

Equality Impact Assessment: Introduction of a Council Housing and Development Advisory Board

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive and Council	Introduction of Council Housing and Development Advisory Board	That Executive recommend to Council for approval, the creation of a dedicated Council Housing and Development Advisory Board, with the composition and terms of reference	No group will be negatively affected. Potentially all groups will be positively affected.

		<p>detailed in this report.</p> <p>That the necessary changes be made to the Council's constitution and delegated authority be given to the Director responsible for the HRA in consultation with the Corporate Manager Democratic and Civic Support and Portfolio Holder for Council Housing, Development & Services to finalise the procedures for Board meetings and Terms of Reference.</p>	
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Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant			The reason for this report is that the HRA represents a major area of business for the Council, with an annual income of over £20

workers; asylum seekers).			<p>million and an asset base with a use valuation in excess of £210m. It is also an area facing major challenges in the years ahead as a consequence of a challenging financial and policy environment on the one hand, and significant ambitions to build over 500 new homes in the next decade and improving the energy efficiency/carbon footprint of its existing stock on the other.</p> <p>Given the significance of the HRA both in financial terms as well as in terms of the range of services it delivers to a large number of residents, officers believe there is a strong argument for modifying the governance arrangements in order to strengthen levels of scrutiny and oversight as well as provide a mechanism for more robust professional challenge.</p>
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive		The Advisory Board will oversee the delivery of the Councils housing new build schemes it is likely that many homes will be built to wheelchair accessible standard or specifically for residents requiring adaptations.
Sex/Gender	Neutral		
Gender reassignment	Neutral		
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Neutral		
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral		
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only	Positive		The provision of more affordable housing in the City will have a positive impact on all age groups

as overriding consideration should be given to needs).			
Pregnancy and maternity including new and breast feeding mothers	Neutral		
Marriage and civil partnership status	Neutral		

Actions identified that will mitigate any negative impacts and/or promote inclusion

No negative impacts are anticipated.

Officer: Lawrence Blake

Date: 28th May 2020