

Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for	Taunton Deane Borough Council		
Version	1	Date Completed	December 2018

Description of what is being impact assessed

Taunton Deane Borough Council - North Taunton Woolaway Project.

The main purposes of the project are:-

- To refurbish and replace stock deemed defective under the 1984 Housing Act
- To provide housing where there is a 'need' within the Borough
- Provide housing that is sustainable and energy efficient
- Replace housing stock which decreases annually through Right to Buys

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#),, should be detailed here

Through the extensive resident consultation undertaken over the previous 12 months a detailed understanding and demographic profile of the existing community and its potential future needs has been created.

This consultation included four public consultation events in a venue selected for its close proximity and accessibility to the affected residents, the opportunity for home visits from the project team alongside the project team being based in an office hub to provide a 'drop in' facility for the residents.

The scheme proposals have evolved in consultation with a project Design Group. The Design Group consists of xxx residents with a range of housing and lifestyle requirements and a mix of home owners and Taunton Deane Tenants.

In addition to information gathered through the resident consultation, the community profile has been further populated through information held by the Somerset Intelligence Partnership, specifically the area Indices of Multiple Deprivation results.

Housing needs have been further informed by data held within the Choice Based Lettings System 'Homefinder Somerset'.

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

The demographic profiles includes every single household within the projects redline area. The information gathered, particularly through 1-2-1 home visits included completing questionnaires to help identify vulnerable and protected groups.

The project team have worked across a range of agencies and partners within the Priorswood 'One Team' area.

To assist with Skills and Learning, Somerset Academy and Skills and Learning Council have been invited to discussions. The local primary school and doctors surgery have been provided with progress updates.

Taunton Deane Borough Council Tenants Forum and Tenant Services Management Board have received regular feedback on the project and provided views and considerations.

Taunton Deane Members have been briefed on the purpose of the project at a Members Briefing and a Strategic Forum where initial views, comments and suggestions were given.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> The increased choice of affordable housing type, size and tenure provides housing options for all age groups. For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<ul style="list-style-type: none"> Specific provision for a range of adapted properties has been made within the scheme proposal to provide a housing choice for those with a disability For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<ul style="list-style-type: none"> The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<ul style="list-style-type: none"> For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 			
Marriage and civil partnership	<ul style="list-style-type: none"> The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 	□	□	☒
Pregnancy and maternity	<ul style="list-style-type: none"> The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 	□	□	☒
Race and ethnicity	<ul style="list-style-type: none"> The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 	□	□	☒

Religion or belief	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> • 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
No adverse equality impact identified. These have been mitigated through an extensive 12 month resident consultation process and the resultant scheme design. Any negative outcomes which may emerge during the scheme development will be addressed through strong project management and identifiable workstreams.	Select date			<input type="checkbox"/>
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If negative impacts remain, please provide an explanation below.

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Completed by:	Jo Humble – Lead Specialist Place
Date	11 December 2018
Signed off by:	
Date	
Equality Lead/Manager sign off date:	
To be reviewed by: (officer name)	
Review date:	