

Equality Impact Assessment

Service Area: EH&H

Head of Service: Jeremy Mann

Lead Officer: Jaimie Jeyes

Date of Assessment: 11/05/2022

Person responsible for completing the assessment: Jaimie Jeyes

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Name of policy/function/project/service area to be assessed: Gap funding 21 Social Rents at Woolacombe (Mortehoe & Woolacombe CLT)

Brief description of proposal to be assessed: Allocation of capital funds, s106 commuted sums & Homelessness Reduction Grant towards the provision of 21 Social Rents alongside grant from Homes England and Aster.

Proposed implementation date of project/proposal £630k grant to Aster if approved following S&R Committee and full council ratification. Forecasted Start on Site September 2023.

Brief description of the anticipated outcomes of the proposal:

Provision	Current Arrangement	Proposed Arrangement	Comment
Affordable housing for social rent x 21 dwellings	RP has grant funding of £140k/unit (RP/Homes England). Needs £30k/unit gap funding.	Use £30k per unit of internal funding alongside national grant funding from Homes England and RP to deliver 21 social rents on the first CLT site in North Devon (M&W CLT)	First CLT scheme in North Devon. Huge community support. CLT AH delivery is within our corporate programme & increasing the supply of AH a corporate priority in this housing crisis.

Impact:

Summarise any positive impacts or benefits, any negative impacts (i.e. potential for discrimination, disadvantage or disproportionate treatment) and any neutral impacts and the evidence you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic. (NOTE: please refer to the Equality Strategy for the characteristics) Where an impact is unknown, state so, and identify what steps will be taken to address any gaps in data:

Positive impact: a) Devon Home Choice (DHC) through which the homes will be allocated is covered by the DHC policy. An equalities impact assessment was undertaken initially and takes place periodically following substantial revisions to the document. Each of the organisations involved in the Devon Home Choice Partnership (e.g. Registered Providers) has an Equal Opportunities Policy to ensure that: (1) Everyone has equal access to services and (2) No one is discriminated against on the grounds of ethnic origin, disability, age, gender, sexual orientation, religion, or for any other reason. This includes monitoring to review that DHC is accessible, working as fairly and effectively as possible and looking at the participation and outcomes for vulnerable groups. NDC sit on the DHC Board along with other Registered Providers and other Local Authorities. See link below specifically 1.5.7, 1.5.8 and 1.5.10 and section 4.22 on monitoring. b) The build – neutral impact on all 9 protected characteristics. However, they will be considered again as part of the Community Land Trust's planning application (in particular age and disability) and this will then be fed into this Equality Impact Assessment. (N.B> this is community-led housing and the CLT include and must report back to the community as a whole at all stages of the project from start to finish. c) Aster (the Registered Provider): Equality and diversity are important to Aster, both for the employees and customers. They have several internal policies and training which are reviewed regularly to ensure that their processes and practices meet high standards and update them in line with standards when anything changes. There are links within their lettings policy (which links to their tenancy policy) to their diversity and inclusion policy and honesty policies. Aster work with the Local Authority and Devon Home Choice policies to ensure that all groups of people can access information about available homes. They also work with customers to ensure the property is right for them in terms of affordability, size and accessibility. Aster has Diversity and Inclusion champions with a specialist lead who oversees our diverse and inclusive workplace and ensures that our customer experience is consistent.

[Devon Home Choice Policy v10.0](#)

Consideration of Alternatives:

Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative effect identified above (attach evidence or provide link to appropriate data, reports, etc):

Not put in funding – this would put a halt to the CLT scheme and stop the delivery of 21 social rents on North Devon’s first CLT scheme. Leaving current housing available only on the open market for local people. Open market housing tends to be subject to being sold to someone outside of the community for an investment/holiday let/second home based on the state of the current housing market.

Consultation:

Brief description of any consultation with stakeholders and summarise how it has influenced the proposal. Please attach evidence or provide link to appropriate data or reports:

This is a community-led scheme, which has had very high levels of support from the community as the CLT represents the community in all stages of the scheme from site search, design, right up to completion of the homes. NDC fund Middlemarch (technical advisors in community-led housing work) to help the CLT in this journey. Consultation with Aster and planning will be via the planning application and has been through the pre-application work. Consultation with ward members and internal services through the consultation checklist part of committee reporting – sent to Member Services as part of the audit trail – no issues around equality raised.

Funding Considerations:

As described in consideration of alternatives above

Reporting and Publication:

Equality Impact Assessments will be published on North Devon Council’s website.

The completion of an Equality Impact Assessment is an ongoing process. Impacts will be continually reviewed during projects and the decision making process and the Assessment will be updated accordingly and published.

A further assessment will also be undertaken between 6 to 12 months following the implementation of the policy, project, decision or service change has been implemented.

Please also confirm the date on which you will be re-considering the project/report and submitting a further EIA if applicable.

1 year following allocation of completed dwellings

Monitoring Arrangements:

Briefly describe the monitoring arrangements/systems that will be put in place to monitor the effects of this proposal.

Middlemarch and CLT/community/councillor feedback via CLT Steering Group meetings/parish council meetings. DHC system and policy. NDC housing allocation team checks alongside Aster.

Date approved by Head of Service: 11/05/2022

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