

Diversity impact assessment

TITLE

Name / description of the issue being assessed

Void Property Management Policy

DATE

Date the DIA is completed

November 2016

LEAD OFFICER

Name, title and dept of person responsible for carrying out the DIA.

Emma Ditton – Policy and Partnership Manager

1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

The void management policy was due to be reviewed and has been updated to ensure that it reflects the current void process. There have been no significant policy changes. Some parts of the old void policy that are duplicated in our tenancy management or repairs policy have been removed to streamline the new version of the policy and ensure conflicting statements do not occur.

2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

Number of properties re-let.

2011/12 = 278
 2012/13 = 270
 2013/14 = 280
 2014/15 = 264
 2015/16 = 244

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			
Disability			
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race			

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Religion/belief

Sex

Sexual orientation

Other (eg low income groups)

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

It has not been identified that this policy will have a negative impact on any protected characteristic. The policy will be applied generically to all of our tenants. The standard to which void properties will be brought up to will meet government health and safety requirements and the void works completed will be dependent on the condition of the property rather than its incoming inhabitants.

It is policy the tenants are recharged for repairs resulting of their own action, but this is a condition of their tenancy agreement and tenants would be aware of this on sign up. Tenants are also made aware of any recharges that will be made to them.

The only area of the policy which might unfairly impact some residents over others is that Housing Service decorates Home for Independent Living properties and not General Need properties.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

The policy already incorporates mitigating actions to ensure that General Need tenants are not unfairly disadvantaged in comparison to HfIL tenants. General Need tenants will be offered decoration packs where officers feel the condition of the property requires it. Additionally General Need residents will have access to our Handy Person service if they need help with general DIY.

Complaints will be monitored to identify any trends and this DIA may need review if any negative trends are identified.

6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
Monitor Complaints to identify any negative trends with regards to the Voids policy.	Policy and Partnership manager.	November 2018

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7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

To Proceed with the implementation of the revised policy.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Authorising Officer



Marc Blowers

Head of Housing Management

Date

21-11-16

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC:	phone 2443	email: annamarie.lawrence@medway.gov.uk
C&A: (Children's Social Care)	contact your normal P&I contact	
C&A (all other areas):	phone 4013	email: chrismckenzie@medway.gov.uk
BSD:	phone 2472/1490	email: corppi@medway.gov.uk
PH:	phone 2636	email: david.whiting@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication (corppi@medway.gov.uk)

