



EQUALITIES CIRCLE FORUM - OUTCOMES ACHIEVED 17/18

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
05.04.17	6 Small Sites Council Housing	Steve North	<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>As set out in the CWC's Corporate Plan - It is a key priority of the Council 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. This is further reiterated within the city's Housing Strategy which prioritises the delivery of high quality new housing stock. This to achieve the following objectives:</p> <ul style="list-style-type: none"> • Increase the supply of homes in Wolverhampton, • Increase the provision of new affordable/social rented housing, • Enable the Council to control the housing mix through the planning process and design standards, • Create realisable capital assets for the Council. <p>The Council's housing delivery programme in 2014/15 resulted in an additional 70+ affordable housing units, managed by Wolverhampton Homes. These units were created alongside market sale properties at Thompson Avenue, utilising former garage sites and infill pieces of land and also converting commercial properties and redundant store areas within high rise</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			<p>flatted estates.</p> <p>The objective of the housing delivery programme for 17/18 (6 sites identified for the development of council housing) sets out the business case for 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 proposal of the development of the 6 small sites for council housing, these are – Two site 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 this new proposal, as the business case is very clear - it will provide 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-social behaviour and become a resource issue for Wolverhampton Homes. • A key recommendation however for lead officer, to note: is that the group request that the provision of the new sites to take account of the housing needs of specific section of the community we service. • And a report therefore is required in 12 months – providing details of site(s) development and details of the allocations (per unit) made – broken down by equalities data. Report due April 2018.
05.04.17	Conversion Programme of High, Medium and Low-rise blocks and	Steve North	<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 objective of the Conversion Programme proposal is to set out the business case for providing 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</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
	commercial units		<p>former commercial units. The properties will aim to meet the required housing need for the area, based on current 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 introduction of 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 this new proposed programme as the introduction of the conversion will improve 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. • A key recommendation for lead officer to note is that the EIA group requests that the conversion of xxx units are allocated to those in 'most housing need'. • A report is therefore required in 12 months – providing details of the number of units converted, site by site basis and details of the allocations (per unit) made – broken down by equalities data. Report due April 2018.
05.04.17	Petition Procedures	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 objective of the proposed petition procedure is to ensure that there are clear and transparent arrangements in place for tenants to raise a petition. A petition is a written document signed by ten or more persons from five or more identifiable households.</p> <ul style="list-style-type: none"> • The EIA working group identified a justifiable objective to support the introduction of the petition procedures as it provides an independent pathway to raise concerns for tenants. • The agreed outcome following the EIA, is that there are no major changes required to this new procedure. • A key recommendation for lead officer to note is that the EIA group requests that the new procedures be promoted appropriately via the website and tenant update so that tenants are fully aware of how to access these new arrangements if required.

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
07.06.17	Supporting People in Need – Post Implementation	Jin Takhar	<p>The initial EIA on the SPIN Policy was presented 10.03.16 and was fully endorsed by ECF group members.</p> <p>Today's 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: Over 50% of red SPIN cases have been contacted to date. And what we have learnt is that for a high percentage of tenants regular ongoing contact/ support is required. • The EIA working group identified a justifiable objective to continue to support/ endorse the Supporting People in Need (SPIN) strategy and its arrangements & implementation. • A key recommendation for lead officer to note is that the EIA group requests that the SPIN arrangements continue to be firmly embedded within housing management services and practices moving forward – taking account of organisational change taking place. • A report is therefore required in 12 months – providing an update on the SPIN Project. Report due April 2018.
07.06.17	Safeguarding Policy & Procedure Post Implementation	Angela Barnes	<p>The initial EIA was presented on 21st April 2016, ECF fully endorsed the Safeguarding policy and implementation</p> <p>Today's update on the post implementation of the Safeguarding Policy and Procedure has highlighted that the new arrangements have been firmly imbedded throughout the organisation. As a result, there has been an increase in the number of safeguarding referrals made into the 'city hub' which is positive, this is due to the safeguarding training that has taken place for staff, in order to raise awareness of this important issue.</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			<ul style="list-style-type: none"> • To date there are no concerns from the number of referrals made, which is testament to staff and their ability to identify concerns. • Over 400 staff have undertaken the E Learning training and face to face training. • WH will continue to provide briefings to the housing providers safeguarding group to raise awareness of social housing and the boundaries between support and enforcement. • The EIA working group identified a justifiable objective to continue to fully support the Safeguarding Policy and Procedures moving forward. • The agreed outcome following the update, is that there are no changes required to the policy or supporting procedures – as these arrangements continue to assess risk of safeguarding with rigorous systems and procedures in place. • A key recommendation for lead officer to note is that the EIA group request that the Safeguarding procedures and arrangements continue to recognise the following: <ul style="list-style-type: none"> ▪ risk management - a failure to keep adults at risk of abuse safe from avoidable harm represents not only a significant risk to residents but also to the reputation of Wolverhampton Homes; ▪ quality assurance – Wolverhampton Homes will need to continue to monitor every stage of the safeguarding process it is responsible for. This includes the sharing of information in a timely and effective way to enable early intervention for adults with care and support needs and vital for providing services that are coordinated well; ▪ embedding and implementing the procedure - to ensure a coherent and complete understanding of the responsibilities placed on Wolverhampton Homes by the Care Act • A report is therefore required in 12 months – providing an update on the Safeguarding arrangements within WH. Report due June 2018.
07.06.17	Refurbishment of Heath Town	Tony Jarvis	The completed EIA has carefully considered and has paid due regard to the public-sector equality duty as set out within the Equality Act.

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
	Existing Stock Phase 2		<ul style="list-style-type: none"> • The purpose of the Refurbishment of Heath Town Existing Stock Programme 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 main supply within these blocks. Works to be carried out over 5-year period from 2017. • ECF working group identified a justifiable objective to support the refurbishment of Health Town Existing Stock as this would improve accessibility for all tenants as well as improve the safety and security for all tenants. • The agreed outcome following the EIA, was that there are no changes required to the programme and the group fully supported the major works to be undertaken - as indicated above - as it would benefit tenants, in terms of accessibility, security and infrastructure. • A key recommendation for lead officer to note: is that the EIA group request that a communication plan to be in place to inform all tenants of the maintenance work being carried out and the timescales involved.
06.09.17	Transitioning at Work Policy & Guidance for staff	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 purpose of the Transitioning at Work Policy is to demonstrate that WH remains an inclusive organisation and it sets out the level of protection and support staff with gender dysphoria and those who are undergoing or have undergone gender reassignment will receive.</p> <p>The policy intends to protect individuals from discrimination on the grounds that they:</p> <ul style="list-style-type: none"> • intend to undergo gender reassignment, or • are undergoing gender reassignment, or • have at some time in the past undergone gender reassignment.

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			<p>This policy and the accompanying Guidance Notes, therefore aims to assist managers in supporting employees who have either changed their gender identity before joining Wolverhampton Homes or, who are changing their gender identity whilst being employed.</p> <ul style="list-style-type: none"> • ECF working group identified a justifiable objective to support the introduction of the Transitioning at Work Policy & Guidance for managers and Staff. • The agreed outcome following the EIA, is to confirm that that there are no major changes required to this policy and guidance note. • A key recommendation for lead officer to note: is that the EIA group requests that the following actions are acted upon. <ul style="list-style-type: none"> a) Staff are made fully aware of this new policy b) Managers are made fully aware of their responsibilities c) Introduction of the E Learning module is developed and launched.
06.09.17	Review of CAB Protocol	Angela Barnes	<p>The initial EIA was presented in June 2015 and was carefully considered and paid due regard to the public-sector equality duty as set out within the Equality Act.</p> <p>The purpose of the original EIA (June 2015) was to consider endorsing the WH / CAB protocol (which the group did endorse). The protocol aimed to provide specialist debt advice to Wolverhampton Homes tenants. This protocol is now due to come to an end.</p> <p>It is important to note that the main concern, since 2015 to date has been the lack of take up of the service, both in terms of tenants refusing a referral or, where an appointment was made, not attended).</p> <p>Therefore, the purpose of this EIA review is to consider whether it is appropriate to continue with the protocol by extending the agreement with CAB and / or look at alternative arrangements/ options .</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			<p>Whilst the current arrangements are to cease, WH board recognise that people living in WH managed property are frequent users of CAB services and have therefore agreed to provide an amount of funding for a period of 2 years, which will show our continued support for the work CAB does - after which funding will be reviewed. The new arrangements will also allow WH to access profile information about those WH tenants who access CAB services directly. WH will also develop a specialist arrears team (specialist debt workers) who will work within housing management service.</p> <ul style="list-style-type: none"> • ECF working group have identified a justifiable objective to support these new arrangements moving forward. Working group members were very supportive of the creation of the inhouse 'specialist debt workers and very keen to better understand the profile of the customers (tenants) accessing CAB services directly. • The agreed outcome following the EIA confirms that members fully support that the current protocol with CAB to cease – and the new arrangements to be endorsed moving forward. • A key recommendation for lead officer to note: is that the EIA group request a progress update in 12 months – setting out a) the no of tenants who have directly accessed CAB services – broken down by equalities data and nature of enquiry and b) No of tenants who have received debt advise from WH Specialist workers- broken down by equalities data with outcomes. Report due September 2018.
18.10.17	Tenant Meeting Room Review	Matt Beddoes	<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 purpose of this review is to determine whether Wolverhampton City Council and Wolverhampton Homes are to making best use of our existing buildings across the city. And where existing buildings have been identified – to consider providing additional housing units for council living.</p> <p>To date Stock Investment unit have identified 'six tenant meeting rooms' for possible conversion, back into affordable social housing stock. (Potentially giving preference to the</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			<p>age group of 55+ and /or to those with mobility issues - as these 6 units that have been identified are all on the ground floor).</p> <p>Consultation with Wolverhampton Homes lettings team has indicated many applicants from the waiting list - whom would benefit from the availability of new residential homes to meet their individual needs.</p> <ul style="list-style-type: none"> • ECF working group have identified a justifiable objective to support the review of the tenants meeting rooms and further fully support WH converting the 6 units back into stock – this to meet the needs and demands of those tenants in most need of rehousing. • The agreed outcome following the EIA, is that there are no major changes required to this new proposal - as the business case is very clear and therefore members fully support WH making better use of existing buildings and to put back into stock – to meet housing demand. • A key recommendation for lead officer to note: is that the EIA group request that consultation with tenant groups is planned a) to inform tenants of the business case as to why TMR's are being reviewed (based on low usage and the demands to look at existing stock and b) discuss/ agree their future arrangements and requirements to access alternative rooms should they wish to access rooms for events or meetings.
18.10.17	Passenger Lift Programme	Roy Parlor/Keith Gibbons	<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 purpose of the passenger lift refurbishment programme is to systematically replace old unreliable lifts with newly refurbished units.</p> <p>The lift refurbishment programme will mean that lifts will be out of service for periods of up to 20 weeks, dependent on the size of the block. Contracts & Compliance section along with the contractor have carefully considered the negative impact this will have on all tenants living in high rise blocks – paying attention to tenants who may be elderly/frail, tenants with a disability, parents with young children, tenants with poor health related concerns etc..... It is</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			<p>clear from the EIA that the lead officer has taken into account the profile information of all individuals affected in each block – and as a result has considered a number of measures to ensure individual tenants have appropriate levels access and support whilst work takes place at each block.</p> <ul style="list-style-type: none"> • The ECF working group identified a justifiable objective to support the Passenger Lift Refurbishment Programme – the business case was very clear and careful consideration had also been given to all tenants affected. ECF members were supportive of the 'support measures' that had been put in place – to ensure tenants had appropriate levels of access and support during the maintenance works. • The agreed outcome following the EIA, is that there are no major changes required to the Lift Refurbishment Programme - as a number of significant access and support measure had been carefully considered and put in place to mitigate against any adverse impact.
06.12.17	Sustainable Estate Programme – Phase 2	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 purpose of the Sustainable Estates Programme is intended to enhance the communal facilities and space(s) in and around blocks of flats.</p> <p>The sustainable estates programme will mean that it will create an improved sense of place, where residents can go about their daily routines. The stock Investment unit have carefully considered the level of disruption tenant's may face whilst work takes place and as a result have taken account of the level of support and access requirements for vulnerable tenants living within these estates – paying particular attention to tenants who may be disabled or elderly/frail, tenants with a disability, etc..... It is clear from the EIA that the lead officer has taken into account the customer profile information of those residing on the estate – and as a result put in appropriate measures in terms of additional support and appropriate levels of access in order for tenants to go about their daily routines.</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			<p>The ECF working group identified a justifiable objective to support the Sustainable Estate Programme – the business case was very clear and careful consideration had been given to all tenants affected. ECF members were very supportive of the 'mobility access measures and support' that has been considered and put in place</p> <p>The agreed outcome following the EIA, is that there are no major changes required to the programme as a number of measures had already been carefully considered to mitigate against any adverse impact.</p>
06.12.17	ASB Service - To establish whether the ASB service meets the needs of the diverse population of Wolverhampton	Jo Mason	<p>The initial EIA on the ASB Policy and supporting procedures was presented to the panel on 10.03.16 and fully endorsed by ECF group members.</p> <p>The purpose of the original EIA (March 16) was to determine whether WH had carefully considered their responsibilities around PREVENT, Modern Day Slavery, Domestic Violence (DV) and Mate Crime and taken these issues into account when determining their position and responsibilities in relation to their ASB Policy. Pleased to note that ASB Policy was fully endorsed with no major changes required.</p> <p>Recently, research has been undertaken to evaluate and identify whether there are potential areas for improvement within the ASB service. Anecdotal evidence has suggested that there is a need to build greater confidence amongst the tenant community to report concerns of hate crime as under reporting is of a significant concern. Positive step forward is that WH Service continue to work collaborating with the police and other key agencies to help victims on the ground .</p>
07.03.18	The Community Heating Scheme – Metering	Stuart Hobbs	<p>The initial EIA on the community switch was presented 15.01.15 and was fully endorsed by ECF group members</p> <p>The purpose of the original EIA (in Jan 15) was to look at whether there were alternative</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
	Strategy Post Implementation		<p>companies to the 'Big 6' energy providers, venturing into the energy supply market with competitive tariff rates.</p> <p>Community Switch offered energy switching support to social housing tenants through direct 1-2-1 telephone communication, with the aim of finding considerably cheaper energy supplies. This provided tenants with much needed extra disposable income, raise the profile of the savings and benefits that can be achieved through being 'energy wise' and in turn made the energy markets more competitive for everyone.</p> <p><u>Post Implementation</u> The purpose of this update was to identify with any patterns of concern resulting in tenants who may be adversely impacted on as a result of this heating scheme. The findings outlined that no tenants were disproportionately affected and that tenants were benefiting and making actual savings.</p>
07.03.18	High-rise Infrastructure 5 years programme, overarching strategy	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 purpose of the High-rise infrastructure 5-year programme is intended to enhance elements of the building where the components are failing or not up to current standard. All elements that run from the top of the building to the bottom are being inspected to determine their existing condition. The High-rise infrastructure 5-year programme will mean that it will improve internal areas of blocks with shared communal areas.</p> <p>Stock Investment unit have carefully considered the potential impact this will have on all tenants living within these blocks – paying attention to tenants who may be elderly/frail, tenants with a disability, etc..... It is clear from the EIA that the lead officer has taken into account the profile information of the tenants within the High-rise blocks – and as a result has considered a number of measures to ensure individual tenants have appropriate levels of</p>

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			<p>access to and from their dwellings , and access to information regards the improvements and further , considerations have been given to individual reasonable adjustment requests to ensure safety in access to and from dwellings whist work is undertaken .</p> <ul style="list-style-type: none"> • The ECF working group identified a justifiable objective to support the Sustainable Estate Programme – the business case was very clear and careful consideration had been given to all tenants affected. ECF members were very supportive of the 'mobility access measures' that had been considered – to ensure tenants had appropriate levels of access around their estate. • The agreed outcome following the EIA, is that there are no major changes required to the programme as a number of measures had already been carefully considered to mitigate against any negative impact.
07.03.18	Ground Maintenance Service	Matthew Pickerill	<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 purpose of the Ground Maintenance Service and Tree Service is intended to enhance the appearance of our estates and areas of land within our management.</p> <p>The Ground Maintenance Service will mean that it will provide efficient, cost effective services that meet the needs of Wolverhampton Homes tenants and leaseholders and also provide a bespoke gardening service with priority given to elderly or vulnerable groups.</p> <ul style="list-style-type: none"> • ECF panel confirmed that although there were no major changes required to this contract, the panel requested that the contract is monitored to consider the potential impact of the new 'cut and drop' arrangements - and the potential adverse impact this may have on tenants with mobility issues/the frail elderly and their ability to access green space and access washing/dryer arrangements on estates . EIA group requested that a progress update report be provided in 6 months - Setting out the measures that have been put in place to a) identify the estates and the tenants (by CP profiling) where

Date of Meeting	Report Title	Lead Officer	Outcomes of EIA's Completed
			tenants may be adversely affected by the new arrangements. b) provide detail of the action taken to mitigate against any risks identified. Report due March 2019.