

EQUALITY IMPACT ASSESSMENT

Shelforce Surplus

Reference: EIA000353



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000353
Date Submitted	05/02/2024
Subject of the EIA	Shelforce Surplus
Brief description of the policy, service or function covered by the EIA	Shelforce is an award-winning manufacturing service within Birmingham City Council who specialise in the manufacture of PVC-U windows and doors (including Fire doors), and supply into local authority building projects. The majority of Shelforce's workforce have some form of disability ranging from mobility issues to autism and hearing impairments (76%), are male (90%), White-British (71%) and aged over 54 years (76%). The increased surplus from Shelforce that is generated through the investment in new machinery will generate greater efficiency and increase the capability of producing more sales of windows and fire doors. This will enable the business to meet the planned investment in our HRA stock. The impact from this change will be positive for the workforce and our residents.
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-04-01

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Housing"]
Division	Asset Management
Service area	Shelforce
Budget Saving	Yes

Officers

Responsible officer	Ranjeet Kaur
Accountable officer	Wayne Davies

Data Sources

Data sources	["Quantitative data (please specify in the box below)"]
Data source details	Power Bi Service Data



Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	<p>Positive Impact</p> <p>Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker:</p> <ul style="list-style-type: none"> - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire. Tenants with who are elderly may be more vulnerable due to factors such as reduced mobility. <p>The installation of new fire doors will enhance security and provide our tenants with additional time to evacuate in the event of a fire. Similarly children who may not understand how to react in the event of a fire will also have additional time to be evacuated or rescued.</p>
How will you mitigate against any negative impact to the age characteristic?	Positive Impact

Protected Characteristic – Disability

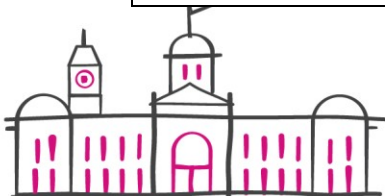
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
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<p>Please describe the impact to the disability characteristic</p>	<p>Positive Impact</p> <p>Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker:</p> <ul style="list-style-type: none"> - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire and therefore allowing more time to escape in the event of a fire.
<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>Positive Impact</p>

Protected Characteristic – Sex

<p>Does this proposal impact citizens based on their sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexes will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary"]</p>
<p>Please describe the impact to the sex characteristic</p>	<p>For staff (90% of Shelforce's workforce is male):</p> <ul style="list-style-type: none"> - Investment in new machinery will support staff to work more efficiently and learn new skills - The growth in sales will also provide more job security to existing staff <p>For tenants: 61.75% of tenants are female and 27.61% are male:</p> <ul style="list-style-type: none"> - Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker: - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire and therefore allowing more time to escape in the event of a fire.
<p>How will you mitigate against any negative impact to the sex characteristic?</p>	<p>Positive Impact</p>



Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
Please describe the impact to the gender reassignment characteristic	<p>Whilst we do not gather data on this characteristic, all genders will also experience the positive impact in that:</p> <ul style="list-style-type: none"> - Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker: - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire and therefore allowing more time to escape in the event of a fire.
How will you mitigate against any negative impact to the gender reassignment characteristic?	Positive Impact

Protected Characteristic - Marriage and Civil Partnership

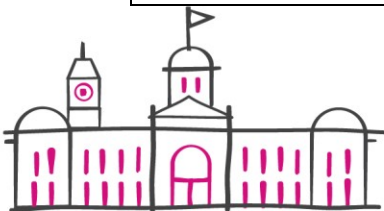
Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	Yes
What legal marital or registered civil partnership status will be impacted by this proposal?	<p>["Single", "Never married and never registered a civil partnership", "Married: Same sex", "Married: Opposite sex", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Separated, but still married", "Separated, but still in a registered civil partnership", "Divorced", "Formerly in a civil partnership now legally dissolved", "Widowed", "Surviving partner from civil partnership"]</p>



<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>Whilst we do not gather data on this characteristic, our tenants could fall under any of the legal marital or registered civil partnership statuses available for selection in the box above and therefore this characteristic will also experience the positive impact in that:</p> <ul style="list-style-type: none"> - Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker: - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire and therefore allowing more time to escape in the event of a fire.
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>Positive impact</p>

Protected Characteristic - Pregnancy and Maternity

<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
<p>Please describe the impact to the pregnancy and maternity characteristic</p>	<p>We do not collect data on this characteristic at present, however tenants who are pregnant will also experience the positive impact in that:</p> <ul style="list-style-type: none"> - Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker: - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire. Tenants who are pregnant may be more vulnerable due to factors such as reduced mobility. The installation of new fire doors will enhance security and provide our tenants with additional time to evacuate in the event of a fire.



How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	Positive Impact
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Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]
Please describe the impact to the ethnicity and race characteristic	<p>For staff (71% of Shelforce's workforce is White British):</p> <ul style="list-style-type: none"> - Investment in new machinery will support staff to work more efficiently and learn new skills - The growth in sales will also provide more job security to existing staff <p>For tenants: (45.3% of tenants are are White British, in other ethnic categories this figure is less than 10% however we offer tenancies regardless of race or ethnicity and therefore all could be impacted):</p> <ul style="list-style-type: none"> - Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker: - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire and therefore allowing more time to escape in the event of a fire.
How will you mitigate against any negative impact to the ethnicity and race characteristic?	Positive Impact



Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	<p>We do not collect data on this characteristic at present, however our tenants could hold any religion or belief will also experience the positive impact in that:</p> <ul style="list-style-type: none"> - Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker: - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire and therefore allowing more time to escape in the event of a fire.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Positive Impact

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]



<p>Please describe the impact to the sexual orientation characteristic</p>	<p>For staff (71% of Shelforce's workforce is Heterosexual, the rest of the workforce have not disclosed this equality information):</p> <ul style="list-style-type: none"> - Investment in new machinery will support staff to work more efficiently and learn new skills - The growth in sales will also provide more job security to existing staff <p>For our tenants: More than 50% have identified themselves as heterosexual. However, a portion of our tenants have chosen not to disclose their sexual orientation, which could be diverse, and thus, they may experience a positive impact:</p> <ul style="list-style-type: none"> - Investment in new machinery will allow the Asset Management Service to improve the quality, warmth and safety of our tenant's homes quicker: - The new windows will be more energy efficient, reducing the cost of bills for our tenants, and will help to improve security. - The new Fire doors will help with both security and protection from fire and therefore allowing more time to escape in the event of a fire.
<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>Positive impact</p>

Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>n/a</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>n/a</p>

