

Equality Impact Assessment
Corporate Assessment Template

Policy/Strategy/Project/Procedure/Service/Function Title: Housing Development Programme
New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?	
Name: David Jaques	Job Title: Operational Manager, Development & Regeneration
Service Team: Housing Development	Service Area: Development & Regeneration
Assessment Date: 12 th August 2020	

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

To form and agree a Procurement Plan for the Council's house building programme on how we source goods and services in line with Council protocol and any applicable regulatory or legislative framework.

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Cardiff Council have committed to delivering 3,000 new affordable Council homes, with 1,000 new homes to be completed by December 2022. The new build targets have been set in direct response to the increasing demand we face for affordable housing in our city.

The Council intend that by increasing housing supply, we will be directly targeting accessibility issues and downsizing by delivering larger family homes, specialist properties or adapted properties that are not currently being delivered in volume through more traditional delivery routes. The Council's aim is to build in volume and at pace to match the levels of demand as evidenced by the Council's housing waiting list.

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The Council have a multifaceted approach to increasing the number of Council homes; we have the Cardiff Living programme, the enabling work with developers on LCHO homes and also the additional build programme.

Whereas the Cardiff Living programme is a Development Agreement direct with Wates, the Additional Build Programme will see the Council forming project teams, commissioning surveys and technical advice and progressing tender opportunities for works and services in order that we are able to deliver on our ambitious Additional Build Programme.

Our overarching Procurement Plan sets out the approach to procurement for these goods and services, which are fully in accordance with the Council's own policies, regulations and governance.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years		X	
18 - 65 years		X	
Over 65 years		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No impact regarding the Procurement Plan. The Council's house building programme intends to have a positive impact on all ages providing new homes for those in general need as well as specific homes such as adapted/accessible properties, older persons accommodation and hostel and temporary homes. Our build programme will also include homes for sale as well as LCHO.

What action(s) can you take to address the differential impact?

No action required.

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
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Hearing Impairment		X	
Physical Impairment		X	
Visual Impairment		X	
Learning Disability		X	
Long-Standing Illness or Health Condition		X	
Mental Health		X	
Substance Misuse		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No impact regarding the Procurement Plan. The Council's house building programme intends to have a positive impact on any household with disabilities by ensuring that our new homes are in accordance with Welsh Government's Design Quality Requirements, including also Lifetime Homes. Where there is specific housing need, this will be considered and incorporated into new homes in the form of accessible or adapted properties.

What action(s) can you take to address the differential impact?

No action required.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No impact.

What action(s) can you take to address the differential impact?

No action required.

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3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No Impact.

What action(s) can you take to address the differential impact?

No action required.

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		X	
Maternity		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No impact.

What action(s) can you take to address the differential impact?

No action required.

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

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	Yes	No	N/A
White		X	
Mixed / Multiple Ethnic Groups		X	
Asian / Asian British		X	
Black / African / Caribbean / Black British		X	
Other Ethnic Groups		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No impact.

What action(s) can you take to address the differential impact?

No action required. We would however point out that as part of any consultation on delivering new homes, we liaise fully with the local community and will provide translation services for any consultation literature if this is requested.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No impact.

What action(s) can you take to address the differential impact?

No action required.

3.8 Sex

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Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No impact.

What action(s) can you take to address the differential impact?

No action required.

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No impact.

What action(s) can you take to address the differential impact?

No action required.

3.10 Socio-economic Duty

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the Socio-economic Duty?

	Yes	No	N/A
	X		

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There will be a positive impact to socio-economic duty as the driving factor behind the Council's housebuilding programme is to increase the number of affordable, sustainable and energy efficient homes across the city. Our developments will have positive impacts and enhance the communities in which they are situated and the new homes will be built to Welsh Government's DQR standards as a minimum whilst also embodying sustainable infrastructure and highly energy efficient homes that will help reduce fuel poverty.

What action(s) can you take to address the differential impact?

We will adhere to the Socio Economic Duty guidance and:

- Take account of evidence and potential impact
- Consult and engage
- Understand the views and needs of those impacted by the decision, particularly those who suffer socio-economic disadvantage
- Welcome challenge and scrutiny
- Drive a change in the way that decisions are made and the way that decision makers operate

Our processes and procedures already embody these principles and we will continue to monitor and review the same.

3.11 Welsh Language

Will this Policy/ Strategy/Project/Procedure/Service/Function have a **differential impact (positive/negative)** on the Welsh Language?

	Yes	No	N/A
		X	

Please give details/ consequences of the differential impact, and provide supporting evidence, if any.

No impact.

What action(s) can you take to address the differential impact?

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We will ensure that all literature produced for consultation events and signboards have both English and Welsh text.

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Consultation has and will continue to take place on:

- Adult Service and Physiotherapy on design of adaption properties
- Planning Consultancy
- Civil, Structural and Drainage Engineer
- Architect
- Mechanical and Electrical (M&E) Engineer
- Cost Consultant / Employer's Agent
- CDM Principal Designer
- Acoustic Consultant
- Arboriculturalist
- Ecologist
- Drainage and utilities services
- Legal services
- Specialist technical advice

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	None
Disability	None
Gender Reassignment	None
Marriage & Civil Partnership	None
Pregnancy & Maternity	None
Race	None
Religion/Belief	None
Sex	None
Sexual Orientation	None
Socio-economic Duty	None
Welsh Language	None
Generic Over-Arching [applicable to all the above groups]	None

6. Further Action

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Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Elise Coalter	Date: 12 th August 2020
Designation: Operational Manager Development	
Approved By: David Jaques	
Designation: Operational Manager Development & Regeneration	
Service Area: Development & Regeneration	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 2536 / 3262 or email equalityteam@cardiff.gov.uk