

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 that 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

- Housing Needs Manager
- Housing Policy & Performance Officer
- Planning Department
- Partner agencies
 - The Bridge
 - Living Without Abuse
 - CAB
 - Youth Shelter
 - Local faith and community groups
- Parish councils
- Member consultation workshop
- Public consultation via online survey

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

A. List any existing information/data 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

The following information has been used in the development of the draft Housing Strategy:

- Evidence from the council's Choice Based Lettings (CBL) scheme for example, bidding activity, demand for certain property types, and lettings information
- Strategic Housing Market Assessment (SHMA) for Leicester and Leicestershire 2014 – to inform how Charnwood will increase the supply of suitable housing within the borough
- Demand and need identified through consultation, for example, people with physical / learning disabilities, older and younger people, gypsies and travellers, young parents – to inform the mix of desired property types and tenure types for affordable housing development

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 CBL data provides a range of information, for example, that the highest number of bids by far is for 2 bedroom houses and over 90% of 2 bedroom houses and 75% of 2 bedroom bungalows are let to households in the highest bands.

Additionally, the SHMA identifies an overall housing requirement for Charnwood of 20,202 new homes over the 25 year period from 2011-2036, to meet current and future need. Affordable housing needs equates to 21.5% of all the new housing planned over the period. Data modelling identifies that 46% of the overall housing need is for 1 bedroom units, and that 72% of the 1 bedroom need is for older people.


Future demand is likely to come from single person households and child-free couples although the greatest immediate need is for 2 bedroom houses and 2 bedroom bungalows.

	<p>Hence the policy may have a positive impact on residents with mental health issues.</p> <p>Learning disabilities Engagement with the county council to identify the likely pipeline of demand will enable CBC to plan accordingly. This will also provide an opportunity for the county council to identify and plan for resourcing the support needs of people moving into new accommodation.</p> <p>Hence the policy is likely to have a positive impact on residents with a learning disability.</p> <p>Autism Awareness of the housing needs of people with autism has increased in recent years. More than 1% of the population are on the autism spectrum, which is similar to the number of people with dementia, so working closely with adult social care is essential to understand future demand and the range of housing models required.</p> <p>Hence the policy may have a positive impact on residents with autism.</p>
Gender / Sex	Not applicable
Hate crimes: <ul style="list-style-type: none"> • Religious belief • Racial group • Sexual orientation • Transgender 	<p>The council's Allocations Policy makes provision for residents who have been the victims of hate crimes by granting higher priority for accommodation, to prevent homelessness and move residents to a safer environment.</p> <p>Hence the policy continues to have a positive impact on residents who have experienced hate crimes.</p>
Other protected groups (pregnancy & maternity, marriage & civil partnership)	<p>Domestic violence As one of the main causes of homelessness for over ten years, the Housing Needs team works closely with providers of services for victims of domestic violence and priority for rehousing is awarded to victims of domestic violence due to the wider benefits alternative housing can bring.</p> <p>The council has also funded a domestic violence outreach worker for over ten years and introduced a sanctuary scheme.</p> <p>Hence the policy continues to have a positive impact on survivors of domestic violence.</p>
Other socially excluded groups (low literacy, priority neighbourhoods, socio-economic, etc)	<p>Financial inclusion / affordable homes The consultation responses for the strategy show a need to ensure that market housing as well as affordable housing meets local demand.</p> <p>Over the past 5 years, we have successfully delivered 977 units of affordable housing and are expecting to deliver 150 units during 2014/15.</p> <p>Hence the policy continues to have a positive impact on residents in need of affordable housing.</p>

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 EIAs)
Employees	✓	<ul style="list-style-type: none"> • Strategic Housing & Support Manager – for dissemination to team • Private Sector Housing Manager – for dissemination to team • Housing Needs Manager – for dissemination to team
Service users		•
Partners and stakeholders		•
Others		•
To ensure ease of access, what other communication needs/concerns are there?		•

Step 7: Conclusion (to be completed and signed by the Strategic Director)

Please delete as appropriate
I agree / disagree with this assessment / action plan
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Strategic Director): 
Date: 24th March 2015

Please send completed & signed assessment to: Suzanne Kinder