




Part 1 – Details	
What Policy/ Procedure/ Strategy/Project/Service is being assessed?	HRA BUSINESS PLAN REVIEW
Date Conducted	2018
Name of Lead Officer and Service Area	Tina Mustafa Housing
Commissioning Team (if applicable)	N/A
Director Responsible for project/service area	Rob Barnes Executive Director - Communities
Who are the main stakeholders	<ul style="list-style-type: none"> • Council Tenants and Leaseholders • Applicants for Council Housing • Staff within the Housing Service and other departments providing services to the HRA • Contractors delivering the Housing Capital Programme • Registered Providers with stock in Tamworth • Adjacent Local Authorities and Staffordshire County Council • Local Health Trusts • Homes England (Regulator) • HSE (Enforcing Body)
Describe what consultation has been undertaken. Who was involved and what was the outcome	<ul style="list-style-type: none"> • Internal consultation with Senior Council Officers responsible for the Council’s HRA and Investment Programme including telephone and on site workshops to discuss emerging issues
Outline the wider research that has taken place (E.G. commissioners, partners, other providers etc.)	<ul style="list-style-type: none"> • Consultants review of existing Business Plan and Investment Programme • Review of Business Plan assessed against Homes England Regulatory Standards • Risk Assessment of new Business Plan • Benchmarking of elements of the current HRA Business Plan • STAR Survey 2015 • Single Equality Scheme (2015-2019) data on Council Tenants

12.1 Profile of our Council Tenants		
Gender	 39% of our tenants are men and  61% are women.	
Ethnicity	We know the ethnicity of 79% of our tenants. 77% of our tenants are White British, 2% are Black and Minority Ethnic and 21% unknown.	
Age	We know the age of 93% of our tenants. 63% of our tenants are aged between 16 and 64 and 31% are aged over 65 and 6% unknown.	
Disability	 We know that 17% of our tenants have a disability of some form.	
Religion	We know the religion of 32% of our tenants.	
Sexual Orientation	We know the sexual orientation of 29% of our tenants.	
What are you assessing? Indicate with an 'x' which applies	A decision to review or change a service	<input type="checkbox"/>
	A Strategy/Policy/Procedure	<input checked="" type="checkbox"/>
	A function, service or project	<input type="checkbox"/>
What kind of assessment is it? Indicate with an 'x' which applies	New	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>
	Being reviewed	<input type="checkbox"/>
	Being reviewed as a result of budget constraints / End of Contract	<input type="checkbox"/>

Part 2 – Summary of Assessment

Give a summary of your proposal and set out the aims/ objectives/ purposes/ and outcomes of the area you are impact assessing.

The HRA Business Plan is a requirement for Local Authorities who have taken advantage of the 'self-financing' settlement from 2012. The Plan identifies all income that the Council generates through rents and other charges together with its expenditure on management and maintenance of its' housing stock. The plan should be updated regularly to reflect national and local policy changes, economic factors and changes in the number of properties managed by the Council. The Council's first business plan was produced in 2011/12 and was updated in 2014. The business plan is now being updated again in 2018 to reflect updated estimates of investment need and expenditure on new build and regeneration projects.

Who will be affected and how?

Council tenants will be affected through the revised investment programme which will reinstate programmes of component replacement that have formerly been in place but were reduced to enable the Council to undertake regeneration activity at Tinkers Green and Kerrier.

Contractors responsible for delivering stock investment will be affected as they will have new profiles of expenditure to deliver

Are there any other functions, policies or services linked to this impact assessment?

Yes

If you answered 'Yes', please indicate what they are?

All policies and procedures relating to the Council Housing service are linked to the business plan as this is the principal financial planning tool for the service and identifies the extent of funding for ongoing policies.

Part 3 – Impact on the Community
Thinking about each of the Areas below, does or could the Policy function, or service have a direct impact on them?

Impact Area	Yes	No	Reason (provide brief explanation)
Age	YES	<input type="checkbox"/>	The revised Investment Programme and BP plan includes provision to improve sheltered housing occupied by older tenants and thus will have a positive effect on this group. The revised Investment Programme also contains provision to renew the current Warden Call System. However, to the extent that the new BP is unable to meet the costs of large scale regeneration and these groups occupy problematic stock, there may be some negative impact.
Disability	YES	<input type="checkbox"/>	The revised Investment Programme and BP plan includes specific provision to carry out physical adaptations in tenants' homes and thus will have a positive effect on this group. However, to the extent that the new BP is unable to meet the costs of large scale regeneration and these groups occupy problematic stock, there may be some negative impact.
Gender Reassignment	<input type="checkbox"/>	NO	The revised BP is based on maintaining current policies and services to these groups where costs are met by the HRA. No specific additional expenditure to meet new policy initiatives for these groups is contained within the revised BP. In the event that new policies are requested, their costs will be assessed against the revised BP. Where costs are met by the GF revisions to the plan are not relevant.
Marriage & Civil Partnership	<input type="checkbox"/>	NO	
Pregnancy & Maternity	<input type="checkbox"/>	NO	
Race	<input type="checkbox"/>	NO	
Religion or belief	<input type="checkbox"/>	NO	
Sexual orientation	<input type="checkbox"/>	NO	
Sex	<input type="checkbox"/>	NO	
Gypsy/Travelling Community	<input type="checkbox"/>	NO	
Those with Caring/Dependent responsibilities	<input type="checkbox"/>	NO	
Those having an offending	<input type="checkbox"/>	NO	

past			
Children	YES	<input type="checkbox"/>	These groups, insofar as they exist within the Council's tenants as a whole will benefit from the revised Investment Programme. However, to the extent that the new BP is unable to meet the costs of large scale regeneration and these groups occupy problematic stock, there may be some negative impact.
Vulnerable Adults	YES	<input type="checkbox"/>	
Families	YES	<input type="checkbox"/>	
Those who are homeless	YES	<input type="checkbox"/>	The revised Investment Programme and BP include specific provision for bringing 280 Council properties up to the Lettable Standard when they become vacant. A proportion of these homes will be allocated to homeless households.
Those on low income	YES	<input type="checkbox"/>	The revised Investment Programme and BP include specific provision to enhance the thermal comfort of homes where energy efficiency is poor (and heating costs are high) The revised Investment Programme provides for upgrading less efficient gas heating systems and upgrading storage heaters to more efficient models. The revised Investment Programme provides for renewal of insulation in properties
Those with Drug or Alcohol problems	<input type="checkbox"/>	NO	The revised BP is based on maintaining current policies and services to these groups where costs are met by the HRA. No specific additional expenditure to meet new policy initiatives for these groups is contained within the revised BP. In the event that new policies are requested, their costs will be assessed against the revised BP. Where costs are met by the GF revisions to the plan are not relevant.
Those with Mental Health issues	<input type="checkbox"/>	NO	
Those with Physical Health issues	YES	<input type="checkbox"/>	The revised Investment Programme and BP plan includes specific provision to carry out physical adaptations in tenants' homes and thus will have a positive effect on this group. The revised Investment Programme contains adequate provision to ensure tenants homes meet the Decent Homes Standard and do not fall into disrepair.
Other (Please Detail)	<input type="checkbox"/>	<input type="checkbox"/>	

Part 4 – Risk Assessment

From evidence given from previous question, please detail what measures or changes will be put in place to mitigate adverse implications

Impact Area	Details of the Impact	Action to reduce risk
<i>All tenants living in problematic stock</i>	<i>The new BP is more limited in its capacity</i>	<i>Development of alternative funding options to increase resources for the</i>

<i>whatever their identity or protected characteristics</i>	<i>to meet the costs of large scale regeneration for problematic stock</i>	<i>BP Adoption of disposals policy to address individual unsustainable properties and raise income for the BP Partnership working with local RP's to deliver larger regeneration projects</i>

Part 5 - Action Plan and Review

Detail in the plan below, actions that you have identified in your CIA, which will eliminate discrimination, advance equality of opportunity and/or foster good relations.

If you are unable to eliminate or reduce negative impact on any of the impact areas, you should explain why

Impact (positive or negative) identified	Action	Person(s) responsible	Target date	Required outcome
Positive	Ensure all procurement activity supporting the delivery of the BP reinforces the Council's commitment to equal opportunity	Tina Mustafa & Paul Weston	From 2018	Contractors awareness of and commitment to equal opportunity is considered as part of all procurement activity and where appropriate positive measures (such as training and promotion of apprenticeships for under represented groups) are built into Contracts

Date of Review (If applicable)

This page is intentionally left blank