



**Equalities Circle Forum
Outcomes Achieved 18–19**

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
17.07.18	Update on the Supporting people in Need – post implementation	Andrew Finch	<p>The initial EIA on the SPIN Policy was presented 10.03.16 and was fully endorsed by ECF group members.</p> <p>The progress update on the supporting SPIN arrangements – post implementation, has highlighted that the risk matrix model adopted is working well, as it determines the level of contact/support required for each person ‘in need’ and further tracks and monitors the level / type of support provided, tailored to meet the individual needs of the tenant - enabling tenants to sustain their tenancies.</p> <ul style="list-style-type: none"> • Outcomes achieved to date: WH continues to identify and support new and existing tenants who are, or who may become, vulnerable and require some support to sustain their tenancy. • The EIA working group identified a justifiable objective to continue to support/ endorse the Supporting People in Need (SPIN) strategy and its arrangements post implementation moving forward. • ECF confirmed that although there were no major changes required to the arrangement’s a key recommendation for lead officer to note is that the EIA group requests that; <ul style="list-style-type: none"> a)the SPIN arrangements continue to be firmly embedded within housing management services and practices moving forward – taking account of organisational change taking place, b) To complete all high-rise visits, to mainstream vulnerability assessment and contacts in all areas of work, and c)To focus on visiting tenants who have not received a home visit from a trade operative or gas service contractor within the last 12 months (as 90%+ tenants get an annual gas service).
17.07.18	Update on the Delivery of Services through New	Darren Baggs	<p>Update received on the Delivery of Services through New Structures changes within the Operations Directorate. This is in place to meet service needs and reflect the challenges placed on Housing Management to reshape and create works stream, refine Property Services structures and enables the accommodation of services, scheduled for transfer from the City Council.</p>

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	Structures – Income, Housing Management & Property Services		<ul style="list-style-type: none"> • ECF working group identified a justifiable objective to support the New structures. as the business case is very clear – WH has supported individuals affected and was supported by Human Resources through this process of change. • The agreed outcomes following the EIA is that there are no major concerns/recommendations required to this proposal. However, a justifiable objective is to ensure positive action measure are considered when recruiting to post where workforce equality targets are not being met.
18.09.18	Review of WH Improvements Agency	Ian Meakin	<p>The completed EIA has carefully considered and has paid due regard to the public-sector equality duty as set out within the Equality Act.</p> <p>To create a more robust process between the 4 services to included - Disabled Adaptations, Housing Assistance, Affordable Warmth and Telecare with a single point of contact for all referrals and standardise the qualifying criteria for service. Currently the eligibility criteria vary for each service and the process changes if the person is living in a private property or is a Wolverhampton Homes tenant. This service will be delivered through a home improvement agency making sure that everyone is included and can access the service at single point of contact to ensure it offer a smoother customer journey.</p> <ul style="list-style-type: none"> • ECF working group identified a justifiable objective to support this review of the four services through a homes Improvement Agency as it would streamline the process by removing barriers to create a one point of contact for customers to access these services. • The agreed outcome following the EIA, was that there are no changes required to this review; as it would benefit customer through a single point of contact - the group fully supported this process. • A key recommendation for lead officer to note: is that the EIA group requested that: a communication plan is in place to consult and engage with customers and b) ECF members to receive a further update following consultation on the review of the service in 18 months.

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18.09.18	Conversion Programme of High, Medium and Low-rise blocks, including commercial Units - Impact of delivery at completion of works.	Steve North	<p>The initial EIA on the Conversion Programme was presented 05.04.17 and was fully endorsed by ECF group members.</p> <p>The update on the Conversion Programme highlighted that it has provided valuable council housing to ease the pressure on the current housing waiting list - by making better use of redundant space within high, medium and low- rise blocks and former commercial units, meeting the required housing needs for the area, based on statistics drawn down from applicant's registrations.</p> <ul style="list-style-type: none"> • The EIA working group identified a justifiable objective to support the Conversion Programme of High, Medium and Low-rise blocks and commercial units to make better use of redundant spaces. • The agreed outcome following the EIA, is that there are no major changes required to the programme: as the conversions had improved the Housing Offer by providing quality council housing to meet the needs of the current housing waiting list taking account of housing needs of the area and providing details of the number of units converted, site by site basis broken down by equalities data.
18.09.18	Development of (6) small Sites – Impact on Delivery at completion of works Update	Steve North	<p>The initial EIA on the Development of (6) small site was presented 05.04.17 and was fully endorsed by ECF group members.</p> <p>The update on the Development of (6) small site took account of the CWC's Corporate Plan - To improve the city housing offer through improving the quality and supply of housing, which is crucial to support current and future residents of the city. The provision of new build council housing on former garage sites and infill pockets of land across the City, this to assist with the housing need and demand for the City.</p> <ul style="list-style-type: none"> • The EIA working group identified a justifiable objective to support the development of the 6 small sites for council housing – The two sites on Peach Road, A & B Ashmore Park, Wolverhampton. Wolverhampton Road, Heath Town, Wednesfield. Newman Road, The Scotland's, Wolverhampton. Parker Road, Ashmore Park, Wolverhampton and Cannock Road, Wolverhampton. • The agreed outcome following the EIA, is that there are no major changes required to the programme: as it provides a mix of additional quality council homes to assist with the Housing offer across the City and thus reduce the pressures on the waiting list for housing whilst also improving areas that suffer because of anti-

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			social behaviour and become a resource issue for Wolverhampton Homes broken down by equalities data.
05.03.19	Impact on Delivery - Update on the Sustainable Estates Programme Phase 1, 2 & 3	Simon Bamfield	<p>The initial EIA's on the Sustainable Estate Programmes were presented on 12.4.16, 7.6.17 & 6.12.17 and were fully endorsed by ECF group members.</p> <p>The progress update highlighted that the Sustainable Estate Programme works mainly focused on enhancing the external communal spaces in and around blocks of flats across the city, to:</p> <ul style="list-style-type: none"> • Creating an improved sense of place where residents can go about their daily routine without fearing crime or insecurity. • Upgrading existing or providing new communal facilities that comply to present day standards & Dealing with any required component failures. • Outcomes achieved to date: was fully endorsed by ECF working group identified a justifiable objective to support the Sustainable Estates Programmes – Phase 1,2 &3 - as it benefitted tenants, in terms of accessibility, security and infrastructure improvement works. • A key recommendation for lead officer to note: is that the EIA working group request updates on the next phase of infrastructure programme works this year, to take account of; a) To have a communication plan in place to consult with tenants prior to planned improvement works for the next phase to seek their views, and b) to involve the Community Development Team to engage with tenants across all protected characteristics to help shape and inform the development of works moving forward.
05.03.19	Update on the Delivery of Capital Programme – Fire regulation & other compliance requirement –	Simon Bamfield	<p>Update received on Delivery of Capital Programme – fire regulation & other compliance, following the Grenfell Tower fire – The Government have announced a ban on the use of combustible material on external walls of high-rise residential buildings.</p> <ul style="list-style-type: none"> • ECF working group identified a justifiable objective to support the delivery of capital programme – fire regulation & other compliance. • The agreed outcome following the update are that there are no changes required to the programme and the group fully supported this works being undertaken. As tenants have benefitted from Home Safety visits within high-rise buildings to discuss fire safety measures and what to do in case of fire. Sprinkler systems are being rolled out, doors and floor coverings have been replaced to minimise the risk. That new tenants are shown the stay put video at sign up, outlining the requirements and responsibilities, That

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			<p>Infrastructure Programme will further enhance these arrangements to take account of upgrading elements of the building where the component is failing or is not up to date with modern standards/ requirements.</p> <ul style="list-style-type: none"> • A key recommendation for lead officer to note: are that the EIA group requests: a) That Wolverhampton Homes take account of the Hackett Review and consider the impact on the way future improvements works are undertaken, b) Fully understand the impact of the housing allocation policy and to take account of people with vulnerabilities in high-rise blocks to put arrangements in place to minimise any potential impact.
05.03.19	Mobile Working Policy – Impact on service delivery and workforce	Tina Wood	<p>The completed EIA has carefully considered and has paid due regard to the public-sector equality duty as set out within the Equality Act.</p> <p>The arrangements are being in place due to the closure of the Wolverhampton Homes Head Office and that existing sites and offices in which Wolverhampton Homes operate from are undergoing a refurbishment programme, in phases over the next 12 months to ensure mobile working is fully established to take account.</p> <ul style="list-style-type: none"> • ECF working group identified a justifiable objective to support the Mobile working policy as the business case is very clear, that the arrangements in place fully support staff to agilely. • The agreed outcome following the EIA was that there are no changes required to the mobile working policy - as these arrangements of the refurbishment programme on site/offices being undertaken are in place to support staff to mobile work fully established. • Key recommendations for lead officer to note: is that the EIA group request that: a) That the refurbishment of all sites/offices needed to take account of the disability access audit recommendations by One Voice and Partners, b) Risk Assessments be undertaken and put in place by managers to minimise any risks to staff carrying equipment, c) Robust formal support mechanisms of 1:2:1's and Team Meetings are undertaken to monitor performance and reduce isolation, and d) Arrangements be made for members to visit the newly refurbished Tarmac Road Site or hold future meetings there.