

## EQUALITY IMPACT ASSESSMENT

The Equality Impact Assessment Form is a public document which the Council uses to demonstrate that it has complied with Equality Duty when making and implementing decisions which affect the way the Council works.

The form collates and summarises information which has been used to inform the planning and decision-making process.

<b>Name of Service Area</b>	Asset Management / Housing Development
<b>Lead Officer and contact details</b>	Nicola Cresswell x2897 nccresswell@tandridge.gov.uk
<b>Officer(s) conducting assessment (if different from above)</b>	
<b>Date of assessment</b>	11.3.24
<b>Purpose of Equality Impact Assessment</b>	To support the Council's decision to participate in the Local Authority Housing Fund Round 3

### 1. Name of Policy, Strategy, Function or Project being assessed

Local Authority Housing Fund (LAHF) Round 3

### 2. Reason for assessment (what are you trying to do? e.g. new, updated or revised policy) & description of the policy, strategy, function or project being assessed?

The LAHF is a grant funded Government programme that has two objectives; to deliver at least one home for general needs which will be used for a household who have fled Afghanistan via the ACRS programme; and to deliver at least one home for temporary accommodation to help relieve the wider homelessness pressures that the Council is facing.

**3. Who are the main stakeholders/beneficiaries and detail any consultation held. (e.g. staff, tenants, residents, voluntary and community groups, service users, faith organisations, other council departments, other public sector and business partners)**

Ward members, Housing Committee, the Global Resettlement Service(GRS) and the Housing Needs Team (HNT). Approval to participate in the programme is currently being sought from Housing Committee. The GRS and the HNT have been consulted and individual ward members will be notified if a property is located in their ward.

**4. Please complete the following table considering the impact of the proposed policy/project/ strategy on all equality groups (including the Protected Characteristics defined within the Equality Act 2010).**

(What information data do you have regarding service users/ staff/ residents? What further information do you need? What cross-cutting issues do you need to consider?) **(Please see Appendix 1)**

	Actual or Potential Negative Impact			Reasons/Comments or Gaps in Knowledge (Please expand in Improvement Plan)
	High	Medium	Low	
<b>Race</b> (Please include any actual or potential impacts on any persons due to race, ethnicity, colour or nationality, including refugees and migrants)			X	No negative impact identified
<b>Sex</b> (Please include any actual or potential impacts on male and female persons)			X	No negative impact identified

<p><b>Marriage and Civil Partnership</b>  Marriage: a union between a man and a woman, or of the same sex, which is legally recognised in the UK as a marriage.  Civil partnership: civil partners must be treated the same as married couples on a range of legal matters.</p>			X	No negative impact identified
<p><b>Sexual orientation</b>  A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes</p>			X	No negative impact identified
<p><b>Gender Reassignment</b>  (Please include any actual or potential impact on any person that has or is in the process of transitioning from one sex to another) This includes a person who considers themselves to be trans, transgender, transsexual</p>			X	No negative impact identified
<p><b>Pregnancy:</b> being pregnant.  Maternity: the period after giving birth linked to maternity leave in the employment context, In the non-work context protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding</p>			X	No negative impact identified

<p><b>Religion or belief</b>  (Please include any actual or potential impact on any person due to religion, faith or recognised belief system. This also includes Atheism)</p>			X	No negative impact identified
<p><b>Disability</b>  (Please include any actual or potential impact on any person with a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This includes mental health; physical disability; hearing impairment or deaf; visual impairment or blind; dyslexia; or any hidden impairments such as HIV/AIDS or sickle cell)</p>			X	No negative impact identified

<b>Age</b> (Please include any actual or potential impact on any specific age group, e.g. any person who is under 21 or over 60 years of age)			X	No negative impact identified
<b>Child Poverty and other socio-economic impacts</b> (Please include short and long term implications for eradicating child poverty; actual or potential implications for residents who are living on a low-income or are unemployed; and economic prosperity of Tandridge overall)			X	No negative impact identified

**5. What positive impact could there be overall, on different equality groups, and on cohesion and good relations?**

The delivery of additional affordable housing will ultimately relieve wider pressures on the housing register as well as continuing with the Government’s humanitarian support of Afghan households. These are households who supported UK efforts in Afghanistan or are others identified as particularly high risk, such as campaigners for women’s rights, human rights defenders, Chevening scholars, journalists, judges and LGBT people.

The delivery of additional temporary accommodation will support the Council in supplying good quality and better value for money TA for families owed a homelessness duty. This will reduce the usage of poor-quality B&B accommodation and enable the Council to grow its asset base to help manage local housing pressures going forward.

**6. What negative impact could there be overall, on different equality groups, and on cohesion and good relations?**

As always, the allocation of housing can be sensitive and is often misperceived. The LAHF programme is allowing local authorities to increase their housing stock using generous grant rates and at the same time assisting with the humanitarian efforts to assist households who supported the Government in Afghanistan and are no longer safe there.

Local authorities have played a vital role in integrating recent arrivals to the UK. Households in Tandridge are being supported to integrate into existing communities by the Global Resettlement Service, a function that is performed by Reigate and Banstead BC.

## EIA IMPROVEMENT PLAN

**7. The Improvement Plan needs to list specific steps/actions which set out how equality and cohesion issues that have been identified will be addressed. For example:**

- Steps/ actions taken to enhance positive impacts identified in section 6.
- Steps/ actions taken to mitigate against the adverse/negative impacts identified in section 7.
- Steps/ actions taken to improve information and evidence about a specific client group, e.g. at a service level and/or at a Council level by informing HR/relevant service.

**Actions from this Improvement Plan should be included as part of the final report and implementation taken forward as a part of that process.**

ISSUE IDENTIFIED	ACTION(S) TO BE TAKEN	LEAD OFFICER	TIMESCALE	COMMENTS

**8. Describe the recommended decision?**

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That the Council proceed with participating in LAHF round 3.

To submit the form for review by the Equalities Officers, please save a copy of this form and send to the HR Team [hr@tandridge.gov.uk](mailto:hr@tandridge.gov.uk)  
Further clarification or evidence may be requested.

The final version will be sent to EMT for final authorisation.

I can confirm that the Council has had due regard to the Public-Sector equality duty found in s.149 of the Equality Act 2010.

### **Equalities Officer Comments**

To the best of my knowledge there are low negative impacts and can only see a positive impact from this fund.

### **Equalities Officer Authorisation**

**Name: Julie Porter**

**Date: 12/03/24**

### **EMT Member Authorisation**

**Name: Mark Hak-Sanders**

**Date: 12/03/2024**

## Appendix 1

The Council is committed to improving equality and making the district a place for everyone. This means ensuring all actions taken by the Council contribute to equality. This report provides an EIA of the impact of the proposed (*please state proposal*) as set out in the Equality Act 2010.

The Equality Act 2010 updates and combines all previous discrimination legislation to reduce socio-economic inequalities by ensuring that certain groups with Protected Characteristics are supported and protected. Protected Characteristics are:

- Age
- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation; and
- Marriage and civil partnership (applicable only to the need to eliminate unlawful discrimination).

The Act also establishes the Public-Sector Equality Duty, which Tandridge District Council, as a public body, is required to follow. The Duty requires that in the exercise of its functions, Tandridge has due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a Protected Characteristic and those who do not; and
- Foster good relations between people who share a Protected Characteristic and those who do not.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by persons who share a relevant Protected Characteristic;



- Taking steps to meet the needs of people who share a relevant Protected Characteristic that is different from the needs of people who do not share it; and
- Encouraging persons who share a Protected Characteristic to participate in public life or in any other activity in which their participation by such persons is disproportionately low.