

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Principal Contractor Tender; Paradise Depot

Description of what is being impact assessed

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?

Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc

It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact

The aim of this tender is to identify a suitable contractor to construct the Paradise Depot scheme

The proposal is in line with Dacorum's planning policy and recent planning approval, Housing Development's New Build Design Guide and Employers Requirements documentation, while ensuring compliance with low maintenance homes in co-operation with the Property and Place team and the Tenancy and Leasehold team.

Evidence

What data/information have you used to assess how this policy/service/decision might impact on protected groups?

(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.

- Mix of Properties identified from Dacorum Council housing waiting list and allocations and Lettings team.
- Dacorum Council Local Planning and National planning policy.
- In line with other policies such as housing allocations, wheelchair accommodation and electric vehicle requirements.
- Regular meetings with Planning service, Strategic housing and the Property Team.

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.*

- Housing Needs
- Planning services,
- Property
- Tenant services
- Procurement team

Analysis of impact on protected groups (and others)

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, **before** you have implemented any mitigation.

- *The PCs of Marriage and Civil Partnership and Pregnancy and Maternity should be added if their inclusion is relevant for impact assessment.*
- *Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).*

Summary of impact		Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	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?			
Age	This policy is based on Dacorum’s Housing waiting list and lettings policy and therefore follows those polices.	□	⊗	□

<p>Disability (physical, intellectual, mental)</p> <p><i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i></p>	<p>This policy is based on Dacorum’s Housing waiting list and lettings policy and therefore follows those polices.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Gender reassignment</p>	<p>This policy is based on Dacorum’s Housing waiting list and lettings policy and therefore follows those polices.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Race and ethnicity</p>	<p>This policy is based on Dacorum’s Housing waiting list and lettings policy and therefore follows those polices.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Religion or belief</p>	<p>This policy is based on Dacorum’s Housing waiting list and lettings policy and therefore follows those polices.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Sex</p>	<p>This policy is based on Dacorum’s Housing waiting list and lettings policy and therefore follows those polices.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>Sexual orientation</p>	<p>This policy is based on Dacorum's Housing waiting list and lettings policy and therefore follows those policies.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Not protected characteristics but consider other factors, e.g. carers, care leavers, veterans, homeless, low income, loneliness, rurality etc.</p>	<p>This development features a new commercial building which is to be used by the homelessness charity DENS as a HUB to support and empower local homeless people and others in crisis.</p> <p>The construction will allow key safe installation if required and also this policy is based on Dacorum's Housing waiting list and lettings policy and therefore follows those policies.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Negative impacts / outcomes action plan

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.

Action taken/to be taken <i>(copy & paste the negative impact / outcome then detail action)</i>	Date	Person responsible	Action complete
<p>Some races or ethnic groups are more likely to have English as a second language, so may require additional help throughout the lettings process.</p> <p>Consideration should be given with translation services on residents handbook</p>	<p>Select date</p>		<p style="text-align: center;"><input type="checkbox"/></p>
	<p>Select date</p>		<p style="text-align: center;"><input type="checkbox"/></p>
	<p>Select date</p>		<p style="text-align: center;"><input type="checkbox"/></p>
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	<p>Select date</p>		<p style="text-align: center;"><input type="checkbox"/></p>

	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
If negative impacts / outcomes remain, please provide an explanation below.			
Completed by (all involved in CIA)	OLIVER DONOHOE (Housing Development Lead Officer)		
Date	16/03/2023		
Signed off by (<i>AD from different Directorate if being presented to SLT / Cabinet</i>)	 Simon Rowberry		
Date			
Entered onto CIA database - date			

To be reviewed by (officer name)	
Review date	