

# Equality Impact Assessment

This **online** equality impact assessment should:

An equality impact assessment should take place when considering doing something in a new way. Please submit your completed EIA as an appendix to your committee report. Please remember that this will be a public document – do not use jargon or abbreviations.

**Service**

**Title of policy, service, function, project or strategy**

**Type of policy, service, function, project or strategy:** Existing  New/Proposed

**Lead Officer**

**People involved with completing the EIA**

**Step 1.1: Make sure you have clear aims and objectives**

Q1. What is the aim of your policy, service, function, project or strategy?

Q2.

Who is intended to benefit? Who will it have a detrimental effect on and how?

**Step 1.2: Collecting your information**

Q3. Using existing data (if available) and thinking about each group below, does, or could, the policy, service, function, project or strategy have a negative impact on the groups below?

Group	Negative	Positive/No Impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faith, religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender including marriage, pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation including civic partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other socially excluded groups such as carers, areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Step 1.3 – Is there a need to consult!**

Q4. Who have you consulted with? If you haven't consulted yet please list who you are going to consult with? Please give examples of how you have or are going to consult with specific groups of communities

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A cross party member group was set up in September 2019 as a lead into preparation of the strategy. Capital Strategy Group were consulted at their meeting in June 2020. Specialist reports have been provided by Trowers and Savills setting out the legal and financial implications and potential benefits of setting up the LATCo to drive forward housing delivery.

## Step 1.4 – Assessing the impact

Q5. Using the existing data and the assessment in questions 3 what does it tell you, is there an impact on some groups in the community?

<b>Age:</b> Positive. The LATCo will positively contribute to a blend of borrowing that will allow the council to deliver its identified priorities including extra care housing for older people
<b>Disability:</b> Positive. The LATCo should contribute towards increasing the provision of specialist/accessible housing
<b>Faith, Religion or Belief:</b> It is not expected that the strategy will adversely affect these groups and could have positive impacts through supporting groups through increasing the choice of housing available locally.
<b>Gender including Marriage, Pregnancy and Maternity:</b> No impact
<b>Gender Reassignment:</b> No adverse impact expected
<b>Race:</b> No adverse impact expected although continued dialogue with BAME is needed to explore potential for positive impact.
<b>Sexual Orientation including Civic Partnership:</b> should be positive by increasing the choice of housing available locally.
<b>Rural Communities:</b> The main schemes initially identified are in urban locations, but this is not to say that rural sites would not be considered in the future and where a housing need is identified

## Step 1.5 – What are the differences?

Q6. If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

No group will be directly or indirectly discriminated against - the LATCo will seek to increase the choice and quality of housing available to all groups.

Q7. Do you need any more information/evidence eg statistic, consultation. If so how do you plan to address this?

The report recommends the commissioning of further specialist Legal Advice to set up the LATCo.

## Step 1.6 – Make a recommendation based on steps 1.1 to 1.5

Q8. If you are in a position to make a recommendation to change or introduce the policy, service, function, project or strategy, clearly show how it was decided on.

A cross party member group was established in September 2019 to commence the formulation of the new Homes Strategy and identify the key priorities. Capital Strategy Group were also consulted prior to seeking endorsement from Cabinet. An initial report was presented to Cabinet in July setting out the key priorities and actions, with a further approval required to approve the draft document.

Q9.  
If  
you

are not in a position to go ahead, what actions are you going to take?

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Q10. Where necessary, how do you plan to monitor the impact and effectiveness of this change or decision?

The Governance Arrangements will be agreed as next steps if the report is approved. A Stakeholder Committee (made up of elected members) may be set up for monitoring and scrutiny.