

Equality impact assessments – for services and policies

What is an equality impact assessment?

An equality impact assessment is an important part of our commitment to improving equality practice. The form will help us find out what impact or consequences our functions, policies, procedures and practices have on our citizens, employees and potential employees. It should be used alongside the TBC EIA guidance.

By undertaking an impact assessment, we are able to:

- Take into account the needs, experiences and circumstances of those groups of people who use (or don't / can't use) our services.
- Identify any inequalities people may experience.
- Think about the other ways in which we can deliver our services which will not lead to inequalities.
- Develop better policy-making, procedures and services.

Impact assessment are required by law; within the context of the Equality Act 2010

Our view is that we should be using the results of impact assessment to improve service delivery so that we become more accountable to the people that we serve.

Initial Impact Assessment

Background

Name of service / policy and date	Housing Strategy 2017-2021 (incorporating strategies for Homelessness and Homelessness Prevention and Tenancy Strategy)
Lead officer	Paula Baker
Other people involved in completing this form	Erin Davies

Step 1 - About the service / policy

<p>What is the aim of the service / policy and what outcomes is it contributing to</p>	<p>To provide a strategic and operational direction for the delivery of housing, housing related services and homelessness across Tewkesbury Borough.</p>
<p>Are there any key performance indicators against this service / policy?</p>	<p>All KPIs for Council services are dealt with via the Council Plan. This Strategy has annual action plan against a set of objectives to achieve the 4 priorities.</p>
<p>Who will be affected by this service / policy? Who is intended to benefit from it and how?</p>	<p>There are a range of customers already accessing the strategic and operational housing services being provided across the borough. It is acknowledged that there are some residents who could potentially benefit from our services who do not apply for housing. We commission partner agencies who work with difficult to reach groups such as rough sleepers, to ensure that those who do not personally approach the local authority can still benefit from services available.</p> <p>Through the consultation process, we have also endeavoured to consult with partners working with all groups within the Borough in addition to the general consultation activities for all other customers. This has provided an opportunity to identify specific housing issues which may not have been addressed by the draft evidence base for consultation as the Strategy document was being developed.</p>
<p>Who implements the service /policy? Who is responsible for it?</p>	<p>The Council</p>
<p>What potential barriers might exist or are known of to achieving the outcomes?</p>	<p>Barriers could potentially be Council resources and finances to deliver achieve our objectives for housing in Tewkesbury Borough.</p>

Step 2 – What do you know already about your existing / potential customers

<p>What existing information and data do you have about your existing / potential customers e.g. Statistics, customer feedback, performance information</p>	<p>We collate customer feedback, complaints, Housing Market Assessments, Parish Housing Needs Assessments, data analysis of the housing register, local knowledge, and feedback from partner organisations. Stakeholder feedback following consultation has been used to agree the 4 priorities and associated objectives along with analysis of the Council's evidence-base.</p>
<p>What does it tell you about who uses your service / policy and those that don't?</p>	<p>There are a range of customers already accessing the strategic and operational housing services being provided across the borough. It is acknowledged that there are some residents who could potentially benefit from our services who do not apply for housing. Through the consultation process, we have also endeavoured to consult with particular groups in addition to the general consultation activities for all other customers. This has provided an opportunity to identify specific housing issues.</p>
<p>What have you learnt about real barriers to your service from any consultation with customers and any stakeholder groups?</p>	<p>Real barriers are: further changes to Welfare Reform and related legislation impacting on our community's ability to afford housing in the Borough; further changes to the planning system which may impact housing supply; on-going revenue funding constraints across housing, health and social care for vulnerable groups.</p>
<p>If no monitoring is undertaken of the service or policy what monitoring is planned for the future?</p>	<p>The Strategy will be monitored via monthly Lead Cabinet Member briefings and annual reports to Overview and Scrutiny Committee.</p>

Step 3 - Assessing Impact

If you have monitoring information and data please fill in below to show what it tells us about the community and different groups in the community. How does your service / policy impact on different groups in the community?

Group	What are you already doing to benefit this group	What are you doing that might disadvantage this group	What could you do differently to benefit this group	No impact on this group
Ethnicity / Race	The predominant ethnicity for consideration within Tewkesbury Borough is the gypsy, traveller and travelling showpeople population. Provision for this particular client group has been referred to in the Strategy.		Monitoring of the strategy will help to identify issues in the future.	
Gender				There is no specific provision of service for the transgender, male or female groups. The provision of services is available to all gender groups.
Age	The strategy specifically refers to the needs of younger people and older people. However, all ages are accommodated within this Strategy.			

<p>Disability</p>	<p>There is specific reference to meeting the needs of people with disabilities including the need to develop more homes to wheelchair accessible standards.</p>	<p>Those clients with mental health or learning disabilities have not been mentioned specifically though this strategy.</p> <p>Where a client's mental health/ learning disability is low/medium level of care/support then they are able to access general needs accommodation. The Council can assist through working in partnership to ensure they access the appropriate services.</p> <p>Other higher-level mental health/ learning disability services are provided from more specialists supported residential care accommodation units which are already provided within Gloucestershire.</p>	<p>Monitoring of the strategy will help to identify any issues relating to these protected characteristic groups.</p>	
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Step 3 continued

Group	What are you already doing to benefit this group	What are you doing that might disadvantage this group	What could you do differently to benefit this group	No impact on this group
Religion or belief		Religious needs have not specifically been referred to in this strategy.	The consultation period did not raise concerns regarding specific religions or beliefs. Monitoring of the strategy will help to identify issues in the future.	
Sexual orientation				The evidence available suggests that the housing needs of lesbian, gay, bisexual, and transgender (LGBT) groups can be met within the existing and planned affordable and private market housing provision. If a customer was to approach the council with specific needs due to their sexual orientation, they would be considered through the Homeseeker Plus allocations policy.
Marital status				n/a
Transgender				See Sexual orientation above
Pregnant women and maternity leave				n/a

Step 3 continued

Any other socially excluded groups or communities				There are no other groups.
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NB You may find that the categories for marital status and pregnant women and maternity leave only apply to internal policies for staff and employees.

Step 4 - what are the differences

Are any groups affected in different ways to others as a result of the service / policy?	It is likely that gypsy, traveller and travelling show people are to be considered differently in terms of the accommodation needs they have. Housing Services works with other Council departments to analyse the Gypsy, Traveller and Travelling Showpeople Accommodation Assessment to understand and meet the needs of these groups. All other groups are analysed via the Strategic Housing Market Assessment.
Does your service / policy either directly or indirectly discriminate?	It is believed that no groups are directly or indirectly discriminated against as all customers have been considered in the Strategy in accordance with wider policies such as the Homeseeker allocations policy and legislative requirements.
If yes, what can be done to improve this?	
Are there any other ways in which the service can help support priority communities in Tewkesbury?	None

Step 5 – taking things forward

What are the key actions from this impact assessment to be carried out and how will they be resourced and monitored?	We monitor the effects on specific groups through the monitoring of the Strategy as described above in Step 2.
Is there need for further work through a fuller impact assessment? If yes please attach the resulting action plan highlighting the issues and steps that need to be explored.	No
Who will play a role in the decision-making process?	All relevant Council officers and Members.
What are your learning and development needs?	None
How will you capture these actions in your service planning?	N/A