

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council’s work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

| | | |
|--|---|---|
| Title of the proposal | HRA Business Plan Update | |
| Director responsible for the project or service area | Tina Mustafa Assistant Director Neighbourhoods | |
| Officer completing the assessment | Tina Mustafa Lee Birch | |
| Date conducted | 12/02/25 | |
| Who are the main stakeholders? | All Tamworth Borough Council tenants | |
| What is being assessed? | A decision to review or change a service | |
| | A strategy, policy, report or procedure | |
| | A function, service, or project | x |
| What kind of assessment is it? | New | |
| | Review of existing | x |

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

| | | Yes | No |
|---|---|-----|----|
| 1 | Does this new or revised project, proposal, policy, report, procedure likely to have an impact? | | x |
| 2 | Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement? | | x |
| 3 | Does the proposal seek agreement on restructuring or reorganising of staffing? | | x |
| 4 | Will this policy or proposed change have any impact on potential suppliers? | | x |

| | | | |
|---|--|--|---|
| 5 | Does this policy or proposed change impact on any HR policy or practice within the council? | | x |
| 6 | Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above? | | x |

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Summary of initial screening outcome:

This report provides an update on the existing Housing Revenue Account Business Plan for 2023/24-2053/54 that was reported to Cabinet on 22 February 2024. It highlights the effects of subsequent changes in the data and underlying assumptions that underpin the HRA Business Plan and provides an update on measures that officers are developing to take the authority forward.

Initial screening is observed for the baseline and assumptions, a full assessment will be undertaken based on the proposals brought forward as outlined in the corrective actions in order to inform Cabinet decisions on those specific matters, i.e. scoping and implementation of service charges and/or rent flexibilities.

| Decision | Yes | No |
|--------------------------------------|-----|----|
| Initial screening only | X | |
| Proceed to Part Two, full assessment | | x |

| | |
|--------------------------------|---------------------|
| Initial screening completed by | Tina Mustafa |
| Date | 12/2/25 |

| | |
|-----------------------------|------------|
| Full screening completed by | n/a |
| Date | |

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Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

Section 2

Evidence used and considered. Include analysis of any missing data.

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

| Impact Area | Impact? Positive (P) Negative (N) Neutral (Ne) | Details of the impact | Action to address negative impact |
|---|--|-----------------------|-----------------------------------|
| Protected Characteristic, as outlined in the Equality Act 2010 | | | |
| Age | | | |
| Disability | | | |
| Gender reassignment | | | |
| Marriage and civil partnership | | | |
| Pregnancy and maternity | | | |
| Race | | | |
| Religion or Belief | | | |
| Sex | | | |

| | | | |
|---|---|-------------|-----------------------------------|
| Sexual Orientation | | | |
| Are there socio-economic groups likely to be affected? If yes, please provide detail below | | | |
| Other social exclusion | | | |
| Digital exclusion | | | |
| Veterans and serving members of the armed forces and their families | | | |
| Young people leaving care | | | |
| Health and Wellbeing: Individuals and communities in Tamworth | Impact: Positive (P) Negative (N) Neutral (Ne) | Explanation | Action to address negative impact |
| Will the proposal have a direct impact on an individual's health, mental health and wellbeing? | | | |
| Will the proposal directly impact on housing? | | | |
| Will there be a likely change in demand for or access to public services such as health and social care services? | | | |
| Will there be an impact on diet and nutrition? | | | |
| Will there be an impact on physical activity? | | | |
| Will there be an impact on transport, travel | | | |

| | | | |
|--|--|--|--|
| and connectivity? | | | |
| Will there be an impact on employment and income? | | | |
| Will there be an impact on education and skills? | | | |
| Will there be an impact on community safety? | | | |
| Will there be an impact on the environment, air quality, climate change? | | | |

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

Section 7: Monitoring arrangements

| | |
|--|--|
| Who will be responsible for monitoring | |
| Frequency of monitoring | |
| Where will the impact assessment be reported to? | |
| Where this impact assessment will be stored and for how long | |

Section 8: Summary of actions to mitigate negative impact (if required)

| Impact Area | Action required | Lead officer/responsible person | Target date | Progress |
|---------------------|-----------------|---------------------------------|-------------|----------|
| No negative impacts | | | | |
| | | | | |