

EPPING FOREST DISTRICT COUNCIL – INITIAL EQUALITY IMPACT ASSESSMENT

1. What is the name of the policy?

Continuation of Sheltered Housing Refurbishment Programme

2. Briefly describe the aims of the policy

The aim of this policy is to work with residents to have a design standard across the Council's sheltered housing scheme that improves their overall quality, desirability and sustainability while supporting residents with dementia to live independently for as long as possible.

3. Are the aims consistent with the Council's Equalities Policy? On what basis?

These aims are consistent with the Council's Equalities Policy in that: The Equality Act establishes the principle that considering the needs of our communities is key to removing or minimising the disadvantage suffered by those most in need. Under the Public Sector Equality Duty, we must pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different groups, so that everyone feels included. We have a good record of achievement in delivering services which are fair, accessible and of benefit to all sections of the community.

4. Is there any evidence to suggest that this policy could have an adverse impact on some groups of people? Use the table to tick:

(a) where you think the policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within the target groups.

(b) where you think the policy could have a negative impact on any of the equality target groups i.e. it could disadvantage them

	Insufficient data	Positive Impact	Negative Impact	Reason e.g. access / take-up
Gender reassignment	x			
Race		x		
Disability		x		These refurbishments will help residents with dementia continue to live independently for longer
Age				Sheltered Housing is for people over the age of 60.
Religion and Belief		x		
Sexual orientation		x		
Sex		x		
Pregnancy and maternity			x	Sheltered Housing is for people over the age of 60.
Marriage and civil partnership		x		

5. If, in your judgement, the proposed policy does have an adverse impact, can that impact be justified? How do you intend to deal with that impact or lessen that impact?

n/a

6. To comply with the Public Sector Equality Duty, the Council must have due regard to the need to:

- **Eliminate unlawful discrimination, harassment and victimisation**
- **Advance equality of opportunity between different groups**
- **Foster good relations between different groups**

Show how your policy meets the above requirements.

The Policy has been discussed at the Sheltered Housing Forum, residents' meetings and with other stakeholders. It is hoped that older people will downsize and more local people including those with a protected characteristic will consider sheltered housing as a result of these refurbishments and other improvements we are making to sheltered housing. We have a robust safeguarding policy and where possible support extended families in respect of vulnerable family members. We actively promote social activities that the wider community are encouraged to participate in and we hope that numbers will increase once these refurbishments have taken place

Name of manager undertaking the assessment: Denise Pegler

Service Area: Housing & Property Services

Date completed: 3.10.22

Requirement for a formal Equalities Impact Assessment: NO

If YES, what is your timetable for completing this?:

Who else will you need to be working with to do this work e.g. partners, contractors etc?: FRC Group which includes Buckingham interiors, Property Assets and other sections within EFDC