

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	The proposed disposal of four sites to accelerate the provision of affordable homes in the city.
Brief Service Profile (including number of customers)	
Delivery of new homes including parking and new public realm.	
Summary of Impact and Issues	
Demolition of existing buildings, construction of new buildings and occupation by new residents. During construction there will be some noise and dust inconvenience and both during and upon completion there will be increased traffic flow to and from the sites.	
Potential Positive Impacts	
The completed schemes will offer new homes which will principally be affordable homes for those on the housing register. The sites which are currently surplus to requirements and in many cases unattractive in their local communities will be significantly improved.	
Responsible Service Manager	Tina Dyer-Slade Team Leader Estate Regeneration

Date	26 th February 2018
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No impact	
Disability	Currently there are disabled people on the housing register needing homes with adaptations.	On the Brownhill House site Sovereign has made a commitment to provide a ground floor flat with a graded floor shower for easy access for disabled people.
Gender Reassignment	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Race	No impact	
Religion or Belief	No impact	
Sex	No impact	
Sexual Orientation	No impact	
Community Safety	Currently some of these sites such as the former Oakland's Secondary School site are secured and hoarded, however they have been subjected to damage and trespass which has caused concern to the local community.	<p>To develop homes on these sites will once completed improve the quality of the local environment.</p> <p>New homes overlooking footpaths which are currently isolated will improve the safety of the area.</p> <p>The scheme to comply with secure by design guidelines and s.17 of the Crime and Disorder Act</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		1998.
Poverty	There are currently insufficient affordable homes in the city and as a result there are over 8,000 households on the housing register.	These sites will provide a significant number of affordable homes.
Health & Wellbeing		<p>Moving people out of temporary accommodation and into their home has the potential to significantly improve the quality of life of those residents.</p> <p>Residents will have the opportunity to benefit from living very close to community facilities including the Oaklands Community Pool.</p>
Other Significant Impacts	There will be some noise and inconvenience caused by the construction and traffic to and from the site.	Contractors will be required to operate under the “considerate construction scheme” to mitigate the impact as far as possible or a comparable scheme.