

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	Void Repairs	
Director responsible for the project or service area	Executive Director, Communities	
Officer completing the assessment	Assistant Director, Assets	
Date conducted	01/03/2025	
Who are the main stakeholders?	Tenants, prospective tenants, Void & Allocations Team, Tenancy Management, Contractors	
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:		
Housing voids will have an impact on current and future housing tenants. It also impacts on internal teams and external suppliers		
Decision	Yes	No
Initial screening only		X
Proceed to Part Two, full assessment	X	

Initial screening completed by	Assistant Director, Assets
Date	01/03/2025

Full screening completed by	Assistant Director, Assets
Date	01/03/2025

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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?

This report relates to the provision of void maintenance and recharges associated with void maintenance.

Section 2

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

**Void numbers
Void completion times
Void costs
Recharges
Housemark Benchmark data**

Section 3

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

**Voids and allocations team
Tenancy management
Contractor
External consultants for contract reset work**

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	Ne	Whilst there is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	

		It should be recognised that this group is more likely to leave a property without notice with unrecoverable recharges.	
Disability	Ne	As above	
Gender reassignment	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Marriage and civil partnership	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Pregnancy and maternity	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Race	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Religion or Belief	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Sex	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Sexual Orientation	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Are there socio-economic groups likely to be affected? If yes, please provide detail below			

Other social exclusion	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms. People on low incomes are less likely to be able to pay any recharges incurred.	
Digital exclusion	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Veterans and serving members of the armed forces and their families		There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Young people leaving care	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
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?	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Will the proposal directly impact on housing?	P	There is no direct impact arising from this update report, however the void process impacts on the timings of access to housing and as such improving void turnaround times will allow new tenants access to their new home more quickly.	

Will there be a likely change in demand for or access to public services such as health and social care services?	Ne	There is no specific impact on this group arising from this report as the report largely addresses internal delivery mechanisms.	
Will there be an impact on diet and nutrition?	Ne	There is no specific impact on diet and nutrition arising from this report as the report largely addresses internal delivery mechanisms.	
Will there be an impact on physical activity?	Ne	There is no specific impact on physical activity arising from this report as the report largely addresses internal delivery mechanisms.	
Will there be an impact on transport, travel and connectivity?	Ne	There is no specific impact on transport and travel arising from this report as the report largely addresses internal delivery mechanisms.	
Will there be an impact on employment and income?	Ne	There is no specific impact on employment and income arising from this report as the report largely addresses internal delivery mechanisms.	
Will there be an impact on education and skills?	Ne	There is no specific impact on education and skills arising from this report as the report largely addresses internal delivery mechanisms.	
Will there be an impact on community safety?	Ne	There is no specific impact on community safety arising from this report as the report largely addresses internal delivery mechanisms.	
Will there be an impact on the environment, air	Ne	There is no specific impact on environmental	

quality, climate change?		matters arising from this report as the report largely addresses internal delivery mechanisms.	
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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.

Technical inspections will assist tenants in understanding their obligations in relation to voids and the void maintenance process.

Mechanisms are in place to ensure that vulnerable people are not disadvantaged by the void maintenance process.

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.

No changes arising from this report.

Section 7: Monitoring arrangements

Who will be responsible for monitoring	Assistant Director, Assets
Frequency of monitoring	Annual
Where will the impact assessment be reported to?	Housing and Homelessness Advisory Board
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

