

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: East North East Homes	Service area: Regeneration
Lead person: Mandy Askham	Contact number: 0113 247 6173
Date of the equality, diversity, cohesion and integration impact assessment:	

1. Title: Transfer of Stratford Court, Chapel Allerton, at less than best to Unity Housing Association for redevelopment.

Is this a:

Strategy /Policy

 Service / Function

 Other

If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Hayley Parker	East North East Homes	Equality and Diversity Officer.
Louise Almond	East North East Homes	Project Officer

3. Summary of strategy, policy, service or function that was assessed:

Stratford Court is a sheltered housing scheme located in the centre of Chapel Allerton. Built in the 1960s, the scheme comprises of 12 units, 11 of which are currently occupied.

Ten out of the 12 units at Stratford Court have shared bathing facilities. Whilst the demand for sheltered housing in this area is high, demand for this particular type of sheltered housing is low and this has resulted in difficulties in letting when the properties become void. The main reason given for the refusal being the shared bathing facilities.

The scheme requires major refurbishment in to order to bring the properties up to modern standards and to ensure the long term sustainability of the scheme. Options to demolish the scheme and redevelop the cleared site to provide 30 new units with modern facilities for older people.

4. Scope of the equality, diversity, cohesion and integration impact assessment
 (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan
 (please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail:	

4b. Service, function, event
 please tick the appropriate box below

The whole service	<input checked="" type="checkbox"/>
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(including service provision and employment)	
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant) (please see equality assurance in procurement)	<input type="checkbox"/>
<p>Please provide detail:</p> <p>Unity Housing Association have approached the Council with a proposal to demolish the existing scheme and provide a new development consisting of 30 x 2 bedroom units for older people. The scheme will consist of 20 units for affordable rent and 10 for shared ownership. This work will be carried out using Homes and Communities Agency funding as part of Unity Homes and Enterprise's firm offer as part of the Affordable Homes Programme 2011/15.</p> <p>The proposal requires the release of the existing scheme at nil consideration and for all the existing tenants to be rehoused either temporarily or a on a permanent basis. Former tenants of Stratford Court will be offered the opportunity to return to the new scheme once completed as tenants of Unity Homes and Enterprise. The Council will also receive 100% nomination rights on the first allocations of the new properties when the development is complete and 75% thereafter. It will secure the long term future of the site whilst providing significantly more capacity.</p>	

<p>5. Fact finding – what do we already know</p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>East North East Homes Leeds in partnership with Unity Homes and Enterprise carried out two consultation events regarding the future redevelopment of Stratford Court. These took place on 19th and 20th September 2012.</p> <p>The Tenant Consultation which took place on the 19th September was attended by 6 out of the 11 residents of Stratford Court and the Scheme Support Officer. One tenant was also visited at his home separately since he was unable to leave his flat easily. Overall, the residents were positive about the proposals and in favour of the changes. Some residents have also expressed an interest to move back in to the new build. Unity Homes and Enterprise Leeds confirmed that the option to move back once the development has completed will be made available to all of the tenants if required.</p>
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A frequently asked questions sheet was also left with each tenant outlining the options for moving and the statutory Home Loss payments and disturbance allowances. It was also explained that all the tenants of Stratford Court would be visited individually and any further decisions would be communicated to them with further visits and/ or consultation events.

One resident requires translations and the letters and fact sheets have been sent out in their preferred spoken language.

The Public Consultation took place on 20th September 2012 and was attended by 5 residents (all residents overlooking this site were sent an invitation – this was hand delivered where access was available and others posted out i.e. to the Concept Apartments). In attendance along with ENEHL and Unity Homes and Enterprise Leeds was an Architect with detailed plans and drawings.

Whilst there were no adverse comments and the residents were generally in favour of the proposals, the residents did raise concerns regarding;

- Tree Protection Orders
- CANplan (Chapel Allerton Neighbourhood Planning)
- The height of the buildings
- Transport issues
- Concerns with works traffic and demolition and building works.

Are there any gaps in equality and diversity information

Please provide detail:

The profiling information held by ENEHL shows that 42% of the tenants are white, 17% black, 17% Asian and 24% other.

Males make up 58% and females 42% and 67% state that they have some form of disability. 83% of the tenants are 65+ with the rest being aged 60 – 64.

Translations and large print have been requested by two of the tenants.

The majority of residents are reported to have no religion or are unwilling to answer. Two tenants are Christian and one is of the Sikh religion.

Action required:

Translations available and all letters and fact sheets have been sent out in the preferred language to this tenant.

Large print letters are made available and one tenant is unable to read so the information has been read out to the tenant and can be provided on cassette, disk or other format

ENEHL are committed to further consultation events and there is a dedicated officer at ENEHL to assist the tenants and the scheme support officer has been fully briefed.

A frequently asked questions (FAQ) sheet has already been provided to the tenants and some home visits have already taken place.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

Public consultation has taken place and will continue to take place; this is with all the residents overlooking this site.

A meeting has also been arranged with Chapel Allerton Neighbourhood Plan (CANPlan) General Secretary and all the issues raised can be dealt with at the planning stage of the project.

Action required:

To continue to consult with residents and members of CANPlan

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics**Age****Carers****Disability****Gender reassignment****Race****Religion
or Belief****Sex (male or female)****Sexual orientation****Other**

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

Please specify:**Stakeholders****Services users****Employees****Trade Unions****Partners****Members****Suppliers****Other please specify****Potential barriers.****Built environment****Location of premises and services****Information
and communication****Customer care**

<input checked="" type="checkbox"/>	Timing	<input checked="" type="checkbox"/>	Stereotypes and assumptions
<input checked="" type="checkbox"/>	Cost	<input checked="" type="checkbox"/>	Consultation and involvement
<input type="checkbox"/>	specific barriers to the strategy, policy, services or function		
Please specify			

8. Positive and negative impact
Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers.

8a. Positive impact:

Purpose built 30 units (new build) for over 55's meeting 'lifetime homes standards' and the requirements under the Equality Act. The scheme will also contain:

- Extra wide lifts for easier wheelchair access.
- Covered 'drop off' area for vehicles when disembarking passengers
- Reinforced ceilings to allow the installation of 'tracks' and 'hoists' if required
- A 'care ring' facility to every apartment.

The provision of additional units could lead to a more diverse profile as Unity Homes and Enterprise are predominately a BME housing provider.

Action required:

Commitment to further consultation from ENEHL and Unity Homes and Enterprise with tenants of Stratford Court, residents living close to the site and CANPlan.

There is a dedicated officer to deal with the rehousing of the tenants currently living at Stratford Court and support packages will be put in place.

FAQ sheet to be updated and a commitment made to send out further FAQ's , letters and newsletters as and when necessary.

8b. Negative impact:

Loss of stock to ENEHL.
Loss of MRA.
Costs of decanting the existing tenants.
Impact of rehousing tenants.
Demolition and redevelopment will be disruptive to those living in the locality of the site.

Action required:
All housing application forms are fast tracked and tenants are awarded Direct Let and Priority Extra.
An Officer completes all the relevant paperwork with tenants and assists them in bidding

for properties and/ or matching up suitable properties
Tenants are offered type to type - i.e. they will be given the same accommodation with suitable adaptations, support etc
Care plans and support can also be put in place if the tenants chose not to move to other sheltered accommodation.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes No

Please provide detail:
More housing stock / increased integration of people

Action required:

10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?

Yes No

Please provide detail:
Increased diversity across the new build 30 units

The increase in units will provide more suitable accommodation in this area where there is a high demand for this type of accommodation.

Action required:

11. Could this activity be perceived as benefiting one group at the expense of another?

Yes No

Please provide detail:

The existing scheme currently provides 12 units of sheltered accommodation. The new scheme will provide an additional 18 units of accommodation for persons aged 55s and over. All the existing residents will be given the opportunity to return to the new scheme. The scheme will be built to 'lifetime homes standards' , to an enhanced specification to meet the needs of the elderly and be Equality Act compliant

Action required:

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
ENEHL and Unity Homes and Enterprise to meet with CANPlan	One month	Minutes of the meeting	Louise Almond (ENEHL) Wayne Noteman (Unity)
Continued tenant/ resident consultation. Pending LCC Delegated Decision on the future of Stratford Court	One Month and then at regular intervals (to be agreed and monitored as and when necessary ie monthly, bi monthly, quarterly)	Audit trail of letters, FAQs and newsletters to tenants and residents and CANPlan as appropriate	Mandy Askham Louise Almond
A dedicated Officer to deal with rehousing of existing tenants and to complete all paperwork as and when required	Home visits to be arranged as soon as a decision has been made by LCC (end Oct)	The number of LHR's input on the system. Priority to be updated every 120 days if the tenant has not been rehoused. Audit trail UDCs	Louise Almond
To ensure that removals and compensation requirements are met.	To be discussed at home visits with the tenant and to be arranged when a new property	Offer of alternative accommodation and viewing of property.	Louise Almond

Action	Timescale	Measure	Lead person
	has been identified, officer to attend viewing if necessary		
To ensure residents are notified of any demolition works and provide a robust traffic plan	As and when all properties become empty	Letters to be sent out, discussions with highways. F10 to HSE	Louise Almond LCC Contracting Services
To provide relevant information for planning and demolition notices	From Delegated Decision date being achieved (end Oct)	Notices on site	Louise Almond

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment.

Name	Job Title	Date
Christine Addison	Acting Chief Asset Management Officer.	

14. Monitoring progress for equality, diversity, cohesion and integration actions
(please tick)

As part of Service Planning performance monitoring

As part of Project monitoring

Update report will be agreed and provided to the appropriate board
Please specify which board

Other (please specify)

15. Publishing

Date copy sent to Equality Team

Date published

