

EQUALITY IMPACT ASSESSMENT

Strategic Planning and Infrastructure



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>This assessment relates to a request from Sanctuary Housing for the Council to make a resolution to use CPO powers should they be required to acquire privately owned houses within the Talbot Gardens regeneration project.</p> <p>The aim of the EIA is to assess whether the decision to make a resolution to use CPO powers, should they be required, would create an unequal impact on people with protected characteristics, in comparison with those who do not have protected characteristics within the cohort of the remaining 38 owners of properties in Talbot Gardens.</p> <p>The request to make a resolution has been made by Sanctuary Housing early in the process of negotiations with the private owners in Talbot Gardens. There is very little detail available at this stage about the individuals involved. The Council have taken the view that making a resolution to use CPO powers will in itself not impact on any residents, whether they have protected characteristics or not. If however the stage is reached where CPO powers are required, at that stage the full range of equalities impact characteristics will be identified and considered in terms of how residents are affected.</p>
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Department and service	Housing Delivery Team, Strategic Planning and Infrastructure
Date of assessment	3 rd Jan 2020

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	Sanctuary are at a very early stage in the process to rehouse residents in the Talbot	None		

	Gardens, therefore detailed information relating to the remaining residents does not yet exist. Should there be a need to follow through with a CPO at a later date however, the Council will consider how the age of those residents affected will impact upon them in this process.			
Disability	Sanctuary Housing are at a very early stage in the process to rehouse residents in Talbot Gardens, therefore detailed information relating to the remaining residents does not yet exist. Should there be a need to follow through with a CPO at a later date however, the Council will consider how those residents with a disability are affected by the action.	None		
Faith/religion or belief	Sanctuary Housing are at a very early stage in the process to rehouse residents in Talbot Gardens, therefore detailed information relating to the remaining residents does not yet exist. Should there be a need to follow through with a CPO at a later date however, the Council will consider how the faith/religion of those residents affected by the action will impact upon them in this process.	None		

Gender - including marriage, pregnancy and maternity	Sanctuary Housing are at a very early stage in the process to rehouse residents in Talbot Gardens, therefore detailed information relating to the remaining residents does not yet exist. Should there be a need to follow through with a CPO at a later date however, the Council will consider how the gender of those residents affected by the action will impact upon them in this process.	None		
Gender reassignment	Sanctuary Housing are at a very early stage in the process to rehouse residents in Talbot Gardens, therefore detailed information relating to the remaining residents does not yet exist. Should there be a need to follow through with a CPO at a later date however, the Council will consider how the gender reassignment of those residents affected by the action will impact upon them in this process.	None		
Race	Sanctuary Housing are at a very early stage in the process to rehouse residents in Talbot Gardens, therefore detailed information relating to the remaining residents does not yet exist. Should there be a need to follow through with a CPO at a later date however,	None		

	the Council will consider how the race of those residents affected by the action will impact upon them in this process.			
Sexual orientation - including civil partnership	Sanctuary Housing are at a very early stage in the process to rehouse residents in Talbot Gardens, therefore detailed information relating to the remaining residents does not yet exist. Should there be a need to follow through with a CPO at a later date however, the Council will consider how the sexual orientation of those residents affected by the action will impact upon them in this process.	None		

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	None	N/A
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	None	N/A
Good relations between different communities (community cohesion)	The proposed Regeneration scheme would deliver a mixed tenure Affordable Housing development and the integration of affordable rented and affordable home ownership homes should help create a more sustainable and integrated community for Barne Barton.	Up to 2022/23 Sanctuary Housing is responsible.

Human rights Please refer to guidance	The Human Rights of those remaining owners will be fully considered in the event any CPO powers are used to acquire private property within Talbot Gardens. The decision that Cabinet are being asked to make at this point is time is only to make a resolution that CPO powers will be used in the event that they are needed.	Up to 2022/23 Responsibility for ensuring that Human Rights are respected would be shared by both Sanctuary Housing and PCC in the event that CPO powers were to be used to acquire property within this phase of development.
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STAGE 4: PUBLICATION

Responsible Officer Nick Carter – Head of Housing and Infrastructure

Director, Assistant Director or Head of Service

Date 05/02/2020