

Appendix B

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: screening stage

Name of policy, service or strategy to be assessed:

Allocation of council owned properties 1-6 St John's Place

1. What is the main purpose of the policy, service or strategy?

Reclassification of properties 1- 6 St John's Place to general needs.

Council owned properties in St John's Place, currently allocated to tenants with an assessed need for sheltered housing will no longer be allocated to tenants who need sheltered housing.

Colchester Borough Council has developed a 'Colchester Standard' for sheltered housing which sets out the facilities which should be included in all sheltered housing. The reclassification of St John's Place is intended to phase out sheltered housing which does not have the design features expected in housing for use by older people and cannot offer the services and facilities identified in the Colchester Standard. In order to achieve CBC's aspiration for its sheltered housing in the future the properties at the St John's Place will no longer be specifically allocated to tenants who need sheltered housing.

2. What main areas or activities does it cover?

- Allocation of council owned properties in St John's Place currently designated as sheltered accommodation will be allocated as general needs when vacancies arise.

3. Who are the main audience, users or customers who will be affected?

- Current tenants of sheltered housing in St John's Place
- Colchester residents interested in living in general needs or sheltered accommodation
- Colchester residents with low level support needs

4. What outcomes do you want to achieve from the policy, service or strategy?

- To make sure that current tenants of sheltered accommodation in St John's Place are able to live in and receive the same housing related support service in their homes for as long as they wish or until the property no longer meets their housing support or care needs.
- To increase choice for tenants who require general needs accommodation
- To provide specialist accommodation for tenants with low level support needs

5. Are other service areas or partner agencies involved in delivery? If so, please give details below:

Colchester Borough Homes
Essex County Council

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'¹ to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'² and those who do not?
- (c) foster good relations between people who share a protected characteristic and those who do not?

Yes. This accommodation may be most suitable for tenants with learning disabilities

¹ these 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

² The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

If you have answered `no`, please give details of the reasons for this decision:

7. If you answered `yes` to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the `general duty`:

'Protected characteristic' group		How does it help to `eliminate unlawful discrimination, harassment and victimisation`?	How does it help to `advance equality of opportunity between people who share a protected characteristic and those who do not`?	How does it help to `foster good relations between those who share a protected characteristic and those who do not`?
Age	Older people (60+)			
	Younger people (17-25) and children (0-16)			
Disability	Physical			
	Sensory			
	Learning		The accommodation may be most suitable for tenants with a learning disability. Increased choice of accommodation Increased opportunities for independent living	People with shared characteristic live amongst the wider community
	Mental health issues			
	Other – <i>please specify</i>			
Ethnicity ³	White			

³ Census 2011 categories are: Bangladeshi, Indian, and Pakistani, Other Asian (Asian or Asian British); African, Caribbean, Other Black (Black or Black British); White and Black African, White and Asian, White and Black Caribbean (Mixed); British, Irish; Other White (White); Chinese, Other (Other ethnic group).

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
	Black			
	Chinese			
	Mixed Ethnic Origin			
	Gypsies/ Travellers			
	Other – <i>please state</i>			
Language	English not first language			
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks			
Religion or Belief	People with a religious belief (or none) ⁴			
Sex	Men			
	Women			
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual			
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership			
All				

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

⁵ Our legal duty in respect of 'marriage or civil partnership' extends only to the need to eliminate unlawful discrimination.

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality?

Yes – See below.

Please use the table below to indicate how the policy, service or strategy could have a positive or negative effect on any of the following equality groups (known under the Equality Act as ‘protected characteristics’). Include reference to any consultation, data or information that you have used in making this assessment about positive or negative effects.

‘Protected characteristic’ group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)			*	There will be a reduction in the availability of dedicated sheltered housing provision in the Town Centre.
	Younger people (17-25) and children (0-16)	*	Increases quantity of accommodation on offer to all residents		
Disability	Physical				
	Sensory				
	Learning				
	Mental health issues				
	Other – <i>please specify</i>				
Ethnicity	White				
	Black				
	Chinese				
	Mixed Ethnic Origin				
	Gypsies/ Travellers				
Other – <i>please state</i>					
Language	English not first language				

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks				
Religion or Belief	People with a religious belief (or none)				
Sex	Men				
	Women				
	Transsexual / gender reassignment				
Sexual Orientation	Lesbian, gay and bisexual				
Marriage and Civil Partnership	People who are single, married or in a civil partnership				

9. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

No

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

Older people: There will be a reduction in the availability of dedicated sheltered housing provision in the Town Centre

- Older people will still be eligible for these properties even when their use is changed to general needs.

⁶ Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or Marriage and Civil Partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic' unless the practice can be objectively justified by a legitimate aim.

- The improvement of Sheltered Housing accommodation to the 'Colchester Standard' across the Borough will provide an overall benefit to this group.

Additional information:

Current tenants in flats designated as sheltered housing in St John's Place will continue to be able to enjoy the provision of the sheltered service for the duration of their tenancy or until the property no longer meets their housing, support or care needs.

General needs flats in the area will be let under a local lettings policy to ensure that a suitable allocation is made. This will take into account the needs of both current and prospective tenants.

Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information.	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <input checked="" type="checkbox"/>	Sign off screening and finish.
Likely negative impacts were identified but have not been minimised or removed. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

12. Name and job title of person completing this form:

Jane Dabbs, Strategy and Solutions Project Officer

13. Date of completion:

25th July 2013

Approved by Gareth Mitchell
4th November 2013

14. Date for update or review of this screening:

- Reclassification of the properties in St John's Place is not an ongoing project. Therefore a review is not needed.