

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

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 November 2023 by ARJ Construction Ltd, who unfortunately in April 2024 went into administration. Since April 24 the site has been secured and reclaimed by the Council, but no further building work has been carried out.

Following approval to negotiate with the next available contractor from the original tender process, a report is being taken to Cabinet to appoint Bugler Developments Ltd to continue the works started by ARJ and provide the 56 social rented homes for residents on the Council's housing register and a new HQ for DENS, a local charitable organisation.

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 Bugler, the site will be finished with minimal delay and the local residents will have certainty that the new homes will be provided. The scheme also includes 4 fully adapted wheelchair homes which are in very high demand.

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 Needs 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 charging requirements. There are 4 fully wheelchair accessible flats included within the block layout which comply with Building Regulation requirements M4 (3) homes.

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.

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	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.	□	⊗	□
Disability (physical, intellectual, mental)	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.	□	□	⊗

<i>Refer to CIA Guidance Notes and Mental Illness & Learning Disability Guide</i>	There are in excess of 90 households registered and seeking wheelchair accessible homes in Dacorum.			
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.	☐	⊗	☐
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.	☐	⊗	☐
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.	☐	⊗	☐
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.	☐	⊗	☐
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.	☐	⊗	☐

<p>Not protected characteristics but consider other factors, e.g. carers, care leavers, veterans, homeless, low income, loneliness, rurality etc.</p>	<p>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.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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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.

<p>Action to be taken <i>(copy & paste the negative impact / outcome then detail action)</i></p>	<p>Date</p>	<p>Person responsible</p>	<p>Action complete</p>
	<p>Select date</p>		<input type="checkbox"/>
	<p>Select date</p>		<input type="checkbox"/>
	<p>Select date</p>		<input type="checkbox"/>
	<p>Select date</p>		<input type="checkbox"/>

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

N/A

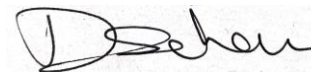
Completed by (all involved in CIA)

Oliver Donohoe

Date

10/09/2024

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



Diane Southam Assistant Director Place, communities and Enterprise

Date

19th September 2024

Entered onto CIA database - date

TBC'd

To be reviewed by (officer name)

Julie Abbey-Taylor

Review date

20/09/2025