



Equality Impact Assessment

Carrying out an Equality Impact Assessment (EIA) will help the Council to meet its Public Sector Equality Duties (Equality Act 2010).

The duties which need to be considered when making decisions are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Failure to assess the equality impact may increase the risk of making an unfair decision which could potentially be discriminatory. It also prevents us from identifying opportunities to promote equality and therefore leaves the Council open to potential legal challenge.

Using this EIA template will help to ensure that a decision is made in a fair way, based on evidence. It provides a clear and structured method to assess the potential impact on protected groups.

For more information how to complete this form please refer to the Guidance which can be found at [S:\Customer Service and Improvement\Improvement\PUB\2. Equality Sharing File\2. Equality impact assessments](#)

Title of policy or proposal	Housing Strategy 2024
Briefly describe the aims of the policy change, decision or proposal, the likely outcomes, and the rationale for it	<p>The Housing Strategy sets out the strategic framework for meeting the council’s housing priorities and link with the wider health initiatives. It will ensure that resources are targeted effectively and in a coordinated way.</p> <p>The health and wellbeing of our residents, climate change, cost of living, the economy, and the regeneration and improvement of our communities are all themes and priorities to be addressed.</p> <p>The Council has a role in meeting the essential housing care needs of our residents, including those who have complex needs or live chaotic lifestyles.</p> <p>The Strategy aims to provide safe, secure and affordable housing. The strategy objective is to enable new build developments for all age groups and housing needs (including supported accommodation to help people live independently), help existing homes in the district be brought up to the Decent Homes Standard (both Council and private) and are affordable to run (including helping to</p>

	meet the Climate Change Strategy net zero carbon). It also has a role in improving the health of our residents, communities and creating vibrant towns and neighbourhoods. Supporting those who are homeless or threatened with homelessness and meeting the needs of the most vulnerable is also priority highlighted within the strategy.
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Consider the potential impact on any member of staff or member of the public with the following protected characteristics:


Age, Disability, Gender identity/Gender reassignment, Race, Religion or belief, Sex, Sexual orientation, Women who are pregnant or have recently had a baby.

Also, for issues affecting staff, consider employees who are married or in a civil partnership.

<p>What information is already held, or have you obtained through consultation or engagement activity? (For each protected characteristic: What do you know about our employees, service users or anyone else who potentially could be affected by the proposal? Who has been consulted? If you have gaps in your evidence or data, you may need to carry out targeted engagement activity and/ or consider information from local or national research.)</p>	<p>The Strategy will not have any adverse impacts on staff.</p> <p>A full housing needs study was commissioned to identify housing need in the district and at parish level, including Supported housing for those with more complex needs, this took into consideration a wide range of residents needs, for example, age, disability, gender. As part of the development of the Housing Needs Study a household survey was conducted to determine respondents current and future housing needs.</p> <p>A full consultation exercise on the Strategy was conducted, this included the Communities Scrutiny Committee, face to face with internal departments and external stakeholders, online with the public (promoted in the NEWS, website and other social media outlets), via email to Registered Providers, Developers, LA's, DCC, Safeguarding groups and boards, P3, to name but a few.</p> <p>From the online consultation the majority agreed with the strategic Objectives:</p> <p>Objective 1 -The Homes That North East Derbyshire Needs = 69%</p> <p>Objective 2 - More Opportunities to Live Independently = 93%</p> <p>Objective 3 - No One Forgotten, No One Left Behind = 95%</p> <p>Key Stakeholders such as Derbyshire District Council welcome the Strategy as it enforces partnership working to provide accommodation for the districts most vulnerable residents, including those with protected characteristics.</p>
<p>After considering the</p>	<p>Age</p>

<p>information, which protected groups may potentially be affected? (Delete those not likely to be affected)</p>	<p>Disability</p> <ul style="list-style-type: none"> • Physical/mobility impairment • Sensory: hearing/visual or speech • Mental health • Learning disabilities • Non-visible conditions such as epilepsy/diabetes <p>Sex</p> <p>Race including gypsies and travellers</p> <p>Sexual Orientation</p> <p>Religion/Belief</p> <p>Gender Reassignment</p> <p>Pregnancy & Maternity</p> <p>Marriage & Civil Partnership (for employees only)</p>
<p>Using the information you have, give details of any potential positive and negative impacts on protected groups likely to be affected by the policy change, decision, or proposal</p> <p>(For each protected characteristic where there could be a potential impact, consider the following: Could people from any protected groups be positively or negatively affected? Could anyone’s ability to take part in public life be affected? Could this policy change, decision or proposal affect public attitudes towards any protected group? Could any groups become more or less likely to be at risk of harassment or victimisation because of this policy change, decision, or proposal? Are there opportunities to create positive impacts?) <i>(remember that the law permits disabled people to be treated equally or better than other groups to enable reasonable adjustments to be made).</i></p>	<p>The nature of the Strategy is to provide positive outcomes, including for the residents with the protected characteristics. The Strategy’s aims and objectives will not have or cause any negative impacts. However, when planning for new builds, opposition to the build can occur, this will be dealt with by planning legislation and guidance and not through this Strategy.</p> <p>The Strategy will use a targeted approach and work with a range of partners, including Rykneld Homes to develop/acquire housing using the evidence provided in the Housing Needs Study for each parish. This includes homes for young people, older people, accessible properties for those with a disability. It will also enable a provision of supported housing for older people, people with disabilities, mental health needs, learning disabilities and other complex needs, such as “move on” for care leavers and temporary accommodation for the homeless.</p> <p>As well as bricks and mortar it will provide support for those that are homeless or threatened with homelessness, including people fleeing domestic violence/violence (including hate crime), people who are pregnant and/or have children or those that are most vulnerable, this includes but not limited to, those who are suffering due to Gender identity/Gender reassignment, race, religious believes, sexual orientation.</p> <p>In all cases we will work with partners to enable a wrap around person centered approach to enable support to help provide sustainable housing solutions and improve a persons health and well-being.</p> <p>The Strategy does not directly have any adverse affects on people who have religious believes, however due to the current housing crisis, affordability, lack of developable land in certain areas and shortage of</p>

	<p>existing housing, it may not be possible to build/allocate accommodation close to places of worship which may affect people with a religious believes/believes. This means that travel may be necessary to reach their place of worship.</p> <p>The Strategy does not directly have any adverse affects on people due to race, however it is acknowledged that larger family sizes means larger properties may be required, for example, by the Muslim community, which the district currently has a shortage of 4 or more bedroom homes, however the Strategy highlights this and will continue to pursue options to increase its stock.</p> <p>There is no adverse effect on Gypsy and Travellers as the new Accommodation Assessment (GTAA) was completed and the findings of this study will inform the development of the Council's Local Plan to ensure that the Gypsy and Traveller site needs are met in the district. This is highlighted in the Strategy.</p> <p>The Strategy is a requirement for Local Authorities, and are influenced by robust local evidence, national and local policy, and current and emerging legislation, however the aims and objectives are decided by individual LA's to meet the needs of their district. This means that we have a great influence on the Strategy and actions to fulfill our strategic commitments.</p>
<p>Give details of any actions that can be taken to promote equality or to lessen any potential adverse impact on protected groups.</p>	<p>The Housing Strategy Team has produced a working action plan which will be used to implement the Strategy and ensure any projects are mindful of any adverse impacts on protected groups. The actions will be beneficial to our residents, most of all the most vulnerable including the protected characteristics.</p>
<p>What plans are there to monitor and review the actual impact of the policy change, decision, or proposal on equality of opportunity?</p>	<p>The action plan will be a working document where the Housing Strategy Team will continuously monitor, look at risks on individual actions associated with projects and amend accordingly.</p> <p>The nature of the Housing Strategy is to ensure no one is forgotten or left behind.</p>
<p>When will follow up review be done?</p>	<p>In order that we may respond to emerging issues as they arise or any legislative changes, the strategy will be reviewed annually. The Strategy Action Plan will be used continuously to aid implementation.</p>

Based on a consideration of all the potential impacts, mark one of the following as an overall summary of the outcome of this assessment:	
x	The equality analysis has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
	The equality analysis has identified risks or opportunities to promote better equality; the change, decision or proposal will be adjusted to avoid risks and ensure that opportunities are taken.
	The equality analysis has identified risks to equality which will not be eliminated, and/or opportunities to promote better equality which will not be taken. Acceptance of these is reasonable and proportionate, given the objectives of the change, decision or proposal, and its overall financial and policy context.
	The equality analysis shows that the change, decision, or proposal would lead to actual or potential unlawful discrimination or would conflict with the Council's positive duties to an extent which is disproportionate to its objectives. It should not be adopted in its current form.
Explain how the judgement above was reached and action plan what will be taken to reduce any negative or to enhance any positive impacts on equality	The judgement was reached as the Strategy itself does not discriminate against any protected characteristics. The Strategy's Action Plan will be monitored with individual tasks/project risk assessed against equality.
Name(s) and job title(s) of person (people involved in) carrying out this assessment	Diane Parker - Housing Policy and Assurance Officer Gary Smithurst - Housing Housing Strategy & Homelessness Manager Thomas Evans - Housing Strategy Officer
Authorising Director or Assistant Director	
Date authorised	13/01/25
The completed equality impact assessment <u>must</u> be attached to the report that will be considered by the decision maker or decision makers to enable them to give due regard to the impact of the policy, decision, or proposal on protected groups. Also send a copy to Amar.Bashir@ne-derbyshire.gov.uk	