

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.

Name of Service Area	Asset Management / Housing Development
Lead Officer and contact details	Carol Snowden csnowden@tandridge.gov.uk
Officer(s) conducting assessment (if different from above)	
Date of assessment	31/12/24
Purpose of Equality Impact Assessment	To assess impact of redeveloping the Stanstead Road site for council housing

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

The Stanstead Rd site comprises of a block of eight purpose-built flats that have been identified for demolition. The flats were constructed in 1952 and although they have received cyclical maintenance, they are nearing the end of their useful life. Except for one 2-bedroom flat the flats are small one-bedroom dwellings designed for single people. The whole building has been identified as in need of refurbishment.

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?

Decanting of existing residents, demolition of existing flats and the construction of four new family council homes.

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 have been consulted. Council tenants on the site have been informed and consulted on the proposals. Local residents have been informed of the council’s intentions for the site.

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	
Race (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

Sex (Please include any actual or potential impacts on male and female persons)			X	No negative impact identified
Marriage and Civil Partnership 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.			X	No negative impact identified
Sexual orientation A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes			X	No negative impact identified
Gender Reassignment (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			X	No negative impact identified
Pregnancy: 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			X	No negative impact identified

<p>Religion or belief (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>Disability (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

Age (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
Child Poverty and other socio-economic impacts (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 the affordable housing scheme proposed has a direct improvement:

- All units are family sized accommodation (3 and 4 beds), they will be delivered as affordable rent (70% of open market rent) and will be retained by the council and let to families in housing need. The properties will be built to net zero carbon, with high levels of insulation and air source heat pumps which should reduce fuel bills significantly. A long term affordable, warm and secure family home will assist in reducing child poverty and the related outcomes such as improved physical and mental health and educational outcomes.

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

None identified

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?

That the Council proceed with the redevelopment of the Stanstead Road site for the supply of affordable housing

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
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

I have confirmed that none of the residents who are being decanted have registered as disabled.

I was also concerned that any elderly residents may need adaptations to their new homes but it has been confirmed that all of the flats at Wadey Court have wet rooms and have been/will be offered shower chairs and grab rails.

Elderly resident(s) impacted by the decant will not be isolated and will still have access to all support services.

Therefore to the best of my knowledge I can see no negative impact by the site being re-developed.

Equalities Officer Authorisation

Name: Julie Porter

Date: 2/1/2025

EMT Member Authorisation

Name: Mark Hak-Sanders
Date: 07/01/2025

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.