

Equality & Cohesion Impact Screening Proforma & Guidance

This tool is designed to assist service teams in meeting their legal equality duties. It allows you to identify areas of potential impact on groups, based on gender, race, disability, age, sexual orientation, and religion or belief. It should also illustrate whether any of your future / planned activities will have an impact on community cohesion and community conflict in your area.

While this is not a full impact assessment, it will help, initially, to identify and prioritise areas of work that will need further attention.

This tool will apply to all planned impact assessments during 2008/09. It is also a requirement that ALL NEW structures, strategies, policies, procedures, systems, processes, practices and projects are assessed in terms of their impact on Equality and Cohesion prior to being submitted to Members.

This is an electronic form. Please click over the appropriate square boxes and a cross will be placed within that box. To enter text simply click over the shaded area and then type. You can then store the individual document by giving it an appropriate title and using 'save as' in the file dropdown menu. Please forward your completed screening proforma to Julie Underwood, Performance, Improvement and Equality Manager.

Please complete all the questions highlighted in green. All other areas of this proforma offer guidance.

SECTION 1: Description

Complete the details relating to the area of work to be screened. Please either attach related documents or provide a link to where it can be found.

Directorate – Chief Executive		Department – Housing Strategy	
Lead Officer: Lynn Hall		Date: 7th May 2008	
Name, structure, strategy, policy, procedure, system or process, practice, or project to be assessed:			
Housing Strategy			
Is a copy of the subject attached (Please tick.)		Yes	
If No, where can it be viewed?			

Provide a short description of what is being screened. This does not have to be in great detail, but should be easily understood by everyone, including members of the public. Use bullet points if necessary.

<p>Please give a brief description of the purpose of the structure, strategy, policy, procedure, system or process, practice, or project</p> <p>Note: Wherever possible please quote from the document.</p> <p>The aims of the Chester-le-Street Housing Strategy are to:</p> <ul style="list-style-type: none"> • Set out in detail the local vision for housing and sustainable communities. • Provide links between housing and other social, economic and environmental programmes within the Community Strategy. • Translate the regional housing priorities into local priorities. • Understand local priorities in terms of location, size and types of homes needed. <p>The Housing Strategy will be an overarching document that will be underpinned by a number of policies</p>
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SECTION 2; IMPACT

<p>Equality impacts can vary from group to group but the assessment should focus on areas of differential treatment – this could be in relation to accessing information and services or lower quality provision; decisions or policies based on stereotypes and negative perceptions; inability to respond to specific needs through lack of knowledge, relevant consultation or appropriate monitoring information. Wherever possible we should aim to identify and consider the specific needs of various groups in designing services, determining policy and making decisions. We should also aim to promote positive messages that combat negative stereotypes and promote community cohesion for all groups.</p>
<p>a. Gender – any impact on men or women or members of the trans community.</p>
<p>b. Age – includes older and younger people.</p>
<p>c. Disability – consider physical and mobility, mental health, learning disabilities and sensory impairments.</p>
<p>d. Race / Ethnicity – not limited to Black and minority ethnic communities, for example also includes white Europeans and Gypsy & Traveller communities</p>
<p>e. Religious or cultural belief – not necessarily linked directly to race and also includes people of no religion or belief.</p>
<p>f. Sexual orientation – focus on Lesbian, Gay & Bisexual communities (sometimes also include Trans communities) Should also includes straight community.</p>
<p>Community cohesion - issues that create local tensions include economic and social differences within or between communities, e.g. regeneration and investment, access to services, intergenerational issues, traditional tensions between particular local areas.</p> <p>g. Examples of the key drivers of community cohesion are, income differentials, employability, educational attainment, health, housing, transport links, social capital and crime/antisocial behaviour.</p>
<p>IMPACTS: This section of the form is where you need to make a judgement on any differential impact that the area of work may have on each equality strand and in terms of community cohesion</p>
<p>1: For all sections of the table please indicate whether the area of work has, or has not, any possible positive, negative or neutral impacts on each group or issue.</p>
<p>2: You need to provide evidence for each conclusion in part 2 of the table. This could be based on any monitoring information you have available, any consultation that may have been done in relation to this, or similar areas of work and so on. This is important in ensuring we meet our legal duties and are able to provide evidence if challenged.</p>
<p>3: You should identify any gaps in your evidence - for example is your information up to date, is it specifically disaggregated by gender or age etc. This can help to shape the way information is collected in the future.</p>
<p>4: Part 4 relates to positive or negative impacts. If these can be justified, then it should be explained here to make it clear that the impact is not unlawful</p>

1. Does the subject have <u>any possible impact</u> upon people or services in respect of gender, age, race, disability, religion or cultural belief, sexual orientation, or any combination thereof? (Please tick one box in each of 'a' to 'i')	2. What evidence do you have for reaching these conclusions?	3. Are there any gaps in your evidence? (If yes, what are they?)	4. Can the positive or negative impact be justified? If so, how?
a) Gender Yes	Teenage parents – Strategy will have a positive impact as it addresses the need for work around this group		High levels of Teenage parents both nationally and locally
b) Age Neutral	The Strategy is needs led and although we are aware of the aging population this Strategy does not directly impact		

<p>c) Disability</p>	<p>Yes</p>	<p>DFG's are considered and included in Strategy</p>	<p>It is thought this strategy may have an impact however it is recognised more work needs to be done in this area</p>	
<p>d) Race / Ethnicity</p>	<p>Yes</p>	<p>Gypsy & Travellers are included and recognised as a groups however more work is needed around this. Many people from the GRT community now choose to live at least part of the year in houses, rented or owned.</p>	<p>It is thought this strategy may have an impact however it is recognised more work needs to be done in this area</p>	
<p>e) Religious or cultural belief</p>	<p>Yes</p>	<p>Potential Impact. There may be issues around suitable housing, for example, in respect of number of bedrooms or bathrooms</p>	<p>It is thought this strategy may have an impact however it is recognised more work needs to be done in this area</p>	
<p>f) Sexual orientation</p>	<p>Yes</p>	<p>There is evidence at the national level that homelessness is a key issue for young LGBT people, and there needs to be sensitivity around suitable locations for housing to ensure safety</p>	<p>It is thought this strategy may have an impact however it is recognised more work needs to be done in this area</p>	

<p>g) Addressing issues relating to the key drivers of Community Cohesion</p>	<p>Yes</p>	<p>The Strategy addresses Community Cohesion in several ways:</p> <ul style="list-style-type: none"> • Linking to various Strategies for example Anti Poverty Strategy • Linking to the work around energy efficiency and fuel poverty • Consideration is given to income and affordability of Housing • The PLA scheme and improving the conditions within the private sector • The Private stock conditions survey 	
<p>h) Developing improved relationships and understanding between groups/communities</p>	<p>No</p>	<p>This section is more relates to the LDF process of which this strategy will feed into</p>	
<p>i) Increasing the level of contact between different groups/communities</p>	<p>No</p>	<p>Not applicable to this strategy as an overarching document</p>	

SECTION 3: NEXT STEPS

If a differential impact has been identified in section 2, a full impact assessment will need to be undertaken and an action plan put in place to address this. If this is the case please indicate when this will take place and who will be involved. This should not be one individual but should include people involved in the process and a critical friend to provide a degree of challenge.

Is a full impact assessment necessary?	<p>Yes on underlying policies (in order of priority):</p> <p>Affordable Housing Policy Homeless Policy PLA Policy Bond Scheme Prevention Fund</p>
How was this conclusion reached?	This is an overarching document of which the policies will have more of an impact
If yes...	
When will this take place?	Ongoing from June 2008
Who will be responsible?	Lead – Housing Strategy Manager – Lynn Hall

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