

Appendix 7a PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: HRA Capital Programme 2025/26 to 2028/29	
Directorate: ACH & PH	Service area: Housing Services
Lead person: Lindsay Wynn, HRA Business Planning Manager	Contact: lindsay.wynn@rotherham.gov.uk 07342718601
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
Approval of the HRA Capital Programme Budget 2025/26 to 2028/29. The Housing Revenue Account (HRA) capital programme encompasses four broad areas of investment: <ul style="list-style-type: none"> • Improving council homes and estates • Provision of aids and adaptations to enable tenants to remain in their homes • Acquisition and build of new council homes • Investment in IT and digital transformation

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		✓
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	✓	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	✓	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		✓
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		✓
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		✓

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

How have you considered equality and diversity?

This report details the HRA Capital Programme each area and project will have its own specific equality implications:

Housing Delivery Programme

The Housing Delivery Programme responds to the needs of communities for affordable housing through gearing funds towards building 1000 new Council homes by 2026. The tenure, size and type of accommodation (including Disabled person units) has been informed by the Strategic Housing Market assessment.

Council homes are let via the Allocations Policy, for which a full Equalities Assessment has been carried out. This will ensure homes are allocated fairly and that no groups with protected characteristics are disadvantaged.

The Strategic Housing and Development Service contacts tenants who move into new build properties to carry out a follow-up questionnaire or 'new build survey'. This is done to find out more about the people who have moved into recently built Council homes. Equalities and diversity information is analysed and compared against the profile of people on the Council's Housing Register to identify any potential issues i.e. certain protected characteristic groups being under or over-represented in new build properties.

Quarterly Housing Delivery Programme Cabinet reports ensure that equality implications of approved projects are presented and considered.

Improving Homes and Estates

The Housing Investment Programme maintains investment in housing stock and the wider estate. The programme is asset led utilising data on stock condition to inform the forward programme. As projects are worked up tenant requirements are considered depending on the programme of works. This would enable the delivery of works to be personalised where required. An example of this would be providing respite in the form of opening local community centres to enable tenants to have a warm quiet environment while works take place within their homes.

Aids & Adaptations

The Aids & Adaptations Programme enables people with disabilities to remain in their own homes.

The demographic in Rotherham is aging. Because of this, there is likely to be a proportional year on year increase in the number of referrals for aids and adaptations.

The Aids & Adaptations policy is there to support Council tenants and those living in the private sector to live independently and safely through the provision of equipment and adaptations.

The policy ensures a transparent approach to making decisions on who is eligible for assistance and how decisions are made for Council tenants and for private residents who's approval for funding is governed by legislation in accordance with the Housing Grants, Construction and Regeneration Act 1996 (the 1996 Act) and where the Council decided to use its power under Regulatory Reform Order 2002, Article 3 (RRO) powers.

IT & Digital Transformation

Equalities will be considered as part of the wider project approval for this section of the programme.

• Key findings

The Council owns circa 20,000 homes, 617 leasehold homes and 3,385 garages. The HRA Capital Programme covers 2025-26 to 2028-29. The Housing Delivery element of this programme plans to add approximately 440 additional units to this stock during this period.

A large proportion of the investment in existing stock is required to ensure compliance with regulation and legislation.

Collection of protected characteristic data for new and existing records on the housing management system is now mandatory. This will enable more in-depth analysis as the base data expands.

The Housing Capital Programme will deliver a broad range of projects to tenants and residents across the borough. The programme will closely align with other key strategies and frameworks across the Council as part of the "One Council" approach. Links to other key documents;

- Council Plan and Year Ahead Plan
- Housing Service Plan
- Thriving Neighbourhoods Strategy
- Health and Wellbeing Strategy
- Homelessness Prevention and Rough Sleeper Strategy
- Financial Inclusion Strategy
- Tenant Engagement Framework
- Housing Strategy

• Actions

Review this equalities analysis annually, alongside future annual housing capital programme Cabinet Reports.

Date to scope and plan your Equality Analysis:	16/01/2025
Date to complete your Equality Analysis:	16/01/2025
Lead person for your Equality Analysis (Include name and job title):	Lindsay Wynn HRA Business Planning Manager

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Paul Elliott	Head of Income & Support Services	03/02/25

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	16/01/24
Report title and date	HRA Capital Cabinet Report 2025/26 to 2028/29
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	27.01.25