

APPENDIX A: Carmarthenshire County Council - Assessing Impact

The Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

What is the general duty?

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The duties are legal obligations. Failure to meet the duties may result in authorities being exposed to legal challenge.

Under equality legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends this coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. It is also important to note that public authorities subject to the equality duties are also likely to be subject to the obligations under the Human Rights Act and it is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

Carmarthenshire's approach to Equality Impact

In order to ensure that the council is considering the potential equality impact of its proposed policies and practices, and in order to evidence that we have done so, every proposal will be required to be supported by the attached Impact Assessment. Where this assessment identifies a significant impact then more detail may be required.

Reporting on assessments

Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

Carmarthenshire County Council

Assessing Impact

Contact Name	Jonathan Morgan	Title		Housing Services Manager
Service area	Housing & Public Protection	Department		Communities
Name of the activity / proposal				
Local lettings policy for new homes for rent at Opportunity Street project, Llanelli town centre				
Description of proposal	Policy ✓	Procedure	Decision	Function
Please detail the proposal and its main objectives	<p>The purpose of this report is introduce a Local Lettings Policy for <i>Opportunity Street, Llanelli</i></p> <p>The Council is committed to making Llanelli Town Centre a better place to visit, work and live. A number of projects and initiatives are being developed to support this.</p> <p>This local lettings policy has been developed to support the main objectives of the Opportunity Street project, which will include developing four affordable apartments for rent in the centre of the town.</p> <p>The business case submitted to Welsh Government for financial support for the project also included the following objectives:</p> <ul style="list-style-type: none"> • <i>Providing quality affordable homes resulting in improved health</i> • <i>Providing training and direct employment for construction projects</i> • <i>Bringing a sense of community and safe environment through quality design.</i> <p>This local lettings policy is being proposed in order to support the above through:</p> <ul style="list-style-type: none"> • Helping local people to find quality affordable accommodation who work in the town centre. • Making Llanelli a more attractive and exciting place to live, work and have fun. • Increasing the spend in town centre shops and other businesses. • Reducing the fear of crime in the town centre, particularly after dark. 			

	Age	Disability	Gender reassignment	Sex	Sexual Orientation	Race – including ethnic or	Religion or belief – including	Welsh language
Is the activity/proposal relevant to the public specific duties relating to each equality strand? (Tick as appropriate)	✓	✓	✓	✓	✓	✓	✓	✓
Should the activity / proposal eliminate discrimination and eliminate harassment in relation to:	x	x	x	x	x	x	x	x
Should the activity / proposal promote equality of opportunity in relation to:	✓	✓	x	x	x	x	x	x

Potential impact

What do we know about the potential POSITIVE IMPACT of the activity / proposal on the following protected characteristics? (Also, please consider the potential impact on the Welsh language)
Briefly describe the nature of the impact.

Age	The policy proposes not to use age as a criterion for allocating these homes. The properties themselves are being refurbished to the Lifetime Homes Standard, with an 8-person lift, and so will be accessible to people of any age.
Disability	These homes will be accessible for people with disabilities – see above
Gender reassignment	No known impact
Sex	No known impact
Sexual Orientation	No known impact
Race	No known impact
Religion or belief	No known impact
Welsh language	No known impact

Could the activity or proposal have an ADVERSE / NEGATIVE impact on the

following groups? (Please provide further information)	
Age	No
Disability	No
Gender reassignment	No
Sex	No
Sexual Orientation	No
Race	No
Religion or belief	No
Welsh language	No
What improvements could be made to ensure that these impacts are addressed?	
Not applicable	
<u>Consultation</u>	
Description of consultation	The following were consulted: <ul style="list-style-type: none"> Llanelli Town Centre Task Group, which includes representatives of the Chamber of Commerce, Regeneration, Dyfed Powys Police and Town and Community Councils County Councillor for Elli ward
Outcome of consultation	All parties were fully supportive of the proposed policy.
<u>Information and Monitoring</u>	
What other information (e.g. reports, surveys, user monitoring or information from other sources) do you have to inform your decision?	
The decision to provide a lift and to renovate these homes to the Lifetime Homes Standard was taken both to improve accessibility to people with disabilities, but also to maximise the appeal of these homes to applicants generally, both now and in the future.	
<u>Procurement</u>	
Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal or service?	
None	
Please take the findings of this assessment into your procurement plan. Contact the Corporate Procurement Unit for further advice.	
<u>Mitigation</u>	
If adverse impact has been identified, what can be done to mitigate that impact?	
Please detail steps to be	Not applicable

taken to mitigate any adverse impact	
Describe any actions taken to maximise the opportunity to maximise equality, i.e. changes to the activity / proposal, regulation, guidance, communication, monitoring or review	We will publicise the new homes to encourage applications from all sections of the community
Have there been any changes to the activity / proposal as a result of conducting this EqIA?	No
The duty specifically requires the Authority to have due regard to the results of the Equality Impact Assessments. Having considered the potential or actual impact on protected groups what is the next step for this activity / proposal?	
No major change (your assessment demonstrates that the policy is robust. The evidence shows no potential for discrimination)	Y – The Welsh Government have conducted their own EIA
Adjust the policy (you will take steps to remove barriers, to better advance equality or foster good relations)	
Continue the policy (you will adopt or continue, despite potential for adverse impact. You must note justification in this case)	Continue with the policy unless otherwise directed by WG or Elected Members
Stop and remove the policy (if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the policy altogether)	
<u>Context</u>	
Is this proposal part of a wider plan which would place it in context?	
Details of context of the proposal	The policy is part of the regeneration of Llanelli town centre.

Monitoring

Please outline your plans to monitor the ongoing impact on the affected group(s)?

We will review the effect of the policy both in terms of the characteristics of the new tenants; their satisfaction with their homes and the effect they have on the vitality of the town centre. This will begin at point of allocation, and will be reviewed at 3 months and thereafter on the anniversary of first occupation.

Other information

Is there anything else which ought to be recorded?	
Any relevant information collected already by the Llanelli Town Centre Task Group will be included in any review.	
Date of completion	January 2017
Review date	Initial review 3 months after occupation and then annually on the anniversary of first occupation.

Thank you for completing this assessment.

For further information regarding Assessing Impact, please contact:

Corporate Policy Team

Chief Executive's Department

01267 22(4914) / (4676)

equalities@carmarthenshire.gov.uk

Please send a copy of the assessment to the above e-mail address upon completion.