

South Staffordshire Council Equality Impact Assessments (EIA)

Introduction

As functions or policies are reviewed, or new ones developed, an Equality Impact Assessment (EIA) should be carried out to address the following legislation:

- The Race Relations (Amendment) Act 2000;
- Disability Discrimination (Amendment) Act 2006;
- Sex Discrimination Act 1975; and
- To help implement the Employment Equality Regulations on Sexual Orientation and Religion and Belief and Age.

EIAs can help South Staffordshire Council to meet the various stages of the Equalities Standard for Local Government and increasingly service inspections are asking questions about the findings of EIAs.

An EIA is a process to determine whether a policy or function has any "*differential impacts*" that could have an adverse (negative) implication on the basis of a person's race, gender, disability, sexual orientation, religion/belief or age. It is a method to ensure that a function or policy will not create any barriers that could prevent access to services or employment opportunities.

Explaining the toolkit

Equality Impact Assessment	
1	Title of Function or Policy to be assessed: LSP Housing Strategy 2009 -12
2	Date: March 2010
3	Name of Lead Officer: Grant Mitchell – Housing Strategy & Regeneration Manager
4	EIA Team Grant Mitchell Pat Main Andrew Lindop Diversity Reference Group.
5	Director/Head of Service/Service Manager: Andrew Johnson, Director of Planning & Strategic Services, Grant Mitchell, Housing Strategy & Regeneration
6	Existing, new or review: This is a new strategy and replaces the previous 5 year Housing Strategy
7	Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided: The LSP is made up of a number of key agencies working within the District of South Staffordshire. As an LSP, we work with the community to improve the quality of life for all our residents.

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:
Becky Harris, Policy and Partnerships
Or email: b.harris@sstaffs.gov.uk

**South Staffordshire Council
Equality Impact Assessments (EIA)**

	<p>The Strategy sets out the medium term housing vision for the district based on what our local residents/stakeholders told us, and what they see the housing priorities are to tackle in the future. It provides an overview of the District's priorities, the current state of the market, the objectives we wish to achieve and our proposed delivery plan. It:</p> <ul style="list-style-type: none"> • Identifies how housing contributes to the wider vision of the local authority and partners (contained within the Sustainable Community Strategy) • To ensure that this is based on a clear and evidenced approach • For partners – to be committed to contributing to and delivering the plans, including the infrastructure required to support housing growth and meeting the needs of our residents <p>The 5 key priorities of the Strategy are:</p> <ul style="list-style-type: none"> • Maintaining the sustainability of South Staffordshire's' villages • Ensuring the supply of the right type of housing in the right locations • Reducing & preventing homelessness • Targeting poor quality housing and ensure everyone has access to a decent home • Ensure that a variety of housing options are available for our most vulnerable residents. 														
8	<p>Linked policies, functions: Are there any other functions, policies or services that might be linked with this one for the purposes of this exercise?</p> <p>The Housing Strategy links to a number of plans which have been highlighted in the Strategy, the following links are made to:</p> <ul style="list-style-type: none"> • South Staffordshire Sustainable Community Strategy 2008 – 2020 • Staffordshire Local Area Agreement • South Staffordshire Local Development Framework • South Staffordshire Homelessness Strategy 2007 – 12 • Regional Housing Strategy • Staffordshire Supporting People Strategy • South Staffordshire Housing Assistance Policy • South Staffordshire Older Person's Strategy • South Staffordshire Climate Change Strategy 														
9	<p>Who is it intended to affect or benefit (the target population):</p> <p>For all those who live and may live in the District in the future</p>														
10	<p>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 15%;">Positive Impact</th> <th style="width: 15%;">Negative Impact</th> <th style="width: 40%;">Comments</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td style="text-align: center;">Yes</td> <td></td> <td>Provision of accommodation and support services for those with a disability, adaptations to keep older people in their own homes, housing for young people and for families</td> </tr> <tr> <td>Disability</td> <td style="text-align: center;">Yes</td> <td></td> <td>Provision of accommodation and</td> </tr> </tbody> </table>				Positive Impact	Negative Impact	Comments	Age	Yes		Provision of accommodation and support services for those with a disability, adaptations to keep older people in their own homes, housing for young people and for families	Disability	Yes		Provision of accommodation and
	Positive Impact	Negative Impact	Comments												
Age	Yes		Provision of accommodation and support services for those with a disability, adaptations to keep older people in their own homes, housing for young people and for families												
Disability	Yes		Provision of accommodation and												

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:
 Becky Harris, Policy and Partnerships
 Or email: b.harris@sstaffs.gov.uk

**South Staffordshire Council
Equality Impact Assessments (EIA)**

				support services for those with a disability
	Gender	Yes		Provision of DV services which by its nature tends to be targeted at women
	Race	Yes		Specialist DV provision for BME communities in southern Staffs. Housing provision of Gypsies & Travellers assessed
	Religion/belief	n/a	n/a	
	Sexuality	n/a	n/a	
11	What evidence do you have for the statements you have made above?			
	<ul style="list-style-type: none"> • Consultation as per SCS statement • Evidence base provides us with where we have issues relating to certain client groups, HMA, GTAA, Extra Care Needs Analysis, JSNA 			
12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:				
Disability: To deliver housing and support services that meet the needs of specific groups including those who are elderly and/or disabled				
Race: Inclusion of policies for Gypsy & Traveller pitch provision through the LDF				
Gender: n/a				
Age: To deliver housing and support services that meet the needs of specific groups including those who are elderly and/or disabled				
Religion/belief: N/a				
Sexuality: N/a				
13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:				
<ul style="list-style-type: none"> • How will it provide equality of access to services, information and employment? • Does it or could it celebrate diversity? • Will it or could it promote good relationships within and between communities? • How will it help to prevent social exclusion? • Will it help to reintegrate those who have become excluded? • How will it provide good quality, inclusive services? 				

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:
Becky Harris, Policy and Partnerships
Or email: b.harris@sstaffs.gov.uk

**South Staffordshire Council
Equality Impact Assessments (EIA)**

The Strategy has been developed through stakeholder and resident consultation and the priorities are based on the consultation and issues identified in the Sustainable Community Strategy and progressed through the LSP Housing Group. On this basis the strategy should enhance the social, economic and environmental well-being of those who live in the District. Through design the 5 housing priorities identified in the SCS and the Housing Strategy contribute to community cohesion.

- Maintaining the sustainability of South Staffordshire's villages
- Ensuring the supply of the right type of housing in the right locations
- Reducing and preventing homeless
- Targeting poor quality housing & ensuring that everyone has access to a decent home
- Ensuring that a variety of housing options are available for our most vulnerable residents

14. Consultation:

Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.

- The consultation process for the SCS has been used to inform the Housing Strategy
- Stakeholder Housing conference
- LSP Housing Group
- The LSP
- Formal consultation process when developing the strategy

Director/Head of Service:

I am satisfied with the results of this EIA

I have seen the Council's Equality Schemes or Equality Action Plan and am satisfied with the contribution it can make to these.

Any major actions arising from this EIA will be fed into the Portfolio Service Plan where applicable.

I agree to refer the action plan to the Diversity Reference Group after 12 months.

Signature of Director:

Completion of the Toolkit:

Legislation requires the publication of the results of impact assessments and these will be published on the South Staffordshire Council website. Completed toolkits and any action plans should be forwarded to the Diversity Reference Group who will quality check the EIA, ensure that the results of the EIA is added to the Website and assist with monitoring any actions identified in Q. 12.

Please send all completed forms/EIAs to:

Becky Harris

Policy & Partnerships

b.harris@sstaffs.gov.uk

If you have any queries or comments about Equality Impact Assessments or about the toolkit, please contact:

Becky Harris, Policy and Partnerships

Or email: b.harris@sstaffs.gov.uk