

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!

Equality Impact Assessment

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

Extensive consultation has taken place with partner Local Authorities in Cumbria as well as specialist organisations. Due to having to undertake a procurement exercise to select a suitable Hub Provider limited dialogue has taken place with specific community groups or parties who may wish to bid for the Contract. If approved, It is intended to undertake further consultation and engagement across Lancaster district with community groups i.e with Parish Councils, Neighbourhood Plan Groups and any other groups that may be interested in developing projects. Further engagement is also planned through the Communities Together Forum in 2019. Some dialogue will also take place with the council's Consultation Officers in order to formulate an engagement plan if/when an officer is appointed.

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?

Age: Positive. One active community group is seeking to provide a community led development for people over 55.

Disability: It should be positive depending upon the needs of any groups and their requirements.

Faith, Religion or Belief: Positive - this could be a unique opportunity to support and develop a community housing project for a distinct group whose needs may not be otherwise identified or met.

Gender including Marriage, Pregnancy and Maternity: No impact either way

Gender Reassignment: Either none or positive - it could provide an opportunity to deliver a scheme for a community group that would not otherwise be met

Race: Positive - it could provide an opportunity to provide a bespoke project for a group who may have specific needs that may not be met.

Sexual Orientation including Civic Partnership: Either none or positive

Rural Communities: Positive - a number of community groups have already been established in rural areas where communities recognise there is an unmet housing need for local people (often in high value areas where housing is unaffordable).

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?

None expected but the further engagement that will take place once the proposed officer post is filled there should be an opportunity to monitor and review any impacts/outcomes. An engagement plan will be devised once the officer post is filled.

Q7.

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

An engagement plan will be devised with sign off by the Council's Consultation Officers and records and feedback will be maintained.

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.

Equality Impact Assessment

The original funding allocation was received from central government to allow Local Authorities most affected by second homes ownership to support and develop community led housing schemes and therefore the proposal meets the government's original objectives. The main limiting factor in taking forward proposals is access to suitable land. However, specific groups wishing to take any proposals forward should have the same opportunities as any other parties but will have the benefit of a range of local and specialist support to assist them in doing so.

Q9.
If
you
are

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

N/A

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

The Community Housing Hub will have a steering group which will include all 6 x Local Authorities who are establishing the partnership. The effectiveness of the Hub will be monitored after Year 1 and further funding may be sought in order for it to continue (hopefully through external funding). Feedback from groups in the effectiveness of the Hub will be collated as part of the monitoring process and some milestones/objectives will be set out at the Contract commencement. The Hub Provider will be expected to collect monitoring information which will be reviewed at regular intervals. Induction training will be provided to the new member of staff in connection with the relevant equality and engagement policies and good practice. It is intended that the effectiveness of the officer post will be monitored and feedback requested from groups.