



Somerset Equality Impact Assessment

The [EIA guidance notes](#) will help you complete this assessment.

If you need help or advice please contact Paul Harding. P.harding@somersetwestandtaunton.gov.uk

Organisation prepared for	Somerset West and Taunton Council		
Version	1	Date Completed	11th February 2021
Description of what proposed change or policy is being impact assessed			
Wordsworth Drive and Coleridge Crescent Flat Regeneration			
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			
Committee on Fuel Poverty Annual Report October 2021 2015 Fuel Poverty Strategy Annual Fuel Poverty Statistic in England 2021, Low Income Low Energy efficiency (LILEE statistics) Project Initiation Document (PID) Wordsworth Drive and Coleridge Crescent Regeneration Low Carbon Standards and Fuel Poverty Decent Homes Standard Stock condition Data surveys x 3 Low carbon and fuel analysis of the building via specialist energy assessors VOR Group			

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

SWT Housing Management
 SWT One team
 SWT NTWP

Customers – Tenants of Wordsworth Drive and Coleridge Tenants via door knocking and Housing Needs Assessments.
 Homefinder Somerset

An assessment of these sources of information illustrate that there are a range of customer with different levels of vulnerability and some tenants who are not vulnerable in relation to housing conditions and housing circumstances. For example (the following list is not exhaustive):

- Age: for the elderly - trips and falls, dementia, cold homes, lack of accessible/adapted properties, incidence of Fuel poverty.
- Disability: lack of accessible/adapted properties for physical and mental disabilities.

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"> • Tenants will be provided Gold Band Status which will allow priority within the Homefinder Somerset system. Housing Needs Assessments will be carried out to help inform officers of customers’ needs and advise tenants of accommodation options which may better suit their circumstances. Tenants will have control of which properties they bid for on a like for like basis. However, if customer felt a smaller property would benefit their 	□	□	☒

	<p>circumstances this option would be available to them. Likewise, if customers felt a sheltered property more suitable then this would be available to them. SWTs decant policy and disturbance arrangements recognises additional support for vulnerable customers.</p>			
Disability	<ul style="list-style-type: none"> Tenants will be provided Gold Band Status which will allow priority within the Homefinder Somerset system. Housing Needs Assessments will be carried out to help inform officers of customers' needs and advise tenants of accommodation options which may better suit their circumstances. As part of the Housing Needs Assessment tenant's health needs will be recorded as well as any adaptations they currently have or require. SWT will ensure the customers new home have the adaptations they require. SWTs decant policy and disturbance arrangements recognises additional support for vulnerable customers. If customer felt a smaller property would benefit their circumstances this option would be available to them. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<ul style="list-style-type: none"> No specific additional outcomes identified. However, SWTs decant policy seeks to support all affected tenants in moving to a new home. The policy aims to maximise options available to tenants regardless of gender and gender choices. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	<ul style="list-style-type: none"> No specific additional outcomes identified. However, SWTs decant policy seeks to support all affected tenants in moving to a new home. The policy aims to maximise options available to tenants regardless of marital or civil partnership status. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<ul style="list-style-type: none"> No specific additional outcomes identified. However, SWTs decant policy seeks to support all affected tenants and their families in moving to a new home. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Race and ethnicity	<ul style="list-style-type: none"> No specific additional outcomes identified. However, SWTs decant policy seeks to support all affected tenants in moving to a new home. The policy aims to maximise options available to tenants regardless of their Race or Ethnicity. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<ul style="list-style-type: none"> No specific additional outcomes identified. However, SWTs decant policy seeks to support all affected tenants in moving to a new home. The policy aims to maximise options available to tenants regardless of their Religion or belief. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<ul style="list-style-type: none"> No specific additional outcomes identified. However, SWTs decant policy seeks to support all affected tenants in moving to a new home. The policy aims to maximise options available to tenants regardless of their sex. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<ul style="list-style-type: none"> No specific additional outcomes identified. However, SWTs decant policy seeks to support all affected tenants in moving to a new home. The policy aims to maximise options available to tenants regardless of their sexual orientation. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> Customers who are on low incomes will be able to benefit by moving to a home with improved thermal efficiency and could chose to bid for a property which has a cheaper source of fuel than the electric systems currently at Wordsworth Drive and Coleridge Crescent Flats. If a customer moves to an EPC rated property with gas heating they would currently save in the region of £15 per week during the winter months. Please note that customers use their heating differently and may have different tariffs which affect their fuel costs. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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
Tenants at Wordsworth Drive and Coleridge Crescent Flats will receive a winter fuel payment of £18 pw during for up to 16 weeks during the winter period December – March until they decant to a new home. This payment will compensate customers for unreasonable fuel costs prior to moving to a new home. The properties are EPC E with direct electric heating and the thermal efficiency of the flats will not improve until the tenant moves to a new home.	01/12/2021	Assistant Director Development & Regeneration	Customers have been informed by letter of the offer. The housing service will monitor the payments made under the fund	<input type="checkbox"/>
Housing Needs Surveys will be completed for all tenants and reviewed every 18 months until the tenant is decanted	21/02/2022	Assistant Director Development & Regeneration	HSMT, Housing Programme Board	<input type="checkbox"/>
SWT Housing Service will propose a Low Carbon Retrofit Strategy and Delivery plan to Full Council by April 2023. The strategy will clarify how the council's investment will reduce the likelihood of tenants experiencing fuel poverty (as per the LILEE definition). A household is considered to be fuel poor if: they are living in a home below band C and were they to spend the required amount on fuel costs for the home, they would be left with a residual income below the official poverty line.	Select date	Assistant Director Development & Regeneration	HSMT, Housing Programme Board	<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Completed by:

Chris Brown

Date

11th February 2022

Signed off by:

Date

Equality Lead/Manager sign off date:

To be reviewed by: (officer name)

Review date: