

# Dacorum BC Community Impact Assessment (CIA) Template

<b>Policy / service / decision</b>	<b>Housing Revenue Account Business Plan / Housing Services / Approval of the Plan</b>
<p><b>Description of what is being impact assessed</b></p> <p><i>What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?</i></p> <p><i>Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc</i></p> <p><i>It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact</i></p>	
<p>The aim of the Business Plan is to set out how the resources available to the Council from Council tenants and leaseholders will be used to invest in their homes and to improve services for them.</p>	
<b>Evidence</b>	
<p><b>What data/information have you used to assess how this policy/service/decision might impact on protected groups?</b></p> <p><i>(include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.</i></p>	
<p>We have benchmarked our Community Impact Assessment against similar assessments made by other local authorities and used local resident insight data and service data, such as housing stock condition data, to inform the plan.</p>	

**Who have you consulted with to assess possible impact on protected groups?** *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

We have consulted the Council's Tenant and Leaseholder Committee via a special meeting of the Committee which took place on 28<sup>th</sup> February 2023. The purpose of this consultation was to get the views of tenant and leaseholder representatives on the plan and the priorities that are set out within it.

<b>Analysis of impact on protected groups (and others)</b>				
<p>The Public Sector Equality Duty requires Dacorum BC to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service/decision will achieve these aims. Using the table below, detail what considerations and potential impacts against each of these using the evidence that you have collated and your own understanding. Based on this information, make an assessment of the likely outcome, <b>before</b> you have implemented any mitigation.</p> <ul style="list-style-type: none"> <li>• The PCs of <i>Marriage and Civil Partnership</i> and <i>Pregnancy and Maternity</i> should be added if their inclusion is relevant for impact assessment.</li> <li>• Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).</li> </ul>				
<b>Protected group</b>	<b>Summary of impact</b> <i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/ public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>	<b>Negative impact / outcome</b>	<b>Neutral impact / outcome</b>	<b>Positive impact / outcome</b>
<b>Age</b>	The plan provides investment in homes and services for older people.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Disability (physical, intellectual, mental)</b>  <i>Refer to CIA Guidance Notes and Mental Illness &amp; Learning Disability Guide</i>	The plan provides investment in homes and services for people with a disability to enable them to live independently.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Gender reassignment</b>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p><b>Race and ethnicity</b></p>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b>Religion or belief</b></p>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b>Sex</b></p>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b>Sexual orientation</b></p>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b>Not protected characteristics but consider other factors, e.g. carers, care leavers, veterans, homeless, low income, loneliness, rurality etc.</b></p>	<p>A key purpose of the plan is provide high quality homes for local people, particularly those who are homeless and are in housing need.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Negative impacts / outcomes action plan</b>			
Where you have ascertained that there will potentially be negative impacts / outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.			
<b>Action taken/to be taken</b> <i>(copy &amp; paste the negative impact / outcome then detail action)</i>	<b>Date</b>	<b>Person responsible</b>	<b>Action complete</b>
Not applicable.	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>

<b>If negative impacts / outcomes remain, please provide an explanation below.</b>	
<b>Completed by (all involved in CIA)</b>	<b>Darren Welsh – Chief Housing Officer</b>
<b>Date</b>	<b>March 2023</b>
<b>Signed off by</b> <i>(AD from different Directorate if being presented to SLT / Cabinet)</i>	<b>Fiona Jump – Head of Financial Services</b>
<b>Date</b>	<b>March 2023</b>
<b>Entered onto CIA database - date</b>	
<b>To be reviewed by</b> (officer name)	<b>Darren Welsh – Chief Housing Officer</b>
<b>Review date</b>	<b>March 2024</b>