

# Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

HRA Business Plan 2025 Update

## 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 HRA Business Plan sets out our funding arrangements to deliver the corporate priorities and the aspirations of our housing strategy. The focus is on the upcoming year in detail, whilst also recognising the longer-term needs for the service as detailed within the Business Plan. The impact is far-reaching, because we are a landlord to over 10,000 tenanted households and own the freehold of around 1,800 leasehold flats. We house a broad range of residents including younger people, older people, larger families and people with long-term health conditions – many of whom are more likely to have difficulty accessing suitable housing that meets their needs than the wider population.

## 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.*

We have looked at historical trends on spend, reflected on upcoming procurement and potential risk of cost escalation, and prioritised where the income should be spent. This has benefited the work of the Housing Transformation and Improvement Programme.

**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 staff and residents via TLC (set for 28/11/2024)

The HRA Business Plan is an enabling tool to allow us to deliver all the services within the corporate plan and our housing strategies. These other documents include their own specific Community Impact Assessments.

The formal approval process for the update to the HRA Business Plan has been through Housing senior leadership, the portfolio holder, Overview and Scrutiny Committee 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	<p>Older, vulnerable residents may find it more difficult to access a suitable home. Increasing age is also linked directly to increased incidence of disabilities.</p> <p>Younger people may be more likely to be on lower incomes than older ones, and therefore less able to afford a suitable home. The update to the HRA Business Plan supports a variety of strategies that seek to acknowledge and address these needs.</p>	□	□	☒

<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>Residents with a disability require accommodation that meets their needs. This update helps us to acknowledge and address the current shortage of suitable homes for those unable to have their needs met on the open market, and to have existing homes adapted.</p>	□	□	☒
<p><b>Gender reassignment</b></p>	<p>The HRA Business Plan supports all housing strategies which have 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 or are undergoing 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><b>Race and ethnicity</b></p>	<p>The HRA Business Plan supports all housing strategies, which have 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><b>Religion or belief</b></p>	<p>The HRA Business Plan supports all housing strategies, which have 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><b>Sex</b></p>	<p>The HRA Business Plan supports all housing strategies, which have been developed in compliance with DBC’s equalities policy and the Equalities Act 2010.</p>	□	☒	□

	Females are more likely than males to be victims of domestic abuse, so we take an approach that minimises any risks of perpetrators having access to victims in line with the Council's Domestic Abuse Policy.			
<b>Sexual orientation</b>	<p>The HRA Business Plan supports all housing strategies, which have been developed in compliance with DBC's equalities policy and the Equalities Act 2010.</p> <p>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. In cases where a resident is threatened with abuse or violence because of their sexual orientation, we will take all appropriate action.</p>	☐	☐	☐
<b>Not protected characteristics but consider other factors, e.g. carers, care leavers, veterans, homeless, low income, loneliness, rurality etc.</b>	Households on low incomes are more likely to apply for social housing than the general population. Carers, veterans those being released from prison etc. may have additional needs or requirements for housing. 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. The HRA Business Plan supports the Housing Strategy, which seeks to address the need for social housing in our villages.	☐	☐	☒

**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>
No negative impacts, though as with most social housing providers, we have had to prioritise what to focus on given the income constraint detailed within the report.	Select date		<input checked="" type="checkbox"/>
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**If negative impacts / outcomes remain, please provide an explanation below.**

<b>Completed by (all involved in CIA)</b>	<b>Hannah Peacock</b>
<b>Date</b>	<b>21/11/2024</b>
<b>Signed off by</b>	<b>Fiona Jump</b>
<b>Date</b>	<b>22/11/2024</b>
<b>Entered onto CIA database - date</b>	
<b>To be reviewed by (officer name)</b>	
<b>Review date</b>	