

EQUALITY IMPACT
ASSESSMENT

DRAFT



**ESTATE REGENERATION: YORKE DRIVE ESTATE & LINCOLN ROAD
PLAYING FIELDS PROPOSAL**

Equality Impact Assessment

Service Area

Strategic Housing Business Unit

Section/service delivery/policy covered by the assessment

Estate Regeneration: Yorke Drive Estate and Lincoln Playing Fields Proposal

Stage 1 - what is being assessed?

Yorke Drive Estate and Lincoln Playing Fields Master Planning and accompanying consultation programme.

Stage 2 - who is carrying out the assessment?

Newark & Sherwood District Council – Strategic Housing Business Unit – Rob Main

Newark & Sherwood Homes - Assistant Director – Housing Management and Responsive Repairs - Dave Newmarch

Members of the assessment team:

- Niamh Riordain, Campbell Tickell (consultants advising the Council).
- Others involved in the assessment (challenge):
- Karen White – Newark & Sherwood District Council
- Julia Johnson, Campbell Tickell

Stage 3 - aims of the strategy or service

Newark & Sherwood District Council (NSDC) is committed to maintaining the high standard of the Council's housing stock and supporting the growth of quality housing supply required across the District.

The overall objective of the project being assessed is the growth and regeneration of the Yorke Drive estate (*predominantly Council housing*) in the Bridge Ward of Newark; along with proposals for delivering new homes on the adjacent Lincoln Road playing fields (*Council general fund land*), enhancing the local sport and play provision offer and creating a community hub.

The Council received Capacity & Enabling Funding through MHCLG's Estate Regeneration Programme to accelerate delivery of the project. The first stage is re-appraisal of the original masterplan with extensive community consultation; procurement of master planning partners and submission of the planning application.

Following the regeneration programme, Yorke Drive estate will receive improvements to enhance the quality of life of residents through improvements to the sports and recreational/play facilities and the overall environment; through tackling ASB issues; resolving traffic management issues; and improving management of the homes and public realm.

The regeneration programme is based on 4 phases and overall the scheme provides 325 new homes and a net gain of 195 new homes given that 130 homes will be demolished. The homes will be a combination of outright sale and affordable homes.

To achieve the regeneration the masterplan will require the partial demolition of existing homes on the Yorke Drive estate, and a new access road linking the existing and proposed developments, along with the identification of a delivery partner.

Stage 4 - knowing our customers, communities and employees

Residents:

Primarily the consultation has been targeted at the residents of the existing Yorke Drive Estate. They are directly affected by the proposals, most notably as up to 130 existing homes on the Yorke Drive are proposed for demolition over the life of the programme.

Residents living in property immediately adjacent to the playing fields have been kept informed, and have been invited to public exhibitions.

Within these sites the following residents' groups are affected:

- Council general needs and supported housing tenants.
- Home owners (resident-freeholders and non-resident freeholders of property on the Yorke Drive).
- Registered Provider general need accommodation and shared ownership tenants.
- Private tenants.
- Private (non-social housing) adjacent to Lincoln Road Playing Fields
- Adjacent social housing estate(s)

- **Statutory:** Newark & Sherwood District Council, Nottingham County Council, Homes England, Sports England, and Newark Town Council.
- **Housing Providers:** Newark & Sherwood Homes, PA Housing, Nottingham Community Housing Association, private letting companies.
- **Non-statutory:** Newark Sure Start Children’s Centre, Newark Sports Association.
- **Community Groups:** The Bridge Community Centre and its users, Saint Leonards Church, Beaumont Walk Community rooms; Sports Pavilion users (Fernwood Foxes Football Club; Yorke Drive Life; Dog Training group; Table Tennis Group; Youth club)
- **Retail:** Co-op, Yorke One, Fasttan, Grilliano, Allwoods Automatic and Brunel Industrial estate.
- **Transport:** Stagecoach East Midlands

Breakdown of diversity of Yorke Drive

The following information has been provided from the English Indices of Deprivation 2015 for LSOA 007B and 2011 Census. Further background data can be found below and at **Appendix A** (*Ward profile for Bridge Ward (Nottinghamshire)*) :

<https://www.newark-sherwooddc.gov.uk/media/newarkandsherwood/imagesandfiles/neighbourhoodstudies/20160930BridgeWardNeighbourhoodStudy.pdf>

Yorke Drive residents make up circa 21% of the overall Bridge Ward population.

- **Gender:** The female population of Yorke Drive is 48.6%, which is slightly below both the national (50.8%) and ward levels (49.5%). (Attendees at the consultation and engagement events is 58% female.)
- **Age:** There is a higher percentage (4.2%/3.3%) of children under 16 years of age in Yorke Drive above the national and ward level and 25 - 64 years is 2.6% below the Bridge ward average, although residents between 65 years and 84 years old is at a similar level to the Bridge ward but is 3.6% below the national level. The majority (52%) of residents are aged between 25 - 64 years old, with 10.5% between 16 - 24 and 13.4% were over the age of 65.

- The majority (72%) of those engaged in the consultation were between the ages 25 - 64 years, with under representation (2%) of residents under the age of 25.
- **Religion:** The majority of Yorke Drive residents are Christians (61.7%) and a further 28% stated they had no religion. Other religions on Yorke Drive make up less than 2% of Yorke residents including Muslims (0.6%), Buddhist (0.3%), Hindu (0.3%) and Sikhs (0,2%). At the consultation events, 58% indicated they were Christian and 26% stated they had no religion, which is in line with the overall statistic for Yorke Drive.
- **Sexual orientation:** There is insufficient data for this category. In the data collected at consultation events, 87% stated they were heterosexual and 12% preferred not to say.
- **Marriage and civil partnership:** There is insufficient data available for this category.
- **Ethnicity:** Yorke Drive residents are predominately white (96.4%), which is only 0.5% higher than the ward. There are a significant number of residents who are Eastern European (12%). BME residents consist of 2.4% of the population.
- **Disability:** Nearly 20% of residents on Yorke Drive have a long term illness or disability which is over 2% higher than the ward and national levels, with 9.8% stating that their day to day activities are significantly limited as a result of their illness/disability.
- **Unpaid carers:** The number of residents provided no unpaid carer's hours is 2.9% higher than the national level and there are significant lower levels of residents providing less than 19 hours a week. Although for providing 50 hours of unpaid carer's hours a week, Yorke Drive residents reflect the national average of 2.4% and 0.4% higher than the Bridge Ward average.

Stage 5 - background information

- **Corporate Plan 2016 – 2020** (<https://www.newark-sherwooddc.gov.uk/strategiesandpolicies/councilpriorities/>)

The council continues to use the themes of **People, Place, Prosperity and Public Service** to frame its strategic priorities. These themes are used to illustrate the impact of four groups of strategic priorities:

- Homes
- The economy
- Safety and cleanliness
- Healthiness

The council's Corporate Plan 2016-2020 demonstrates how the Council is committed to achieving the strategic priorities in the context of the established council's Vision, Values and Themes - [Corporate Plan](#)

- **Housing Revenue Account Business Plan (under review)**

The Business Plan is first and foremost a corporate financial document and needs to demonstrate a viable Housing Revenue Account that can service its borrowing requirements and meets its management, repairs and stock investment responsibilities over the 30 year period. Key assumptions have been made based on detailed data about the stock and the service aspirations of tenants, the strategic priorities and policies of the Council. Sensitivities have been run to demonstrate the key factors that affect the future of the plan for the stock and the service.

The Business Plan is underpinned by a Financial Model *that looks at all costs (including debt repayment, investment needs, services and management) and income (rent and service charges) over a 30 year period.*

The Business Plan is important as the Council needs to ensure it can service the debt and continue to deliver a programme of capital investment and housing management services in line with tenants' priorities. To do this, the Council has to spend wisely, ensure that resources are focussed and prioritised set against a sound evidence base, which delivers ongoing efficiencies and value for money providing our stakeholders with a clear direction of travel.

Vision and purpose

At the time the Business Plan was implemented in 2012 the Council was undertaking a stock options appraisal and revising its strategic priorities. Therefore an interim vision was set:

To ensure the Council's housing stock is decent and fit for purpose to meet the needs of current and future tenants and to deliver excellent housing services, offering good value for money.

At the time of the Business Plans implementation its' main purpose was to:

- a) Detail the Council's overall short term aims, objectives and priorities for the continued investment in the housing stock and delivery of the housing service, set against the associated risks, assumption and sensitivities.
- b) Provide the over-arching financial plan further to introduction of self-financing to the HRA.
- c) Set out the broad investment needs of the stock and all HRA assets.

- d) Show how tenants have, and will continue to be involved in developing the Plan and the service standards set.
- e) Review the current position to set the background to the Plan.
- f) Identify a performance management framework for the Plan.
- g) Provide an interim governance arrangement for scrutinising, monitoring and evaluating progress in delivering the Plan.

Refreshed Housing Revenue Account Business Plan

As the Business Plan was implemented in 2012 over the last 6 months work has been undertaken between the Council and Newark and Sherwood Homes to refresh the Plan and the financial model that sits behind it. This work has been completed to reflect changes over time in the following areas:

- The Council's strategic priorities and objectives
- Decision to continue with Newark and Sherwood
- Newark & Sherwood Homes Annual Delivery Plan
- Government Policy, e.g. 3 year rent reduction
- Principles, Assumptions and Risks of the financial model.
- Housing Revenue Account Budget
- Housing Revenue Account Capital Investment Programme
- Development Programme
- Treasury Management
- Rent Setting Policy
- Housing Management Service
- Asset Management

The key revision to the refreshed Business Plan is the movement from a position of HRA debt repayment to a focus on housing growth, which maximises the HRA's borrowing capacity within managed parameters.

It is proposed that the refreshed Business Plan will be presented to the Policy & Finance Committee in early 2019.

- **Housing Revenue Account Asset Management Strategy**

The HRA Asset Management Strategy encompasses a number of key aims including;

- To deliver a programme of improvement works to ensure that the agreed Decent Homes standard is maintained.
- Maintenance of high quality housing stock to meet the needs and demands of existing and future customers.
- The assets meet wider community and environmental agendas.
- Involve tenants and other stakeholders.
- Robust and up to date stock and asset condition data
- Consider appropriate investment, remodelling, redevelopment, acquisition and disposal to provide a sustainable income to support the long term HRA Business plan.
- Undertake programmes of responsive maintenance, void repairs, planned maintenance and cyclical maintenance.
- Improve the energy efficiency of homes and where practicable utilise renewable energy technologies.
- Deliver Value for Money (VFM) into asset management functions
- Compliance with relevant legislative requirements.

Development Programme 2017 - 2022

The Council has approved a five-year Housing Revenue Account (HRA) development programme to deliver an indicative 335 additional Council homes to meet the housing needs of local residents. The developments in the main will occur on HRA sites, e.g. garages site, coupled with site acquisition. The first developments will commence this financial year and the programme is being managed by the Council's housing management company Newark and Sherwood Homes.

Neighbourhood Studies (<https://www.newark-sherwooddc.gov.uk/neighbourhoodstudies/>)

A Neighbourhood Study for the Bridge Ward in Newark was completed in 2012 and a key output of this relates to the 'transformational project' focussing on the growth and regeneration of the Yorke Drive estate (predominantly Council housing) in Newark; along with proposals for delivering new homes on the adjacent Lincoln Road playing fields (Council general fund land), enhancing the local sport and play provision offer and creating a community hub.

An outcome of the Study saw the Yorke Drive estate and Lincoln Road playing field being allocated as a housing site in the Council's Allocations & Development Management DPD, (NUA/Ho/4).

The Bridge Ward Neighbourhood Study consisted of a master planning exercise, a programme of community engagement and headline feasibility work. It identified in principle a viable regeneration scheme of the Yorke Drive estate when cross- subsidised by development of the adjacent Lincoln Road playing field.

Estate Regeneration Funding

The Council recognised the MHCLG's ***Estate Regeneration Programme*** gives the opportunity to appraise and refresh the project relating to the Yorke Drive estate and adjacent playing fields. The Estate Regeneration Programme included a 'Capacity & Enabling' fund to assist with the completion of viability assessments, planning and community engagement.

The Bridge Ward Neighbourhood Study met the three key requirements of the Estate Regeneration Programme:

- Demonstrate viability;
- Demonstrate local authority backing; and
- Demonstrate community support.

The review identified that three phases of activity were required prior to submission to the main 'Estate Regeneration Fund' to deliver this 'transformational project'. These were scoping; reappraise viability and delivery; and engagement.

The Council submitted a bid to the MHCLG's **Capacity & Enabling** estate regeneration fund and was awarded £1 million funding on 24th March 2017 to develop the key activities required to deliver the early stages of this estate regeneration scheme.

Consultation and Engagement programme (<https://www.newark-sherwooddc.gov.uk/housing/yorkedrivefocus/>)

A comprehensive engagement programme has been implemented to ensure all residents living on the Yorke Drive estate have been able to participate in the master planning process. This has included:

- Leaflets and regular newsletters throughout the consultation period, these will continue throughout the regeneration period. The newsletters were designed with the Residents' Panel. It is written in Plain English and is heavily pictorial to aid accessibility for residents with literacy challenges and learning difficulties.
- A household survey was carried out during February - March 2018. The survey identified specific information on residents' housing and support needs. The majority of survey forms were completed during a door knocking exercise. The canvassers were able to provide support in completing the forms for residents who were vulnerable, have learning difficulties and or disabilities, with the residents permission. Translators were provided for Polish and Romanian speakers. The survey was completed by 236 residents representing all tenures and landlords.
- The door knocking exercise which accompanied the survey aimed to reach out to the house bound and vulnerable residents.

- During the door-knocking three drop-in sessions were held at both community centres, to encourage residents to engage through a variety of methods.
- Two exhibitions events have taken place in the Bridge Community Centre, and an additional exhibition was held in the Beaumont Community centre in order to enable older and disabled residents living on Beaumont Walk to attend. All centres are fully accessible and located within the master planning area. Residents were asked to place an indicator on a map to show where they currently live. This has served as a 'heat map' to identify areas of the estate where representation has been low.
- A targeted door knocking exercise was carried in areas of the estate that had been underrepresented at consultation events; these specifically included the one-bedroom flats, where there is a concentration of older and vulnerable single residents.
- Four Residents Consultative Panel meetings have taken place over seven months. These meetings are open to any resident on Yorke Drive and have a fluid membership to enable the maximum number of people to participate. The meetings have been held on different days and times to accommodate shift work, carers and childcare responsibilities. The Panel meetings have been supported by senior staff and politicians. Panel Members visited a completed regeneration scheme in Lenton, Nottingham discussing with residents how this impacted them.
- Three workshops have been held at the Bridge Community Centre, open to all residents and advertised through flyers and newsletters.
- One to one meetings have been offered at various stages and these have included face-to-face and telephone sessions.
- Translations of master planning documents and newsletters have been available.
- Dedicated web pages have been set up, called Yorke Drive Focus. All copies of consultation material, newsletters and correspondence have been posted here to help accessibility to information.
- Social media platforms including Twitter and Facebook have been used.
- Equality information has been collected at consultation events and extensive feedback has been collected which has been used to inform the consultation process.

Committee Reports

All progress on the 'Estate Regeneration: Yorke Drive Estate and Lincoln Playing Fields proposals' have been reported to the Policy & Finance Committee on the following dates:

- 26TH January 2017
- 23rd February 2017
- 6th April 2017
- 21st September 2017

- 28th June 2018

Current strategies and policies that are relevant to the proposal:

- Equality Act 2010
- Homelessness Act 2002
- Housing Act 1985
- Housing Act 1996
- Housing Act 2004
- Housing and Regeneration Act 2008
- Human Rights Act 1998
- Land Compensation Act 1973
- Planning and Compulsory Purchase Act 2004
- Town and Country Planning Act 1990
- NSDC Corporate Plan - Strategic Priorities and Objectives
- NSDC Local Plan
- NSDC Homelessness Strategy
- NSDC HRA Business Plan and accompanying strategies.
- NSDC Allocation Scheme
- NSDC Secure Tenancy Agreement
- Anti-Social Behaviour and Crime & Policing Act 2014
- NSDC Equalities Strategy 2016 – 2020

Equality Objectives relevant to the proposal

1: In delivering the Council’s priorities and themes we will have due regard to equalities implications through leadership, partnership and organisational commitment.

2: To improve our services by better understanding our communities through the collection and analysis of information, and engaging with partners to share as appropriate.

3. To ensure services are accessible to meet the needs of our citizens.

Stage 6 - this stage looks at the barriers to accessing services and any possible discrimination that customers and communities may face:

Age

Access to Service			Delivery of Service		
X Positive Impact	X Negative Impact	Nil impact	X Positive Impact	X Negative Impact	Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

A potential barrier is the impact on young people's access to affordable housing. Social housing is allocated on need and priority and this can lead to young adults being excluded. One bedroom homes will be demolished as part of the regeneration scheme. The homes currently house single young, older and vulnerable residents.

We also recognise that the loss of a home may be particularly traumatic for elderly residents who may have lived in their homes for many years and hope to remain there until the end of their lives.

All of the above have the potential to be a negative impact.

Along with the ongoing consultation process, the Council & Company are drawing up a ‘Resident Offer’ which will mitigate any potential negative impacts.

All residents affected by the demolition will be offered a new home (built to modern, decent standards and energy efficient), along with a financial compensation package and 1-2-1 support, which will have a positive impact.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measures in place include:

- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment.
- Resident Offer:
 - The scheme will provide suitable sized replacement homes for existing residents.
 - Targeted consultation and activities for young, older and vulnerable residents.
 - Provision support and advice to young, vulnerable and older residents as part of the decant process.
 - Process supported by Newark and Sherwood Homes to provide additional support.

Race

Access to Service			Delivery of Service		
X Positive Impact	X Negative Impact	Nil impact	X Positive Impact	X Negative Impact	Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

One potential negative impact is where a resident’s main language isn’t English and communications needs are inadequately met, causing undue stress. In this instance 1-2-1 support, translation services and an appropriate advocate would be made available.

There are no further identified barriers or potential discrimination of people based on their race. New homes will be allocated based on need and as prescribed in the Council’s Allocation policy.

Along with the ongoing consultation process, the Council & Company are drawing up a ‘Resident Offer’ which will mitigate any potential negative impacts.

All residents affected by the demolition will be offered a new home (built to modern, decent standards and energy efficient), along with a financial compensation package and 1-2-1 support, which will have a positive impact.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measures in place include:

- Information has been translated into the known East European languages spoken on the estate (Polish).
- Polish; BACA residents have been actively involved in the consultation process.
- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment.
- Resident Offer

Gender

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	X Nil impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	X Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

It is anticipated that the regeneration will have a nil impact on the access and delivery of services with regard to gender. New homes will be allocated based on need and as prescribed in the Council’s Allocation policy.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measures in place include:

- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment.
- Female; (Polish; BACA, disabled and elderly) residents have been actively involved in the consultation process.

Disability

Access to Service			Delivery of Service		
<input checked="" type="checkbox"/> Positive Impact	<input checked="" type="checkbox"/> Negative impact	Nil impact	<input checked="" type="checkbox"/> Positive Impact	<input checked="" type="checkbox"/> Negative impact	Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

We recognise that the loss of a home may be particularly traumatic for disabled residents who may have lived in their homes for many years and hope to remain there until the end of their lives.

There is also a potential negative impact where a resident has been identified with a disability and is living in accommodation adapted for their use.

Along with the ongoing consultation process the Council & Company are drawing up a 'Resident Offer' which will mitigate any potential negative impacts.

As a positive all residents affected by the demolition will be offered a new home (built to modern, decent standards, accessible and energy efficient), along with a financial compensation package and 1-2-1 support, which will have a positive impact.

New homes will be allocated based on need and as prescribed in the Council's Allocation policy. Care will be taken through one-to-one meetings with residents to identify any specific needs which will need to be managed throughout any rehousing processes.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measure in place:

- During the consultation period adjustments have been made to enable residents with physical, mental or hidden disabilities to fully engage. These include face to face, additional one to one support, the inclusion of supporters at activities; completion of data.
- The new homes will be built to modern standards, adapted where appropriate and social housing will be allocated on a housing needs basis.
- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment.

- Targeted consultation for disabled and vulnerable residents.
- Provision of support and advice to disabled and vulnerable residents as part of the rehousing process.
- Newark and Sherwood Homes to provide additional support.
- Resident Offer

Sexual Orientation

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	x Nil impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	x Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

It is anticipated that the regeneration proposal will have a nil impact in respect of sexual orientation on the access and delivery of this project. New homes will be allocated based on need and as prescribed in the Council's Allocation policy.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measures in place include:

- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment

Gender Reassignment

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	x Nil impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	x Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

It is anticipated that the regeneration proposal will have a nil impact in respect of gender reassignment on the access and delivery of this project. New homes will be allocated based on need and as prescribed in the Council’s Allocation policy.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measures in place include:

- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment

Marriage and Civil Partnership

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

It is anticipated that the regeneration proposal will have a nil impact in respect of marriage and civil partnership on the access and delivery of this project. New homes will be allocated based on need and as prescribed in the Council’s Allocation policy.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measures in place include:

- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment

Pregnancy and Maternity

Access to Service			Delivery of Service		
<input checked="" type="checkbox"/> Positive Impact	<input checked="" type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil impact	<input checked="" type="checkbox"/> Positive Impact	<input checked="" type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

We recognise that the loss of a home for residents with pregnancy or maternity needs may cause practical difficulties, which has the potential for this project to have a negative impact.

Along with the ongoing consultation process, the Council & Company are drawing up a 'Resident Offer' which will mitigate any potential negative impacts.

All residents affected by the demolition will be offered a new home (built to modern, decent standards and energy efficient), along with a financial compensation package and 1-2-1 support, which will have a positive impact.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measures in place include:

- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment
- Resident Offer

Religion or Belief

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	X Nil impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	X Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

It is anticipated that the regeneration proposal will have a nil impact in respect of Religion or Belief on the access and delivery of this project. New homes will be allocated based on need and as prescribed in the Council's Allocation policy.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Measures in place include:

- Diversity data is collected by Newark & Sherwood Homes.
- Allocation policy has been subject to an EIA assessment
- Resident Offer

Other Groups or Issues (e.g. socio-economic)

Access to Service			Delivery of Service		
X Positive Impact	x Negative impact	Nil impact	X Positive Impact	X Negative impact	Nil impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

The regeneration of Yorke Drive will require 130 homes to be demolished on the estate. This will require social housing tenants and resident freeholders to be rehomed. Social housing tenants will be rehoused in Council homes. They will receive the statutory home loss payment and a disturbance allowance as defined in the Council’s residents offer.

For resident and non-resident freeholders there is the potential for additional cost of conveyancing and moving to a new property, which could have a negative impact. However, along with the ongoing consultation process the Council & Company are drawing up a ‘Resident Offer’ which will mitigate any potential negative impacts. All residents affected by the demolition will be offered a new home (built to modern, decent standards and energy efficient with the potential to reduce energy costs), along with a financial compensation package and 1-2-1 support, which will have a positive impact.

There is a positive economic impact of delivering the regeneration proposals through creating additional employment opportunities for local residents.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Please see the detail in the covering report around the ‘Resident Offer’.

Stage 7 – Action Plan and Policy Review

From the previous section list the specific actions required to address any problems you have identified:

Action:	Officer Responsible:	Timescale:	Resources:	Milestones, Monitoring and Review Details:
Undertake an Equality Impact Assessment of the Residents Offer	Rob Main & Dave Newmarch	June 2019	Provided within existing resources	TBC
Assess the disturbance allowance	Rob Main & Dave Newmarch	June 2019	Provided within existing resources	TBC
Identify support particularly for vulnerable, young, older, disabled residents and any other groups within the protected characteristic categories.	Rob Main & Dave Newmarch	June 2019	Provided within existing resources	TBC

Date of next review: June 2019

Stage 8 – Outcomes(s) of equality impact assessment

X No major changes needed

Adjust the policy/proposal Adverse impact but continue Stop and remove the policy and proposal

Stage 9 – Confirmation and Publish the Results

I confirm that these actions are being adopted as everyday practise and if necessary, incorporated into the Service Plan or Delivery Plan of the estate regeneration proposals and will be next reviewed in June 2019.

Signed by: Lead Officers, Rob Main & Dave Newmarch

Date: 20/11/2018

Approved by: CMT, Karen White

Date: 20/11/2018