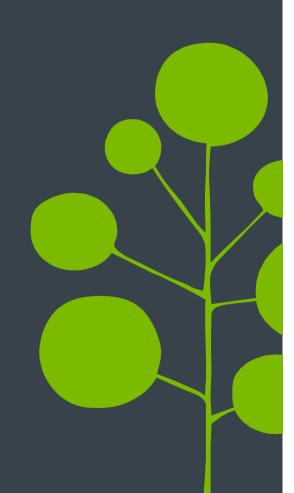
Brighton Housing A&A

6th March 2009

Martin Symonds – Housing Inspector







Key messages

- Positive relationships built with residents since 2006
- Strong self-awareness of current service delivery and areas that need to improve
- Solid progress in improvement
- Effective improvement planning
- Understanding of costs and use of benchmarking is an area for development



Access and Customer Focus

Strengths

- Committed staff who demonstrate a professional and caring approach towards customers
- Sign up / settling in visit encourages involvement
- Late opening of HIMT (6.30 p.m. M-Th)
- Informative website rents payable on line
- Effective use made of newsletters
- Information about rents is comprehensive easy to understand
- Helpful advice leaflets
- Home visits and office interviews provided with 5 days of request



Access and Customer Focus

Areas for improvement

- Some staff not fully engaged in RI could be clearer part of induction e.g. for income management staff
- Clear and measurable service standards not in place
- Tenant handbook does not explain RI well
- Website not being used to full potential
- Interview room facilities at Bartholomew House do not support the Income Management service
- Innovative methods of communication e.g. texting not being used to full potential
- Residents not fully involved in complaints monitoring
- Satisfaction surveys not coordinated
- Telephone systems do not enable analysis of answering performance in the HI team



Diversity

Strengths

- Diversity awareness among staff and customers seen is generally good
- Some good examples of wider engagement outside of traditional structures (AMP)
- Clear progress being made on EIAs for both HIM and RI
- Information available in a range of languages and formats
- Some good (and emerging) work with component communities youth, BME
- Meeting venues are generally accessible (but not all offices meet DDA)
- Wide range of payment methods enables people with diverse needs to pay in a convenient way



Diversity

Areas for improvement

- The profile of some tenant representative bodies does not reflect the profile of the local community
- Participation by different methods is not monitored by diversity
- Not monitoring all diversity strands in rent recovery activity. (the IT system has a facility to record this)
- Gaps in information about tenant vulnerability on the IT database is a barrier to arrears prevention and income generation



Value for Money

Strengths

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- Good understanding of various payment transaction costs and promotion of cost effective method
- Making some good use of additional resources contractor input

Areas for improvement

- Understanding of costs of different elements of RI is not as strong as it could be – making benchmarking difficult
- There is little commentary and analysis on those benchmarking reports seen
- Management costs are higher than those for your peers
- Cost and quality is not clearly linked e.g. levels of satisfaction v cost of service



Resident Involvement

Strengths

- Resident involvement is well resourced and supported
- Relationships between tenants and councillors are mature and productive
- Residents consulted on wide range of issues various WGs etc
- Short term tenants focus groups are a useful way of engaging on policy issues
- There are many examples of the council, residents and partners working to build community capital and cohesion – e.g. Our Neighbourhood
- RI integrates well with other partners
- Devolved budgets for residents associations play an important role in encouraging and maintaining interest in resident associations
- Tenants are an integral part of planning processes they inform the SIP
- Residents play an active role in performance monitoring
- Effective use is made of the independent resource centre builds capacity
- Annual feedback provided on RI impact



Resident Involvement

Areas for Improvement

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- There is no over-arching resident involvement strategy
- The TP compact does not spell out clearly what to expect from the council. It does not list the resources available nor service standards
- There is not a clear menu of options for engagement including informal ways
- The formal structures work but may now be too heavy
- There is no database of preferred method of consultation on the computer system
- More steps could be taken to tap into existing representative bodies in the city to encourage a wider representation

Housing Income Management

Strengths

- The establishment of a dedicated HI team has had a positive impact
- Rent arrears have reduced to around the median for unitaries
- Staff are aware of the importance of preventative work to reduce evictions focus on financial inclusion
- Evictions have reduced significantly
- Good, quick access to money advice
- Liaison between the Income Team and HB is strong
- The introduction of E-benefits has enabled faster HB processing
- Effective use is being made of DHPs to reduce any HB shortfall for vulnerable tenants
- Staff are provided with clear procedures and policies in relation to rent collection and recovery
- A broad range of initiatives are used to promote a rent payment culture (eg signs on vans)
- Service charges are disaggregated and are shown clearly on rent increase letters
- FTAs are being actively managed use made of prompt tracing



Housing Income Management

Areas for improvement

- There is a lack of a financial inclusion strategy
- Training arrangement for Income Management staff are not robust -Staff need more guidance on which agency to sign post people
- Rent reports do not allow sufficient analysis of performance (e.g. how many agreements have been broken)
- Interview rooms do not include appropriate IT facilities
- Mobile technology is not available to assist Income Managers when carrying out home visits
- Integration and communication between area offices and HIMT may not be as effective as it should be
- There is no weekend or late evening working for the HIMT
- Payment by DD could be further promoted
- It can still take too long to set up rent accounts
- Targets have not been set for reduction in FT arrears



Future prospects

- Significant progress has been made in strengthening / rebuilding trust with tenants since the ballot
- Trends in PIs are generally positive
- High level of self awareness
- The HRABP reflects the principles of effective service planning and the full range of housing management challenges faced by the Council
- The SIP sets out a clear 3 year programme for management of the housing stock and is built on strong links to residents priorities
- Staff have been widely consulted over the development of the SIP 2009-12
- It will be easy for residents to hold the council to account over its SIP 2009-12. There is a clear list of success factors
- But some aspects of draft service BPs could be clearer eg milestones
- Budget provision allows for IT capacity to be built
- High staff turnover and sickness is a barrier but is being addressed

N audit commission

Recommendations

Recommendations will follow

