

# Dacorum BC Community Impact Assessment (CIA) Template

**Policy / service / decision**

Interim Housing Asset Management Strategy

## **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*

Our interim Housing Asset Management Strategy sets out our 6 key priorities, the emerging challenges and opportunities for the Council in respect of these, and the actions that we are committing to deliver between 2024-2026. This strategy is supported by an action plan.

The focus of the interim strategy is continue to improve the quality of the homes that we manage, and ensure that they are fit for the future. Our homes must meet the changing needs of our communities, become more energy-efficient to keep bills low for residents, and combat climate change. We also need to ensure that we provide effective and modern property maintenance services that work for our residents. The financial environment is challenging; rent caps are leading to reduced income, high inflation is causing increased costs, and significant expenditure is needed on our homes to achieve energy efficiency targets. To address these challenges, our interim strategy will focus on increasing our stock condition data and developing our decision-making framework. This will enable us to make wise choices about when, where and how to best invest in our homes and neighbourhoods whilst resources are limited and also create a sustainable long-term financial plan.

## **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.*

Internal stakeholder events and discussions. Best practice and legislative guidance.

**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.*

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. The Tenants & Leaseholder Committee (TLC) will also be consulted during the strategy development process. We have carried out a resident survey to identify resident asset management priorities, one of the findings of the survey was that resident’s priorities showed strong links to the comfort and mental wellbeing of the household and this was often linked to specific needs or characteristics such as age or disability, based on this we have committed as action in our interim asset management strategy to “Co-design a Dacorum ‘Fit for the Future’ home standard, and consider to what extent we develop a fixed standard for every home or personalised approach based on the specific priorities of a household and their diverse needs.” and as we go through this processes in implementing the strategy we be considering the impact on protected groups.

**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
<b>Protected group</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>			

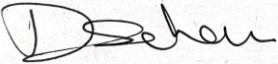
<p><b>Age</b></p>	<p>The Housing asset management strategy includes a commitment to review our sheltered housing schemes to ensure our sheltered housing provision is fit for purpose and meets the current and future needs of residents, this will ultimately have a positive outcome for older people in Dacorum. Another commitment in the strategy is to “Co-design a Dacorum ‘Fit for the Future’ home standard, and consider to what extent we develop a fixed standard for every home or personalised approach based on the specific priorities of a household and their diverse needs.” This will provide the opportunity to consider together with residents whether we should have a more personalised approach to property standard based on specific priorities and diverse needs, including those which may be age related. This has the potential for positive impact.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p><b>Disability (physical, intellectual, mental)</b></p> <p><i>Refer to CIA Guidance Notes and Mental Illness &amp; Learning Disability Guide</i></p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. This strategy comments to co-designing a new home standard and neighbourhood and area improvement plans which will provide an opportunity to consider any implications for people who have a disability. The strategy also references the DBC adaptations service which is in place to support residents to live in their homes as their needs and mobility changes.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b>Gender reassignment</b></p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. This strategy comments to co-designing a new home standard and neighbourhood and area improvement plans which will provide an opportunity to consider any implications for people who have undergone gender reassignment.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b>Race and ethnicity</b></p>	<p>The strategy has been developed in compliance with DBC’s equalities policy, and the Equalities Act 2010. This strategy comments to co-designing a new home standard and neighbourhood and area</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	improvement plans which will provide an opportunity to consider any implications for people of various races and ethnicities.			
<b>Religion or belief</b>	The strategy has been developed in compliance with DBC's equalities policy, and the Equalities Act 2010. This strategy comments to co-designing a new home standard and neighbourhood and area improvement plans which will provide an opportunity to consider any implications for people of various religions or beliefs.	☐	☒	☐
<b>Sex</b>	The strategy has been developed in compliance with DBC's equalities policy, and the Equalities Act 2010. This strategy comments to co-designing a new home standard and neighbourhood and area improvement plans which will provide an opportunity to consider any implications for people of different sexes.	☐	☒	☐
<b>Sexual orientation</b>	The strategy has been developed in compliance with DBC's equalities policy, and the Equalities Act 2010. This strategy comments to co-designing a new home standard and neighbourhood and area improvement plans which will provide an opportunity to consider any implications for people of various sexual orientations.	☐	☒	☐
<b>Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.</b>	Our commitment to "Co-design a Dacorum 'Fit for the Future' home standard, and consider to what extent we develop a fixed standard for every home or personalised approach based on the specific priorities of a household and their diverse needs." will provide the opportunity to consider together with residents whether we should have a more personalised approach to property standard based on specific priorities and diverse needs, including characteristics which are not protected. This has the potential for positive impact.	☐	☐	☒

### 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.

<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>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
	Select date		<input type="checkbox"/>
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	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>Helen McGregor, Ian Kennedy</b>
<b>Date</b>	<b>13/09/2023</b>
<b>Signed off by (AD from different Directorate if being presented to CMT / Cabinet)</b>	 Diane Southam, Assistant Director Place, Communities and Enterprise
<b>Date</b>	3 January 2024
<b>Entered onto CIA database - date</b>	
<b>To be reviewed by (officer name)</b>	
<b>Review date</b>	