

## FOR PUBLICATION - Chesterfield Borough Council equality impact assessment - full assessment form

|   |                             |
|---|-----------------------------|
| <i>Title of the policy, project, service, function or strategy:</i> | Housing Strategy 2024-2027  |
| <b>Service Area:</b>  | Housing Services            |
| <b>Section:</b>   | Statutory Housing Solutions |
| <b>Lead Officer:</b>  | Jane Davies                 |
| <b>Date of assessment:</b>  | March 2024                  |
| <b>Is the policy, project, service, function or strategy:</b>       |                             |
| <i>Existing</i>   | <input type="checkbox"/>    |
| <i>Changed</i>  | <input type="checkbox"/>    |
| <i>New / Proposed</i>   | x                           |

### Section 1 – Clear aims and objectives

#### 1. What is the aim of the policy, project, service, function or strategy?

The Chesterfield Borough Council Housing Strategy 2024-2027 will play a key role in helping deliver the Chesterfield Borough Council Plan's vision of '*putting our communities first*' and the priorities of '*making Chesterfield a thriving borough*' and '*improving the quality of life for local people*'.

#### 2. Who is intended to benefit from the policy project, service, function or strategy and how?

The Housing Strategy is intended to co-ordinate the housing and housing related activity of the council. The co-ordination of this activity is intended to benefit residents across the Borough in delivering housing to meet local needs and provide appropriate support to residents who need assistance in accessing and maintaining their homes.

#### 3. What outcomes do you want to achieve?

The strategy is set out under three key themes and seven priorities:

Delivering homes to meet the needs of our communities

Priority 1 Maintaining new build supply

Priority 2: Delivery of affordable of homes

Improving the quality of existing homes

Priority 3: Improving the quality of existing homes

Priority 4: Climate change and decarbonisation  
 Priority 5: Implementing regulatory housing reforms  
 Meeting different housing needs  
 Priority 6: Specialist and supported accommodation  
 Priority 7: Tackling homelessness and rough sleeping

**4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?**

**5. Any other relevant background information**

**Section 2 – Collecting your information**

**6. What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?**  
 The housing strategy has been informed through utilising a wide range of secondary information relating to the quantity, price, condition, and affordability of housing  
 This information is considered within a policy context set by national and local government and its funding priorities and opportunities. The information identifying the levels of expected demand for support services is produced via the Joint Strategic Needs Assessment from Derbyshire County Council

**7. Have you identified any gaps in the information/evidence that you have regarding the policy, project, service, function or strategy, which may be needed in order to give proper consideration? *It is not sufficient to say "we do not have the evidence", you should identify gaps in the evidence and fill them in a proportionate and balanced manner.***

|   |   |
|---|---|
| <input type="checkbox"/> Yes, gaps have been identified   | <i>If gaps have been identified, please explain what action has been taken to fill them in a proportionate and balanced manner.</i>                               |
| <input checked="" type="checkbox"/> No, there are no gaps | The strategy is based on a full review of available secondary information and outcomes of consultations with local residents, tenants, staff and elected members. |

**Section 3 – Additional engagement activities**

| <b>8. Please list any additional engagement activities undertaken when developing the proposal and completing this EIA. Have those who are anticipated to be affected by the policy been consulted with?</b> |   |   |
|--|---|---|
| Date   | Activity  | Main findings   |
| June 2023  | Staff sessions  | Consultation with staff many of whom are residents of the borough were asked their views on housing and housing priorities for the Borough. As well as identifying their priorities the feedback from staff was used to formulate subsequent consultations with residents, tenants and elected members  |
| September 2023   | Online questionnaires for residents and elected members | An online survey was carried out with between 31 <sup>st</sup> August 2023 and 25 <sup>th</sup> September 2023. The Council has consulted residents on their views of housing in the Borough to inform the development of a new Housing Strategy. The survey sought feedback from all residents and interested stakeholders on what they feel are the main challenges and priorities for housing in the Borough. The Council will consider the responses as it develops a new Housing Strategy that sets out the work the Council can do to improve the delivery of new homes, improve standards of existing homes, and assist people into homes that meet their needs in the Borough |
| October 2023   | Tenant consultation session                             | In addition to the public consultation an in-person consultation session with tenants in October was held to run through their priorities and priorities.   |

#### Section 4 – What is the impact?

| <b>9. Summary of anticipated impacts.</b> <i>Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.</i> |                                     |                          |                                     |
|--|-------------------------------------|--------------------------|-------------------------------------|
|  | Positive impact                     | Negative impact          | No disproportionate impact          |
| Age  | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Disability and long term conditions  | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Gender and gender reassignment   | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Marriage and civil partnership   | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

|   |                          |                          |   |
|---|--------------------------|--------------------------|---|
| Pregnant women and people on parental leave | <input type="checkbox"/> | <input type="checkbox"/> | X |
| Sexual orientation                          | <input type="checkbox"/> | <input type="checkbox"/> | X |
| Ethnicity                                   | <input type="checkbox"/> | <input type="checkbox"/> | X |
| Religion and belief                         | <input type="checkbox"/> | <input type="checkbox"/> | X |

**10. Details of anticipated positive impacts.**

|    |   |                                     |                                 |                                   |                                    |   |                                    |                                   |
|----|---|-------------------------------------|---------------------------------|-----------------------------------|------------------------------------|---|------------------------------------|-----------------------------------|
| a) | The Housing Strategy is designed to co-ordinate the housing and housing related activity of Chesterfield Borough Council. This framework provides the evidence and resources available for interventions to benefit the residents of the borough. We will work with Derbyshire County Council to deliver the objectives of the 'All age strategy' to provide supported accommodation that meets local needs in the borough. |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | X Age   | <input type="checkbox"/> Disability | <input type="checkbox"/> Gender | <input type="checkbox"/> Marriage | <input type="checkbox"/> Pregnancy | <input type="checkbox"/> Sexual orientation | <input type="checkbox"/> Ethnicity | <input type="checkbox"/> Religion |
| b) | We will provide adaptations and disabled facilities grants for households across the borough and maintain independent living through the delivery of high-quality support services.   |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | <input type="checkbox"/> Age  | x Disability                        | <input type="checkbox"/> Gender | <input type="checkbox"/> Marriage | <input type="checkbox"/> Pregnancy | <input type="checkbox"/> Sexual orientation | <input type="checkbox"/> Ethnicity | <input type="checkbox"/> Religion |
| c) |   |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | <input type="checkbox"/> Age  | <input type="checkbox"/> Disability | <input type="checkbox"/> Gender | <input type="checkbox"/> Marriage | <input type="checkbox"/> Pregnancy | <input type="checkbox"/> Sexual orientation | <input type="checkbox"/> Ethnicity | <input type="checkbox"/> Religion |

**11. Details of anticipated negative impacts.**

|    |                              |                                     |                                 |                                   |                                    |   |                                    |                                   |
|----|------------------------------|-------------------------------------|---------------------------------|-----------------------------------|------------------------------------|---|------------------------------------|-----------------------------------|
| a) | <i>Negative impact:</i>      |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | <i>Mitigating action:</i>    |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | <input type="checkbox"/> Age | <input type="checkbox"/> Disability | <input type="checkbox"/> Gender | <input type="checkbox"/> Marriage | <input type="checkbox"/> Pregnancy | <input type="checkbox"/> Sexual orientation | <input type="checkbox"/> Ethnicity | <input type="checkbox"/> Religion |
| b) | <i>Negative impact:</i>      |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | <i>Mitigating action:</i>    |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | <input type="checkbox"/> Age | <input type="checkbox"/> Disability | <input type="checkbox"/> Gender | <input type="checkbox"/> Marriage | <input type="checkbox"/> Pregnancy | <input type="checkbox"/> Sexual orientation | <input type="checkbox"/> Ethnicity | <input type="checkbox"/> Religion |
| c) | <i>Negative impact:</i>      |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | <i>Mitigating action:</i>    |                                     |                                 |                                   |                                    |   |                                    |                                   |
|    | <input type="checkbox"/> Age | <input type="checkbox"/> Disability | <input type="checkbox"/> Gender | <input type="checkbox"/> Marriage | <input type="checkbox"/> Pregnancy | <input type="checkbox"/> Sexual orientation | <input type="checkbox"/> Ethnicity | <input type="checkbox"/> Religion |

|  |                             |   |                                   |  |
|--|-----------------------------|---|-----------------------------------|--|
| <b>12. Have all negative impacts identified in the table above been mitigated against with appropriate action?</b> |                             |   |                                   |  |
| <input type="checkbox"/> Yes   | <input type="checkbox"/> No | <input checked="" type="checkbox"/> N/A | <i>If no, please explain why:</i> |  |

|   |   |                             |                              |                                  |
|---|---|-----------------------------|------------------------------|----------------------------------|
| <b>13. Have you assessed the equality impact on the people who may have to implement your decision, such as staff or suppliers?</b> |   |                             |                              |                                  |
| Staff   | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> N/A | <i>If no, please explain why</i> |
| Specific users  | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> N/A | <i>If no, please explain why</i> |
| Wider community   | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> N/A | <i>If no, please explain why</i> |

**Section 5 – Recommendations and monitoring**

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| <b>14. How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?</b>  |
| The Housing Strategy will be supported by annual action plan of identified work areas for the Council to deliver. The strategy action plan will be reviewed and refreshed to respond to changing demands and priorities over the strategy period 2024-27. |

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| <b>15. Summary of the Equality Impact Assessment</b>   |
| The Housing Strategy has been developed taking into consideration protected groups, the outcomes of recent consultations and other strategies which are being delivered. No negative impacts have been identified as a result of the assessment. |

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| Has due regard been given to the Public Sector Equality Duty statutory guidance <u>or</u> was there a good reason why the duty, or particular parts of it, did not apply to that decision?  |
| <p><i>The general duty requires public authorities, to have due regard to the need to:</i></p> <ul style="list-style-type: none"> <li>• <i>Eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act</i></li> <li>• <i>Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic</i></li> <li>• <i>Foster good relations between people who share and people who do not share a relevant protected characteristic</i></li> </ul> |

Yes       No       N/A

## Section 6 – Knowledge management and publication

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Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

|   |                          |                |
|---|--------------------------|----------------|
| Reviewed by Head of Service/Service Manager     | Name:                    | Jane Davies    |
|   | Date:                    | 14/03/24       |
| Reviewed by Policy Service                      | Name:                    | Allison Potter |
|   | Date:                    | 13/03/24       |
| Final version of the EIA sent to Policy Service | <input type="checkbox"/> |                |
| Decision information sent to Policy Service     | <input type="checkbox"/> |                |