



Equality Impact Assessment

Name of project/strategy/service being assessed	Future provision of Temporary Accommodation in Wycombe – new build scheme in place of Saunderton Lodge	Cabinet meeting date <i>If applicable</i>	13 November 2017
Service area	Housing Service	Date EIA created	17th September 2018
Name of Completing Officer	Brian Daly		
Approved by Head of Service	Nigel Dicker	Date approved	26th November 2018

Equality Impact Assessments (EIA's) are designed to ensure that Wycombe District Council complies with all relevant legislation and fulfils its duty under the Public Sector Equality Duty (PSED). This comprises of three limbs which are set out in Section 149(1) of the Equality Act 2010. This requires that all public bodies, in the exercise of its functions, to have '**due regard**' to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Each service area has an Equality Champion. Please ensure that the relevant Champion is aware that an EIA is being undertaken as, if needed, your Equality Champion can provide advice and guidance on completing the EIA.



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people ● place ● pounds

Stage 1 – Initial Scope of the Equality Impact Assessment

Please answer the five questions below to determine whether a full EIA needs to be conducted.

Will the service/policy/strategy affect any people or groups of people directly (including staff/members of the public)?	Yes	X	No	
Will it affect how other services are provided?	Yes	X	No	
Will it have employment implications?	Yes	X	No	
Do you have information suggesting that this service/policy/strategy will affect particular groups of people?	Yes	X	No	
Do you need further information or to undertake further research to answer any of the above questions?	Yes	X	No	

If the answer to any of the above is 'yes', then a full EIA will need to be carried out and Sections 2- 4 will need to be completed.

If the answer to all of the above is 'no' then a full EIA does not need to be carried out, but to ensure consistency in approach, the EIA will need to go through the Challenge Process. Please e-mail the EIA to Catherine Herries-Smith, Principal Solicitor at Catherine.Herries-Smith@wycombe.gov.uk who will review and discuss as necessary. Then, if following the Challenge Process:

- a) it is agreed with the Policy Officer that no further stages need to be completed the Head of Service needs to approve the assessment and return a Word electronic copy to the Policy Officer for publication.
- OR
- b) it is agreed with the Policy Officer that Stages 2 - 4 need to be completed, then the Head of Service will need to approve only once the full EIA is completed at which point a Word electronic copy should be returned to the Policy Officer for publication.



Stage 2 – Information Gathering/Data Collection

What are the aims of the strategy/policy/procedure/Project?
Why is it necessary? What is it trying to achieve?

Saunderton Lodge provides temporary accommodation (TA) to homeless households to fulfil Wycombe District Council's (WDC) statutory duties. It is over 90 years old, has small bedsit units, drainage issues and increasing repair bills. Work has been carried out to consider future options for provision of temporary accommodation and designs and costs have been developed for two options – 1) a refurbishment of the Lodge and 2) a new build scheme based in High Wycombe town centre providing a total of 57 units (23 more than Saunderton Lodge). This EIA considers the implications of a new build, town centre scheme with circa 57 Temporary accommodation units in High Wycombe town centre on the current Desborough Road Car Park Site

The new build would deliver a new, fit for purpose scheme of 57 residential units with low ongoing maintenance costs, substantial revenue savings from the increased provision and a much-improved location for access to facilities and services. It would also use a method of construction that is emerging as a significant alternative to current 'traditional' building methods, with high potential to contribute to easing the national housing shortage.

The Lodge is situated in an attractive countryside location. However, the location is also a problem in terms of accessibility, with a long walk from the main road to the building, lack of public transport and no amenities close by at all. The nearest shop is in Princes Risborough, the nearest school is in Lacey Green and the nearest GP surgery and Police Station are in Princes Risborough.

The rooms in Saunderton are all bedsit in nature with the average room size approximately 19m². The largest family rooms are approximately 21m². Staff facilities are poor with little more than a cupboard for officers to work from at present.



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	<p>One officer has accommodation on site, for which WDC receives a reduced rent, and officers are also on 24/7 cover for emergencies.</p> <p>The hostel was used at one point as a women's refuge, however the vast majority of its residents are now families that have either been evicted from their parental home, or have lost their private rented accommodation. Refurbishment of the Lodge would address some of the most immediate issues of the old building but it would still remain an ageing building with increasing maintenance and repair costs, the rooms would remain very small and not fit for purpose, and all the location issues would also remain. With respect to the new build scheme, not only would it provide a more revenue efficient solution to meet need; the service provided to customers would be enhanced greatly both in terms of the size and suitability of units provided, and the location of the accommodation in terms of access to amenities and travel to the wider district.</p> <p>Security measures such as gated entry would be provided to ensure only residents and their visitors can access the units, thus reducing the risk of external anti-social behaviour affecting households. The proposed units will be self-contained flats for use for temporary periods - no different from social or private rented housing in the district.</p> <p>The location of self-contained units in the town centre will be closer to the main WDC offices for easier access for both staff and residents to access. Residents will also benefit from access to all town centre amenities and no longer be reliant upon the Service to provide assistance due to the lack of nearby facilities. Local services will be easier to access, including access to medical and welfare services.</p>
Which aspects of the policy/strategy/procedure are relevant to equalities?	The provision of accommodation for a diverse client group



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NB A list of impacts is NOT required at this stage, just identify areas – can be a bullet point list.	
Identify the main data sources/information gathered e.g. Workforce reports, census data, staff survey etc.	Locata (housing service system software), Census Data and national homelessness statistics.
How have you engaged with service users/members of the public/staff? e.g. staff forums, consultations, questionnaires etc.	We have consulted with Staff, Members and former service users as well as stakeholders in various housing and homelessness forums. Questionnaires have been used for contact with former service users.
Is the responsibility for this strategy/policy/procedure shared with another service/organisation/agency?	No
Is further consultation/research or data collection planned or required? Is so, what is the aim of the research? Why is it needed?	Yes, a formal planning application is being prepared and will be submitted in due course. A public consultation event was held in the area in October 2018.



Stage 3 – Impact Assessment & Analysis

Areas to consider	Impact Identified Y/N	Description of impact and likelihood of occurrence (positive, negative, no impact; high/medium/low likelihood)
<p>Protected Characteristics (i.e. age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sex and sexual orientation)</p>	<p>Y</p>	<p>Occurrence= high Impact= low</p> <p><u>Age:</u> The vast majority of temporary residents are now families that have either been evicted from their parental home, or lost their private rented accommodation. The new build proposal would offer better facilities for such families who are often young.</p> <p><u>Disabilities-</u> positive impact in that the new build will be designed to incorporate at least 2 purpose built adapted units for disabled applicants. All other units will be required to meet current building regulations and standards. In addition the ease of access to all town centre amenities should be beneficial to those with disabilities as it will for those without cars. Security measures such as gated entry would be provided to ensure only residents and their visitors can access the units, thus reducing the risk of external anti-social behaviour affecting vulnerable people or households</p> <p><u>Gender Reassignment-</u> No Impact</p> <p><u>Sex-</u> A higher proportion of applicants are women with access to facilities and increased security of benefit, therefore the impact is positive.</p> <p><u>Maternity & pregnancy-</u> a number of homeless households present while pregnant, therefore the likely occurrence of pregnant residents in high, the impact is assessed as being positive as the units are all self-contained and located in an area close to resources including Wycombe Hospital.</p> <p><u>Marriage & civil partnership-</u> no impact currently anticipated but will be kept</p>



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		<p>under review</p> <p><u>Race</u>- applicants who require assistance reflect the diversity in the population of the district. However there is a higher concentration of BME residents in and around the town centre which may be of attraction to any BME individuals needing temporary housing.</p> <p><u>Religion and belief (including no belief)</u> - As per the Race assessment above, the expected residents of the proposed New Build Accommodation reflects the diversity of the population. However, the location of the new build is close to a large number of faith centres from a wide range of beliefs and as such will provide a positive impact on the Religion and Belief characteristic as facilities will be more easily accessible for residents who wish to attend faith centres. Therefore, the assessment of this characteristic is positive with a high occurrence and high (positive) impact.</p> <p><u>Sexual Orientation</u>- no impact currently anticipated but will remain under review.</p>
<p>Other relevant groups (e.g. low income, ex-armed forces personnel, homeless people etc.)</p>	<p>Y</p>	<p>The properties will be provided to homeless households and people.</p>

NB. Please note that when considering impacts in relation to marriage & civil partnership - the duty is solely to ensure that there is no unlawful discrimination against this protected characteristic.



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Stage 4 - Equalities Improvement Plan

Protected Characteristic/Other relevant groups	Impact Identified Y/N	Measures identified to reduce/mitigate impact (Also include all positive actions included in your proposals)	Review date	Review update/ monitoring comments	Officer/Service Responsible
People with Disabilities	Y	Ensuring the proposed provision is sufficient by assessing demand for units at regular intervals	Every 12 months post delivery	If insufficient units are provided, additional units to be adapted	Housing Service Manager

Area of Consideration	How are/will we work to: (Also include all positive actions included in your proposals)	Review date	Review update/ monitoring comments	Officer/Service Responsible
Eliminate discrimination, harassment & victimisation	Saunderton Hostel created a number of difficulties for residents in respect of location and proximity to shops and services which could be regarded as indirectly discriminatory by some groups with protected characteristics. The new build units will overcome many of these obstacles. The units will be managed effectively (as per current management of Saunderton Lodge)	Annually post delivery		Housing Options Team Leader
Advance equality of opportunity	The new build would bring particular advantages to certain protected characteristics, such as proximity to shops and services for the disabled, and for young families and also added security and space. Proximity to places of worship will also benefit	Annually post delivery		



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	those who wish to practice their religion and belief			
Promote good relations between groups (including community cohesion)	The positive outcomes for protected groups from proximity to shops and services and places of worship, greater space and security will help to put those affected on a fair and equal footing in comparison with others not from those protected groups which will promote community cohesion.	Annually post delivery		Project Manager

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