

# EIA000925 Shelforce Surplus and Increased Supply

## About your EIA

Reference Number:	EIA000925
Subject of EIA:	Shelforce Surplus and Increased Supply
Description:	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 we made last year in new machinery and recruitment of additional staff 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. This is not a new proposal but a continuation of the work we began last year. This increased production and sales and continuation of business as usual activities, is generating savings.
In support of:	["Amended function", "Amended service"]
Reviewing Frequency:	Annually
First review date:	30/01/2026

## Directorate, Division & Service Area

Directorates:	["City Housing"]
Division:	City Housing
Service Area:	Asset Management

## Budget Savings

Related to budget savings?:	83 & 267
Budget proposal reference number:	83 & 267

## Officers

Responsible Officer Email:	Wayne.Davies@birmingham.gov.uk
Accountable Officer Email:	Paul.Langford@Birmingham.gov.uk

## Data Sources

Data sources:	n/a
Data sources Details:	n/a

## Initial Assessment

Impact Age:	Yes
Impact Disability:	Yes
Impact Sex:	Yes
Impact Gender Reassignment:	Yes
Impact Marriage and Civil Partnerships:	Yes
Impact Pregnancy and Maternity:	Yes
Impact Race:	Yes
Impact Religion or Beliefs:	Yes
Impact Sexual Orientation:	Yes
Impact Care Experience:	

## Initial Assessment Summary

Initial Assessment Summary:	This proposal is a continuation of work we began last year and there are no changes to the proposal. Our initial assessment has shown that there will be no additional impact on people than already considered in the existing EIA which has been attached to this submission. It is also important to note that the impact of this proposal is positive, no negative impacts has been identified. This proposal seeks to continue generating savings through investment we have already made. This is resulted in increased production and sales which are generating further savings.
Is a full EIA Required?:	yes

## Protected Characteristic – Age

Impact Age:	
Age Group Impacted:	["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"]
Age Impact Details:	Positive Impact 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 with who are elderly 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. 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.
Age Impact Mitigation:	n/a

## Protected Characteristic – Disability

Impact Disability:	yes
Disability Impact Details:	Positive Impact 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 with who are elderly 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. 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.
Disability Impact Mitigation:	n/a

## Protected Characteristic – Sex

Impact Sex:	Yes
Sex Groups Impacted:	["Male","Female","Non-binary"]
Sex Impact Details:	For staff ( 90% of Shelforce's workforce is male): - 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 For tenants: 61.75% of tenants are female and 27.61% are male: - 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.
Sex Impact Mitigation:	n/a

## Protected Characteristic – Gender Reassignment

Impact Gender Reassignment:	yes
Gender Reassignment Impact Details:	Whilst we do not gather data on this characteristic, all genders will also experience the positive impact in that: - 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.
Gender Reassignment Impact Mitigation:	n/a

## Protected Characteristic – Marriage and Civil Partnership

Impact Marriage and Civil Partnership:	yes
Marriage and Civil Partnership Groups Impacted:	["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"]
Marriage and Civil Partnership Impact Details:	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: - 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.
Marriage and Civil Partnership Impact Mitigation:	n/a

## Protected Characteristic – Pregnancy and Maternity

Impact Pregnancy and Maternity:	yes
Pregnancy and Maternity Impact Details:	We do not collect data on this characteristic at present, however tenants who are pregnant will also experience the positive impact in that: - 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.

Pregnancy and Maternity Impact Mitigation:	n/a
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## Protected Characteristic – Ethnicity and Race

Impact Ethnicity and Race:	yes
Ethnicity and Race Groups Impacted:	["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"]
Ethnicity and Race Impact Details:	For staff (71% of Shelforce's workforce is White British): - 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 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): - 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.
Ethnicity and Race Impact Mitigation:	n/a

## Protected Characteristic – Religion

Impact Religion:	yes
Religion Groups Impacted:	For staff (71% of Shelforce's workforce is White British): - 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 For tenants: (
Religion Impact Details:	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: - 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.
Religion Impact Mitigation:	n/a

## Protected Characteristic – Sexual Orientation

Impact Sexual Orientation:	yes
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Sexual Orientation Groups Impacted:	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]
Sexual Orientation Impact Details:	For staff (71% of Shelforce's workforce is Heterosexual, the rest of the workforce have not disclosed this equality information): - 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 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: - 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.
Sexual Orientation Impact Mitigation:	n/a

## Protected Characteristic – Care Experience

Impact Care Experience:	yes
Care Experience Impact Details:	
Care Experience Impact Mitigation:	

## Other

Any other risks or impacts:	n/a
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## Full Assessment Summary

Full Assessment Summary:	No negative impact to people has been identified and an approved EIA is already in place.
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## Monitoring

Monitoring Details:	We will monitor impact and progress through BI monitoring reports, this will be reviewed at our City Housing Transformation Boards
Monitoring Officer Email:	Wayne.Davies@birmingham.gov.uk

