Plan. These are held jointly with Finance and Housing The Service Plan, which delivers the regular services and also looks at improvement and change for the service, is reviewed twice a year The objectives contained within the Service Plan form part of individual officers' objectives, which are monitored monthly through a system of 121 meetings, and Performance appraisals	

**Please consider the six diversity strands in answering the following questions:**

<b>B8</b>	Does your analysis show different outcomes for different groups. If yes, indicate which groups and which aspects of the policy/function contribute to inequality
<p>No; all tenants and leaseholders are equally affected                  There is no evidence to suggest that any of the protected groups will be differently affected</p>	
<b>B9</b>	Are these differences justified (e.g. are there legislative or other constraints)? If they are, explain in what way
<p>Not applicable</p>	
<b>B10</b>	What actions need to be taken as a result of this Equality Impact Assessment to address any detrimental impacts or meet previously unidentified need? Include dates by which action will be taken. Attach an action plan if necessary
<p>More detailed analysis of the tenant and leaseholder population needs to be undertaken, so that the customer profile is better understood. This will form part of the Service Plan 2015/16</p>	

<b>B11</b>	When will you evaluate the impact of the action taken? Give review dates
<p>Quarterly evaluation of the Business Plan will take place throughout the year; there are regular corporate meetings to look at the Business Plan</p>	

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