

Equality Impact Assessment Report	Please enter responses below in the right hand columns
Date	23 February 2016
Sign-off path for EIA (please add/delete as applicable)	Cluster management team (e.g. CLT, DLT, ELT) Procurement Board, Corporate EIA Panel Cabinet
Title of Project, business area, policy/strategy	Removals and Storage Service
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London Borough of Lambeth	Please enter responses below in the right hand columns.
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Full Equality Impact Assessment Report

1.0 Introduction

1.1 Business activity aims and intentions

In brief explain the aims of your proposal/project/service, why is it needed? Who is it aimed at? What is the intended outcome? What are the links to the political vision, and outcomes?

In order to deliver many of the outcomes set out in the council's community plan 2013-2016, eg Lambeth residents have more opportunities for better quality homes, Lambeth Living, Lambeth's Arms Length Management Organisation (ALMO), Housing Service requires a reliable removals and storage service for tenants moving into void properties, temporary decants of tenants, litigation and tenants who are downsizing. The ALMO will as of June 2015 be reintegrated into Lambeth's Commissioning Cluster. In addition the Housing Delivery team within Business Growth and regeneration will require access to the framework for their six planned regeneration schemes. It is therefore proposed to Procure a framework of removals and storage firms, that can be used by all teams within the council. The framework will include where possible local providers, and will provide the following outcomes;

- a reliable removal and storage service
- Better value for money due to standard removals rates and more competitive pricing structure
- Quicker turnaround of void properties leading to an increase in rental revenues for the council
- Less disruption for Lambeth tenants as they can be rehoused more quickly
- Storage of belongings/furniture if tenant evicted and rehoused in a homeless hostel
- Improved supplier relations due to more predictable flow of work for suppliers
- Suppliers to know Lambeth's key priorities and to be encouraged to provide additional social value
- All teams within the council will be able to access the framework and it will offer a range of suppliers including larger firms with capacity for the 6 planned regeneration schemes and smaller more local suppliers for the 3 Housing area offices with their voids and responsive repairs requirements

2.0 Analysing your equalities evidence	
2.1 Evidence <i>Any proposed business activity, new policy or strategy, service change, or procurement must be informed by carrying out an assessment of the likely impact that it may have. In this section please include both data and analysis which shows that you understand how this decision is likely to affect residents that fall under the protected characteristics enshrined in law and the local characteristics which we consider to be important in Lambeth (language, health and socio-economic factors). Please check the council's equality and monitoring policy and your division's self assessment. Each division in 2012 reviewed its equality data and completed a self assessment about what equality data is relevant and available.</i> IF YOUR PROPOSAL ALSO IMPACTS ON LAMBETH COUNCIL STAFF YOU NEED TO COMPLETE A STAFFING EIA.	
Protected characteristics and local equality characteristics	Impact analysis For each characteristic please indicate the type of impact (i.e. positive, negative, positive and negative, none, or unknown), and: <i>Please explain how you justify your claims around impacts.</i> <i>Please include any data and evidence that you have collected including from surveys, performance data or complaints to support your proposed changes.</i> <i>Please indicate sources of data and the date it relates to/was produced (e.g. 'Residents Survey, wave 10, April 12' or 'Lambeth Business Survey 2012' etc)</i>
Race	Unknown No impact expected based on race – all members of the public regardless of race will be

	<p>treated equally. We are building equalities monitoring into the contract and performance indicators to ensure that the provision meets our equalities standards and is not disproportionate to any particular group.</p>
Gender	<p>Unknown</p> <p>This is a removals and storage contract which is available for all residents of Lambeth.</p>
Gender re-assignment	<p>Positive</p> <p>This is a removals and storage contract which is available for all residents of Lambeth suppliers will assess the property before giving a quote if they are successful they will have to send around a suitable member of staff to complete the job. For vulnerable clients we will request suppliers have a DBS check and have trained their staff suitably.</p>
Disability	<p>Positive</p> <p>This is a removals and storage contract which is available for all residents of Lambeth suppliers will assess the property before giving a quote if they are successful they will have to send around a suitable member of staff to complete the job. For vulnerable clients we will request suppliers have a DBS check and have trained their staff suitably.</p>
Age	<p>Positive</p> <p>We have included within the specification an option of packing and unpacking removal items as residents who use this service may not be able to do so. This should make the service easier for older individuals to access. However, this service is available for all ages who need the service to be completed.</p>
Sexual orientation	<p>Positive / Negative / Positive and negative / None / Unknown (delete as required)</p> <p>Please insert explanation and data here.</p> <p>This is a removals and storage contract which is available for all residents of Lambeth suppliers will assess the property before giving a quote if they are successful they will have to send around a suitable member of staff to complete the job. For vulnerable</p>

	clients we will request suppliers have a DBS check and have trained their staff suitably.
Religion and belief	None n/a
Pregnancy and maternity	None n/a
Marriage and civil partnership	None n/a
Socio-economic factors	None This contract will enable the smooth moving of Lambeth residents to other properties
Language	Positive and Negative Language hasn't been requested within the tender. If additional needs are required this can be taken into account when the removals service is booked in my the Council employee.
Health	Positive Residents will not be endangering their health during the lifetime of this contract. The service will be used to have items moved from one property to another meaning risk of health issues is reduced as it is completed by the supplier.
2.2 Gaps in evidence base <i>What gaps in information have you identified from your analysis? In your response please identify areas where more information is required and how you intend to fill in the gaps. If you are unable to fill in the gaps please state this clearly with justification.</i>	While no equalities impacts are anticipated, the service will be closely monitored and reviewed and equalities data will be collected. The current service is completed with quotes processes or low value contracts, this contract will allow the Council from multiple business units to access the same contract saving time and money.

3.0 Consultation, Involvement and Coproduction	
3.1 Coproduction, involvement and consultation <i>Who are your key stakeholders and how have you consulted, coproduced or involved them? What difference did this make?</i>	<p>There was involvement from the Housing teams, Estate Regeneration teams, Older People's teams within the Council. There was also engagement with Metropolitan Housing trust and Southwark council however, they decided not to continue with the tender.</p> <p>The service covers multiple areas where previously similar contract may have been in place but working in silo.</p>
3.2 Gaps in coproduction, consultation and involvement <i>What gaps in consultation and involvement and coproduction have you identified (set out any gaps as they relate to specific equality groups)? Please describe where more consultation, involvement and/or coproduction is required and set out how you intend to undertake it. If you do not intend to undertake it, please set out your justification.</i>	<p>Through bringing the different business units together this will save costs as sourcing the works together gave additional discounts through economies of scale.</p> <p>This service will specifically target residents in Council owned housing that will be being moved and also older people who may be in assisted living housing.</p>
4.0 Conclusions, justification and action	
4.1 Conclusions and justification <i>What are the main conclusions of this EIA? What, if any, disproportionate</i>	<p>This service will ease the moving of residents which can often be a stressful time. This will also positively impact Lambeth employees who will be able to call off a framework rather than complete quotes exercises which are time consuming and often delayed as suppliers</p>

EIA publishing date	
EIA review date	
Assessment sign off (name/job title):	

All completed and signed-off EIAs must be submitted to equalities@lambeth.gov.uk for publication on Lambeth's website. Where possible, please anonymise your EIAs prior to submission (i.e. please remove any references to an officers' name, email and phone number).