

Equality Impact Assessment Report Template

Name of policy, procedure or function: Black and Minority Ethnic Housing Strategy		
Service Area: Housing Strategy	Team Members: Donna Dwyer, Richard Graves, Kazi Mashud (CREC) and Sarah Cromie	Date: 25th September 2006

Findings

The main aims of the BME Housing Strategy is:

- To provide a framework to ensure BME communities in Charnwood receive appropriate housing and related services.
- That services are sensitive to differing needs and preferences of various communities
- Addressing needs/eliminating unfair discrimination and inequality and encouraging social inclusion

Scope of the Strategy and assessment

- Cross tenure – private housing issues
- Builds on housing strategy – includes planning, EH, health etc.
- Environmental health - private housing

This is a focused piece of work looking at the needs of Black and minority ethnic people in housing. Focus group work has been carried out by Ecotec and consultancy specialising in consultation with under represented groups.

The main equalities issues that arose are related to the lack of information we have on people's specific needs. The Strategy will pick up actions and issues related to the specific groups within the EIA e.g. disability, gender etc. It also picked up communication barriers between the Council and individuals and groups with relation to the services the Council provides and how people can access them.

Some work will be done with staff to raise awareness of the BME Housing Strategy including the findings from the focus groups and the impact the Strategy will have on working practices and projects.

Further Actions

Problem/barrier identified	Actions to overcome problem/barrier	Resources required	Responsibility	Target date
Lack of customer profile information	<ul style="list-style-type: none"> • Map community profile using County Councils information • Develop customer profile of our own customers • Provide information to managers on a 1/4ly basis 	Officer Time Officer Time	Donna Dwyer John Delahunty Richard Graves	? Oct 06 – March 07 Ongoing

Share information with our partners on customer profile	Work with our partners to develop more detailed local profile. Partner sessions on new populations and needs within the borough.		Steve Phipps	Apr 07
Raising awareness of the BME Housing Strategy	2 ½ day sessions with staff	Officer Time	Donna Dwyer	January 07
Language barrier – barrier to accessing the service	Translated signposting leaflet on housing services	Officer Time	Donna Dwyer	
Barriers due to Race	<ul style="list-style-type: none"> • Recommendations from Ecotec report to be included in the action plan and Strategy • Managing negative publicity 	Officer Time	Donna Dwyer	Cabinet Date
Barriers due to Gender	Include in strategy an action to address woman’s needs within the BME community	Officer Time	Donna Dwyer	Cabinet Date
Sharing information	Share list of consultees and groups with comms team	n/a	Donna Dwyer	
Raise awareness on disability adaptations	Include action in Strategy action plan on raising awareness of services that ensures BME people with disabilities know about the services.	Officer Time	Donna Dwyer	Cabinet Date
Collection of monitoring information	Include action in Strategy action plan to embed monitoring info in service and service review	Officer Time	Donna Dwyer	Cabinet Date