

**City of York Council**  
**Equalities Impact Assessment**

**Who is submitting the proposal?**

<b>Directorate:</b>	Directorate of Economy & Place		
<b>Service Area:</b>	Housing Delivery and Asset Management		
<b>Name of the proposal:</b>	Housing Asset Management – Planned Investment at Glen Lodge and Bell Farm		
<b>Lead officer:</b>	Sophie Round		
<b>Date assessment completed:</b>	14/07/2022		
<b>Names of those who contributed to the assessment:</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>

## Step 1 – Aims and intended outcomes

<b>1.1</b>	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	<p><i>To upgrade and improve our older person accommodation at Glen Lodge (old building) and the flats on the Bell Farm estate.</i></p> <p><b>Glen Lodge work</b> - significant refurbishment work at Glen Lodge Independent Living Community, removing the old water systems and improving the original flats and communal areas.</p> <p><b>Bell Farm Works</b> - refurbish and retrofit 40 properties in the Bell Farm Estate which have failing extension pods that contain asbestos. This involves demolition of previous extension 'pods' and replacing them with modern bathroom extensions.</p>
<b>1.2</b>	<b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)
	City of York Council is legally required (in accordance with Section 20 of the Landlord and Tenant Act 1985) to consult with leaseholders and residents when entering into a contract for works and services.

	<b>Who are the stakeholders and what are their interests?</b> City of York Council, Council tenants and their families, Leaseholders,
<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	The 2019-23 Council Plan focuses on eight key outcomes. The proposed works if implemented are considered to meet a number of these outcomes in the following ways:
	<ul style="list-style-type: none"> <li>• Good health and wellbeing – The improvement works will provide homes which are safer and more thermally efficient, providing healthier living environments for the residents. The ILC Wi-Fi provision will provide better connectivity to family and friends as well as supporting assistive technology integration in the future.</li> <li>• A greener and cleaner city – The homes at Bell Farm will be retrofitted to higher thermal standards. This will reduce both residents’ energy bills and carbon emissions. The potential additional installation of solar PV would provide renewable energy to the residents.</li> </ul>

## Step 2 – Gathering the information and feedback

<b>2.1</b>	<b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	<b>Source of data/supporting evidence</b>	<b>Reason for using</b>
	Feedback from Housing Management staff	Experienced staff with a good knowledge of the residents and their needs

### Step 3 – Gaps in data and knowledge

3.1	<b>What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.</b>		
<b>Gaps in data or knowledge</b>		<b>Action to deal with this</b>	
We will need to ensure that we are aware of all support and personal needs that residents may have which will impact their rehousing options.		Consultation events arranged to liaise with residents and arrange bespoke plans for relocating each resident during major work.	

### Step 4 – Analysing the impacts or effects.

4.1	<b>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.</b>		
<b>Equality Groups and Human Rights.</b>	<b>Key Findings/Impacts</b>	<b>Positive (+) Negative (-) Neutral (0)</b>	<b>High (H) Medium (M) Low (L)</b>
<b>Age</b>	The residents at Glen Lodge and Bell Farm will move to alternative accommodation while works are underway. The new property will be in much better condition than their existing home and they will be given the choice to move back to their home when work is complete. Residents of Glen Lodge, Independent Living	(-)	<b>M</b>

	Community will be offered alternative accommodation within Glen Lodge to ensure disruption is minimised.		
<b>Disability</b>	The residents at Glen Lodge and Bell Farm will move to alternative accommodation while works are underway. Residents with additional needs will be matched with properties that meet their requirements. All residents will be offered the opportunity to return to their previous home if they wish.	<b>(-)</b>	<b>M</b>
<b>Gender</b>	Members of this community moving from community will experience no impact as the proposals are not gender specific. If a resident raises a concern around gender we will proactively support them in finding an appropriate solution.	<b>0</b>	<b>L</b>
<b>Gender Reassignment</b>	Members of this community will experience no impact as the proposals are not distinguish between genders or gender reassignment. If a resident raises a concern around gender reassignment we will proactively support them in finding an appropriate solution.	<b>0</b>	<b>L</b>
<b>Marriage and civil partnership</b>	Members of this community will experience no impact as the proposals are not distinguish between genders or gender reassignment. If a resident raises a concern around marriage & civil partnership status we will proactively support them in finding an appropriate solution.	<b>0</b>	<b>L</b>
<b>Pregnancy and maternity</b>	Members of this community relocating would be housed in more suitable accommodation. If a resident raises a concern around pregnancy and maternity we will proactively support them in finding an appropriate solution.	<b>-</b>	<b>L</b>

<b>Race</b>	Members of this community will experience no impact as the proposals are not based on race. If a resident raises a concern around race we will proactively support them in finding an appropriate solution.	<b>0</b>	<b>L</b>
<b>Religion and belief</b>	Members of this community will experience no impact as the proposals are not based on religion and belief. If a resident raises a concern around religion and belief we will proactively support them in finding an appropriate solution.	<b>0</b>	<b>L</b>
<b>Sexual orientation</b>	Members of this community will experience no impact as the proposals are not based on sexual orientation. If a resident raises a concern around sexual orientation we will proactively support them in finding an appropriate solution.	<b>0</b>	<b>L</b>
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>	The individual needs of each household will be discussed and where carer responsibilities are identified this will be accommodated within the new housing offer. For Glen Lodge, moving within the community will ensure continuity of care.	<b>-</b>	<b>L</b>
<b>Low income groups</b>	Housing Services have financial assistance in place for all residents moving out of their home to allow for major works. Low-income groups will not be disadvantaged due to this proposal.	<b>0</b>	<b>L</b>
<b>Veterans, Armed Forces Community</b>	Members of this community will experience no impact as the proposals are not based on veteran or armed forces status.	<b>0</b>	<b>L</b>
<b>Other</b>	We are not aware of any other groups or communities that these proposals would impact.	<b>0</b>	<b>L</b>

<b>Impact on human rights:</b>			
List any human rights impacted.			
The Right to Housing	The works proposed will greatly improve the properties and provide high quality accommodation for residents.	+	<b>M</b>

**Use the following guidance to inform your responses:**

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p><b>High impact</b> (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p><b>Medium impact</b> (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p><b>Low impact</b> (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

## Step 5 - Mitigating adverse impacts and maximising positive impacts



5.1	<p><b>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</b></p>
<p>All residents will be informed of the proposed works and the need to move from their homes prior to the works commencing. Residents will receive written communication along with in person events with Council staff from Housing Management, Housing Delivery and where care plans are in place, Adult Social Care. For Glen Lodge, families have also been informed and invited to the information event. The key focus of communication at this stage has been to provide assurance that this is a collaborative process and council officers will work with each individual household to support them through their move. Significant time has been built into the programme to ensure that residents and families have time to consider their housing options.</p>	

## **Step 6 – Recommendations and conclusions of the assessment**

6.1	<p><b>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</b></p>
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- **No major change to the proposal** – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.

- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty

- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination, it should be removed or changed.

**Important:** If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

<b>Option selected</b>	<b>Conclusions/justification</b>
<b>No major change to the proposal</b>	The EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.

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**Step 7 – Summary of agreed actions resulting from the assessment**

<b>7.1 What action, by whom, will be undertaken as a result of the impact assessment.</b>			
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b>	<b>Timescale</b>
<b>Resident Consultation</b>	<b>Public event and one to meeting with residents</b>	<b>Derek Gauld</b>	<b>3 months</b>
<b>Leaseholder Consultation</b>	<b>One to one meeting with leaseholders</b>	<b>Derek Gauld</b>	<b>3 Months</b>

**Step 8 - Monitor, review and improve**

<b>8. 1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b> Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	Continuous discussion and communication with residents and other stakeholders to identify and issues or improvement. Fortnightly cross-department meetings to review progress. The project will also be reviewed by Housing Senior Leadership Team on a monthly basis.

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