

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Capital Investment Programme 2017-2020
<b>Directorate</b>	Place
<b>Service Area</b>	Place - Asset Management
<b>Type</b>	New/Proposed Function
<b>EA Summary</b>	This Document describes the function of the capital Investment Programme including how it relates to the Cabinet Report.
<b>Reference Number</b>	EA002745
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<b>Date Approved</b>	2018-03-13 00:00:00 +0000
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### Introduction

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## **1 Activity Type**

The activity has been identified as a New/Proposed Function.

## **2 Initial Assessment**

### **2.1 Purpose and Link to Strategic Themes**

#### **What is the purpose of this Function and expected outcomes?**

The Housing Capital Investment Plan is part of Birmingham City Councils (BCC) budget approval process for maintaining and improving the condition of the City Councils stock, i.e. residential properties.

A 3 year Cabinet report has been completed by the Asset Management and Maintenance Divisions' Capital investment Team and submitted to Cabinet. In previous years this has been a 1 year report.

The Cabinet report seeks approval for the scope of work to be included in BCC Housing Investment Programme which includes clearance and redevelopment costs.

We also seek authority from the Service Director for Housing Transformation and the Head of Capital Investment to allocate the Investment Programme between the repairs and maintenance partners and other specialist providers.

Repairs and maintenance partners have demonstrated through recent procurement that they comply fully with the City Council's aims and objectives. To assist to deliver a thriving local community we carry out improvements and repairs to customers' homes making the local environment a pleasant place to live.

This investment process helps to deliver a strong economy through using local companies through Find It In Birmingham. We consult with residents about their priorities to ensure that the local community is a healthy and happy place to live.

The report also contains an outline proposal as to how the budget will be allocated to the different type of works to be carried out. Once approved, the identified programme of work, e.g. stock improvement to windows, doors, kitchens, bathrooms, roofs etc., along with the allocated budget will form the framework for delivery known as the Capital Investment Programme.

The Capital Investment Programme is essentially driven by stock data that targets expired building elements (e.g. windows, doors, kitchens, bathrooms, roofs etc.) that have reached the end of their design life cycle.

The Capital Investment Programme determines where and how the actual scheme of works should be delivered. The focus is on how to improve the actual property and does not take into account who the occupant is or what their circumstances may be.

Customers experience an improvement in the quality of their lives directly proportionate to the improvement to their property.

The work that is required for each property is prioritised according to expired element life cycles. The Capital Investment Programme work that is required falls into three headings:

Expired Lifecycles will include.

Roofs flat & pitched, Kitchen & Bathrooms, structural works to all stock, rewires, Complete the work to the common areas in the sheltered schemes, Central

Heating Systems & boilers, Secure By Design Doors, Window replacement.  
 Essential Capital Investment works and statutory obligations include:  
 D.D.A, Fire Protection Work, Lift Refurbishment, Door Entry systems, Environmental work,  
 Legionella, Communal area electrical testing, Refuse Chutes / Soil Stacks, insulation and energy  
 upgrades Smoke detectors and internal decoration of communal areas in tower blocks.

Additional Programme works include:

The installation of fire suppression sprinklers in high rise flats over a three year programme.  
 Adaptations to customers properties

The proposed environmental works will be consulted upon with Housing management, customers,  
 and development and joint venture officers.

**For each strategy, please decide whether it is going to be significantly aided by the Function.**

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	Yes
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

## **2.2 Individuals affected by the policy**

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

## **2.3 Relevance Test**

Protected Characteristics	Relevant	Full Assessment Required
Age	Not Relevant	No
Disability	Not Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

## **2.4 Analysis on Initial Assessment**

It is not anticipated that any aspects of this proposal will directly or indirectly contribute to inequality on the grounds of age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, marriage and civil partnership, pregnancy and maternity or human rights.

However, there may be times when we are unable to meet our Customers additional non-standard requirements, due to the nature of the dwelling or the design or construction:

Our aim is to meet specific needs where possible and also accommodate individual requirements across all of our programmes.

We usually offer Customers the choice on whether they require electrical cables to be chased in or hidden behind trunking. If a property is constructed from concrete then we have no choice but to use trunking. Therefore technically we cannot offer the customer a choice as it is not feasible.

If the layout of the customers property allows, we will install radiators where the customer requires them. Where this is not possible the customer is provided with alternative options to meet the layout of their property.

When providing a Secured by Design door the customer chooses from a pre determined range of styles and colours. The standard specification meets most needs; however, sometimes we work outside of these constraints to meet any additional needs. Please note low level threshold is standard to comply with current building regulations.

During preparation for Kitchen and Bathroom programme delivery or where works are intrusive our team of Contract Works Officers will work closely with our customers to determine their individual needs.

During programme delivery contractor appointed, Tenant Liaison Officers will assess customers needs and support any individual arrangements needed to allow the works to be completed.

To aid communication:

We give visually impaired customers the option of having a Braille thermostat control to assist them in operating the central heating. Large font and Braille scheme signage upgrades are used and language line as a translation service is available for all customers.

All BCC officers, contractors and operatives have been briefed to record, on our computer database, any specific requirements identified which can also help improve the service delivered.

Additional support:

Additional support is provided to customers where required for example; offering to remove carpets and furnishings and assistance with packing to enable improvements to customers homes to be delivered.

Where residents have specific health needs, which have been assessed, we will provide any Aids and Adaptations. This may include:

Hand rails

Walk in showers

Stair and vertical lifts

### **3 Full Assessment**

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

#### **3.1 Concluding Statement on Full Assessment**

The Capital Investment report informs Cabinet of improvements to be delivered to Council properties based on priorities identified in this equality assessment.

Equality assessment has considered the impact of the programme on protected characteristics. Through this process we have determined that no persons are adversely affected because investment is based on property condition and not the customer.

Consideration has been given to take account of disabled persons disabilities, even where that involves treating disabled persons more favourably than other persons;  
Improvements are carried out based on the property expired life cycle. Once a property has been identified and included in our programme, detailed assessment of a customer's needs is undertaken. This means that some customer groups may receive additional support based on their appropriate needs.

The consultation process is through City HLB who represent all Council tenants.  
Cabinet members have been provided with the relevant information on this proposal, prior to decision making.

The relevant Cabinet Members have been consulted:

Councillor Peter Griffiths - Cabinet member for housing and homes  
Councillor Majid Mahmood - Cabinet Member for value of money and efficiency.  
And overview and scrutiny chair persons:  
Councillor Victoria Quinn - Housing and Homes.  
Councillor Mohammed Aikhlaq - Cooperate resource and governance  
Consideration has been given on how to mitigate the impact;

There has been no adverse impact identified on any group determined with the protected characteristic.

### **4 Review Date**

13/03/18

### **5 Action Plan**

There are no relevant issues, so no action plans are currently required.