

EQUALITY IMPACT ASSESSMENT

THE STAGE ONE ASSESSMENT FORM - the initial screening process

SERVICE AREA: STRATEGIC HOUSING – Assessing the housing needs of the district.

DESCRIBE THE SERVICE AREA BEING ASSESSED: The Strategic Housing Team is responsible for assessing and understanding the housing needs of the district, and for developing and delivering an affordable housing programme, designed to meet the needs of those who are unable to access appropriate housing due to their social or economic circumstances. The main assessment process is achieved through regular Strategic Housing Market Assessments (SHMA) and Housing Needs Surveys (HNS).

Please indicate if it is an existing area of service or a new area/project: Existing

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
Age	No	Housing needs assessments should identify and respond to the housing needs of specific groups within the community.	No	N/A

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
		The housing needs of older people are assessed as part of the SHMA and HNS process.		
Belief or faith	No	No	Housing needs assessments should identify and respond to the housing needs of specific groups within the community. The housing needs of those with particular beliefs or faiths are not assessed as part of the SHMA and HNS process. Our housing needs assessments do not seek to identify faith issues. This may have a negative impact on the housing needs of those with specific belief or faith needs.	Low
Disability	No	Housing needs assessments should identify and respond to the housing needs of specific groups within the community.	No	N/A

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
		<p>The housing needs of those with physical or mental circumstances are assessed as part of this process.</p> <p>The housing needs of this group are dealt with through the delivery of specifically designed or adapted accommodation.</p> <p>However robust the arrangements for assessing the needs of disabled people there will always be an element of unidentified need.</p>		
Sexual Orientation	No	No	<p>Housing needs assessments should identify and respond to the housing needs of specific groups within the community.</p> <p>The housing needs of those with a particular sexual orientation are not assessed as part of this process.</p>	Low

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
			<p>Our housing needs assessments do not seek to identify the housing needs of those with a particular sexual orientation.</p> <p>This may have a negative impact on the housing needs of those with a particular sexual orientation.</p>	
Gender			<p>Housing needs assessments should identify and respond to the housing needs of specific groups within the community.</p> <p>The housing needs of those with a desire to reside within a particular gender group are not assessed as part of this process.</p> <p>Our housing needs assessments do not seek to identify the housing needs of those wishing to reside within a particular gender group.</p>	Low

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
			This may have a negative impact on the housing needs of those with a desire to reside within a particular gender group.	
Race	No	<p>Housing needs assessments should identify and respond to the specific housing needs of those requiring accommodations designed to meet their cultural needs.</p> <p>The housing needs of ethnic groups are assessed as part of the SHMA and HNS process.</p> <p>The main finding is that larger units of accommodation are required for certain ethnic groups who live in extended family groups.</p>	No	N/A

PLEASE ANSWER THE FOLLOWING QUESTIONS IF ANY AREAS HAVE BEEN IDENTIFIED WITH LOW LEVEL NEGATIVE IMPACT

IS THE IMPACT LIKELY TO CHANGE OVER TIME?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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IF YES, HOW WILL THE IMPACT CHANGE?

At present the impact is low.
With rapidly changing demographics in the district and region as a whole the impact will be higher over time.
Therefore, all the target equality groups need to be given the opportunity to highlight their requirements in future surveys.
Future surveys will include appropriate questions/comments opportunities for all these groups, and must be designed to ensure that they are more representative in the future.

WHAT CAN YOU DO TO MINIMISE OR REMOVE ANY *UNINTENDED* NEGATIVE IMPACT?

Ensure appropriate questions/comments opportunities are included within future surveys to include questions on sexual orientation, gender and faith/beliefs.

HOW COULD YOU MONITOR THIS WORK?

Ensuring all future SHMA & HNS specifications contain appropriate questions and comments fields.
Providing draft specifications to the Equality Impact Group for approval.
Require specific reports on these equality groups from the SHMA & HNS consultants.

IF YOU HAVE IDENTIFIED ANY AREAS WHERE THE LEVEL OF NEGATIVE IMPACT IS HIGH PLEASE REFER TO YOUR HEAD OF SERVICE PRIOR TO COMPLETING A STAGE TWO ASSESSMENT FORM

Signed: Ian Tippet.....Service Manager undertaking the Assessment.

Date: 15 August 2008