

## Equality Impact Assessment - head of service review

Reference: EQIA189618314

Submitted: 10 July 2020 12:01 PM

### Executive summary

**Title of policy or decision:** Optimisation of Essex Housing – creation of Essex Housing Group Limited Liability Partnership

**Describe the main aims, objectives and purpose of the policy (or decision):** Essex Housing is a development arm of Essex County Council that works with public sector partners across Essex to identify and bring forward surplus land in order to help address general, specialist and affordable housing need, generate capital receipts and deliver revenue benefits.

Essex Housing has successfully delivered a number of housing schemes. Based on learning to date it is clear there is an opportunity to deliver even greater benefits more efficiently through improving Essex Housing's operating arrangements and establishing a Limited Liability Partnership (LLP) structure.

A Decision is being sought to:

- establish the LLP structure to provide Essex County Council with greater financial flexibility (it will enable ECC to have the flexibility to use any surpluses to fund capital or revenue expenditure which is not permitted in its current structure).
- establish new governance and operational processes for Essex Housing, to increase pace, scale and efficiency.
- enable ECC to be able to retain units for rent where required in order to generate new revenue streams, provide units to help meet specific ECC requirements and provide greater resilience in the event there is a downturn in the housing market.

**What outcome(s) are you hoping to achieve?:** Enable inclusive economic growth, Help people get the best start and age well, Help create great places to grow up, live and work, Transform the council to achieve more with less

**Which strategic priorities does this support? - Enable inclusive economic growth:** Enable Essex to attract and grow large firms in high growth industries, Target economic development to areas of opportunity

**Which strategic priorities does this support? - Help people get the best start and age well:** Enable more vulnerable adults to live independent of social care

**Which strategic priorities does this support? - Help create great places to grow up, live and work:** Help to secure stronger, safer and more neighbourly communities, Help secure sustainable development and protect the environment, Facilitate growing communities and new homes

**Which strategic priorities does this support? - Transform the council to achieve more with less:** Limit cost and drive growth in revenue

**Is this a new policy (or decision) or a change to an existing policy, practice or project?:** a change to an existing policy, practice or project

**Please provide a link to the document / website / resource to which this EqIA relates:**

[https://teams.microsoft.com/\\_#/files/0720%20-%20Essex%20Housing?threadId=19%3Ac6c9299ce0dc4d71951a1c668ab02a97%40thread.tacv2&ctx=channel&context=0620%2520-%2520Essex%2520Housing&rootfolder=%252Fsites%252FCabinetOfficial%252FShared%2520Documents%252F](https://teams.microsoft.com/_#/files/0720%20-%20Essex%20Housing?threadId=19%3Ac6c9299ce0dc4d71951a1c668ab02a97%40thread.tacv2&ctx=channel&context=0620%2520-%2520Essex%2520Housing&rootfolder=%252Fsites%252FCabinetOfficial%252FShared%2520Documents%252F)

**Please upload any documents which relate to this EqlA, for example decision documents:**

[https://teams.microsoft.com/\\_#/files/0720%20-%20Essex%20Housing?](https://teams.microsoft.com/_#/files/0720%20-%20Essex%20Housing?threadId=19%3Ac6c9299ce0dc4d71951a1c668ab02a97%40thread.tacv2&ctx=channel&context=0620%2520-%2520Essex%2520Housing&rootfolder=%252Fsites%252FCabinetOfficial%252FShared%2520Documents%252F%2520Essex%2520Housing)

[threadId=19%3Ac6c9299ce0dc4d71951a1c668ab02a97%40thread.tacv2&ctx=channel&context=0620%2520-%2520Essex%2520Housing&rootfolder=%252Fsites%252FCabinetOfficial%252FShared%2520Documents%252F%2520Essex%2520Housing](https://teams.microsoft.com/_#/files/0720%20-%20Essex%20Housing?threadId=19%3Ac6c9299ce0dc4d71951a1c668ab02a97%40thread.tacv2&ctx=channel&context=0620%2520-%2520Essex%2520Housing&rootfolder=%252Fsites%252FCabinetOfficial%252FShared%2520Documents%252F%2520Essex%2520Housing)

## Assessing the equality impact

**Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision):** Data from housing authorities demonstrates a shortfall in housing completions in relation to projected requirements of open market and affordable provision. This decision will enable Essex Housing to continue to contributing to addressing these shortfalls with increased pace, scale and efficiency.

**Does or will the policy or decision affect:**

**Service users:** Yes

**Employees:** Yes

**The wider community or groups of people, particularly where there are areas of known inequalities:** No

**Which geographical areas of Essex does or will the policy or decision affect?:** All Essex

**Will the policy or decision influence how organisations operate?:** Yes

**Will the policy or decision involve substantial changes in resources?:** Yes

**Is this policy or decision associated with any of the Council's other policies?:** Yes

**Is the new or revised policy linked to a digital service (website, system or application)?:** No

## Description of impact

**Description of Impact.** If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Disability - learning disability

**I confirm that I have considered the potential impact on all of the protected characteristics:** I confirm that I have considered the potential impact on all of the protected characteristics

### Age

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** Essex Housing deliver some 'Independent Living Older People schemes' – An optimised delivery model will enable them to bring these developments forwards at an increased pace

**Extent of impact:** Low

**Please provide more details about the extent of impact:** Delivery will remain the same and the outcome will be the same for residents of the homes delivered. The homes will however be delivered earlier.

### Disability - learning disability

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** Essex Housing develops Specialist Housing - An optimised delivery model will enable them to bring these developments forwards at an increased pace

**Extent of impact:** Low

**Please provide more details about the extent of impact:** Delivery will remain the same and the outcome will be the same for residents of the homes delivered. The homes will however be delivered earlier.

## **Action plan to address and monitor adverse impacts**

**Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?:** No

## **Details of person completing the form**

**I confirm that this has been completed based on the best information available and in following ECC guidance:** I confirm that this has been completed based on the best information available and in following ECC guidance

**Date EqlA completed:** 10/07/2020

**Name of person completing the EqlA:** Ruth Kent

**Email address of person completing the EqlA:** Ruth.Kent@essex.gov.uk

**Your function:** Corporate and Customer Services

**Your service area:** Corporate Services

**Your team:** Transformation and Delivery Support

**Are you submitting this EqlA on behalf of another function, service area or team?:** Yes

**Name of person completing the EqlA:** Ruth Kent

**Function:** Place and Public Health

**Service area:** Essex Housing

**Team:** Essex Housing

**Email address of Head of Service:** gwyn.owen@essex.gov.uk