

# Equality Impact Assessment

## Context

1. under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, ie have due regard to:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - gender and sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published at:  
<http://cmis.essexcc.gov.uk/essexcmis5/Home.aspx>
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions** and **Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:  
Shammi Jalota [shammi.jalota@essex.gov.uk](mailto:shammi.jalota@essex.gov.uk)  
Head of Equality and Diversity  
Corporate Law & Assurance  
Tel 0330 134592 or 07740 901114



## Section 1: Identifying details

Your function, service area and team: Essex Housing

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Land for Housing Development in Harlow

Officer completing the EqlA: Joel John Tel: 03330 133041 Email: joel.john@essex.gov.uk

Date of completing the assessment: 12<sup>th</sup> September 2019

## Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? New decision
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): ECC is committed to enabling people to live independently of adult social care. To increase and enable independence requires the right accommodation, with the right care and support, at the right time to house and support people as they age. We face immediate pressure on the adult social care budget and the costs of residential care are expected to rise faster than care at home care in the coming years. We therefore need to develop alternatives to residential care that offer older people independence and a high quality of life. The development at Westfield, Harlow (the Site) to outline planning determination stage (the Project) would be in pursuance of this policy.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? Development of this site to outline planning determination stage will support the delivery of 60 affordable Independent Living for Older People units to help meet housing needs of the area; provide revenue benefits arising from cost avoidance of residential care; support economic growth and regeneration; and utilise dormant public sector assets.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"><li>• service users</li><li>• employees</li><li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li></ul> <p>Yes. The development of this site will increase the supply of affordable Independent Living units for Older People in the Harlow district.</p> <p>Will the policy or decision influence how organisations operate? No</p>



2.4	Will the policy or decision involve substantial changes in resources? No
2.5	Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? Each of ECC's corporate objectives relate to and are impacted upon by housing which has been identified as a key cross-cutting theme. As part of the work of the Essex Housing function this decision will directly support the achievement of ECC's key objectives.



### Section 3: Evidence/data about the user population and consultation<sup>1</sup>

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	What does the information tell you about those groups identified? Data from housing authorities demonstrates a shortfall in housing completions in relation to projected requirements of open market and affordable provision. This decision will contribute to addressing these shortfalls.
3.2	Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision? Essex Housing has consulted extensively with partner organisations (housing authorities, Police, Fire, health, Probation, Government Property Unit, Local Government Association, National Housing Association, Registered Providers etc.) in the development of Essex Housing. Furthermore, the project has involved the Independent Living Programme from the outset.
3.3	If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary: Further consultation with the public will happen as part of the scheme design.

<sup>1</sup> Data sources within EEC. Refer to Essex Insight:  
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>  
with links to JSNA and 2011 Census.



## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	Positive - The Independent Living scheme will provide new purpose-built housing to support older people	H
Disability	Positive - the new scheme will be fully DDA compliant	H
Gender	Neutral	L
Gender reassignment	Neutral	L
Marriage/civil partnership	Neutral	L
Pregnancy/maternity	Neutral	L
Race	Neutral	L
Religion/belief	Neutral	L
Sexual orientation	Neutral	L

### Cross-cutting themes

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Socio-economic	Positive. This decision will increase supply of affordable Independent Living for Older people units and will potentially free up existing general needs housing. Housing development is a key enabler of economic growth.	H
Environmental, eg housing, transport links/rural isolation	<b>Positive. The new Independent Living units will be located close to the town centre and local facilities and not in a rural location.</b>	H



## Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If ' <b>YES</b> ', use the action plan at <b>Section 6</b> to describe the adverse impacts and what mitigating actions you could put in place.



## Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.



**Section 7: Sign off**

**I confirm that this initial analysis has been completed appropriately.  
(A typed signature is sufficient.)**

Signature of Head of Service: Gwyn Owen

Date: 13/09/19

Signature of person completing the EqlA: Joel John

Date: 12/09/19

**Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

