

PART B – Equality Analysis Form

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 and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Sale of HRA Land - Eldertree Road Garage Site	
Date of Equality Analysis (EA): 18/05/2021	
Directorate: Adult Care, Housing & Public Health	Service area: Strategic Housing & Development Services
Lead Manager: Jane Davies, Head of Strategic Housing & Development	Contact number: 07500 102498
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Jane Davies	RMBC	Head of Strategic Housing and Development
David Bagnall	RMBC	Housing Development Manager
Zahara Siddique	RMBC	Housing Development Co-ordinator

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The sale of the council owned garage site (garages 11-21) at Eldertree Road will provide an access to the adjacent privately owned land to enable 24 new homes. This will require the closure and decommissioning of the garage site which currently has eight out of the ten garages tenanted. The garage site is currently deemed as a 'ransom strip' and as part of the negotiations will either generate a receipt to the council that can support the delivery of more council homes or the provision of two affordable bungalows.

The garages are rented by residents living near to the garage site however many garages are now too small to use for parking and instead are being used for storage.

Tenants have been written to to advise of the possibility of garage closure and to find out about how the closure will impact on them so that tailored support can be provided to anyone facing difficulty.

What equality information is available? (Include any engagement undertaken)

Closure of the garage site may generate complaints so have contacting the tenants to provide early notification prior to serving a formal Notice to Quit, and included a questionnaire to understand their current use of the garage. This will enable us to identify and address any specific needs to support residents during the closure of the site.

Where a need for support to vacate the garage has been identified the council will address these on a case by case basis to provide the most suitable solution to address the need.

Are there any gaps in the information that you are aware of?

No.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Any information received from the questionnaire or directly from tenants will be recorded in the site action plan which will ensure any needs are addressed.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	Local ward members were consulted on 9th December 2020 and during June-July 2021. The Eldertree Lodge housing development has been separately subject to public consultation through the planning process.
Engagement undertaken with staff (date and group(s) consulted and key findings)	The Cabinet Members for Housing and Jobs and the Local Economy have been consulted, along with senior officers from Asset Management, Legal, Procurement, Planning and Finance services via the Housing and Regeneration Board and Asset Management Board.

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The sale of the garage site will enable the development of 24 new homes including the provision of two affordable bungalows that the Council intends to acquire and offer to older people on the Council's Housing Register. Providing new affordable homes will increase access to suitable housing for those in need as bungalows are accessible and allow people to live independently for longer.

Does your Policy/Service present any problems or barriers to communities or Groups?

There are no known specific requirements for the below protected characteristics;

- Sex
- gender reassignment
- race
- sexual orientation
- civil partnerships and marriage

There maybe some tenants that are elderly or vulnerable and we will ensure any identified needs are addressed and suitable support provided.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The sale of the garage site will enable the development of 24 new homes which will contribute to meeting housing demand in the Borough.

What effect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The closure may generate complaints from the garage tenants however we have tried to minimise these through the following measures:

- Consultation with ward members.
- Early notification of potential closure of the site.
- Any reasonable requests for support will be considered by the Council.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Sale of HRA Land - Eldertree Road Garage Site
Directorate and service area: Adult Care, Housing and Public Health
Lead Manager: Jane Davies, Head of Strategic Housing and Development
Summary of findings:
<p>No identified requirements for people with protected characteristics. Some complaints maybe generated due to the closure but these have been addressed by early notification and engaging with tenants. If a support need is identified the council will consider suitable support to address the need. The enabled housing scheme will contribute towards meeting housing need in the borough.</p>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Early notification letter to be sent to tenants with questionnaire	All	July 2021
Update action plan with any support needs identified by tenants.	All	July 2021

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*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Jane Davies	Head of Strategic Housing and Development	18 th May 2021

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	18/05/2021
Report title and date	Sale of HRA Land - Eldertree Road Garage Site – 19 th July 2021
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	