

Equality Impact Assessment Form



Directorate: Transformation, Housing and Resources

Service: Housing Services

Completed by: Nicola Bradley

Date: October 2023

Subject Title: DEMOLITION OF FLAT BLOCKS IN BLYTHEWOOD & BANKSBARN TO FACILITATE PHASE 2 OF DIGMOOR REVIVAL SCHEME

1. DESCRIPTION

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| Is a policy or strategy being produced or revised: | No |
| Is a service being designed, redesigned or cutback: | No |
| Is a commissioning plan or contract specification being developed: | No |
| Is a budget being set or funding allocated: | No |
| Is a programme or project being planned: | Yes |
| Are recommendations being presented to senior managers and/or Councillors: | Yes |
| Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty (Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations): | Yes |
| Details of the matter under consideration: | Demolition of existing flat blocks in Blythewood and Banksbarn to facilitate building of 45 new homes |

*If you answered **Yes** to any of the above **go straight to Section 3***

*If you answered **No** to all the above **please complete Section 2***

2. RELEVANCE

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| Does the work being carried out impact on service users, staff or Councillors (stakeholders): | Yes/No* |
| If Yes , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered Yes go to Section 3</i> | |
| If you answered No to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i> | |

3. EVIDENCE COLLECTION

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| Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)? | Current tenants and leaseholders in the affected properties. |
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| | Of the 36 dwellings to be demolished, 21 are tenanted, 10 are currently owned leasehold, and 5 are empty or being used as temporary accommodation to house homeless people. |
| If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)? | The majority of the household affected are all adult, male households. |
| <p>Which of the protected characteristics are most relevant to the work being carried out?</p> <p>Age Gender Disability Race and Culture Sexual Orientation Religion or Belief Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity</p> | <p>Yes No Yes No No No No No Yes</p> |
| 4. DATA ANALYSIS | |
| In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why? | <p>The majority of the household affected are all adult households, with 14 of the primary tenants being male.</p> <p>Of the current residents:</p> <ul style="list-style-type: none"> • Four are age over 60. • Four have indicated that they have ongoing health concerns or disabilities • 2 are pregnant • There are 3 families with children and 4 more who have regular access to children. <p>Most of those households with health issues or young children have expressed a wish to move quickly, as their current home does not meet their long term needs.</p> <p>The properties being utilised as temporary accommodation for homeless people will be decommissioned well in advance of the demolition, with occupants being permanently rehoused or moved to alternative temporary accommodation</p> |

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| | <p>dependent on the Councils statutory obligation toward them.</p> |
| <p>What will the impact of the work being carried out be on usage/the stakeholders?</p> | <p>The development will involve the relocation of current residents.</p> <p>We will prioritise applications for rehousing and support tenants to find alternative accommodation that meets their needs, in their areas of choice where possible.</p> <p>Tenants will qualify for a Home Loss payment which is currently £8,100 per property for any displaced tenant/s who has held a tenancy for over 12 months. Disturbance payments can also be paid to cover all reasonable costs associated with move e.g. removal costs, redirection of mail</p> <p>For leaseholders the Council would seek to agree to purchase their home at full market value and they would be entitled to Home Loss payment, which for a Leaseholder would be 10% of the value of their home with a minimum amount starting at £8,100 with effect from 1st October.</p> |
| <p>What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?</p> | <p>Most of those we consulted were in favour of the scheme.</p> <p>A consultation exercise was undertaken over 3 days in September 2023, with all secure tenants and leaseholders living within the 6 blocks of flats located in Blythewood and Banksbarn part of Digmoor. Following the 3-day engagement events Council staff have visited, phoned and emailed all residents who didn't attend, to ensure that their views were heard.</p> <p>When asked 'Based on what you have seen and heard today; do you feel redeveloping the site is a good idea?'</p> <p>Phase 1 – 26 all respondents said Yes. Phase 2 – 21 agreed Yes, 2 didn't agree and 3 were undecided.</p> |

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| What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics? | Feedback from one to one discussions with residents has formed the basis of the impact assessment. |
| If any further data/consultation is needed and is to be gathered, please specify: | A wider area consultation on phase 2 would be carried out before any planning application would be submitted in 2024. |
| 5. IMPACT OF DECISIONS | |
| In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)? | <p>Moving home may be more difficult for those with health issues and disabilities, however given that the current accommodation in flats blocks with stairs servicing most homes, in the longer term a move to more suitable accommodation is likely to be of benefit.</p> <p>For the residents who are pregnant a move to a more family friendly property without the need to walk up a number of flight of stairs with shopping and children's prams will be a positive outcome.</p> |
| 6. CONSIDERING THE IMPACT | |
| If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.). | Assistance will be offered to all residents, in terms of finding suitable accommodation and supporting their move. |
| What actions do you plan to take to address any other issues above? | <p>No actions</p> <p><i>If no actions are planned state no actions</i></p> |
| 7. MONITORING AND REVIEWING | |
| When will this assessment be reviewed and who will review it? | N/A |