**Equality Impact Assessment - Full Assessment Form**

|  |  |
| --- | --- |
| *Title of the strategy, policy, procedure or project:* | Repairs Policy |
| *Service Area:* | Housing |
| *Lead Officer:* | Jason Dhesi |
| *Date of assessment:* | August 2025 |
| *Is the strategy, policy, procedure or project:* |  |
| Changed |  |
| New  | X |

**Section 1 – Clear aims and objectives**

|  |
| --- |
| **1.** What is the aim of the strategy, policy, procedure or project? |
| The purpose of this Policy is to:* The purpose of this policy to provide guidance to our staff and residents on the approach we will take to dealing with reports of repairs, managing Void properties to a lettable standard and being clear on our responsibilities.
* Ensure the Councils primary focus is on the life, safety and welfare of our residents and staff.
* South Derbyshire District Council (SDDC) will meet all legislative and regulatory requirements in relation to the Landlord and Tenant Act 1985 and the Housing Health & Safety Rating System (HHSRS) in residential premises.
* Ensure we meet our legislative duties as landlord and as the ‘responsible person’.
* Ensure the councils assets are protected from items that may cause harm.
 |
| **2.** Who is intended to benefit from the strategy, policy, procedure or project and how? |
| * This Policy describes how we intend to manage repairs to agreed timescales and to the lettable standard.
* It also details how the service will protect residents, staff, contractors, and visitors in our homes.
* The benefits of this policy are for our residents, staff, contractors and the public as this will keep anybody living or visiting our properties safe.
 |
| **3.** What outcomes do you want to achieve?  |
| * The Repairs Policy aligns with SDDC’s strategic objectives, balancing cost and risk, but ensuring we meet our duties as a landlord.
* To outline the roles and responsibilities as a landlord and building owner,
* Ensure that the policy details the requirements imposed by relevant legislation.
* Additionally, it specifies any actions taken beyond the legal minimum to achieve best practices, including a statement of intent, programme details, and record-keeping methods.
* It addresses how we will ensure that programmes are delivered with high quality by competent professionals and how assurance will be gained
 |
| **4.** What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved? |
| * The costs in achieving this means that the budgets need to be reviewed in order to undertake these works which the government have already said that money cannot be used as a reason why the works are not completed.
* Attracting the right approved specialist contractors to undertake this work is difficult as the numbers for fully qualified contractor is limited and in great demand.
 |
| **5.** Any other relevant background information  |
| * This will affect all components and capital projects going forward as these works will need to take onboard the legislation requirements.
* As the industry is coming to terms with the lack of quality checks/assurance, meaning some buildings are not up to the standard that they should be, so as more inspections are carried out there is a risk of uncovering substandard works that will need rectifying is likely.
 |

**Section 2 – Collecting your information**

|  |
| --- |
| **6.** What existing data sources do you have to assess the impact of the *strategy, policy, procedure or project*?South Derbyshire equality data can be found [*here*](http://www.southderbyshire.gov.uk/equality-diversity-and-inclusion/equality-data) |
| * We have our MRI software system where all repairs’ jobs are logged and recorded.
* Asset data held in Lifespan, where it confirms what we have, the condition and its likely replacement.
* We have details of our staff to ensure that they are capable of carrying out their duties and with the ongoing changes in legislation we can ensure that any extra and or further training is needed.
 |

**Section 3 – Additional engagement activities**

|  |
| --- |
| **7.** Please list any additional engagement activities undertaken when developing the proposal and completing this assessment. Have those who are anticipated to be affected by the strategy, policy, procedure or project been consulted with? |
| Date | Activity | Main findings |
| Ongoing | Consultation with Residents | * Following ongoing consultation with tenants through the tenants voice group we have listened and they have helped influence this policy.
 |

**Section 4 – What is the impact?**

|  |
| --- |
| **8. Summary of anticipated impacts.** *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories e.g. older people, younger people, people with hearing impairment etc.* ***Hyperlinks to supporting information about the protected characteristics listed below can be found*** [***here***](file:///C%3A%5CUsers%5Cricha%5CAppData%5CLocal%5CMicrosoft%5COlk%5CAttachments%5Cooa-da097f91-2810-4206-8a70-8098fb900736%5Cb87ed0049d7d8b900e82ea866789a7c657bf51dac77946d123099587d7edbe2e%5C3%20Definitions%20to%20support%20the%20Equality%20Impact%20Assessment%20Forms.docx)***.*** |
|  | Positive impact | Negative impact | No disproportionate impact |
| Age  | 🞎 | 🞎 | X |
| Disability and long-term conditions | X | 🞎 | 🞎 |
| Gender reassignment | 🞎 | 🞎 | X |
| Marriage or civil partnership | 🞎 | 🞎 | X |
| Pregnant women and people on parental leave | 🞎 | 🞎 | X |
| Sexual orientation | 🞎 | 🞎 | X |
| Race | 🞎 | 🞎 | X |
| Religion or belief | 🞎 | 🞎 | X |
| Sex (Gender) | 🞎 | 🞎 | X |
| **8** | **Details of anticipated negative impacts.**  |
|  | *Negative impact:* | n/a |  |
| *Mitigating action:* | none | None |
| 🞎Age | 🞎Disability | 🞎Marriage or civil partnership | 🞎Pregnancy and maternity | 🞎Sex (Gender) | 🞎Sexual orientation  | 🞎Gender reassignment | 🞎Race | 🞎Religion or belief  |
| **9. Have all negative impacts identified in the table above been mitigated against with appropriate action?** |
| 🞎 *Yes* | 🞎 *No* | X N/A | *If no, please explain why:* |

**Section 5 – Recommendations and monitoring**

|  |
| --- |
| **10. How has the EIA helped to shape the strategy, policy, procedure, project or affected the recommendation or decision?**  |
| The consultation with tenants and staff has contributed to the completion of this policy. |

**Section 6 Approval**

Please note the assessment should be reviewed and approved by the appropriate Head of Service **before** the Committee report (if required) is produced.

|  |  |  |
| --- | --- | --- |
| Reviewed by Head of Service | Name: | Jason Dhesi - Head of Housing |
| Date: | 03/09/2025 |

If further information regarding this assessment is required, please contact the Lead Officer who completed the assessment.