



EQUALITIES CIRCLE FORUM - OUTCOMES ACHIEVED 16/17

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
21.4.16	Safeguarding Policy	Angela Barnes	<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 aims of this policy and supporting procedures is to outline how Wolverhampton Homes takes seriously its responsibility of promoting the highest standards of care and support to everyone we come into contact with. It further outlines our commitment to ensure that 'safeguarding' is everyone's responsibility and demonstrates our strategic frameworks and operational practice.</p> <ul style="list-style-type: none">⇒ The working group identified a justifiable objective to support the introduction of a revised Safeguarding Policy and Procedures.⇒ The agreed outcomes following the EIA, is that there are no major changes/recommendations required to this new policy.⇒ However a report required in 12 months – To identify any patterns of concerns merging from referrals and outcomes achieved as a result of support offered.
21.4.16	Refurbishment of Heath Town Existing Stock	Simon Bamfield	<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 aim of the refurbishment of Heath Town Existing Stock is to undertake major works (following consultation with residence in May 15) to the deck access of blocks whilst improving security for individuals by introducing a secure door entry system and further the renewal of the electrical infrastructure by improving every electrical mains supply within these blocks.</p> <ul style="list-style-type: none">⇒ The working group identified a justifiable objective to support the refurbishment of Health Town Existing Stock.⇒ The agreed outcomes following EIA, was to support the major works to be undertaken - as indicated above, as it would benefit tenants, in terms of, security and infrastructure.

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09.06.16	Recruitment & Selection Policy	Cara Weatherley	<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 aim of this policy and supporting documents is to ensure that there is a fair and consistent approach to recruitment within Wolverhampton Homes. This will apply to all recruitment including external, internal and secondment opportunities. To further make improvements to the process following feedback from colleagues and managers across Wolverhampton Homes.</p> <p>The proposal will also align the recruitment process with employee Appraisal process and move to a competency based process to allow applicants to demonstrate that they have the right attitude and behaviour to undertake the position, in support of the skills that they possess. This will link to the job families and tie in with career paths identified throughout the organisation.</p> <p>⇒ The working group identified a justifiable objective to support the review of the Recruitment & Selection Policy as indicated above.</p> <p>⇒ The agreed outcomes following the EIA is that there are no major concerns/recommendations required regarding this policy review. However a justifiable objective is to ensure positive action measure are considered when recruiting to posts where workforce equality targets are not being met.</p>
09.06.16	Proposed Local Housing Company	Mila Simpson	<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 aim of the development of the Local Housing Company (WV Living) is to ensure the city council's corporate plan and housing strategy priorities are met to improve the city housing offer through improving the quality and supply of housing, to support current and future residents of the city and to achieve the following:-</p> <ul style="list-style-type: none"> • Increase the supply of homes in Wolverhampton helping to meet housing need and demand; and support with the reduction the waiting list of approximately 7,500 prospective tenants. • Increase the provision of new affordable/social rented housing as part of the Council's portfolio of stock to help address housing need;

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			<ul style="list-style-type: none"> • Ensure the delivery of mixed tenure developments, in terms of type, size and tenure, best matched to the needs of Wolverhampton. • Increase investment in regeneration in the city; • Enable the Council to control the housing mix through the planning process and design standards, retaining control of the development and construction process; • Provide good quality private rental accommodation, which will help to have the overall effect of improving quality within the private rented sector; • Create realisable capital assets for the Council as well as generate long term revenue for the Council. <p>⇒ The working group identified a justifiable objective to support the development of the Local Housing Company (WV Living) – as indicated above.</p> <p>⇒ The agreed outcomes following the EIA, is that there are no major changes/recommendations required to the development of the Local Housing Company WV Living.</p>
14.07.16	Sustainable Estate Programme	Simon Bamfield	<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 aim of the Sustainable Estates Programme is intended to enhance the communal spaces in and around blocks of flats, adjacent houses and bungalows with the view to:</p> <ul style="list-style-type: none"> • Creating an improved sense of place where residents are able to go about their daily routine without unduly fearing crime or insecurity. • Upgrading existing or providing new communal facilities that comply to present day standards. <p>⇒ The working group identified a justifiable objective to support the Sustainable Estates Programme.</p> <p>⇒ The agreed outcomes following EIA, is to support the city wide Sustainable Estates Programme as indicated above as it benefitting tenants, in terms of, communal parking, security, landscaping.</p>
08.09.16	Tenant Participation – Review of TISA	Clare Poskitt	<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 aim of the review of Tenant Involvement Statement and Agreement (TISA), is to outline WH's</p>

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			<p>aims, commitment to, Tenant Involvement, and publish an action plan showing how WH will work to achieve this:-</p> <ol style="list-style-type: none"> 1. Wolverhampton Homes treats tenant involvement as essential in planning, delivering, reviewing and improving all its services; we meet challenges in partnership with our tenants. 2. Wolverhampton Homes is committed to ensuring equality of opportunity and provides a wide range of ways for its tenants to get involved at all levels. We recognise and welcome the diversity in our tenant make-up including Age, Disability, Trans men and Trans Women , Marriage and Civil partnership, Pregnancy and maternity, Race, Religion and belief, Sex, Sexual orientation. We encourage every tenant to get involved in all Wolverhampton Homes services, activities and planning and make a positive contribution. 3. Tenants know what to expect of Wolverhampton Homes' services and whether it is meeting its' commitments. They are able to hold WH to account if the company has not met its commitments to improve housing services and provide value for money. 4. Tenants are encouraged, enabled and empowered to build and maintain a sense of community spirit and pride, both on their estate and as a WH/WCC tenant generally. 5. Tenants are clear what impact tenant involvement has, and how it influences decisions resulting in positive outcomes that benefit tenants. <p>⇒ The working group identified a justifiable objective to support the new TISA Plan for 2016/2017.</p> <p>⇒ The agreed outcomes following the EIA, is that there are no major changes/recommendations required to the TISA Plan.</p>
08.09.16	Review of One Stop Shops	Nigel Homer	<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 aim of the Closure of Merry Hill and Low Hill One Stop Shops (OSS) is to move towards operating the business more digitally and installing self-serve payment kiosks at Bilston, Wednesfield and Market Street OSS.</p> <p>⇒ The working group identified a justifiable objective to support the closure of Merry Hill and Low Hill OSS.</p> <p>⇒ The agreed outcomes following the EIA was that some minor changes were required to ensure a) Housing staff remained visible and accessible within Merryhill and Lowhill estates and b) To</p>

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			undertake minor adjustments to the kiosks to ensure they are accessible.
20.10.16	People and Organisation Development Strategy	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>To note this is an overarching strategy and Individual EIA's will be undertaken on specific areas of the services, within HR practices.</p> <p>The aim of the strategy is to provide the mechanism to support and develop our people to achieve the highest level of performance to ensure the shared values are met and we deliver our promises. The intended benefits for staff are:-</p> <ul style="list-style-type: none"> • Be a great place to work with employees committed to Wolverhampton Homes' objectives and valued for their contribution. • Improve the profile and performance of Wolverhampton Homes by recruiting and developing high-calibre employees. • Promote diversity, flexibility and innovation by developing organisational capability and culture. • Supporting and delivering employability programmes to give tenants and residents of Wolverhampton, training and employment opportunities. <p>⇒ The working group identified a justifiable objective to support the new People and Organisation Development Strategy as indicated above.</p> <p>⇒ The agreed outcomes following the EIA, is that there are no major changes/recommendations required to the People and Organisation Development Strategy.</p>
20.10.16	Proposed Changes to Staffing within the ASB Team	Jo Mason	<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 Business aim for proposal to change posts in the Anti-social Behaviour (ASB) Team. By reducing the existing number of Anti-social Behaviour Assistants and increasing the number of Anti-social</p>

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			<p>Behaviour Officers from 8.95 to 10.4 full time equivalents, to ensure there are:-</p> <ul style="list-style-type: none"> • Allow for more manageable workloads for ASB Team Leaders and Officers. • Reduce caseloads for Team Leaders enabling them to do more planning and proactive work and concentrate more on service improvement. • Improve the quality of service to our customers. • Reduce the risk to personal safety of staff. • Reduce the risk to vulnerable customers. • Provide improved development and learning opportunities for the remaining ASB Assistants. <p>⇒ The working group identified a justifiable objective to support the proposed changes to staffing within the ASB Team as indicated above.</p> <p>⇒ The agreed outcomes following the EIA, is that there are no major changes/recommendations required to the proposals.</p>
15.12.1 6	Review of Interpretation & Translation Policy	Shabir Hussain	<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 aim of this policy and supporting procedures is to outline how Wolverhampton Homes will address the language & communication needs of customers and staff. To ensure that there are no barriers to communication in relation to language, speech, visual or hearing impairment, literacy or other communication need, available to customers and staff.</p> <p>⇒ The working group identified a justifiable objective to support the new Translation and Interpretation policy and procedures.</p> <p>⇒ The agreed outcomes following the EIA, is that there are no major changes/recommendations required to the policy. To continue to monitor the financial spend of providing this service. Longer term to hold a tenant user group to better understand customers preferred method of communication needs to access our services.</p>
15.12.1 6	Fencing Programme	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>The aim of the review of the fencing programme has been carried out to consider costs associated with fence replacement to shared boundaries and cease purchasing panels from the Timken Centre.</p>

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			<p>⇒ The working group identified a justifiable objective to support the fencing programme for 17/18</p> <p>⇒ The agreed outcomes following EIA, was to: - a) Support Timken employees affected, b) To identify training opportunities and alternative paid work, c) For WH to give careful consideration to support Timken with a phased withdrawal of operations over a six month period.</p>
15.12.16	Customer First Strategy	Julie Piper	<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 aim of the Customer First Strategy will enable customers to give their views in a way that they find easy and best suits the type of service being delivered and aims to reduce survey fatigue. It broadens our approach in terms of considering customer feedback beyond surveys to include a range of sources.</p> <p>We aim to make the feedback we receive more representative, reliable and meaningful so that it can be used to improve services. This strategy will provide the mechanism to gather customer views and act upon that feedback in a meaningful and structured way.</p> <p>The effective management of customer feedback affects every service across Wolverhampton Homes.</p> <p>⇒ The working group identified a justifiable objective to support the new Customer First Strategy.</p> <p>⇒ The agreed outcomes following the EIA, is that there are no major changes/recommendations required to the strategy.</p> <p>⇒ However, a report required in 12 months – To identify any concerns merging from feedback from customers and scrutiny of the Review Panel.</p>