

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Reconfiguration of service delivery to those who are vulnerable, marginalised and excluded.
Please outline the proposal.	Alternative source of funding from within the HRA to address, support, and advise those most at risk of vulnerability, marginalisation and exclusion within our social housing environment. Focused on the 3 tier model – building resilience, self-determination and providing care and support for those who most need it. A number of existing advice and support services will be amalgamated. It is proposed that WRAMAS, Rent Management, Local Crisis and IAG are merged as one, and that concurrently, Housing Advice and Tenant Support are merged.
What savings will this proposal achieve?	£1million recurring
Name of Lead Officer	Dorian Leatham / Mary Ryan

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
<p>Service users are not expected to experience any significant change in service provision as a result of the merger of support and advice services, though the changes should result in some positive impacts for a number of marginalised and vulnerable households across the city. Our most recent statistics:</p> <p>Of those tenants who have declared an ethnicity:</p> <ul style="list-style-type: none"> <li>● 77.2% are White British</li> <li>● 18.7% are BME</li> <li>● 4.2% are White other</li> </ul> <p>By disability:</p> <ul style="list-style-type: none"> <li>● 20.4% of our tenants identify as disabled.</li> </ul> <p>By age:</p> <ul style="list-style-type: none"> <li>● 11.0% of our tenants are aged over 75.</li> </ul>

Please outline where there may be significant negative impacts, and for whom.

None anticipated. Users will not experience any significant change in service provision.

**Could your proposal impact staff with protected characteristics?**

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

It is anticipated that there may be a reconfiguration of duties and responsibilities for existing post holders, particularly around the way the service is delivered.

Please outline where there may be negative impacts, and for whom.

None anticipated.

**Is a full Equality Impact Assessment required?**

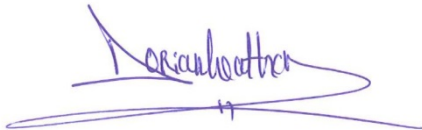
Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No. The information given is sufficient to make a full impact assessment unnecessary.

Service Director sign-off and date:



10/01/2018

Equalities Officer sign-off and date:

Jean Candler  
10/01/2018