

# Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision	Supported Housing Strategy
<p><b>Description of what is being impact assessed</b></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>Dacorum Borough Council (DBC) own and manage approximately 1800 properties that are designated for those over the age of 60. These properties are called Supported Housing. Eligible tenants who move into supported housing have access to an enhanced housing management service, provided by our Supported Housing Officers (SHO's), and a 24 hour community alarm.</p> <p>Local and national demographic projections suggest that the older population will grow significantly in the coming years, with a particular increase in those over the age of 85. Therefore DBC need to have a housing offer that is safe, well maintained and to support people to live independently.</p> <p>Some of our Supported Housing properties were built a number of years ago and therefore, in some cases, the accommodation may not be able to meet our tenants accessibility or adapted need. Furthermore we are aware that having services that encourage and promote wellbeing, and that can reduce social isolation, are important for our tenants.</p> <p>The Supported Housing Strategy sets out our vision for the delivery of housing for older tenants in the borough. While it is a standalone strategy, that only applies to designated housing for older tenants, it will be developed and delivered alongside the Housing strategy and the Strategic Asset Review (SAR).</p>	
<b>Evidence</b>	
<b>What data/information have you used to assess how this policy/service/decision might impact on protected groups?</b>	

We have considered the following data / information when considering how the Supported Housing strategy may impact on protected groups:

South West Herts Local Housing Needs assessment 2024.

FFT consultancy report.

Inner circle consultancy report.

Rental Housing for an ageing population – APPG, Housing and Care for Older People.

Housing our Ageing Population: Positive Ideas (HAPPI 3) - Making retirement living a positive choice – APPG, Housing and Care for Older People.

Census 2021

**Who have you consulted with to assess possible impact on protected groups? .**

Tenants and Leaseholder Committee (TLC)

Supported Housing tenant forum.

Supported Housing tenant meetings.

Corporate Leadership team (CLT)

Housing Senior Leadership team (HSLT)

Strategic Leadership team (SLT)

Housing and Communities Overview and Scrutiny Committee

Herts Supported Housing Strategic Board

Dacorum Supported Housing Strategic Board

**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	<ul style="list-style-type: none"> <li>• The strategy will improve the delivery of suitable housing for older people and will enhance the support offer available to tenants.</li> <li>• Older people’s views have helped to shape the strategy with a focus on areas that are important to them, including security, health and wellbeing and social interaction.</li> </ul>	□	□	☒
Disability (physical, intellectual, mental)  <i>Refer to CIA Guidance Notes and Mental Illness &amp; Learning Disability Guide</i>	<ul style="list-style-type: none"> <li>• The strategy pays particular focus to providing accessible properties that are suitable for those with a physical disability.</li> <li>• The strategy makes clear our approach to providing accommodation that the supports the wellbeing of tenants through partnership working with specialist voluntary and statutory services.</li> </ul>	□	□	☒

	<ul style="list-style-type: none"> <li>Through the strategy, DBC outline our approach to supporting the development of additional flexi care properties within the borough.</li> </ul>			
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>No provisions directly affect tenants undergoing or having undergone gender reassignment.</li> <li>The strategy is inclusive and equitable for all tenants, with no anticipated adverse impacts.</li> </ul>	□	⊗	□
<b>Marriage and Civil Partnership</b>	<ul style="list-style-type: none"> <li>The strategy applies equally to tenants regardless of their marital or civil partnership status.</li> </ul>		X	
<b>Race and ethnicity</b>	<ul style="list-style-type: none"> <li>The strategy promotes the involvement of community and cultural groups within schemes.</li> <li>Data will continue to be collected to help shape services that meet the needs of those from a range of racial and ethnic backgrounds.</li> </ul>	□	□	⊗
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>The strategy promotes the involvement of community and faith groups within schemes.</li> <li>Data will continue to be collected to help shape services that meet the needs of those from a range of religious backgrounds.</li> </ul>	□	□	⊗
<b>Sex</b>	<ul style="list-style-type: none"> <li>The strategy treats all tenants equitably regardless of sex, with no commitments disproportionately affecting one group.</li> <li>Existing processes for reporting domestic abuse remain a priority and are supported by the service.</li> </ul>	□	⊗	□

<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>The strategy treats all tenants equitably regardless of sexual orientation, with no commitments disproportionately affecting one group.</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Not protected characteristics but consider other factors, e.g. carers, veterans, homeless, low income, loneliness, rurality etc.</b>	<ul style="list-style-type: none"> <li><b>Carers:</b> Improved facilities within the housing stock will support carers to provide vital services in a appropriate environment.</li> <li><b>Low income:</b> The strategy commits to considering opportunities to remove obstacles for involvement such as cost and transport.</li> <li><b>Loneliness:</b> There is a focus on reducing social isolation within our housing stock through the regular provision of social activities and through the involvement of other services.</li> <li><b>Rurality:</b> Properties are provided within all areas of the borough, including rural areas and our approach will be tailored to that particular area.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

### 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>
N/A			<input type="checkbox"/>
			<input type="checkbox"/>

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

**Completed by (all involved in CIA)**

**Lauren Dowsett  
Oli Jackson**

**Date**

**13/12/2024**

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

**Matt Rawdon (Assistand Director – People)**

**Date**

**13<sup>th</sup> December 2024**

**Entered onto CIA database - date**

**To be reviewed by** (officer name)

**Review date**