

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 the budget proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>Townhill Park Regeneration</p>
<p>Brief Service Profile (including number of customers)</p>	<p>Estate Regeneration Objectives; Taking a comprehensive approach to renewal in order to transform neighbourhoods into places where people want to live for years to come the main outcomes will be;</p> <ul style="list-style-type: none"> • Maximising the number of new homes, including family homes, as part of the re-development. • Promoting mixed communities made up of affordable and private homes. • Involving local people in developing and designing their community for the long term. • Providing shops and community facilities where needed and practicable
<p>Summary of Impact and Issues</p>	<p>With the Council developing its own new housing SCC is better able to mitigate issues arising and to control the negative effects this has, such as by phasing development work, building new homes that reflect the needs of those on the local housing register, rather than meeting the demands of the private sale market.</p> <p>The new homes will be built to a modern, higher specification which provides an improvement on existing homes. They will have better energy efficiency and more adaptability, with the aim of allowing people to live in these homes for longer and less need for SCC as the housing landlord to make costly adaptations to the properties. Improved energy efficiency means reduced running costs for the properties.</p> <p>The new homes will be charged a rent at the Affordable Rent level, at 80% of the local market rent. This is higher than current rents existing SCC properties in the area and combined with a number of other welfare benefit changes may be a consideration when existing residents are deciding whether or not they wish to be considered for a return to the site after redevelopment.</p>
<p>Potential Positive Impacts</p>	<p>The general mix of homes will be based on current and future needs, better enabling the housing on the estate to meet the requirements of local residents.</p> <p>The implementation of the Townhill Park regeneration is being</p>

	phased to lessen the impact on residents and particularly of loss of local shops services.
Responsible Service Manager	<u>Sherree Stanley Conroy</u>
Date	

Approved by Senior Manager	<u>Barbara Compton</u>
Signature	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>New affordable homes will be allocated as per Lettings Policy. SCC may seek a percentage of wheelchair accessible dwellings over and above accessibility requirements of Building Regulations.</p> <p>There is potential for specifying housing types that meet the housing needs of the people on the housing register including specialist housing and supported housing.</p>	<p>Council guidelines on wheelchair liveable homes to be followed and set out in the specification.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p> <p>Ensure through design of the scheme that we can maximise mobility and accessibility in any new housing on the site and comply with the Lifetime Homes criteria.</p>
Disability	<p>New affordable homes will be allocated as per Lettings Policy. SCC may seek a percentage of wheelchair accessible dwellings over and above accessibility requirements of Building Regulations.</p>	<p>Council guidelines on wheelchair liveable homes to be followed and set out in the specification.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p> <p>Ensure through design of the scheme that we can maximise mobility and accessibility in any new housing on the site.</p>
Gender Reassignment	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy</p>	<p>Council's adopted policies and plans are publicly available to view and have been adopted previously without adverse impacts on this group. Ensure consistent implementation of the Council's adopted policies and plans.</p>
Marriage and Civil Partnership	<p>None identified</p>	
Pregnancy and Maternity	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy.</p>	<p>There will be a good range of family units provided on the new scheme including 2 bedroom apartments and 3 bedroom houses both for rent and sale.</p>
Race	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy.</p>	<p>Council's adopted policies and plans are publicly available to view and have been adopted previously without adverse impacts on this group.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p>
Religion or Belief	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy.</p>	<p>Council's adopted policies and plans are publicly available to view and have been adopted previously without adverse impacts on this group.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		Ensure consistent implementation of the Council's adopted policies and plans.
Sex	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy</p> <p>Council's adopted policies and plans are publicly available to view and have been adopted previously without adverse impacts on this group. Ensure consistent implementation of the Council's adopted policies and plans.</p> <p>There may be a disproportionate effect on women. Women are more likely to have child care responsibilities and form the larger percentage of single parents. May have more difficulty in finding suitable work. New benefits rules require single parents to actively seek employment when the youngest child reaches 5 (previously 7)</p>	The Council are working with partner organisations including Jobcentre Plus to identify and support those to be affected by the benefit changes.
Sexual Orientation	New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy.	Council's adopted policies and plans are publicly available to view and have been adopted previously without adverse impacts on this group. Ensure consistent implementation of the Council's adopted policies and plans.
Community Safety	Good design will be sought to 'design out crime' through Secured By Design Secured by Design criteria to be followed and set out in the specification for developers to adhere to.	Ensure through design of the scheme that we can maximise security and minimise potential for anti-social behaviour in any new housing on the site and comply with the Secured By Design criteria.
Poverty	<p>Areas of deprivation are being regenerated. Local services to be sensitively managed during potential relocation e.g. shops.</p> <p>Issues at stages such as decant and contractor's selection criteria and the site specification have been highlighted for more attention and work to support resident's needs and wishes.</p> <p>The increase in rents to the affordable rent model may cause difficulties for those residents identified as being in poverty.</p>	<p>Estate Regeneration working with Allocations & Housing Needs, and Economic Development & Regeneration to maximise the social and economic benefits of the project.</p> <p>The Council is working with partner organisations to identify and support those most vulnerable. These measures include information and advice along with support into employment and training opportunities.</p>
Other Significant	Cohesion	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<p>Impacts</p>	<p>This is a regeneration scheme and design will be a key part to ensure the community can mix and initiatives will be put in place upon completion to build a sustainable community.</p> <p>Issues at stages such as decant and contractor's selection criteria and the site specification have been highlighted for more attention and work to support resident's needs and wishes.</p> <p>Previous physical regeneration projects have shown the return of decanted residents is low. More work is required to understand this trend more fully, however current anecdotal evidence is that following a decant to another homes of their choice, most former residents forge links to their new location and opt to stay there rather than return. This could be in part because of the length of time between decant and completion of new homes, and also because some wanted to move away in the first place for various reasons.</p> <p>Health and Well Being</p> <p>There is a link between quality homes and state of health – providing new homes with improved SAP ratings and energy efficiency and accessibility so as not to contribute to health problems and to allow for living in them over a lifetime and able to adapt readily to changing circumstances of residents.</p> <p>Building for Life Criteria, Lifetimes Homes Criteria and Code for Sustainable Homes criteria to be followed and set out in the specification for contractors to adhere to.</p> <p>Green Purchasing</p> <p>Until construction method and type is known, this point cannot be confirmed but will be sought in the development, e.g. BREEAM and Code for Sustainable Homes.</p> <p>Contribution To Local Economy</p> <p>Provision of local services (shops) for the community to be managed sensitively. Minimising the disruption to local services and the loss of employment is being considered carefully in addressing how the existing community provision can be relocated or re-provided.</p>	<p>Estate Regeneration team are working with Allocations & Housing Needs, and Skills & Regeneration to maximise the social and economic benefits of the project including having an Employment and Skills Plan for the construction phase to ensure local employment and training opportunities..</p> <p>It is recommended that as benefit changes come in to effect that this aspect is kept under review.</p> <p>Ensure through design of the scheme that we can maximise mobility and accessibility in any new housing on the site. Inclusion of wheelchair liveable homes, going beyond Building Regulations and Lifetime Homes, in some new dwellings, so they are already adapted. Council guidelines on wheelchair liveable homes to be followed and set out in the specification for the new homes.</p> <p>The Code for Sustainable Homes and BREEAM criteria on sustainable sourcing of products and materials are followed and set out in the specification for contractors to adhere to.</p> <p>Phasing of development is being considered to manage this better.</p>