

# Equality Impact Assessment (EqIA) for Gorse Ride Regeneration

Date: 13/04/2018	Scheduled refresh date: 30/04/2019	Version: 1
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<b>What key decision activity are you completing this EqIA for?</b>		
Policy/Strategy <input type="checkbox"/>	Decision <input checked="" type="checkbox"/>	Service <input type="checkbox"/>

## STAGE 1: INITIAL SCREENING

**1.1: Did you answer yes to any question in the EqIA Criteria Checklist?**  
 (Source: EqIA Criteria Checklist, Appendix B, EqIA Guidance)

Yes

No

*If yes, please complete the template.  
 If no, please provide an explanation below of why an EqIA is not required for the policy, function or service work you are implementing.*

[Click or tap here to enter text.](#)

**1.2: What are the aims and objectives of the policy/strategy, decision or service?**

This Executive report seeks approval to proceed with comprehensive regeneration plans for the Gorse Ride Estate, which involves demolition of existing homes and re-development of the site with replacement homes and supporting infrastructure.

Originally constructed in the early 1970's (as short term accommodation for a 10-20 year period), the Gorse Ride estate is a residential area of Finchampstead, Wokingham. The estate comprises 178 low rise prefabricated homes of modular construction which suffer from a number of maintenance issues relating to their non-traditional construction, including poor thermal insulation, structural defects, and above and below ground drainage issues. Of the 178 properties, 136 homes are Council owned, 3 are owned by an external Housing Association and 39 are owner-occupied homes. Like many Council owned estates it has suffered underinvestment overtime due to housing finance regime pressures. Compared with other Council housing stock, the homes on this estate are expensive to maintain to habitable / decent home standards.

The Gorse Ride regeneration proposal includes the rehousing and demolition of the 178 existing homes and re-provision of 243 new high quality, affordable and market replacement homes of mixed tenure with green public open space that will meet the needs and expectations of existing and future residents.

The mix of new homes provided in the Masterplan will suit the varying needs of existing and new residents, even if their current circumstances change. It will be possible for all existing residents (Council tenants and homeowners) to move into a newly built home within the regenerated estate. The indicative phasing plan suggests that the redevelopment should come forward in 3 phases over an 88 month build period, commencing in Spring/Summer 2020 (when the first phase of the scheme at the former Cockayne Court / Arnett Ave site is anticipated to complete). The phased development will minimise disruption to the estate during the demolition and building phases and allow existing communities to stay together. The exact tenure mix is likely to vary over the life of the project, but it is expected that there will be at least 136 social rented homes replacing the council rented homes that are there currently. The Council will have full nomination rights to all of the affordable homes.

If the Executive decision goes ahead, all residents within the estate will need to move to allow renewal to take place. The aim is to facilitate the rehousing of all affected Council tenants and homeowners according to their needs and preferences. All residents will have an option to move to a new home on the rebuilt estate or off site. The homes on the re-built estate will be allocated fairly to all groups (including the protected characteristics) in accordance with a bespoke Decant Policy / Local Lettings Plan that will be devised for the estate taking into account legal advice obtained and the recent feedback from the resident (Tenants and Homeowners) consultation during February / March 2018. While it is recognised that the decision will affect all residents within this estate, the impact of a forced move / disruption during development will have a greater impact on certain residents such as the elderly, those with medical needs, those with mobility / disability issues and households with school age children. All affected residents, particularly these groups will receive advice and assistance to find alternative accommodation, and arrangements will be made to pay statutory compensation.

## STAGE 2: SCOPE AND DEFINE

**2.1: Who are the main beneficiaries of the policy, decision or service?**

*List the groups the work is targeted or aimed at.*

The decision will impact on the community that live within the Gorse Ride Estate and those that live immediately outside the project boundary. The proposal will replace the existing poor quality housing with new, high quality replacement homes and a large village green with pedestrian links. Both existing and new residents will benefit from the enhanced local environment. In particular the following groups will directly benefit:

- Existing Council tenants who will be offered a new home (that meets their household needs) on the regenerated estate on a lifetime assured tenancy with broadly similar terms to their current Council tenancy and receive statutory compensation.
- Existing Homeowners living in the affected homes will be offered a range of options to enable them to purchase alternative housing on the regenerated estate or off the estate (as they wish), with financial support (including statutory compensation) where needed through an equity loan scheme (or similar).
- People on the Council's waiting list for affordable housing (the re-developed estate will create 65 additional new affordable homes for rent and shared ownership)
- Residents living immediately outside the project boundary will benefit from an improved physical environment.

The project will also directly / indirectly impact the following stakeholders:

- Private tenants
- Families and carers of residents
- Those on the housing register for affordable homes
- Gorse Ride and Nine Mile Ride Schools (school rolls)
- GP / Dentist surgeries close to the estate

## 2.2: Who has been involved in the creation of the policy, decision or service? Who will it impact?

*E.g. focus groups, interviews, staff, service users. Also identify any groups, in addition to the main beneficiaries, the work may impact*

The consultation has been inclusive and resident focussed. The Gorse Ride Residents Steering Group was re-established in October 2017. It is made up of residents and stakeholders including Executive Member for Adult Services, local Borough Ward Councillors, 3 Finchampstead Parish Councillors, residents (tenants and homeowners), Gorse Ride Schools, Finchampstead Baptist Church and California Ratepayers Hall. The local community through this group and through the fortnightly Regeneration Surgeries at Community House (where the Council's Community Development Worker is based and the Project Manager is available) have been actively engaged in looking at potential design options and preparing the masterplan for the estate. Through input of the community the Masterplan has been shaped by the addition of bungalows, houses with garages and additional parking provision (that exceeds current policy standards). The consultation events have been held regularly both during the day and evenings at key stages of the project.

It has been recognised that some residents may not be able to attend consultation events. Community newsletters have been sent regularly to all households within the estate giving an update on the regeneration and contact details of the Project Manager. Residents have been able to speak to the Project Manager directly about their queries / concerns.

The Council has written to all potentially affected residents informing them about the proposed decision, how they may be potentially impacted and suggested some possible options. Residents were invited to provide feedback on the proposals by taking part in a Tenant's Survey / Homeowners Survey. The survey results revealed that residents were split on the future of the estate, with half favouring demolition and comprehensive re-development and half preferring retention and refurbishment of existing stock.

If the decision is made to implement the regeneration plans then all existing residents in the estate will be impacted as they will have to move to enable renewal to take place. This EQA has identified the positive and negative impact on different members of the resident community. To support them with re-housing options a public meeting on 23<sup>rd</sup> May 2018 will be held and following this Officers will hold one to one confidential discussions with all affected residents to make sure their housing and medical needs are fully understood so that appropriate re-housing options that would suit their personal circumstances can be identified. In particular vulnerable groups within the protected characteristics where there is a greater impact (older people, disabled people, female headed single parent households, or households containing a pregnant woman) will be given extra support and assistance. The Council will take action to mitigate the impact for vulnerable households particularly where there is no supporting family members / friends so that arrangements for the move can happen. These groups will be assisted throughout the re-housing process by the Project Manager, Community Development Worker and a dedicated Decant Officer. The positive impact of the regeneration will be that the rebuilt estate will provide high quality, energy efficient new homes in a better designed environment that will enhance a sense of community safety and well-being. The homes will be better designed and more appropriately laid out / or adapted for needs of older people and people with disabilities. The short term negative impact which would need to be minimised is the period of disruption which households will need to move and make new arrangements to access local services. In some cases residents may need to move twice if they move away from the estate and then return once their new home is completed.

## STAGE 3: INFORMATION GATHERING/EVIDENCE

### 3.1: What Secondary Data did you use in the creation of this EqIA?

*Secondary data is data collected by someone other than the user. Common sources of secondary data for social science include censuses, organizational records and data collected through qualitative methodologies or qualitative research)*

*The data which has been used in the production of this EqIA includes:*

Desk based research of other Council's examples on how they have implemented estate regeneration schemes.  
 Advice from Cornerstone's Barristers on tenancy rights / implications  
 Property title registers to identify privately owned properties

Council tenants household data / profiles to identify household need.

### 3.2: What Primary data did you use in the creation of this EqlA?

Primary data is data collected by the investigator conducting the research, for example data collected through consultation, questionnaires or focus groups

Feedback from Project Steering Group Meetings and Regeneration Surgeries held on site.  
Findings of Tenants and Homeowners survey conducted in March 2018

#### STAGE 4: ASSESSING THE IMPACT

Please complete the impact assessment table below by identifying any function or service that is likely to touch on any of the 3 main duties of the Equality Act 2010, then select the protected characteristic that maybe effected by the decision.

#### STAGE 5: ADDRESSING THE ISSUES

Once you have identified the impacts, please consider ways to tackle each of the negative impacts identified in order to mitigate them by completing the mitigation section of the table.

### 4 & 5: IMPACT ASSESSMENT AND ACTION PLAN

Consider the 3 main duties set out in the Equality Act 2010

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Act
2. Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Protected Characteristics	IMPACT ASSESSMENT			MITIGATION			
	(+ve / 0 / -ve)	Nature/Explanation	Main Duty (1-3)	Action required	Who is responsible?	By when?	Expected outcome
Race	+ve	No differential impact to race has been identified during this assessment. All tenants and homeowners of different racial backgrounds are likely to be equally affected by the regeneration plans and will have equal access to all re-housing options / statutory compensation offered to all affected residents.	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process)))</p>
Disability	+ve and -ve	<p>All new replacement homes will be built to planning / building regulations requirements, which will include a target for properties suitable for wheelchair users / those with disabilities.</p> <p>There are 13 bungalow and a number of ground floor flats</p>	N/A	<p>One to one discussions with all tenants to identify their medical needs so that the necessary adaptations can be made to their new allocated homes before they move in.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p>	<p>Equal access to new homes by all protected characteristics including people with disabilities. The indicative masterplan provides a range of dwelling types including bungalows. Ground floor flats may be suitable for wheelchair users or those mobility issues. Many of the new homes will be futureproofed to lifetime homes standards.</p>

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		<p>(that will meet the principles of Lifetime Homes) within the new rebuilt estate which can be prioritised for those with disabilities / medical needs</p> <p>Re-housing will be more disruptive to people with disabilities, especially if their current home has already been adapted to their needs.</p> <p>The existing estate contains a significant number of bungalows that are occupied by tenants who may have mobility issues or a disability. The same number of bungalows are not proposed to be re-provided and whilst there will be flats that are equally suitable, there is a risk that some residents with mobility / access issues may not feel they can be suitably rehoused on the re-built estate and have to move away.</p> <p>Disabled residents and their households may be receiving support from family, friends and neighbours. There is a risk that this support may be broken if re-housing occurs.</p>		<p>Try to limit necessary the number of moves for those with physical disabilities (where possible).</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p> <p>Extra support and advice and assistance throughout the re-housing process for those with a disability.</p>		<p>Produce Local Lettings Plan by 31<sup>st</sup> October 2018</p>	
Gender	+ve	<p>The re-designed estate will provide high quality new homes and an upgraded local environment including improved pedestrian access which will benefit both male and female groups.</p> <p>Single parent households may find the process of moving home more stressful and difficult compared to two parent households and therefore may need additional support and guidance. Single parent households are more likely to have women as head of the household and therefore there is a possibility that these regeneration plan may have a greater impact on women.</p>	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p> <p>Provide additional support and assistance to single parent households if required.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31<sup>st</sup> October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process)</p>

Age	+ve and -ve	<p>The re-designed estate will provide high quality new homes and an upgraded local environment including improved pedestrian access which will benefit all age groups</p> <p>A number of families living in overcrowded conditions have been identified. The new homes will be planned based on need and therefore, the regeneration is likely to benefit families with children who are currently living in unsuitable accommodation.</p> <p>Rehousing is likely to be more disruptive and stressful to elderly residents. These residents may be more dependent on neighbours and local facilities, friends and family who may provide care and support. As rehousing will be based on need, there is likely to be more older residents required to downsize.</p>	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p> <p>Provide elderly residents additional advice and support to assist with rehousing.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process)</p>
Sexual orientation	+ve	No specific differential impact relating to sexual orientation has been identified during this assessment.	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process)</p>
Religion/ belief	+ve	No specific differential impact relating to religion / belief has been identified during this assessment. All tenants and homeowners of different religious backgrounds / beliefs are likely to be equally affected.	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process</p>

				<p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p>		Produce Local Lettings Plan by 31st October 2018	
Gender Reassignment	+ve	No specific impact relating to gender reassignment has been identified during this assessment. All groups of residents will be treated fairly and equally throughout the regeneration process.	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process</p>
Pregnancy and maternity	+ve and -ve	<p>The proposals will not adversely impact this protected category as the new homes will be higher quality and an improved local environment will benefit all residents.</p> <p>However re-housing may be more disruptive / difficult for pregnant women who may require additional support.</p>	N/A	<p>Ongoing engagement process with all affected residents including One to One discussions to identify their requirements and suitable re-housing options.</p> <p>Ensure that all tenants are re-housed in accordance with the Decant Policy for Gorse Ride.</p> <p>Ensure that the all suggested re-housing options are available to all homeowners.</p> <p>Ensure statutory compensation is paid to all residents.</p> <p>Produce a Local Lettings Plan</p> <p>Provide additional support and assistance to pregnant women as requested.</p>	Strategy and Commissioning/Housing	<p>One to One Initial Resident Meetings by 30 September 2018</p> <p>Start rehousing process by 31 December 2018</p> <p>Produce Local Lettings Plan by 31st October 2018</p>	<p>Equal access to all relevant re-housing housing options / statutory compensation by all affected residents (tenants and homeowners)</p> <p>All groups of residents will be treated fairly and equally throughout the regeneration process</p>

To note, when carrying out the impact assessment the discriminatory factor is the local connection test, which can be seen as excluding any group which do not meet the criteria. But it does not target any protected characteristic. If, however a household outside of the Wokingham borough wants to build a house in the borough then they can purchase land themselves to do this and will not be restricted by this criteria.

#### STAGE 6: REVIEW & SCRUTINY

##### 6.1: Has your EqlA been considered at your service's Management Team for discussion?

Yes No 

If yes, date of meeting: 23/02/2018

##### 6.2: After discussion with Management Teams, list comments, criticisms or alternative approaches suggested regarding the impacts and actions of the policy/strategy, decision or service.

##### What changes, if any, have been taken following discussion with your service Management Team?

No further changes

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**STAGE 7: PUBLICATION AND COMMUNICATION OF RESULTS**

**7.1: How will the assessment, consultation and outcomes be published and communicated?**

The EqIA will be published on the Council's website (alongside the Executive Report) and made available in hard copy upon request.

**STAGE 8: EMBEDDING ACTIONS INTO DELIVERY PLANS**

**8.1: Has your delivery plan been updated to incorporate the activities identified in the EqIA to mitigate any negative impacts that you have discovered?**

These could be service, equality, project or other delivery plans.

Note: If you did not have sufficient data to complete a thorough impact assessment, then an action should be incorporated to collect this information in the future.

Actions identified above will be incorporated into the decant and rehousing process, along with the project plan.

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