



# **EQUALITY IMPACT ASSESSMENT (EIA)**

## **Christine Ledger Square Decant Project**

Appendix 2

**Plan being assessed:** Christine Ledger Square Decant Project

**Service Area:** Housing

**Is this a new or existing service/policy/strategy/practice/plan?**

This is a new project

**EIA Review team – list of members:**

Lisa Barker

Paul Smith

Caroline Russell

Elaine Wallace

Stratford District Council Legal services

**Do any other Business Units/Service Areas need to be included?**

No

**Date of assessment:** Date of initial assessment 09/12/2022 The EIA relates to a project therefore will be periodically reviewed and amended as required.

**Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?**

*If **YES** please let your Head of Service and the Customer Relations Team know as soon as possible.*

Risks of complaints have been recorded in the project risk log monitored by the project team which is sponsored by the Head of Service. A robust communication plan has been developed involving the Councils media team.

## DETAILS OF SERVICE/POLICY/STRATEGY/PRACTICE/PLAN

### Scoping and Defining

#### **1. What are the aims, objectives and outcomes of the service/policy/practice/plan?**

Project to oversee the urgent temporary rehousing of resident of a high-rise block of flats due to fire safety concerns and consultation on the future options for the building.

#### **2. Who are the customers?**

Existing residents of Christine Ledger Square which includes

- Council tenants
- Leaseholders and
- Tenants of Leaseholders

#### **3. How has equality been considered in the development or review so far?**

The project team and other officers are aware that the decanting of Christine Ledger Square and consideration of the future option of the building will have a fundamental impact on residents and will collaborate sensitively with each resident.

The first phase of consultation starts week commencing 12/12/2022 in the form of individual hand delivered letters including a FAQ document and two public consultation meetings 13/12/22 and 15/12/22 during the week of 12/12/22 officers will be engaging with residents and their families to arrange for urgent Hotel/temporary accommodation. The second phase will be early in the new year to consult the residents on the future options for the building so their views and individual circumstances can be taken into account when the matter is considered by the Council and members.

Should the temporary accommodation into which any tenant has been housed is later found to be unsuitable in terms of equalities issues then alternative accommodation will be considered.

The consultation will build and use the information on residents needs and preferences and communication requirements.

**4. What is the reason for the change/development?**

The condition of the existing building (Christine Ledger Square) presents significant challenges regarding safety and cost of refurbishment. Residents will be required to be decanted from the building whilst further consultation and corporate decisions take place on the future options for the block.

**5. How does it fit with Warwick District Council's wider objectives?**

The Council has a clear duty to ensure the safety of its residents living in council or eased accommodation, it also seeks to improve living conditions, reduce carbon emissions, and fuel poverty.

**6. Why might it be important to consider equality and the protected characteristics?**

Residents will be required to move from their existing homes and it is essential that in collaborating with residents to rehouse them that any equality issues or issues around protected characteristics are identified and dealt with appropriately and sensitively.

Information Gathering

**7. What sources of data have you used?**

A comprehensive spreadsheet has been produced setting out all the required household information to be able to complete the consultation effectively and take account of equality requirements.

**8. What does the data you have tell you about your customers and about protected equality groups?**

Data refers to protected characteristics and language and communication preferences.

**9. What do you need to know more about?**

The circumstances of each resident and their household and their housing and social needs.

**10. How could you find this out and who could help you?**

This existing data and information will be confirmed and added to during the consultation exercise that will be undertaken with all residents

Engagement and Consultation

**11. Who have you consulted with from protected equality groups?**

This consultation has not yet been undertaken but the project scope sets out the commitment to undertake a fully comprehensive consultation with each household.

**12. Who else could you consult with?**

None

**13. Who can help you to do this?**

The consultation with residents will be undertaken by the appropriate housing officers.

Monitor and Evaluate

**14. Who have you consulted with from protected equality groups?**

see comment for eleven

**15. Analysis of impact and potential actions:**

**NB TO BE COMPLETED DURING AND AFTER THE CONSULTATION AND REHOUSING EXERCISE**

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> <li>Eliminate discrimination/mitigate negative impact</li> <li>Advance equality of opportunity</li> <li>Foster good relations</li> </ul>
		Positive impacts identified <i>(actual and potential)</i>	Negative impacts identified <i>(actual and potential)</i>	
Age				
Disability				

Appendix 2

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul>
		Positive impacts identified <i>(actual and potential)</i>	Negative impacts identified <i>(actual and potential)</i>	
<b>Sex</b>				
<b>Race</b>				
<b>Religion or belief</b>				
<b>Gender Re-assignment</b>				
<b>Pregnancy and Maternity</b>				
<b>Sexual orientation</b>				
<b>Marriage and Civil Partnership</b> <i>(Note: only in relation to due regard to eliminating unlawful discrimination)</i>				

**16. Outcomes of Equality Impact Assessment**

<b>Action</b>	<b>Timescale</b>	<b>Responsibility</b>
Consultation will be undertaken with all residents to understand their specific circumstances and housing needs.	Decant process has started and the requirement to rehouse residents is urgent	Project Team
Offers of alternative housing will take into account the housing and support needs of residents.	To be undertaken in a timely manner that meets the requirements of the project but still taking account of residents individual housing requirements.	Project Team
Acting within policy, officers will collaborate with residents to help meet the costs of moving home.	Assessment to be undertaken throughout the project	Project Team

Appendix 2

**Date of next review:** Ongoing monitoring and review.

**Name and signature of Officer completing the EIA:**

Paul Smith – Housing in consultation with the project team

**Name and signature of Head of Service:**

Lisa Barker – Head of Housing Services

First Review 15/12/2022

Second Review 24/01/2023