

Equality Impact Assessment / Equality Analysis

Title of service or policy	Enabling & Development
Name of directorate and service	Housing Services, Community Regeneration
Name and role of officers completing the EIA	Louise Davidson, Lizzie Cox
Date of assessment	July 2014

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council’s and NHS Bath and North East Somerset’s websites.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service including</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>The Council’s Housing Enabling & Development function is delivered by a small team of 2.5 FTE posts sitting within the wider Housing Service and is supported by other Housing functions including Homesearch, Private Housing and admin.</p> <p>Primarily the Service is charged with co-ordinating, commissioning, negotiating and funding the supply of new affordable housing and specialist housing projects across the District, working collaboratively with other Council teams and departments as well as outside organisations.</p> <p>Maximising the supply of new housing is a key driver for the service and an annual target of 160 new affordable homes is the Team’s headline goal.</p>
1.2	<p>Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	<p>Existing but refocused service following significant Directorate changes and new management arrangements as well as a change in strategic focus.</p> <p>National requirement: Working strategically and corporately with stakeholders, partners and other agencies to ensure that the housing needs of the District are identified and understood;</p>

		<p>to influence and enable the supply of housing through new build or by adapting existing supply to address imbalances in the local housing market;</p> <p>to maintain or create sustainable communities, and sustain the social and economic well-being of the district.</p> <p>To deliver housing products through planning gain or targeted public funding which are affordable in the context of the District.</p>
1.3	Do the aims of this service link to or conflict with any other policies of the Council?	<p>Creating sustainable, balanced communities that contribute towards making B&NES a vibrant, economic place to live & work is a theme which underpins the Corporate strategy. Delivery of affordable housing and rebalancing the market is a key element of this driver.</p> <p>There can be conflicts in terms of planning issues / requirements and with values for the disposal of Council land assets.</p>

2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, gender, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	Key questions	Data, research and information that you can refer to	
2.1	What is the equalities profile of the team delivering the service/policy?	2 women, 1 man. 1 member of staff with hearing impairment	
2.2	What equalities training have staff received?	All members of staff have attended equalities training as appropriate for their role	
2.3	What is the equalities profile of service users?	There is no direct service provision to service users	
2.4	What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, consultation findings). Are there any gaps?	Data not collected directly – RP’s collate Customer Satisfaction Surveys from tenants on new developments	
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Part of HCA registration is that RP’s have to have equality policies in place and are audited on these as part of the regulatory judgement	
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	There are no plans at this time to carry-out any consultations.	
3. Assessment of impact: ‘Equality analysis’			
	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy: <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or helps promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 		
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Gender – identify the impact/potential impact of the policy on women and men.	The Enabling and Development team is responsible for the delivery of new affordable homes but not the allocation	

3.2	Pregnancy and maternity	of those homes, unless working to provide housing for a specific client group. All homes are delivered to a required standard irrespective of the end user.	
3.3	Transgender – identify the impact/potential impact of the policy on transgender people		
3.4	Disability - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical and mental impairments)	Expectation that a significant proportion of new AH flats with lifts will be built to Building Regulations Part M Category 2 and 10% of new AH will be Category 3 (wheelchair)	
3.5	Age – identify the impact/potential impact of the policy on different age groups	Working with developers & service providers to deliver Extra Care Homes. Promoting the use of HAPPI standards for age restricted properties. Expectation that a significant proportion of new AH flats with lifts will be built to Building Regulations Part M Category 2	
3.6	Race – identify the impact/potential impact on different black and minority ethnic groups		
3.6	Sexual orientation - identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people	The Enabling and Development team is responsible for the delivery of new affordable homes but not the allocation of those homes, unless working to provide housing for a specific client group. All homes are delivered to a required standard irrespective of the end user	
3.7	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?		
3.8	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.		
3.9	Socio-economically disadvantaged – identify the impact on people who are disadvantaged due to factors like family background,	Securing social rented dwellings and targeting costs of intermediate housing to LHA level	

	educational attainment, neighbourhood, employment status can influence life chances		
3.10	Rural communities – identify the impact / potential impact on people living in rural communities	Working with rural communities as required to assess local housing need and delivery of affordable homes	

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Implications of revisions to Part M which may restrict the ability to secure accessible housing	Seeking appropriate policy frameworks in Placemaking Plan	Adoption of Placemaking Plan in April 2016	Louise Davidson	April 2016
Working better with Homeseach and RP's to target delivery of wheelchair units	Policy development	Consultation with RP's Jan 2015 Cabinet report Feb/March 2015	Louise Davidson	April 2015

Improved Housing Services engagement with Health and Wellbeing Board and wider regeneration initiatives to further promote the role of affordable housing and improving the outcomes to individuals and neighbourhoods	Attendance on Corporate steering groups and contribution to Corporate and Service Plans	Ongoing	Louise Davidson	Ongoing

5. Sign off and publishing

Once you have completed this form, it needs to be ‘approved’ by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council’s and/or NHS B&NES’ website. Keep a copy for your own records.

Signed off by: John Wilkinson (Divisional Director)

Date: 17 December 2014