

Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for	Somerset West and Taunton Council		
Version	1	Date Completed	19 October 2021

Description of what is being impact assessed

North Taunton Woolaway Project (NTWP) - Compulsory Purchase Order and implementation of the Development in line with the Equality Act 2010

The NTWP will make a significant contribution toward delivering quality housing to meet the needs of SWT residents. The Project will provide a significant contribution towards:

- Resolving severe structural matters in relation to 162 defective Woolaway Homes through demolition and replacement with up to 230 new low carbon homes and 27 defective Woolaway properties with better insulated and structurally sound refurbished homes.
- Affordable Housing supply; with 227 – 230 new homes for rent
- Healthier homes and community; well-designed green space and road layout and efficient to heat homes
- Low carbon homes; a significant step toward zero carbon with a fabric first approach and a fund for renewable heat and power
- Accessible housing; a major contribution towards meeting the councils demand for wheelchair accessible homes
- Garden Town; the scheme adopts many principles of the Garden town design guide
- Larger accommodation; national space standards have been maintained throughout the scheme including the design of larger family accommodation (4 / 5 bed).
- The community building and open space will be accessible for all groups in the community reflecting the diversity of the local population, helping to bring people together and foster good relations between different groups.

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#),, should be detailed here

Through the extensive resident consultation undertaken, a detailed understanding and demographic profile of the existing community and its potential future needs has been created.

The consultation in 2018 included four public consultation events in a venue selected for its close proximity and accessibility to the affected residents, the opportunity for home visits from the project team alongside the project team being based in an office hub to provide a 'drop in' facility for the residents.

The scheme proposals have evolved in consultation with a project Design Group. The Design Group consisted of residents, both SWT tenants and homeowners, with a range of housing and lifestyle requirements.

In addition to information gathered through the resident consultation, the community profile has been further populated through information held by the Somerset Intelligence Partnership, specifically the area Indices of Multiple Deprivation results.

Housing needs have been further informed by data held within the Choice Based Lettings System 'Homefinder Somerset'.

All affected home owners have been contacted during the consultation phase and kept up to date with the project progress and phasing plans via newsletters, letters and meetings. Negotiations are preferred option and will continue throughout the CPO process.

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

The demographic profiles includes every single household within the projects redline area. The information gathered, particularly through 1-2-1 home visits included completing questionnaires to help identify vulnerable and protected groups.

The project team have worked across a range of agencies and partners within the Priorswood 'One Team' area.

To assist with Skills and Learning, Somerset Academy and Skills and Learning Council have been invited to discussions. The local primary school and doctors surgery have been provided with progress updates.

SWT Tenants Forum and Tenant Services Management Board have received regular feedback on the project and provided views and considerations.

SWT Ward Councillors have been briefed on the report requesting approval to progress the Compulsory Purchase Order.

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> The increased choice of affordable housing type, size and tenure provides housing options for all age groups. For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group 	□	□	☒

<p>Disability</p>	<ul style="list-style-type: none"> • Specific provision for a range of adapted properties has been made within the scheme proposal to provide a housing choice for those with a disability • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. • For owner occupiers with disabled adaptations or aids, these will be replicated at their new homes and costs covered by the Disbursement Compensation as set out in the Compulsory Purchase and Compensation Guide (Compulsory Purchase and Compensation, Compensation Guide to Residential Owners and Occupiers: Communities and Local Government, April 2010) 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Gender reassignment</p>	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. • For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>Marriage and civil partnership</p>	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. • For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Pregnancy and maternity</p>	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. • For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>Race and ethnicity</p>	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>equality and diversity policies in place to ensure protected groups are not disadvantaged.</p> <ul style="list-style-type: none"> For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group 			
Religion or belief	<ul style="list-style-type: none"> The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group 	□	□	☒
Sex	<ul style="list-style-type: none"> The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group 	□	□	☒

<p>Sexual orientation</p>	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. • For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group 	<p style="text-align: center;">□</p>	<p style="text-align: center;">□</p>	<p style="text-align: center;">☒</p>
<p>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</p>	<ul style="list-style-type: none"> • The increased choice of affordable housing type, size and tenure provides housing options that will not negatively impact on this protected group. • For rented properties Lettings will be taken from the choice based lettings system 'Homefinder Somerset' which has equality and diversity policies in place to ensure protected groups are not disadvantaged. • For private owners there is choice of housing type, size, tenure and location that will not negatively impact on this protected group 	<p style="text-align: center;">□</p>	<p style="text-align: center;">□</p>	<p style="text-align: center;">☒</p>

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
No adverse equality impact identified. These have been mitigated through an extensive resident consultation process and the resultant scheme design. Any negative outcomes which may emerge during the implementation of the development will be addressed through strong project management and identifiable workstreams.	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Completed by:	Jane Windebank, Development Manager
Date	19 October 2021
Signed off by:	
Date	
Equality Lead/Manager sign off date:	

To be reviewed by: (officer name)	
Review date:	

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