

Equality Impact Assessment
SHELTERED
ACCOMMODATION
STRATEGY FRAMEWORK

- **Background**

An equality impact assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance equality of opportunity
- ✓ Foster good relations

For the following protected characteristics:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

Socially excluded groups **What is prohibited?**

- ✓ Direct discrimination
- ✓ Indirect discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

Complete this action plan as you go through the questions

- **Step 1 – Introductory information**

Title of the policy	Sheltered Accommodation Strategy Framework
Lead officer and others undertaking this assessment	Director of Housing and Wellbeing
Date EIA started	16.02.24
Date EIA completed	16.02.24

● **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)

The Council's new Corporate Strategy 2024-2028 contains a commitment to improve its portfolio of sheltered accommodation.

The Sheltered Accommodation Strategy Framework sets out the approach to achieving this aim, whilst also having regard to broader intentions set out in the Corporate Strategy around delivering excellent services, achieving value for money through reviewing how we work, engaging with residents, and exploring all options for service delivery to achieve the best results for our communities.

The Strategy Framework sets out a direction of travel for improving our portfolio of sheltered accommodation recognising the challenge is one of significant scale, concerning both physical assets, and the wellbeing and aspirations of our current and future residents.

The Strategy Framework contains a specific section on Fielding Court in Loughborough. Fielding Court has many empty properties, and residents from Block A have been decanted to alternative accommodation following the failure of pipework embedded in the fabric of the building. An urgent need therefore exists to determine its future.

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

To provide high quality housing for older people.

Which groups have been consulted as part of the creation or review of the policy

Older people living in sheltered accommodation have been involved in the creation of a sheltered accommodation standard, however this required review and the strategy framework contains a commitment to do that.

Tenants on the Housing Management Advisory Board are to be consulted on the 19th February 2024.

● **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

Detailed tenant profiling data is captured and recorded on QL, the Council's electronic housing management system, and on software used for support plans with older people living in sheltered accommodation.

The Strategy Framework contains a commitment to undertake an analysis around the housing needs of older people in the borough.

Detailed property data is held.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The data tells us that some of our existing stock does not meet the housing needs and aspirations of older people.

● **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

The strategy sets out a commitment to undertake further consultation with residents.

● **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any ‘protected characteristics’ and provide an explanation for your decision. Please refer to the general duties on the front page.

Age	<p>Positive impact - existing residents are likely to benefit from an improved portfolio of accommodation with less vacant properties.</p> <p>Negative impact - some existing residents have had to and may have to move out of their current accommodation. Tenants may be distressed by the prospect of a move.</p>
Disability <ul style="list-style-type: none"> ● Physical ● Visual ● Hearing ● learning disabilities ● mental health 	<p>Positive impact - existing residents are likely to benefit from an improved portfolio of accommodation with less vacant properties.</p> <p>Negative impact - some existing residents have had to and may have to move out of their current accommodation. Tenants may be distressed by the prospect of a move.</p>
Gender Reassignment (Transgender)	Neutral impact identified.
Race	Neutral impact identified.
Religion or Belief (Includes no belief)	Neutral impact identified.
Sex (Gender)	Neutral impact identified.

Sexual Orientation	Neutral impact identified.
Other protected groups <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	Neutral impact identified.
Other socially excluded groups <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities 	Neutral impact identified.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

Some residents that must move out of their current accommodation, losing their home, will have a package of support provided to help them move, and steps will be taken to negate financial loss. Communication with residents will take place to reduce the likelihood of distress caused by any prospect of having to move from their current accommodation.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The sheltered accommodation strategy framework will meet Charnwood Borough Council's responsibilities in relation to equality and diversity.

Many properties are empty, and this is not a positive environment for older people. Properties do not meet the needs and aspirations of older people.

As decisions are taken it is likely older people will lose their homes, having to move to alternative accommodation. Tenants will be supported, and steps taken to negate any financial loss because of home loss.

Tenants may be distressed at the prospect of having to move. Good communication and support for residents will need to take place. The strategy framework sets out a commitment to consult residents on their aspirations for the future and likes / dislikes around current accommodation to inform future plans.

● **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?

Yes, a regular project team meeting is in place. The agenda, amongst other things, considers tenant liaison.
How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.
N/A

- **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date
	N/A		

- **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees	Y	Project Board.
Service users	Y	Publication on the Council's website
Partners and stakeholders	N	
Others	N	
To ensure ease of access, what other communication needs/concerns are there?		None identified

- **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

Delete as appropriate
I agree with this assessment
N/A
Signed (Director):  Peter Oliver – Director of Housing and Wellbeing
Date: 16.02.24

