

Appendix 4 - Equality Impact Needs Assessment

The Diversity Promise - *Better for all*

1. Title of Policy/Service/Project	Development at Ibbertson Way Garages, Bournemouth, BH8 0JF
2. Service Unit	Housing (Development)
3. Lead Responsible Officer and Job Title	Jonathan Thornton, Housing Development Manager
4. Members of the Assessment Team:	Lindsay Shearer, Project Manager
5. Date assessment started:	7th October 2019
6. Date assessment completed:	7th October 2019

About the Project:

7. What type of project is this?	New build housing project
8. What are the aims/objectives of the policy/service/project? (please include here all expected outcomes)	<p>To provide additional sustainable affordable housing. The completed project will provide much needed additional affordable rented housing within the conurbation.</p> <p>The project will provide an increase in job opportunities within the construction sector during the construction phase.</p> <p>The scheme will generate a long-term surplus to the Housing Revenue Account.</p>
9. Are there any associated services, policies or procedures?	No

10. List the main people, or groups of people, that this policy/service/project is designed to benefit and any other stakeholders involved?

This project will benefit families which are either homeless or they may live in unsuitable or over occupied housing.

11. Will this policy/service/impact on any other organisation, statutory, voluntary or community and their clients/service users?

No.

Consultation, Monitoring and Research

Where there is still insufficient information to properly assess the policy, appropriate and proportionate measures will be needed to fill the data gaps. Examples include one-off studies or surveys, or holding informal consultation exercises to supplement the available statistical and qualitative data.

If there is insufficient time before the implementation of the policy to inform the EINA, specific action points will be need to be clearly set out in the action plan. Steps must include monitoring arrangements which measure the actual impact and a date for a policy review.

Consultation:

12. What involvement/consultation has been done in relation to this (or a similar) policy/service/project and what are the results?

Consultation with the Housing Portfolio Holder (who is also a Ward Councillor) on this individual scheme has been undertaken; Ward Councillors have been updated with the scheme progress (both pre and post planning). The scheme has been discussed at Townsend Together Team meetings (Community group) and also with relevant council staff. Garage tenants have been notified prior to planning submission and once planning was submitted to terminate their tenancies. The garages are now vacant, awaiting demolition.

13.If you have not carried out any consultation, or if you need to carry out further consultation, who will you be consulting with and by what methods?

No further consultation is to be held. Local residents will be contacted regarding the construction phase, including timescales and contact details of the contractor.

Monitoring and Research:

14.What data, research and other evidence or information is available which is relevant to this EINA?

The unit type and mix has been informed from housing register statistics including the number of applicants on the housing register and the average waiting time. The completed units will be let and managed on the same basis as our existing housing stock and all EINA's and other policies which apply to our existing stock will apply to these new units.

15.Is there any service user /employee monitoring data available and relevant to this policy/service/project? What does it show in relation to equality groups?

Annual CORE data and resident surveys.

Admission for new residents to the scheme will be by objective eligibility criteria, which will be operated and monitored by Housing Solutions, who undertake property allocations for the Council to ensure that the properties are let to those in housing need.

16.If there is a lack of information, what further information do you need to carry out the assessment and how are you going to gather this?

N/A

Assessing the Impact

	Actual or potential positive benefit	Actual or potential negative outcome
17. Age	Admission for new residents to the scheme will be by objective eligibility criteria, which will be operated by Housing Solutions, who undertake property allocations for the Council to ensure that the properties are let to those in housing need.	The properties are designed for families, couples and single people. There will be no loss of existing provision for other client groups as a result of this project.
18. Disability	Properties will be constructed to Building Control Approved Document Part M (access to and use of buildings).	No issues regarding disability have been identified but this factor will be considered and monitored along with any service user identified needs.
19. Gender	Properties will be eligible for all eligible applicants on the housing register.	No issues regarding gender have been identified but this factor will be considered and monitored along with any service user identified needs.
20. Gender reassignment	Properties will be eligible for all eligible applicants on the housing register.	No issues regarding gender reassignment have been identified but this factor will be considered and monitored along with any service user identified needs.
21. Pregnancy and Maternity	Properties will be eligible for all eligible applicants on the housing register.	No issues regarding pregnancy and maternity have been identified but this factor will be considered and monitored along with any service user identified needs.
22. Marriage and Civil Partnership	Properties will be eligible for all eligible applicants on the housing register.	No issues regarding marriage and civil partnership have been identified but this factor will be considered and monitored along with any service user identified needs.
23. Race	Properties will be eligible for all eligible applicants on the housing register.	No issues regarding race have been identified but this factor will be considered and monitored along with any service user identified needs.
24. Religion or Belief	Properties will be eligible for all eligible applicants on the housing register.	No issues regarding religion or belief have been identified but this factor will be considered and monitored along with any service user identified needs.

	Actual or potential positive benefit	Actual or potential negative outcome
25. Sexual Orientation	Properties will be eligible for all eligible applicants on the housing register	No issues regarding sexual orientation have been identified but this factor will be considered and monitored along with any service user identified needs.
26. Any other factor/ groups e.g. socio- economic status/carers etc	Properties will be eligible for all eligible applicants on the housing register.	No other issues have been identified but these factors will be considered / monitored along with any service users identified needs.
27. Human Rights	Will facilitate Article 11 of the International Covenant on Economic, Social and Cultural Rights - the right of everyone to an adequate standard of living for themselves and their family, including adequate food, clothing and housing.	No human rights issues have been identified but these factors will be considered / monitored along with any service users identified needs.

Stop - Any policy which shows actual or potential unlawful discrimination must be stopped, removed or changed.

28. If impacts have been identified include in the action plan what will be done to reduce these impacts, this could include a range of options from making adjustments to the policy to stopping and removing the policy altogether. If no change is to be made, explain your decision:

The Affordable rented properties will be eligible for all eligible applicants on the housing register.

Action Plan

Include:

- What has/will be done to reduce the negative impacts on groups as identified above.
- Detail of positive impacts and outcomes
- The arrangements for monitoring the actual impact of the policy/service/project

29. Issue identified	Action required to reduce impact	Timescale	Responsible officer	Which Business Plan does this action link to e.g. Service Equality Action Plan/Team Plan
<p>The properties are designed for families - 2 bed and 3 bed houses.</p>	<p>One larger family home will be provided on this site along with two smaller family homes.</p> <p>Two bed houses can be more suitable for those occupying larger properties than they need. Subsequent downsizing will free up larger family homes.</p> <p>The identification of housing need for specific client groups within the Neighbourhood will be monitored as part of the ongoing Housing Strategy process.</p>	<p>Ongoing</p>	<p>Affordable Housing & Resettlement Manager</p>	<p>Housing Strategy</p>