

# Equality Impact Assessment [version 2.12]



Title: Stock Condition Surveys	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: G&R	Lead Officer name: Sarah Spicer
Service Area: Housing and Landlord Services	Lead Officer role: Business Innovation Manager

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Landlord Service carries out stock condition inspections on 20% of its stock annually. The data collected is used to inform the Housing Investment Plan (HIP). The HIP is our programme of responsive repairs, maintenance, and improvement programmes for our HRA stock (council housing). Bristol City Council is a social landlord for over 28,000 homes (rented and leaseholders).

This services has historically been delivered 'in house' by trained Bristol City Council staff. However, inspections have fallen behind due to difficulty accessing homes during Covid restrictions and issues recruiting and retaining staff. Therefore we are commissioning an external organisation to provide this service. This will allow us to carry out inspections on 40% of the stock in one year, with an optional contract extension built in to extend for a second year (allowing for 80% of the stock to be inspected in 2 years).

### 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

### 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

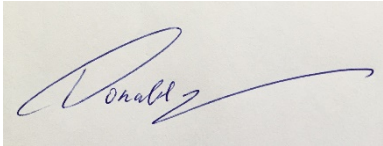
If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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No equalities impact identified - There are no workforce impacts as 4 of the 5 'in house' House Condition Inspector roles are vacant. The 5 <sup>th</sup> will remain in post supporting the programme.
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## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off: Donald Graham, Director Housing and Landlord Services</b> 
Date: 14/4/2023	Date: 18/04/2023

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<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.