



## Tackle inequality so people have a fair chance

### INTEGRATED IMPACT ASSESSMENT TEMPLATE

Title of proposal:	Age	Race	Sex	Gender reassignment	Disability	Religion or Belief	Pregnancy and Maternity	Sexual Orientation	Marriage and Civil Partnership	Description of potential mitigation
<p><b>Equality impact:</b> (✓ all that apply. The assessment should also consider impact on council employees and carers where applicable)</p> <p>Description of impact:</p> <p>The proposal will see the future decommissioning and disposal of three residential tower blocks. Prior to decommissioning the Council will look to develop 100 new residential units.</p> <p>All residents will need to be rehoused as part of the decommissioning process, but that process will not commence until re-provision proposal have been developed.</p> <p>The blocks offer general needs housing provision. The customer demographic is there for diverse. There is a mixture of</p>	X	X	X		X					<p>Residents will receive support with rehousing. They will be given priority on the housing register for the 100 new units that will be developed. Support will be in place to assist them in securing accommodation in the areas that they wish to be rehoused.</p> <p>This will support customers to stay within their existing community or move closer to family/friends or other support.</p> <p>Should cabinet approve the proposal a communications strategy will be put in place. Where materials are required in other</p>



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<p>nationalities in blocks, there is also a wide age range that includes elderly residents.</p> <p>Some customers in the blocks have also identified as disabled. This includes mobility difficulties and visual impairments.</p>										<p>formats / languages information and support will be provided as required.</p> <p>Residents will be fully engaged and involved in the process to reprove new social housing and the decisions around their existing homes.</p> <p>Customers will be advised of the priority that they will receive and the implications of bidding for alternative accommodation. They will also receive advice on the benefits associated with remaining with the Council or another RSL to reduce the risk of customers accepting potentially non-decent housing in the private sector.</p> <p>Customers will receive Home-loss payment, a statutory payment to compensate residents losing their home. In addition to home loss support will also be provided with moving and the disconnection and reconnection of appliances.</p> <p>A dedicated officer will oversee the decommissioning process (with support from others) this will give customers a trusted single point of contact to support them throughout the process.</p>
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										<p>All three of the blocks have door entry systems in place. This enhanced level of security will help reduce the risk of crime, anti social behaviour or exploitation through for example 'cold callers'. CCTV is present on all three sites which can be supported by a Concierge Service.</p> <p>The development of new social housing units will take time to develop and deliver. In the interim period a package of work will be developed to keep the blocks safe, secure and maintain residents quiet enjoyment of their homes.</p> <p>Where possible the blocks will be decommissioned in a managed way, closed down in banding of floors. This will allow for the isolation of services such as water or electricity, reducing the risks associated with vandalism that could result in secondary damage to tenanted properties.</p>
<p><b>Health impact: (eg physical, mental health, wellbeing, substance misuse)</b></p>										



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<p>There is a potential risk associated with safe access to the buildings and customers mental health during the decommissioning process.</p>	<p>During the decommissioning process the building will be maintained, managed and repaired as normal ensuring that the sites remain safe and secure for habitation. All caretaking and cleaning services will be maintained, and lifts will continue to operate.</p> <p>Building security will be maintained and there will be a communications strategy implemented to ensure customers are kept informed and have access to dedicated officers/ important information and emergency or support contact numbers.</p>
<p><b>Socio Economic impact: (eg neighbourhood, ward, area of deprivation, household group, income, wealth)</b></p> <p>The proposal has implications on the Bridges Ward. The decommissioning of East Street Flats will result in a stock reduction of 120 flats.</p> <p>The blocks feature in the 'Most 50%' on the overall Local Index of Need and the 'Most 30%' for Income and Poverty.</p>	<p>New social housing will be developed in the same area as part of the project. The creation of new units will help stimulate further residential and economic development.</p> <p>Customers will receive financial support and advice as part of the decommissioning process. This will include advice on housing options and the support of a dedicated officer overseeing the project.</p>



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<p><b>Environmental impact: (does the proposal impact on climate change and the Council’s commitment to be carbon neutral by 2030? Is the proposal in line with the Council’s Environmental Policy? Does the proposal increase natural resource use? Does the proposal increase waste? Does the proposal increase pollution? Does the proposal impact on wildlife? Does the proposal increase car use? Does the proposal increase energy use?)</b></p> <p>The costs associated with improving the blocks and the costs to meet the requirements of a net carbon zero future do not offer value for money to the HRA.</p>	<p>The removal of these assets from the HRA supports the work to ensure the Council can main a sustainable and statutory HRA, able to meet its priorities. The provision of new social housing units will increase the number of new modern homes fit for a low carbon future.</p>
<p><b>Cumulative impact: (consider impact based on successive budgetary decisions relating to the proposal or is the proposal part of wider budgetary considerations that may collectively have an impact on service users, and is potentially at odds with the Thrive agenda)</b></p> <p>The proposals have been modelled within the HRA business planning tool and are in line with the steps needed to maintain an affordable and statutory complainant housing revenue account.</p>	
<p><b>Summary of consultation/data/research undertaken to inform the assessment: (eg feedback and engagement with service users, trade unions, employees, partners, public, benchmarking, case studies)</b></p>	



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Consultation has been undertaken with Ward Members and the Cabinet Member for Housing.

A series of 5 drop in sessions were held for residents on the 26<sup>th</sup> June . The sessions were attended by 20% of the residents.

Residents highlighted that communication and trust are keys issues for them. The report details that a clear, robust and measurable communications strategy will be developed for the project. It will embed engagement and clear robust customer communication.

**Signed: (Simon Crisp)**



**Date: 28 June 2024**

**Service Director: (Kevin Scarlett)**



**Date 02 July 2024**