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
    - sex/gender
    - 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 online:

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
    Head of Equality and Diversity
    Corporate Law & Assurance
    Tel 0330 134592 or 07740 901114

Essex County Council

Section 1: Identifying details

Your function, service area and team: **Essex Housing**

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

Title of policy or decision: **Essex Housing - Annual Delivery Plan 2022/23**

Officer completing the EqIA: **Daniel Taylor, Senior Development Operations Manager, Essex Housing**

Date of completing the assessment: **20/12/21**

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	Describe the main aims, objectives and purpose of the policy (or decision): In accordance with legislation, transfer of land and acceptance of monies. What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? **In July 2020, ECC Cabinet agreed to the establishment of a limited liability partnership, Essex Housing Development LLP ((FP-692-05-20) Essex Housing Optimisation Project) to carry out development activity. A five-year Business Plan was approved by Cabinet to outline the LLP's long-term objectives. This set out the blueprint to deliver an ambitious development programme, by building upon the work to date of the existing Essex Housing model. A commitment was made to bring an Annual Delivery Plan back to Cabinet.** **The decision seeks to:** • **Agree the Essex Housing Annual Delivery Plan 2022/23** • **Note that that further formal decisions will need to be taken for each site for development, financing, and land disposal to Essex Housing Development LLP for 2022/23** **The delivery of the Annual Delivery Plan will link to the following strategic aims of ECC:** • **To enable inclusive economic growth** • **To help people get the best start and age well** • **To help create great places to grow up, live and work** • **To transform the council to achieve more with less**

2.3	Does or will the policy or decision affect: • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? **Both service users and employees** Will the policy or decision influence how organisations operate? **Yes**
2.4	Will the policy or decision involve substantial changes in resources? **No - further formal decisions will need to be taken to approve resources for delivering each scheme.**
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? • **To enable inclusive economic growth** **Enable Essex to attract and grow large firms in high growth industries, Target economic development to areas of opportunity** • **To help people get the best start and age well** **Enable more vulnerable adults to live independent of social care** • **To 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** • **To transform the council to achieve more with less** **Limit cost and drive growth in revenue**

Section 3: Evidence/data about the user population and consultation[1]	
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). N/A	
3.1	What does the information tell you about those groups identified? **Sites within the Annual Delivery Plan with specialist provision for the groups identified were matched to specific geographical areas of demand (data modelling).**
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? **No - Sites within the Annual Delivery Plan will include a statutory consultation as part of the planning determination process. Some schemes will have pre planning consultation activity especially if any specific sensitivities exist**
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. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people: **See 3.2 above**

[1] 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 - Essex Housing resource supports delivery some 'Independent Living Older People schemes' – The LLP will seek to secure planning permission on schemes and ECC would then seek to appoint a Developer/provider to deliver.**	**Low = Delivery will remain the same and the outcome will be the same for residents of the homes delivered.**
Disability – learning disability	**Positive - Essex Housing develops Specialist Housing for residents with leading disabilities within its annual delivery plan.**	**Low = Delivery will remain the same and the outcome will be the same for residents of the homes delivered.**
Disability – mental health issues		
Disability – physical impairment		
Disability – sensory impairment (visual, hearing and deafblind)		
Gender/Sex		
Gender reassignment		
Marriage/civil partnership		
Pregnancy/maternity		
Race		
Religion/belief		
Sexual orientation		
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		
Environmental, eg housing, transport links/rural isolation	**Positive – Delivery of the Annual Delivery Plan will bring forward new housing to meet both general and specialist demand in Essex.**	**Low**

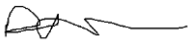
Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No ☒	
		Yes ☐	If '**YES**', use the action plan at **Section 6** 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.**
N/A	**N/A**	**N/A**

Section 7: Sign off

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

Signature of Head of Service: 	Date: 20/12/21
Signature of person completing the EqIA: 	Date: 20/12/21

Advice

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