

Name of Function being assessed	Phase 3 Camp Hill
Service Unit	Audit and Governance, Resources Pride In Camp Hill (PinCH)
Officer/Officers completing Analysis	Craig Dicken – Equality and Safeguarding Officer Kazim D - PINCH
Date of assessment	4th July to 10th August 2018
Publication date	13th February 2019

Executive Summary

Following this Equality Impact Assessment, the function should go ahead as planned.

A number of protected characteristics have been identified as potentially being subject to adverse impact, however all affected residents will be impacted by Phase 3.

Some positive impacts have also been identified as residents have benefited in moving to more suitable accommodation.

Adverse impacts have been mitigated by numerous support mechanisms offered by the Pride in Camp Hill Service.

This EIA will continue to be reviewed & monitored should any further information/issues be identified during the implementation of Phase 3.

Section 1 – Preparation

1.1) What protected characteristics may this function impact upon? *(Tick all that apply)*

Group	This may have a positive impact	This may have a negative impact	No adverse impact
Age		X	
Disability		X	
Gender			X
Gender Reassignment			X
Marriage and Civil Partnership		X	
Pregnancy and Maternity			X
Race – which includes ethnic or national origins, colour, caste or nationality			X
Religion or Belief – this also includes no religion/belief			X
Sexual Orientation (Including LGBT)			X

	This may have a positive impact	This may have a negative impact	No adverse impact
Does the policy/practice/change to current service provision have any particular impact to Serving and Ex Serving Armed Forces Personnel and their families			X

1.2) What is the aim/purpose of the Function?

Phase 3 of the development of Camp Hill covers remaining residents on two roads, 34 to 1 Edinburgh Road (a total of 34 properties) and 2-44 Hillcrest Road, (a total of 22 properties) all of which are

private. There is a mixture of empty and occupied properties, and some properties have already been purchased.

There is a mixture of owner occupiers, private tenants, empty properties and landlords; Pride in Camp Hill have identified one protected tenant.

1.3) What impact will this Function will have on a particular group or the Borough as a whole?

This will impact on the properties highlighted in section 1.2 as their properties are contained within Phase 3 of the project in Camp Hill.

1.4) Is it anticipated that any group benefit from this Function?

No benefits are anticipated as residents are having to leave their property/home. However some residents maybe benefit from more suitable accommodation.

1.5) Is it anticipated that any group will be disadvantaged from this Function?

While some protected characteristics have been highlighted as potentially being subject to adverse impact, all the residents will be disadvantaged from this process.

Section 2 - Current Data

2.1) What data currently exists which is relevant to this Assessment?

Breakdown of tenants who live in the properties in phase 3 by known Protected Characteristics.

2.2) How does this information assist with assessing the impact of the Function?

By knowing who lives in the remaining properties, the Council will be able to assist with their needs & housing requirements moving forward to ensure there is no adverse & indirect impact on any resident due to their protected characteristics.

2.3) Is more data needed to make a better informed decision?

Yes

No

Housing Needs Assessment of all Phase 3 residents has already been collected on tenants & previous consultations carried out

Section 3 - What data has been collected?

Need breakdown of tenants here with relevant protected characteristics

One family – civil partnership with children

Four tenants/owner occupiers – age/disability/mobility problem

One tenant – disability/mobility/age problem and is also a Protected Tenant.

A protected tenancy is one which is regulated by the statutory code set up by the Rent Act 1977 and protected tenants have long term security of tenure and would be entitled to compensation, pending verification of tenure. There will be a need to provide another property for them to live in which is 'suitable' and accessible.

Section 4 - Conclusions

4.1) Have there been any positive impacts due to the Function?

There have been several positive impacts as a result of the regeneration. Positive feedback from several residents indicated some have benefitted by being awarded suitable and easy access accommodation.

4.2) Is there any negative impact on any group/s?

Yes, unfortunately due to the regeneration some people who have lived in their dwelling for many years are having to move out of their sentimental properties and could result in stress .

4.3) If there is adverse impact, can this be justified?

Yes, there has been a legal decision made by the Council to regenerate a large area of Camp Hill.

4.4) Can anything be done to minimise any adverse or differential impact?

NBBC will support residents in finding suitable accommodation based on applications submitted on NBBC Homes website. Residents will also be given the option and support for private rent accommodation.

Pride in Camp Hill will provide the following support to all Phase 3 Residents;

Valuation process

Conveyance

Compensation

Disturbance claims

NBBC Homes application – bids

Removals**Security of empty properties**

Quality of life - will cover areas such as internal gritting of footpaths, maintaining NBBC empty properties e.g. overgrown bushes/shrubs, haras fencing to prevent fly tipping, removal of fly tipping from NBBC properties, free skip days which allow residents to have a clear out/tidy up, and vegetation management .

Section 5 - Amendments

5.1) What amendments (if any) have been made to this function in light of this assessment?

1.	A dedicated PinCH Officer will assist with residents dependent on their needs as applicable and will be the one point of contact.
2.	PinCH office located in Camp Hill – allows easy access for residents to visit.
3.	Weekly site inspections to monitor Phase 3 quality of life

Section 6 – Other factors

Please highlight any other factors which may affect future actions in respect of this function:

1.	If residents do not voluntarily move then there will be the requirement for a Compulsory Purchase Order on their property.
2.	Avallability of suitable property elsewhere in the Borough.
3.	
4.	

Section 7 – Future Action

Please indicate what future action is to be taken in light of this EIA:

As per the phase 3 plan, the function is to go ahead as planned.

Section 8 – Conclusion

Please indicate which of the following best describes the outcome of this EIA:

- This function is to go ahead as planned
- This function is to go ahead with minor amendments
- This function is not going ahead/needs amendments to mitigate impacts
- No conclusive decision has been reached. Function put on hold

Section 9 - The Equality Duty

Does this function have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different group's
- Foster good relations between people from different group's

Section 10 - Monitoring

When is this function and this EIA due to be reviewed?	On-going, as per discussions/meetings with residents.
Please indicate the reasons for this time scale for review:	As the process is on-going, the equality considerations of the residents will be monitored regularly.

Signed (Completing Officer):	Print Name:	Date:
	Craig Dicken	13/2/2019
	Kazim Datoo	13/2/2019