Equality Impact Assessment Toolkit
(April 2014)

Section 1: Your details
EIA lead Officer: Sue Hooper
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Head of Section: Ian Platt
Chief Officer: David Armstrong
Directorate: Regeneration and Environment
Date: 7th January 2016

Section 2: What Council proposal is being assessed?
Housing Strategy 2016 – 2026 – Phase 1 EIA

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?
Yes
If ‘yes’ please state which meeting and what date
Cabinet 18th July 2016

Please select hyperlink to where your EIA is/will be published on the Council’s website (please select appropriate link & delete those not relevant)

Regeneration & Environment (Environment & Regulation, Housing & Community Safety, Regeneration)
Section 3: Does the proposal have the potential to affect...... (please tick relevant boxes)

☑️ Services
☑️ The workforce
☑️ Communities
☑️ Other (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

☐ None (please stop here and email this form to your Chief Officer who needs to email it to engage@ wirral.gov.uk for publishing)
**Section 4:** Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

<table>
<thead>
<tr>
<th>Which group(s) of people could be affected</th>
<th>Potential positive or negative impact</th>
<th>Action required to mitigate any potential negative impact</th>
<th>Lead person</th>
<th>Timescale</th>
<th>Resource implications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>Positive</td>
<td>The strategy has positive impacts on race through partnership working to respond to and implement policies and initiatives to actively assist people from a range of ethnic groups. This includes responding to the needs of groups such as Asylum Seekers.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Negative</td>
<td>Policies and initiatives developed as a result of this strategy will undergo appropriate Equality Impact Assessments to identify if there are any negative impacts on race.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disability</td>
<td>Positive</td>
<td>The strategy focus is on continued partnership working with a wide range of</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
stakeholders to ensure we better support residents and empower them to develop the skills to help them live independently and fulfil their own housing requirements.

The strategy is clear in the need to support the delivery of accessible and adaptable housing in both the private and social rented sector to meet the demand on services.

**Negative**
Policies and initiatives developed as a result of this strategy will undergo appropriate Equality Impact Assessments to identify if there are any negative impacts on race.

<table>
<thead>
<tr>
<th>Age</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Positive</strong></td>
</tr>
<tr>
<td>The strategy continues to recognise an increase in households in Wirral over 65 years and older people in receipt of some form of housing support.</td>
</tr>
<tr>
<td>The strategy is clear that as older people’s social and housing expectations are increasing. To respond to this we will work with partners to deliver specialist new Extra Care housing across the Borough to ensure they and those with additional needs who require this type of accommodation can access it.</td>
</tr>
<tr>
<td><strong>Negative</strong></td>
</tr>
<tr>
<td>Policies and initiatives developed as a result of this strategy will undergo appropriate Equality Impact Assessments to identify if</td>
</tr>
</tbody>
</table>
there are any negative impacts on race.
Section 4a: Where and how will the above actions be monitored?

The Strategy is supported by Wirral’s Strategic Housing Plan, which has been developed to be a high level overarching plan. The plan has been designed to be flexible and responsive to a fast changing housing environment and market conditions.

The Plan will be reviewed on an annual basis.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

The Housing Strategy has been refreshed and the focus clearly articulated to align with the Wirral Plan. The strategy focus (aligned with the Wirral Plan) is to ‘provide good quality housing that meets the needs of residents’. It has been reinvigorated and consolidated for its key themes to drive forward change over the next five years. The focus is on partnership working and the actions contained in the Strategic Housing Plan are high level and cover a range of areas. Individual EIA’s will be carried out where appropriate for delivery programmes developed / taken forward as a result of these actions and any negative impacts will be identified, assessed and addressed appropriately.

Section 5: What research / data / information have you used in support of this process?

The research / data / information used to support the development of the strategy and Strategic Housing Plan includes the research and studies such as Strategic Housing Market Assessment, Private Sector Stock Condition Survey and Gypsy and Traveller accommodation assessment. Other data used includes the Joint Strategic Needs Assessment, key LA statistical returns such as LAHS (Local Authority Housing Statistics) and P1E (homelessness data), ONS data, HECA data, Census data, Property Pool Plus data and empty property data.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

No – (please delete as appropriate)

If ‘yes’ please continue to section 7.
If 'no' please state your reason(s) why:
In 2011 extensive consultation was undertaken as part of the development of the long term Housing Strategy 2011 – 26 with a variety of stakeholders and members of the public and the information obtained through this process was used to inform the development of the strategy objectives and priorities.

Whilst these original priorities remain interlinked and relevant today, it is important to recognise they continue to be influenced by a range of new and emerging factors all of which are detailed in the extensive Housing Strategy Evidence Base paper.

Since the original strategy was produced, further consultation exercises have continued to take place, with this ongoing consultation and engagement contributing to a revised evidence base which has helped to shape our strategic focus for the future. This evidence base will continually be reviewed and updated to inform future direction.

Reality checking our revised priorities has been a key part of our ongoing consultation approach, with discussions taking place with key partners and stakeholders. Consultation with Registered Providers, the Homes and Communities Agency, private developers and housing support providers has been undertaken.

We will continue to consider and update the Strategic Housing Plan in conjunction with our partnership networks as the further detailed actions required to support the Housing Strategy are further developed.

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?
See section 6

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it’s legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:
a) Select appropriate directorate hyperlink to where your EIA is/will be published (section 2a)
b) Include any potential positive impacts as well as negative impacts? (section 4)
c) Send this EIA to engage@wirral.gov.uk via your Chief Officer?
d) Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?