

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**



Mae'r ddogfen hon ar gael yn Gymraeg / This document is available in Welsh

| |
|--|
| Policy/Strategy/Project/Procedure/Service/Function Title: |
| New/Existing/Updating/Amending: New |

| | |
|---|---|
| Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function? | |
| Name: Jane Thomas | Job Title: Director (Adults, Housing & Communities) |
| Service Team: Housing & Communities | Service Area: People and Communities |
| Assessment Date: 23/01/2023 | |

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

The purpose of the Business Plan is to provide an insight into existing services currently delivered under the Housing Revenues Account (HRA).

The HRA Business Plan aims to;

- set out Cardiff's purpose and vision as a social housing landlord;
- set out its objectives and standards for the service;
- plan how the service aims to achieve the objectives and standards set out (the strategies);
- plan resource and financial requirements;
- provide a framework for monitoring and evaluating the progress of the housing 'business';
- communicate Cardiff's plans to its tenants, members, the Welsh Government, other key stakeholders, partners and the wider community.
- identify the estimated stock and management needs over a 30 year period, against forecast resources to demonstrate that the Housing Revenue Account remains viable over that period.
- Detail our development programme, which will deliver in excess of 4,000 new homes over the next 10 years

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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.]

The Plan contains some statistics to provide information on the use of some Housing services, however the main function of the Plan is to inform the reader of what services are delivered from the HRA.

Existing strategies and policies that have had Equality Impact Assessments completed inform the Plan.

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.

The Plan sets out details of specific targeted housing services which will have a positive effect on older people. It also outlines the new build developments being built to support older people to live independently.

The Plan also sets out how specialist accommodation and support pathways and employment support schemes support younger people in Cardiff.

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

None - all aspects of the Plan are designed to be inclusive and have a positive outcome for all those living in Cardiff.

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3.2 Disability

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

| | Yes | No | N/A |
|---|-----|----|-----|
| 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.

All aspects of the Plan are designed to be inclusive, however, The Plan is a text document, those with a visual impairment would not be able to read it.

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

In order to ensure the Plan is available to all, it will be made available with a read aloud function.

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 (Transgender people are people whose gender identity or gender expression is different to the gender they were assigned at birth) | | X | |

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

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|---|
| |
| What action(s) can you take to address the differential impact? |
| No negative impact anticipated, however careful monitoring of housing services will take place to ensure that no service users are unduly impacted. |

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. |
| The Plan sets out housing services that are inclusive and available to those who are married or in a civil partnership. The Plan does set out homelessness and support services available specifically to those who are single. |
| What action(s) can you take to address the differential impact? |
| No negative impact anticipated. However, careful monitoring of services will take place to ensure that no service users are unduly impacted. |

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 | |

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

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

No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted.

3.6 Race

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

| | 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.

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

No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted.

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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.

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

No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted

3.8 Sex

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.

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

The Plan is inclusive and designed for all council tenants, whatever gender they identify as. No negative impact anticipated, however careful monitoring of services will take place to ensure that no service users are unduly impacted.

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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.

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

The Plan is inclusive and designed for all service users - no impact identified.

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 | | |

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

The plan sets out how we are supporting council tenants through the cost of living crisis and outlines that financial support schemes and bespoke advise via the Welfare Liaison Team is available.

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

N/A

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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.

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

All Welsh language policies will be followed. The Plan will be bilingual.

4. Consultation and Engagement

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

A tenant's survey was sent to council tenants during 2022/23 and 1,113 surveys were completed. The survey found that 80.5% were happy that their property met their needs. 80.2% were satisfied with their local neighbourhood as a place to live. 76.7% were satisfied that their rent provided value for money and 70% who used the repair service in the past 12 months were satisfied with the service.

Comments from the survey will be used to inform service development over the coming year

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

| Groups | Actions |
|---|--|
| Age | N/A |
| Disability | Ensure the availability of the 'read aloud' function when publishing the Plan to ensure those with a visual impairment are not negatively impacted in accessing the information. |
| Gender Reassignment | N/A |
| Marriage & Civil Partnership | N/A |
| Pregnancy & Maternity | N/A |
| Race | N/A |
| Religion/Belief | N/A |
| Sex | N/A |
| Sexual Orientation | N/A |
| Socio-economic Duty | N/A |
| Welsh Language | N/A |
| Generic Over-Arching [applicable to all the above groups] | N/A |

6. Further Action

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: Jessica Tomlinson | Date:23.1.23 |
| Designation: Improvement Project Manager | |
| Approved By: Jane Thomas | 21.2.23 |
| Designation: Director Adults Housing and Communities | |
| Service Area: Housing and Communities | |

7.1 On completion of this Assessment, please ensure that the form is submitted to the Equality Team mailbox so that there is a record of all assessments undertaken in the Council- equalityteam@cardiff.gov.uk.

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For further information or assistance, please contact the Equality Team-
equalityteam@cardiff.gov.uk