

Item No.

Title of Report: Equality Impact Assessment – Consultation on Estates Going through Regeneration Programme	
Decision Making Body: Hackney Homes Executive Team	Date: 18 January 2011
Classification: FOR Information	Report of: Director of Property Services
Item Previously considered at:	On Which Date:
Report Author: - William Akinso Tel: 020 8356 8195	Appendices: 1. Consultation on Estates going through Regeneration Programme 2. EIA Action Plan

Report Outline:

<p>INTRODUCTION</p> <p>1. What is an Equality Impact Assessment?</p> <p>An Equality Impact Assessment is a systematic way of establishing the likely equality implications (both positive and negative) either of implementing a new policy or initiative or of the operation of a current policy function or service. An EIA will help the service to identify the equality consequences of a policy, function, service or procedure and implement positive action to ensure that the identified negative impact is eliminated.</p> <p>There are three positive equality duties which require Hackney Homes to promote equality and eliminate discrimination, all of which have a requirement to conduct EIAs:</p> <ul style="list-style-type: none"> ▪ Race Relations (Amendment) Act 2000 requires Race Equality Impact Assessments as part of the Race Equality Duty (RED) ▪ Disability Discrimination Act 2005 places similar duties on promoting equality for disabled people (since December 2006) as part of the Disability Equality Duty (DED) ▪ Equality Act 2006 requires promotion of equality between women and men (since April 2007) as part of the Gender Equality Duty (GED) <p>These positive equalities duties will be repealed by the Equality Act 2010 which received Royal Assent in April 2010. The Equality Act 2010 harmonises equality legislation including a single positive duty which covers a wider range of equality</p>

categories. The provisions of the single positive duty are not due to be implemented until April 2010 in the meantime the RED,DED and GED remain on the statute books and the requirement for public bodies to assess the equality implications of their policies.

2. Review of Equality Impact Assessments

Both initial and full EIAs require the relevant Director and the Service Development Team (quality check) to sign off the reports and action plans. Completed EIA's and action plans will be reported to the Executive Team, the Equality & Diversity Group (for information purposes) and summary to the Board. Progress of the Hackney Homes EIA Programme will be monitored on a quarterly basis by the Hackney Homes Equality & Diversity Group.

3. Overall Aims and Objectives: The aims and objectives are to improve the consultation process on Regeneration Estates in the Borough.

To empower and support residents through making informed choice on regeneration works.

To deliver clear and accessible consultation opportunities to all residents on regeneration estates.

Council are leading on all regeneration programmes and are taking decisions on how consultation will be carried out for the programme. Hackney Homes are the delivery partner assisting in this process. Any recommendations from this EIA will be subject to Council's approval.

4. Main Beneficiaries: To benefit all residents of Hackney Homes estates where regeneration programme is being carried out. Residents/Leaseholders/Freeholders and local businesses in the borough.

5. Desired Outcomes: Is to provide clear and accessible consultation opportunities to all residents on regeneration estates in Hackney.

EQUALITY IMPACT ASSESSMENT

1. Summary of Positive Impacts by different groups e.g. age, disability, ethnicity, gender, gender reassignment, race, religion/belief, sexual orientation. (Refer to evidence e.g. consultation, complaints, monitoring etc). Summary of Positive Impacts by different groups

Age

To remove any barriers to access to information on the grounds of age, consultation literature is offered in large print and braille on request for people with sight difficulties. At the request of the Council, If requested by the Council we will visit older house-bound people at home to help with surveys etc.

Accessible venues

We aim to recommend to the Council assessible venues on estates. Where this is not possible we will use an alternative accessible venue and recommend offering transport to and from the venue. The Council uses different consultation formats to ensure both older and younger people are involved, such as open meetings, face to face meetings, focus group meetings at different times of the day and locations .

If requested we will visit older house-bound people at home to help with surveys, etc.

Most of the consultation is tenure led and therefore often linked to parents. However, we work closely with Hackney Homes Youth Co-ordinator to include young people in all consultation processes. For example in design of play areas on regeneration schemes

Disabled people

We aim:

To provide 'Easy Read' leaflets both for people with learning difficulty and people with limited reading skills.

To use venue accessibe to wheelchair users where possible.

To provide information on website which will be 'Browsealoud' speech enabled.

To consider the provision of mobile hearing induction loops which is available from Communications and the Estate Renewal team.

Some estates have been adapted to comply with DDA requirements.

When we cannot use estate facility, we'll consider using alternative venue and offering transport to and from the venue.

Where a vulnerability is identified, additional support is offered to the resident through out the regeneration programme.

Race

To remove any barriers to access to information on the grounds of race, consultation literature is translated into other community

languages on request. Language interpreters are usually made available at public events. We use the Council's standard translation strapline on key literature including newsletters. The strapline asks residents who may want the literature translated in a particular language to make a request for it. Language line and telephone interpretation service are also available for residents.

Religion/Faith

We aim to encourage wider engagement through ensuring that meetings/events are not scheduled for religious holidays/festivals by using an online faith calendar.

We are also mindful of religious food requirements when organising events.

Gender

We aim to remove any barriers on the grounds of gender we avoid running meetings during school run times to encourage people with children to attend. If necessary we will recommend to the Council the need to provide creche facilities where possible so as to encourage parents with young children to attend evening meetings. We will take into account the needs of breast feeding mothers when recommending venues for meetings eg. private room or curtained off area for feeding purposes.

Gender reassignment

All staff have received mandatory Equality & Diversity training and are therefore aware of the importance of confidentiality.

Sexual Orientation

We avoid heterosexist language in consultation documents and literature.

- 2. Summary of Negative Impacts by different groups** e.g. age, disability, ethnicity, gender, gender reassignment, race, religion/belief, sexual orientation. (Refer to evidence e.g. consultation, complaints, monitoring etc). If possible explain how it can be justified and/or eliminated.

Race

A recent survey carried out by Estate Renewal Team demonstrates that 35% of people of English white background respond more positively to consultation when compared to other ethnic groups e.g 12% for people of Asian and BME background.

Gender reassignment

There is minimal monitoring data for gender reassignment therefore it is difficult to determine the impact of consultation on this group with regard to regeneration programme on Hackney estates

Sexual Orientation

There is minimal monitoring data for sexual orientation therefore it is difficult to determine the impact of consultation on this group with regard to regeneration programme on Hackney estates.

3. Summary of internal/external research or consultation(s) carried out:

Consultation processes on estates going through regeneration programme have been extensive and involving. Residents and including TRAs have been heavily involved in all aspect of consultation.

Hackney Council regeneration staff and Partners have contributed immensely to the process. Also
Hackney Homes Estate Renewal Team
Hackney Homes Residents Participation Team,
Service Development team.
Decant Team
Hackney Homes Surveyors
Karakusevic Carson Architects
PPCR – Independent Resident Advisor and
Source Partnership - LBH Independent Advisor have all been involved in the process.

4. Recommendations. If further consultation is required and whether a full impact assessment is planned with timescales recommendations.

1. A full EIA is not required as the scheme can be adjusted to mitigate any negative impact.
2. Implement actions as described in Appendix 1 – Consultation on Estates Going through Regeneration Programme.
3. This action plan will also be reflected in the Hackney Homes Equality and Diversity Action Plan.

4. A summary of this EIA will be published on the Hackney Homes website.

If you have any questions about this report, please contact William Akinso on 0208 356 8195 or email: william.akinso@hackneyhomes.org.uk