

Equality Impact Assessment

1. Under s.149 of the Equality Act 2010, when making decisions, Epping District 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
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - 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 or change.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. All **Cabinet, Council, and Portfolio Holder reports must be accompanied by an EqIA**. An EqIA should also be completed/reviewed at key stages of projects.
8. To assist you in completing this report, please ensure you read the guidance notes in the Equality Analysis Toolkit and refer to the following Factsheets:
 - Factsheet 1: Equality Profile of the Epping Forest District
 - Factsheet 2: Sources of information about equality protected characteristics
 - Factsheet 3: Glossary of equality related terms
 - Factsheet 4: Common misunderstandings about the Equality Duty
 - Factsheet 5: Frequently asked questions
 - Factsheet 6: Reporting equality analysis to a committee or other decision-making body

Section 1: Identifying details

Your function, service area and team: Housing Development Team

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team: None

Title of policy or decision: **Policy for Allocating Surplus Car Parking Spaces Provided by the Council Housebuilding Programme.**

Officer completing the EqIA: James Shutt Tel: ext. 4746 Email:
jshutt@eppingforestdc.gov.uk

Date of completing the assessment: **25th August 2020**

Section 2: Policy to be analysed

2.1	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>Change in existing processes for the Council's Housebuilding Programme.</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>(1) To adopt a new approach that involves early engagement with local community representatives.</p> <p>(2) To agree a new process for future CHBP site assessments based on a collaborative and incremental approach.</p> <p>(3) To design all future developments going forward in line with the 'Passivhaus – Fabric First Approach' as a minimum and to accommodate future retrospective installation of Low Carbon Heat Generation and Heat Recovery System as and when a suitable system is identified.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>Improved and more cost effective approach to new site identification and development; improved neighbourhoods and community cohesion; and improved thermal efficiency and long-term reductions in carbon emissions.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities? <p>Existing and future Council housing tenants will benefit from these new processes by living in thermally efficient homes which reduce fuel poverty.</p>

	<p>The wider communities in the locations where new developments take place will benefit from improved community cohesion, reduced anti-social behaviour and wider environmental improvements. These benefits and improvements are targeted to residents and neighbourhoods with inequalities such as low income.</p> <p>Will the policy or decision influence how organisations operate? The new processes will emphasise community engagement and collaboration across Council functions and with external stakeholders.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources? There will be improved cost effectiveness in the development of new CHBP sites and cost increases by improving the thermal efficiency of the new homes.</p>
2.5	<p>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?</p> <p>If adopted, it is expected to reduce potential anti-social behaviour issues and improve community cohesion. There will also be positive impact on the Council's Sustainability policies by improving thermal efficiency of new homes and long-term reductions in carbon emissions.</p>

Section 3: Evidence/data about the user population and consultation¹

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	<p>What does the information tell you about those groups identified?</p> <p>This Policy will ensure that local applicants benefit from the surplus parking spaces and it is also linked to income generation. Further, as indicated above, this Policy if adopted, minimises potential anti-social behaviour issues and community tension which would have been caused if left unmanaged/ vacant.</p>
3.2	<p>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?</p>

	Not necessary now but community consultation and engagement is a key element of the proposed new approach.
3.3	<p>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:</p> <p>We will carry out consultation and engagement exercises with local communities from the early stages of site identification and development</p>

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 – reduced fuel poverty	H
Disability	Positive – improved access through adaptable homes and reduced fuel poverty	H
Gender	Neutral	Low
Gender reassignment	Neutral	Low
Marriage/civil partnership	Neutral	Low
Pregnancy/maternity	Neutral	Low
Race	Neutral	Low
Religion/belief	Neutral	Low
Sexual orientation	Neutral	Low

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 type="checkbox"/>	
		Yes X <input type="checkbox"/>	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.
None		

Section 7: Sign off

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

Signature of Head of Service: Deborah Fenton

Date: 26.08.2020

Signature of person completing the EqIA:

Date:

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.