

# Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

**Version 3: January 2013**

|   |   |
|---|---|
| Title of proposal<br><i>(include forward plan reference if available)</i> | <b>Delivering New Homes – new council housing at Reservoir Road, Rowley.</b>                              |
| Directorate and Service Area  | Regeneration and Growth - Housing & Partnerships  |
| Name and title of Lead Officer completing this EIA                        | Alan Martin<br>Housing Partnerships and Programme Manager   |
| Contact Details   | Tel: 0121 569 5349<br>Email: <a href="mailto:alan_martin@sandwell.gov.uk">alan_martin@sandwell.gov.uk</a> |
| Names and titles of other officers involved in completing this EIA        | Mark Taylor   |
| Partners involved with the EIA where jointly completed                    | None  |
| Date EIA completed  | 05/04/19  |
| Date EIA signed off or agreed by Director or Executive Director           |   |
| Name of Director or Executive Director signing off EIA                    | Amy Harhoff   |
| Date EIA considered by Cabinet Member                                     |   |

See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions

**1. The purpose of the proposal or decision required**

[ILO: UNCLASSIFIED]

**(Please provide as much information as possible)**

This report is part of the Council's strategic approach to provide more good quality housing, helping to make Sandwell a more cohesive, healthy and prosperous place to live.

This report seeks permission for the council to deliver 27 Council-owned, affordable rented units at Reservoir Road, Rowley.

**2. Evidence used/considered**

Various data sources have been referenced to formulate the report, including a Housing Needs and Demand Study, Site Allocations Document, SHAPE, historical site records, Council Tax data, etc.

**3. Consultation**

The report has been circulated for consultation to relevant Council officers.

**4. Assess likely impact**

*Please give an outline of the overall impact if possible.*

Good quality housing is a recognised key driver to help create cohesive, healthy and prosperous communities. The continued delivery of sustainable housing growth remains one of the most significant challenges and opportunities currently facing the Borough of Sandwell.

Provision of these units will have a positive impact upon:

- Reducing the number people on the housing register
- Reducing homelessness
- Reducing the number of vacant development sites in the borough which are prone to ASB
- Reducing management costs for vacant sites.
- Increased Council income via the New Homes Bonus scheme and more Council Tax
- Tackling the under-occupation and overcrowding, helping the Council to make best use of its existing housing stock.

**Please complete the table below at 4a to identify the likely impact on specific protected characteristics**



**4a. Use the table to show:**

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

| <b>Protected Characteristic</b> | <b>Positive Impact</b> | <b>Negative Impact</b> | <b>No Impact</b> | <b>Reason and evidence<br/>(Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)</b>  |
|---------------------------------|------------------------|------------------------|------------------|---|
|                                 | ✓                      | ✓                      | ✓                |   |
| <b>Age</b>                      | ✓                      |                        |                  | There is an issue of under-occupation within the Council's existing housing stock, much of which is caused by older people living in 3-bedroom family properties. The proposed development includes several smaller, 2 bedroom units which will assist the Council in providing people with homes that are more suitable for their needs. |
| <b>Disability</b>               | ✓                      |                        |                  | The homes will meet current Building Regulations which have provisions relating to accessibility of residential properties and are designed to help people who have mobility issues.  |

|                                       |  |  |   |   |
|---------------------------------------|--|--|---|---|
| <b>Gender reassignment</b>            |  |  | ✓ | No impact as the properties will be available regardless of gender.                 |
| <b>Marriage and civil partnership</b> |  |  | ✓ | No impact as the properties will be available regardless of marriage status.        |
| <b>Pregnancy and maternity</b>        |  |  | ✓ | No impact as the properties will be available regardless of pregnancy or maternity. |
| <b>Race</b>                           |  |  | ✓ | No impact as the properties will be available regardless of race.                   |
| <b>Religion or beliefs</b>            |  |  | ✓ | No impact as the properties will be available regardless of religion or beliefs.    |

|                           |  |  |   |   |
|---------------------------|--|--|---|---|
| <b>Sex</b>                |  |  | ✓ | No impact as the properties will be available regardless of sex.                |
| <b>Sexual orientation</b> |  |  | ✓ | No impact as the properties will be available regardless of sexual orientation. |
| <b>Other</b>              |  |  |   |   |

Does this EIA require a full impact assessment? **No**

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

|  |
|--|
| <b>5. What actions can be taken to mitigate any adverse impacts?</b>   |
| N/A  |
| <b>6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?</b>  |
| N/A  |
| <b>7. Monitoring arrangements</b>  |
| <p>The development of the schemes will be monitored through site meetings and the Regeneration and Growth Development &amp; Delivery Group.</p> <p>Following tenancy allocation, monitoring of properties will take place through the Choice Based Lettings scheme and annual Allocation and Monitoring Reports will be produced to examine issues such as age profile, ethnicity and housing needs.</p> |
| <b>8. Action planning</b>  |
| You may wish to use the action plan template below   |



| Question no. (ref) | Action required | Lead officer/<br>person responsible | Target date | Progress |
|--------------------|-----------------|-------------------------------------|-------------|----------|
|                    |                 |                                     |             |          |
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|                    |                 |                                     |             |          |

## **9. Publish the EIA**

Details of the EIA assessment will be published as part of the Cabinet report via CMIS

## **Where can I get additional information, advice and guidance?**

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

### **Practical advice, guidance and support**

Help and advice on undertaking an EIA, using the electronic EIA toolkit or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Improvement and Efficiency. The officers within in Improvement and Efficiency will also provide overview quality assurance checks on completed EIA documents.

**Please contact:**

Kashmir Singh - 0121 569 3828