

Charnwood Borough Council
Equality Impact Assessment
'Knowing you customers needs'

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation - Equality duty:

As a local authority, which provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

What is prohibited?

1. Direct discrimination, including by association and perception.
2. Indirect discrimination – now covers all characteristics.
3. Pregnancy and maternity discrimination.
4. Harassment.
5. Third party harassment.
6. Discrimination arising from disability.
7. Duty to make reasonable adjustments.

Note: Complete the action plan as you go through the questions

introduction.

Step 2 – What we already know and where there are gaps

A. List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to ethnicity, religion, sexual orientation, disability, age, gender, transgender etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

There are 12 relevant protected sites across the Borough, with 233 residential mobile homes (approx. 0.3% of Charnwood households).

The Economics of the Park Homes Industry (2002) study revealed that the social profile of park home households is quite distinct - 68% are elderly (48% elderly couples), compared with 33% of households in the UK at that time. Only 4% of park home households have children living with them compared to 29% in the population. The dominance of the elderly has increased significantly since 1990 when it stood at 55%.

In 2012 The Department of Communities and Local Government (DCLG) published 'A better deal for mobile home owners – Changes to the local authority site licensing regime - Impact assessment'. In this it stated that 'an unusual tenure arrangement, an aging resident population, and poor regulatory controls present risks that residents will be exploited by site owners. We have received reports that a number of rogue site owners operate in the sector, who disregard statutory requirements and exploit residents for their own financial gain, diminishing the value of residents' homes and putting their health and safety at risk. This is borne out by mobile home issues raised in parliament, the work of the parliamentary park home group and media coverage of the issues'.

The Private Sector Housing Team has received 50 service requests relating to mobile home sites over the last 5 years, including complaints about site conditions and harassment from the site owner.

B. What does this information/data tell you about diverse groups? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating/monitoring? (please list)

The majority of residential mobile home site residents are elderly and as such are vulnerable in terms of intimidation from site owners - where this is an issue - and also in terms of feeling nervous about raising concerns over site licence conditions. It is not felt at this stage that any further information on diverse groups is required to assist in this decision.

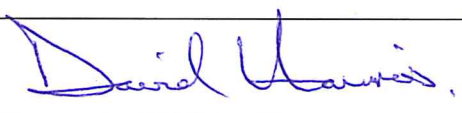
Step 3 – Do we need to seek the views of others? If so, who?

A. In light of the answers you have given in step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

Step 6 – Who needs to know about the outcomes of this assessment and how will they be informed

| | Who needs to know (Please tick) | How they will be informed (we have a legal duty to publish EIA's) |
|--|---|---|
| Employees | ✓ | Employees will be advised of the changes resulting from the policy and procedures will be adjusted to reflect the new policy. |
| Service users | ✓ | All site owners and residents will be advised by letter of the changes that will affect them. |
| Partners and stakeholders | ✓ | The Bridge Housing Advisory Service and CAB will be advised of the changes. |
| Others | | |
| To ensure ease of access, what other communication needs/concerns are there? | None at this stage. | |

Step 7 – Conclusion (to be completed and signed by the Service Head)

| | |
|--|---|
| Please delete as appropriate | |
| I agree with this assessment | |
| If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales: | |
| Signed (Service Head): |  |
| Date: 10 th April 2014 | |

Please send completed & signed assessment to: Rachel Beaumont