

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Principle Contractor Appointment; Eastwick Row, Hemel Hempstead.

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

This Newbuild project was started in January 2022 by the contractor Jarvis, who unfortunately in February 2023 went into administration. Since February 23 the site has been secured but no further building work has been carried out. Following a procurement process to re-tender the construction works, a report is being take to Cabinet to appoint a principal contractor to complete this partially built block and provide the 34 social rented homes for residents on the Council's housing register. Social rented homes are not being provided for by the housing market and these homes will provide truly affordable homes to those on limited incomes and in highest housing need. By appointing the principal contractor the site will be finished and the local residents will have certainty that the new homes will be provided and that they will no longer be living next to a dormant building site.

The scheme was designed in line with Dacorum's planning policy, Housing Development's New Build Design Guide and Employers Requirements documentation, while ensuring compliance with low maintenance homes requirements in collaboration with the Property and Place team and the Tenancy and Leasehold team. The contractor will be re-commencing the construction works in 2024 with a view to complete by late Spring 2025.

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.

- The mix of properties identified included within this project were approved as a result of consultation with the Council's Housing Allocations team and in recognition of numbers of households on the Council's housing register who required lower cost affordable housing in the form of social rented homes.
- The scheme design and property mix also complies with Dacorum Council's Local Planning policy and National planning policy Framework requirements (NPPF).
- The design is in line with other policies such as housing allocations, wheelchair accommodation and electric vehicle requirements. There are 4 fully wheelchair accessible flats included within the block layout which comply with Building Regulation requirements M4 (3) homes.
- The Council's Development Team had regular meetings with the Planning service, Strategic housing and the Property Team to agree the detail of this scheme.

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 & Allocations Team
- Planning services Team
- Property Services Team
- Tenant services team
- Procurement team

During the original planning stage the scheme details would have been sent to all the Statutory consultees such as HCC Highways, Flood authority, Natural England as well as nearby local residents for their comments.

During the process to gain approval for the award of this contract to complete the build, internal stakeholders as detailed above have been consulted through Capital Programme Board, HSLT, Commercial Board and SLT. This includes seeking approval that the increased budget approval required is available in the HRA Business plan.

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).

Protected group	Summary of impact <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>	Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Age	Currently the partially built scheme is not providing any beneficial housing to the local community. By appointing this contractor to complete the project, the new homes will be available to all eligible households on Dacorum’s Housing waiting list. The scheme is not age-specific so will be available to eligible applicants regardless of age.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability (physical, intellectual, mental) <i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i>	The scheme will provide purpose built wheelchair standard homes on the ground floor (4 flats) and will meet Building regulations M4 Category 3 homes. For those with a physical disability registered on the Council’s housing register, they will be eligible to apply for these once completed. There are in excess of 90 households registered and seeking wheelchair accessible homes in Dacorum.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Gender reassignment	Currently the partially built scheme is not providing any beneficial housing to the local community. By appointing this contractor to complete the project, the new homes will be available to all eligible households on Dacorum's Housing waiting list.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and ethnicity	Currently the partially built scheme is not providing any beneficial housing to the local community. By appointing this contractor to complete the project, the new homes will be available to all eligible households on Dacorum's Housing waiting list.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	Currently the partially built scheme is not providing any beneficial housing to the local community. By appointing this contractor to complete the project, the new homes will be available to all eligible households on Dacorum's Housing waiting list.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	Currently the partially built scheme is not providing any beneficial housing to the local community. By appointing this contractor to complete the project, the new homes will be available to all eligible households on Dacorum's Housing waiting list.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	Currently the partially built scheme is not providing any beneficial housing to the local community. By appointing this contractor to complete the project, the new homes will be available to all eligible households on Dacorum's Housing waiting list.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Not protected characteristics but consider other factors, e.g. carers, care leavers, veterans, homeless, low income,	For those households who may have carers, the construction will allow key safe facilities to be installed if required. The flats will be available to all eligible households who are on the Council's Housing Register and actively bidding for a home. Households accepted as homeless and in priority need will be eligible for these homes once completed.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

loneliness, rurality etc.				
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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
Some races or ethnic groups are more likely to have English as a second language, so may require additional help throughout the lettings process. Consideration should be given with translation services on residents handbook	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"/>

If negative impacts / outcomes remain, please provide an explanation below.

Completed by (all involved in CIA)	Gerard Brennan (Senior Project Manager)
Date	19/12/2023
Signed off by (AD from different Directorate if being presented to SLT / Cabinet)	Matt Rawdon
Date	20/12/2023
Entered onto CIA database - date	TBC
To be reviewed by (officer name)	TBC
Review date	TBC