

# Appendix D: Equality Impact Assessment (EIA) Form - PUBLIC

<b>NAME OF COUNCIL</b>	High Peak Borough Council
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This assessment will be public and published on the council website. Please ensure that any group who has been consulted to provide the information within this form has been given sufficient feedback. Information within this assessment should provide the equality implications in any relevant report and be available for members prior to any decisions in relation to the content of this assessment.

## SECTION 1: Initial Screening

Name of policy <sup>1</sup> or function <sup>2</sup> being assessed	Policy / Function Status		
Housing Strategy	New	Revised	Existing
Responsible Service Area	Date Form Completed		
Housing Services	12.2.2024		
Lead Officer for this Assessment	Contact Number		
Housing Strategy Technical Officer	07717 516321		

**Is there likely to be an impact on:**

	Yes	No	Possibly
the availability, eligibility, quality or cost of a service to individuals, households, communities or specific groups of people	Y		
the quality of life of individuals, households, communities or specific groups of people	Y		
the opportunities for individuals, households, communities or specific groups of people to improve their lives in some specific way	Y		

**If yes/possibly to any of the above questions, then please complete section 2.**

**If No to all the above questions, please provide a brief explanation of why no further consideration is required regarding the Council's equality duties.**

## SECTION 2:

### 2.1: Identifying the aims of the policy or function

<b>Summarise: the main aims, objectives and/or purpose and scope of the policy, practice, service or function.</b>
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The Housing Strategy provides overview of the Councils strategic housing role within the Borough. It identifies national and local housing issues, strategic priorities, aims and actions over a 5 year period.

Whilst a housing strategy is not a legal requirement, it is a best practice approach and it has been drafted with regard to a range of relevant statutory requirements, guidance and national policy initiatives.

A high-level outward facing document, therefore other policies, plans, strategies and the work of different service areas inform and are essential to delivery of the Housing Strategy, including the Borough Plan, Local Plan, the Homelessness and Rough Sleeping Strategy and the Allocations Policy.

The Housing Strategy will help to ensure that housing and meeting housing need is considered both internally within the Council and externally by partner organisations and those who deliver housing and housing related services.

<b>Who is/are the intended customer or beneficiary of this policy or function?</b>
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Housing is a basic need for all and therefore the Housing Strategy has potential to impact all current and future residents in the Borough across all of the protected groups.

The Housing Strategy is intended to be inclusive and create a positive impact on residents, it concerns all housing types and tenures across of the community, the quality of new build homes, housing availability/ options, accessibility, making the best use of and improving housing stock conditions.

## 2.2: Evidence of Impact

**What evidence or data is being used to inform the Council's understanding of the impact of the decision about this policy or function on equality target groups? (Please list and note where the evidence/data is held.)**

*Note: Evidence from consultation/engagement is particularly powerful. Please refer to the guidance available on the intranet.*

Demographic, research, partner and other policy/ strategy evidence helps understanding of housing needs of those with protected characteristics. The strategy has therefore been written to have a positive impact for these groups.

The specific needs of protected groups are and will be individually assessed i.e. Gypsy and Traveller Accommodation Assessment and supported housing needs assessments.

The council works strategically with partners concerning homes for groups with specific needs such as older people, those with disabilities or requiring supported accommodation.

**Are there gaps/weaknesses in the available evidence/data which limit our understanding of the impact?**

Yes/No	Detail:

**If yes: How significant are these gaps?**

<b>Not Significant – can proceed to decision</b>		<b>Justification:</b>
<b>Significant but can proceed to decision</b>		<b>Justification &amp; action to be taken:</b>
<b>Significant and requires further investigation prior to a decision being made.</b>		<b>Summarise the plan of action:</b>

### 2.3: Assessment of impact

Taking into account all the evidence available to you indicate where you think that the policy/function could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage. Potential discrimination may be direct - i.e. treating someone less favourably because of certain attributes of who they are or indirect i.e. when the proposed practice, policy or procedure may have the effect of disadvantaging people who share certain protected characteristics. Indicate where you think the policy/function could have an intended or unintended **positive impact** on any of the groups to promoting diversity and equality. Where the policy/function is not relevant to a particular group or has no potential impact indicate as neutral. Please give reasons for each outcome:

<b>Protected Groups</b>	<b>Negative Impact</b>	<b>Positive Impact</b>	<b>Neutral Impact</b>	<b>Explain impact &amp; state what action can be taken</b> (either to mitigate negative impacts or enhance positive impacts) .
People of a particular <b>age</b> such as children, young people, older people		Y		
<b>People with disabilities</b> including physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health difficulties		Y		
<b>Racial / minority ethnic groups?</b>		Y		
<b>Women or men</b> including those living in particular communities			Y	
<b>Pregnant women or people on maternity or paternity leave or breastfeeding mothers.</b>			Y	
A person's <b>marital status including civil partnership</b>			Y	
People with a particular <b>sexual orientation</b>			Y	
People with particular <b>religion or belief</b>			Y	
<b>Trans people or people planning to or going through gender reassignment</b>			Y	

*If there is potential for significant negative impacts on groups with protected characteristics which either cannot be mitigated or where there is uncertainty about the efficacy of measures, consideration should be given to consultation/engagement (or specific consultation and engagement) with those groups of people who may/will be impacted. Please refer to the separate guidance. If further consultation takes place then the Assessment of Impact above (2.3) should be revised taking into account any additional evidence.*

**Is further information or consultation required to complete this assessment? ~~Yes~~/No**

**If an adverse negative impact has been identified that cannot be fully mitigated, can it be justified on grounds of promoting equality of opportunity for one group or for any other reason? i.e. is it a proportionate response to achieve a legitimate and justified aim. Please explain.**

- *Consider is the response proportionate/balanced*
- *Seek legal advice to cross check*
- *Refer to guidance to support your answer*

## 2.4 Conclusion

The Housing Strategy will not have a negative impact in relation to equality and diversity

Signed (lead officer):

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Date:

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