

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision	Housing Strategy
<p>Description of what is being impact assessed</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 Housing Strategy sets out our vision for delivery of affordable social housing in Dacorum. The impact is far-reaching, because availability of high quality social housing also impacts the private market. In particular, younger people, older people, larger families and people with long term health conditions are more likely to have difficulty accessing housing that meets their needs.</p>	
<p>Evidence</p>	
<p>What data/information have you used to assess how this policy/service/decision might impact on protected groups? <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>Internal and external stakeholder events, Customer satisfaction data, best practice and legislative guidance.</p> <p>External contractor (HQN) appointed to write first draft in line with best practice.</p> <p>Strategic Housing Market Assessment (SHMA).</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.*

Internal and external stakeholder events, TLC. Supported Housing Forum.

The formal approval process through housing senior leadership, the portfolio holder, overview and scrutiny and full Cabinet will seek to inform later versions of this document.

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	<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>			
Age	Residents vulnerable due to their age may find it more difficult to access a suitable home. Increasing age is linked directly to increased incidence of disabilities. Younger people may be more likely to be on lower incomes than those aged 25-60 and therefore less able to afford a suitable home. This strategy seeks to acknowledge and address these needs.	□	□	☒

<p>Disability (physical, intellectual, mental)</p> <p><i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i></p>	<p>Residents with a disability require accommodation that meets their needs. This strategy seeks to acknowledge and address the current shortage of suitable homes for those unable to have their needs met on the open market.</p>	□	□	☒
<p>Gender reassignment</p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. We seek to ensure that the needs of those who have undergone gender reassignment are met and that they are suitably housed. We have not yet recorded any instances whereby an individual has requested a different type of property as a direct result of gender reassignment.</p>	□	☒	□
<p>Race and ethnicity</p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. We seek to ensure that the needs of all racial and ethnic groups are met and that they are suitably housed. Our choice based lettings approach allows applicants to bid on homes that are close to their desired location, for example near family members or places of worship.</p>	□	☒	□
<p>Religion or belief</p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. We seek to ensure that the needs of all beliefs (and none) are met and that they are suitably housed. Our choice based lettings approach allows applicants to bid on homes that are close to their desired location, for example near family members or places of worship.</p>	□	☒	□
<p>Sex</p>	<p>The policy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010.</p> <p>Females are more likely than males to be victims of domestic abuse, so we take an approach that minimises any risk of perpetrators having access to victims in line with the Council’s Domestic Abuse Policy.</p>	□	☒	□

Sexual orientation	<p>The strategy has been developed in compliance with DBC's equalities policy, and the Equalities Act 2010. We have not yet recorded any instances whereby an individual has requested a different type of property as a direct result of their sexual orientation.</p> <p>In cases where a resident is threatened with abuse or violence as a result of their sexual orientation we will take all appropriate action.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.	<p>Households on low incomes are more likely to apply for social housing than the general population.</p> <p>Carers, veterans, those being released from prison etc. may have additional needs or requirements for housing.</p> <p>Properties for private rent or sale in Dacorum's rural areas are extremely expensive, so out of reach for many brought up in these locations. This strategy therefore seeks to address the need for social housing in our villages.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Negative impacts / outcomes action plan</p> <p>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.</p>				
<p>Action taken/to be taken</p> <p><i>(copy & paste the negative impact / outcome then detail action)</i></p>	<p>Date</p>	<p>Person responsible</p>	<p>Action complete</p>	
			<input type="checkbox"/>	
			<input type="checkbox"/>	

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

Completed by (all involved in CIA)

Ada Terry, Sue Prowse

Date

07/07/2023

Signed off by *(AD from different Directorate if being presented to CMT / Cabinet)*

Sara Whelan

Date

09/01/2024

Entered onto CIA database - date

To be reviewed by (officer name)

Review date