

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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The Communities Together Group were consulted in 2019 before any drafting of the strategy had begun. The purpose of the consultation was to establish if BAME communities in Lancaster district had specific needs that would need to be addressed in the strategy. 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 and recommended that a report be prepared for Cabinet to seek approval to implement initial measures and to endorse the priorities identified. More detailed consultation is planned once the final draft of the Homes Strategy has been produced.

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. The Strategy acknowledges the need for purpose built extra care housing for older people in Lancaster district with recommendation actions to meet that need.

Disability: Positive. The Strategy will seek to meet the identified needs of people with a range of disabilities in Lancaster district working closely with commissioning leads/teams in Lancashire County Council.

Faith, Religion or Belief: It is not expected that the strategy will adversely affect these groups and could have positive impacts through supporting groups to take forward community led housing to meet a specific need.

Gender including Marriage, Pregnancy and Maternity: No impact

Gender Reassignment: No adverse impact expected

Race: No adverse impact expected although continued dialogue with BAME is needed to explore potential for positive impact.

Sexual Orientation including Civic Partnership: could be positive as some discussion has taken place with Out In the Bay to identify the housing needs of the LGBT community and ways in which the council can increase the housing choices available to this group

Rural Communities: Positive mainly because allocations of affordable housing in rural areas is given to people with a local connection. The council does not support development in rural areas which are not deemed to be sustainable settlements, which could limit housing choice and availability but rural exception sites still allow for affordable housing developments in these instances.

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 and whilst the strategy will make a genuine attempt to meet the needs of a wide range of groups and communities, the level of affordable/specialist housing being generated as a result of the strategy will not meet the entire district's needs.

Q7.
Do

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

Further consultation will be undertaken once a final draft document is prepared.

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

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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. The Housing Strategy sits within the council's policy framework and requires approval of Cabinet and Full Council.

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?

This is the first in a series of reports and work is still ongoing to complete the final draft document. However, in order to give the strategy the best chance of being successfully implemented, Cabinet are required to approve some initial key actions which have emerged as the strategy is being prepared. Subject to necessary approvals, the Homes Strategy period is five years and would be reviewed periodically.