

## Equality Impact Assessment (EqIA) form: the initial impact assessment

### 1. Process and guidance

The purpose of an EqIA is to make sure that the council is meeting the needs of all our residents by ensuring we consider how different groups of people may be affected by or experience a proposal in different ways.

The council has a two stage EqIA process:

- Stage 1 - the initial impact assessment
- Stage 2 - the full impact assessment

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This form is for use at Stage 1 of the process. This must be completed when undertaking a project, policy change, or service change. It can form part of a business case for change and must be completed and attached to a Project Initiation Document. The findings of the initial impact assessment will determine whether a full impact assessment is needed.

Guidance and tools for council officers can be accessed on the council's Tackling Inequality Together intranet pages.

Date started:	12/05/2023
Completed by:	Samuel Watt
Service:	Strategic Housing – Economy and Housing
Project or policy EqIA relates to:	Delivery of Wellington Road Affordable Housing Scheme
Date EqIA discussed at service team meeting:	12.05.2023
Conclusion (is a full assessment needed?):	No
Signed off by (AD):	Rhian Hayes
Sign off date:	15.05.2023

## 2. Summary of the policy, project, or service

This section should be used to summarise the project, policy, or service change (the proposal).

### **What is the purpose of the proposal, what are the aims and expected outcomes, and how does it relate to service plans and the corporate plan?**

The proposed development at the land at the corner of Wellington Road and Station Road is for 17 x flats and 1 x commercial space consisting of 10 x 1-bed flats and 7 x 2-bed flats including 1 x M4(3) compliant wheelchair accessible dwelling. All dwellings will be for Social Rent at 60% of market rates.

5 of the apartments are ringfenced for care-leavers move-on accommodation with the remaining 12 designated for key-workers. There is also 1 x wheelchair accessible apartment.

### **How will the proposal be delivered, what governance arrangements are in place and who are the key internal stakeholders?**

The project will be delivered by the Strategic Housing and Commercial Property teams and will be governed by a project group that will meet fortnightly to ensure delivery against Homes England and Council project objectives. The project group will report any blockages to senior management within the Place and Growth Directorate and ultimately the Executive Member for Housing.

Prior to approval, the project will require strategic direction from the Strategic Growth and Assets Board as well as Executive approval for the release of commuted sums.

### **Who will be affected by the proposal? Think about who it is aimed at and who will deliver it.**

The project will benefit key workers (12 flats) and care-leavers (5 flats) as well as providing 1 dwelling that is wheelchair accessible.

### 3. Data & Protected Characteristics

This section should be used to set out what data you have gathered to support the initial impact assessment.

The table below sets out the equality groups that need to be considered in the impact assessment. These comprise the nine protected characteristics set out in the Equality Act 2010 and other priority areas defined by the council.

Age	Disability	Gender reassignment	Marriage and Civil Partnership	Pregnancy/Maternity
Religious belief	Race	Sex	Sexual Orientation	Socio-economic disadvantage

**What data and information will be used to help assess the impact of the proposal on different groups of people? A list of useful resources is available for officers on the Council's Tackling Inequality Together intranet pages.**

The information used to understand the impact of the proposal on different groups is the data and experiences of WBC officers and other local authority partners in relation to the characteristics required of these properties. This is the same intelligence which informed the proposal itself.

#### 4. Assessing & Scoring Impact

This section should be used to assess the likely impact on each equality group, consider how significant any impacts could be and explain how the data gathered supports the conclusions made.

Scoring impact for equality groups	
Positive impact	The proposal promotes equality of opportunity by meeting needs or addressing existing barriers to participation and/or promotes good community relations
Neutral or no impact	The proposal has no impact or no disproportionate impact.
Low negative	The proposal is likely to negatively impact a small number of people, be of short duration and can easily be resolved.
High negative	The proposal is likely to have a significant negative impact on many people or a severe impact on a smaller number of people.

Referring to the Scoring table above, please give an impact score for each group, explain what the likely impact will be, and briefly set out how the data supports this conclusion.

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Equality group	Impact score	Impact and supporting data
Age	Positive impact	5 of the 10 1-bed flats are designated for move-on for care-leavers aged 16-25. This represents a positive impact for those who identify with the protected characteristic of 'age' because these flats have been ringfenced for housing to prevent the 'cliff-edge' when leaving care. Currently, there are 6 care-leavers in urgent need of move-on accommodation according to data collected by Children Services. Providing 5 designated flats will increase options for the Council's care-leavers in a town centre location and with proximity to their previous accommodation.
Disability	Positive impact	There is a positive impact on this protected characteristic as the proposal is providing 1 x M4(3) wheelchair accessible dwelling. There is qualitative data from the Housing Needs team that suggests that this need will be fulfilled from applicants on the Housing Register.
Gender reassignment	Neutral impact.	There is no tangible impact, positive or negative, on this protected characteristic.
Marriage and Civil Partnership	Neutral impact.	There is no tangible impact, positive or negative, on this protected characteristic.
Pregnancy/Maternity	Neutral impact	There is no tangible impact, positive or negative, on this protected characteristic.
Religious belief	Neutral impact	There is no tangible impact, positive or negative, on this protected characteristic.
Race	Neutral impact	There is no tangible impact, positive or negative, on this protected characteristic.
Sex	Neutral impact	There is no tangible impact, positive or negative, on this protected characteristic.

Sexual Orientation	Neutral impact	There is no tangible impact, positive or negative, on this protected characteristic.
Socio-economic disadvantage	Positive impact	Care leavers are more likely to have low incomes or be NEET (not employed or in education or training) according to national statistics and as referenced earlier this project provides 5 ringfenced flats for this cohort. (link <a href="#">here</a> )  The remaining 12 flats are designated for key-worker accommodation so there is a positive impact on this demographic.
Armed Forces Communities	Neutral impact	There is no tangible impact, positive or negative, on this protected characteristic.

## 5. Conclusion and next steps.

Based on your findings from your initial impact assessment, you must complete a full impact assessment if you have identified any groups as having a low or high negative impact.

If no impact, or a positive impact has been identified, you do not need to complete a full assessment. However, you must include reference to the initial assessment in any associated reports, and it must receive formal approval from the Assistant Director responsible for the project, policy, or service change.