

Annex 3

Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046.

Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

1. Title of strategy, policy, plan, project, contract or major change to your service
Building Safety and Future Use of Stanton House, a sheltered housing scheme.
2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
N/A
3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
To ensure the highest level of safety to residents, whilst balancing the need to make the best use of the Council's Housing Revenue Account. It is recommended the residents of Stanton House are decanted (moved) to alternative accommodation on a permanent basis. A further report will be taken in September outlining potential options for the future use of the site with a recommendation given.

4. Responsible service

Cambridge City Council's Independent Living Service, City Homes and Housing Options.

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?

(Please tick all that apply)

- Residents
- Visitors
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

The plan to decant Stanton House affects 27 City Council sheltered residents and 1 general needs resident. Additional support will be provided by CCC staff to help all residents move to alternative accommodation.

6. What type of strategy, policy, plan, project, contract or major change to your service is this?

- New
- Major change
- Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- Yes
- No

If 'Yes' please provide details below:

- **Housing Development Agency will provide advise and assistance to our Independent Living Team to ensure residents are provided with the highest level of support with moving to alterative accommodation.**

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

The report on the proposed decanting of Stanton House is to be presented to the Housing Scrutiny Committee meeting of 18th June 2024.

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

Consultation has been undertaken with affected residents, this originally was looking at alternative options for the site, however, this has had to change due to the building safety issues and costs associated.

To date consultation has taken the form of letter-drop notifications, in-person drop in events, and surveys to introduce the proposal to all residents. Assisted by internal council services, consultation methods are tailored to the individual requirements, ie use of translation services where required, use of digital and non-digital materials, in person and/or telephonic or written correspondence as most appropriate to the consultee.

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Please also consider any safeguarding issues for children and adults at risk

Older People

Stanton House is home to 27 older persons many of which have health or disability related vulnerabilities, and this will have an initial negative affect on them as they will be required to move to alternative accommodation.

Residents who have been a secure tenant for 12 months or more are eligible for a statutory home loss payment of £8,100. They are also eligible for disturbance payments for costs associated with moving.

Physical help will be offered for those who require it to help with packing and unpacking, and practical support will also be provided for switching of utilities, change of address etc.

Where residents may require housing with care, we will ensure that Cambridgeshire County Council are contacted, and necessary assessments are complete to facilitate this.

(b) Disability

Stanton House is home to 27 older persons many of which have health or disability related vulnerabilities, and this will have an initial negative affect on them as they will be required to move to alternative accommodation.

Residents who have been a secure tenant for 12 months or more are eligible for a statutory home loss payment of £8,100. They are also eligible for disturbance payments for costs associated with moving.

Physical help will be offered for those who require it to help with packing and unpacking, and practical support will also be provided for switching of utilities, change of address etc.

Where residents may require housing with care, we will ensure that Cambridgeshire County Council are contacted, and necessary assessments are complete to facilitate this.

(c) Gender reassignment

We have not identified any equalities issues specific to this protected characteristic in relation to the decanting of residents from Stanton House.

(d) Marriage and civil partnership

We have not identified any equalities issues specific to this protected characteristic in relation to the decanting of residents from Stanton House.

(e) Pregnancy and maternity

We have not identified any equalities issues specific to this protected characteristic in relation to the decanting of residents from Stanton House.

(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

The Council makes information available to residents in other languages where it’s needed.

(g) Religion or belief

We have not identified any equalities issues specific to this protected characteristic in relation to the decanting of residents from Stanton House.

(h) Sex

We have not identified any equalities issues specific to this protected characteristic in relation to the decanting of residents from Stanton House.

(i) Sexual orientation

We have not identified any equalities issues specific to this protected characteristic in relation to the decanting of residents from Stanton House.

(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on:

- **Low-income groups or those experiencing the impacts of poverty**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_I59kt25q).**

N/A

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)

This EqIA will be updated to reflect any additionally identified equalities implications on existing residents following further engagement activities. Detailed resident engagement will be assisted by internal council services, with methods tailored to the resident requirements, ie use of translation

services where required, use of digital and non-digital materials, in person and/or telephonic or written correspondence as most appropriate to the resident.

12. Do you have any additional comments?

None

13. Sign off

Name and job title of lead officer for this equality impact assessment: Samantha Shimmon, Assistant Director of Housing and Homelessness

Original document completed 3rd June 2024

All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Ctrl + click on the button below to send this (you will need to attach the form to the email):

Send form