

## Community Equality Impact Assessment

The Equality Act 2010 states that public bodies must have “due regard” to a variety of Equalities objectives (Equality Act 2010, Section 149) and consequently, Equality Analysis must be carried out to demonstrate that decision-makers are fully aware of the impact that changes may have on stakeholders.

The concept of ‘due regard’ was reinforced in 2012 during the review of the Public Sector Equality Duty (PSED) which “requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities”

‘Due regard’ is dependent on the relevance and potential impact of the decision being considered. The greater the relevance and impact, the higher the regard due.

As an authority, we have made a commitment to apply a systematic screening process to new policy, strategy, functions or service development including reviews or changes to existing policy, strategy, functions or services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with [full guidance](#), to support officers in meeting our duties under the:

- Equality Act 2010
- Public Sector Equality Duty
- The Best Value Guidance
- The Public Service (Social Value) 2012 Act

In addition, the guidance supports officers to consider our commitments set out in the [Thurrock Joint Compact](#) with the voluntary sector.

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

## About the service and reason for the development or review process

Name of service	Housing
Lead Officer	Bruce Chibesa – Senior Project Manager – Housing Development
Contact Details	Bruce.Chibesa@Thurrock.gov.uk

Why is this policy, strategy, function or service development/review needed?

The proposed demolition and associated decant of council tenants and purchase of leasehold dwellings in three blocks at Teviot Avenue, Aveley which would have a significant impact on existing residents, the wider community and those waiting for affordable housing in the Borough.

### 1. Consultation, data and intelligence

1.1 Please highlight the steps you have taken, or plan to take, to consult the whole community or specific groups affected by the policy, strategy, function or service development/review e.g., on-line consultation, focus groups, consultation with representative groups? For further guidance please contact: [consultations@thurrock.gov.uk](mailto:consultations@thurrock.gov.uk)  
***This is a vital step***

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An initial consultation and engagement exercise has been completed with residents of Teviot Avenue with the results shaping the proposals to date. An initial analysis of feedback received highlights that the redevelopment of the estate is expected to have a positive impact for the health and wellbeing of residents.

More detailed consultation and engagement with existing residents was conducted on the 13<sup>th</sup> of March 2023 at Aveley Hub in Aveley village centre, in attendance were members of staff from Thurrock's Housing Development team, Tenancy Management team, Resident Engagement team, Home Ownership team, Mears, the Maintenance contractors, CLTH Architects and Newman Francis, the Council's Community Engagement consultants. Further wider consultation will be undertaken in preparation for a full planning application where detailed plans are presented to existing residents and surrounding neighbours in the summer of 2023. Further, residents will be engaged with on an individual basis with regard the impact and needs of each resident as a result of their need to move in order to achieve vacant possession for each block.

Planned resident engagement is being led by Newman Francis and in addition the council will procure an independent tenant advisor service. There will be active consultation using a variety of methods, namely on-line consultations, in person drop in events and individual consultations around the redevelopment and proposals.

1.2 Please also provide details on the sources of data or intelligence you have used to inform your assessment of impact and how they have helped you to understand those that will be affected by the policy, strategy, function or service development/review outlined?

Data held on the Council housing management information system Northgate.

Thurrock Council 2017/18 Ward Profiles

Census 2021

Nomis 2011 Ward Labour Market Profile: Aveley and Uplands

Thurrock Council 2022 Stock Condition Survey

This has helped us identify the relevant occupants of the apartment blocks to be demolished and gives information on specific rehousing needs and requirements of occupants. The redevelopment will provide much needed wheelchair accessible homes as well as a mix of houses and apartments in the locality.

This information helps ensure that the arrangements for engagement and support for residents are accessible to all and meet the identified needs of those occupants directly impacted.

Stock condition data alongside complaints data helps identify the failing nature of the blocks and the need for permanent solutions to the failing structural components and prevalence of damp and mould in the blocks.

Learning has been undertaken from work completed by LB Tower Hamlets at [Microsoft Word - Appendix 4 - Equalities Impact Assessment \(Oct 2021\) \(towerhamlets.gov.uk\)](#) which informs conclusions in this CEIA.

## 2. Community and workforce impact

1.1 What impacts will this policy, strategy, function or service development/review have on communities, workforce and the health and wellbeing of local residents?

Look at what you know? What does your research tell you?

*Consider:*

- National and local data sets – please see guidance
- Complaints
- Consultation and service monitoring information
- Voluntary and community organisations
- The Equality Act places a specific duty on people with ‘protected characteristics’. The table below details these groups and helps you to consider the impact on these groups.

	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
<b>Local communities in general</b>	✓			<p>Redevelopment will increase provision of healthy and affordable homes available for qualifying Thurrock residents and remove unhealthy and failing accommodation.</p> <p>Redevelopment of new homes will also include creation of new public realm and consequent improvements in safety, accessibility and design to promote healthy lifestyles</p> <p>The construction process will have a short term detrimental effect because of noise, dust and access however the benefits of the new development outweigh the temporary</p>	<p>Design and layout of replacement homes will support active lifestyles and provide a range of accommodation meeting local need.</p> <p>New public realm will meet modern standards in relation to accessibility and greener travel options such as pedestrian and cycle pathways and electric vehicle charging.</p> <p>Construction contracts will include requirements to meet council design guidance in relation to the new homes and environment. Contracts will deliver social value outcomes to the locality and</p>

				disadvantages.	local people.
<b>Age</b>	✓			<p>Older people with disabilities are likely to be impacted more by redevelopment.</p> <p>Older leaseholders may find it more difficult to raise mortgages on new homes.</p> <p>Children and young people may lose access to local play space during construction.</p> <p>A range of suitably sized affordable accommodation has been proposed in the development plans including increased numbers of adapted homes.</p>	<p>Older leaseholder will have access to independent advice and signposting to support services and how to access qualified financial advisors.</p> <p>The development brief has reflected the mix of housing demand.</p>
<b>Disability</b>	✓			<p>Disturbance of moving will impact those with a disability.</p> <p>Those with sensory or learning disabilities may be disproportionately impacted by the change to environment or home.</p> <p>Dust and air quality changes during the construction phase for neighbouring residents in close proximity to the apartment blocks during the construction period may negatively impact on those with respiratory disease. Noise and changing environment may disproportionately impact neighbouring residents, particularly some vulnerable residents.</p> <p>Moving will improve the opportunity for existing residents to be more appropriately housed and for new residents to benefit from modern homes.</p> <p>New public realm will be more accessible for</p>	<p>Targets have been set for the provision of the number of adapted homes in the new development.</p> <p>Independent tenants and leaseholder advice will be available and support and advise with a range of needs.</p> <p>The contractor will be required to minimise noise, disruption and dust during the construction phase.</p> <p>The new public realm will be planned in accordance with current design guidance.</p>

				those with limited mobility.	
<b>Gender reassignment</b>		✓		The redevelopment proposals carry no perceived negative impacts from a gender reassignment perspective	
<b>Marriage and civil partnership</b>		✓		Marriage/Civil partnership status may have implications regarding property ownership and tenure however this will be the case irrespective of the redevelopment process.  There are no specific implications for people with this protected characteristic	
<b>Pregnancy and maternity</b>		✓		Disruption to neighbouring residents of the estate during the construction period may negatively impact on pregnant mothers or families with new-born children.  There will be no specific negative long term implications for people with this protected characteristic once redevelopment has been completed	The contractor will be required to abide by industry standard practices such as the considerate contractor scheme in order to minimise nuisance and disruption to neighbouring residents during the construction phase.
<b>Race (including Gypsies, Roma and Travellers)</b>		✓		There are no specific or different implications for people with this protected characteristic	Redevelopment and rehousing plans are to be neutral from a race perspective and will be tested to ensure the plans are fair, unbiased and not influenced by someone's race.
<b>Religion or belief</b>		✓		There are no aspects to the redevelopment plans that will prevent residents from practicing their religion/faith and so it is concluded that there will be no specific or different implications for people with this protected characteristic.	During the fact finding and rehousing process residents will be able to raise issues about their place of worship so that the disruption to lives can be minimised.

<b>Sex</b>		✓		There will be no specific or identified negative implications for people with this protected characteristic	
<b>Sexual orientation</b>		✓		There will be no specific or identified negative implications for people with this protected characteristic	Design of the new homes and public realm will meet secure by design standards which will offer a greater level of security to all which may be relevant to LGBT+ residents.
<b>Any other community issues identified for this location?</b>  If the project is based in a specific location please state where, or whether Borough wide. Please include any detail of relevance – for example, is it an area with high unemployment , or public transport limited?	✓			Population data for the ward shows higher than the Borough average of older people.  The ward has lower percentages of unemployed people at 4.7% compared to Thurrock overall at 6.2% and no negative implications are identified  Residents in the output area typically experience more deprivation than the rest of the borough based on Census 21 data. The creation of new homes and public spaces with opportunities for local employment and social value initiatives will be a positive factor.	Provision of new well designed and affordable accommodation and public spaces promoting healthy lifestyles will enhance the circumstances of the new and existing residents.  Council procured contracts will require social value initiatives and opportunities for employment and skill development for local residents.
<b>Workforce of Thurrock</b>		✓		There will be no specific or different implications for people with this protected characteristic	



<p><b>Council</b></p> <p>(e.g. in the case of service change/s)</p>				
<p><b>Health and wellbeing of residents</b></p> <p>Please see guidance.</p>	✓		<p>Redeveloping the apartment blocks will mean that existing residents do not suffer from the high levels of damp and mould reported.</p> <p>Redevelopment of new homes will also include creation of new public realm and consequent improvements in safety, accessibility and design to promote healthy lifestyle</p> <p>The planned redevelopment will increase the supply of affordable housing in Thurrock thereby contributing to meeting the council's Health and Wellbeing strategy objectives.</p> <p>The redevelopment will seek to improve physical and mental health, reduce exposure to air pollution and to build community resilience and reduce antisocial behaviour through design and community engagement</p>	<p>Provision of new healthy and affordable accommodation will enhance the circumstances of the occupants.</p> <p>New public realm will meet modern standards in relation to accessibility and greener travel options such as pedestrian and cycle pathways and electric vehicle charging.</p> <p>New approaches to water and space heating will reduce the use of fossil fuels and be reliant on cleaner energy.</p> <p>Residents will be able to influence the design of new homes through community engagement activity throughout the project.</p>
<p><b>Socio-economic outcomes</b></p> <p>Please see guidance.</p>		✓	<p>Increased levels of affordable housing will benefit those unable to afford to access accommodation in the private sector.</p> <p>Residents in the output area typically experience more deprivation than the rest of the borough based on Census 21 data (specifically those households deprived in one or two dimensions).</p> <p>The creation of new homes and public spaces with opportunities for local employment and</p>	<p>Rent levels will all be set within the Local Housing Allowance cap for the area and so be within limits for eligible benefit claimants.</p> <p>Council procured contracts will require social value initiatives and opportunities for employment and skill development for local residents.</p>

				social value initiatives will be a positive factor.	
<b>Veterans and serving members of the armed forces</b>  Please see guidance.		✓		There are no perceived specific or different implications for people with this characteristic	The council has adopted a Veteran's charter and the Essex Military Covenant and the obligations on the Council as a result will be incorporated into the redevelopment proposals where appropriate.

### 3. Monitoring and Review

<p>3.1 How will you review community and equality impact once the policy, strategy, function or service has been implemented?  <i>These actions should be developed using the information gathered in <b>Section 1 and 2</b> and should be picked up in your departmental/service business plans.</i></p>		
<b>Action</b>	<b>By when?</b>	<b>By who?</b>
Baseline data on housing typology and accessibility and incidence of damp and mould complaints will be recorded at project approval	Summer 2023	Housing Service
Data resulting from the newbuild project will be recorded at project completion and residents' satisfaction surveys at 6 and 12 months post completion will be analysed.	Within 12 months of project completion	Housing Service
During the duration of this redevelopment this CEIA will be periodically reviewed and refreshed as a working	October 2023 being the next	Housing Service

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document.

gateway  
decision point

#### 4. Next steps

It is important to ensure that the information gathered is used to inform any council reports that are presented to Cabinet or Overview and Scrutiny committees. This will allow members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

Take some time to précis your findings below. This can then be added to your report template and the Equality and Diversity Implications section for sign off by the Community Development and Equalities team at the consultation stage of the report cycle.

#### Implications/ Customer Impact

An extensive consultation and engagement exercise has already been completed with residents of Teviot Avenue with the results indicating a strong preference for the redevelopment of the apartment blocks providing mixed tenure housing providing better energy efficiency and access to gardens and green spaces.

An initial analysis of feedback received together with this assessment highlights the redevelopment of the apartment blocks is expected to have a positive impact for the health and wellbeing of residents and contribute towards many of the goals within the council's health and wellbeing strategy. This Community Equality Impact Assessment has been completed to account for the proposed redevelopment and will be the subject of an ongoing cycle of monitoring, review and refreshing by the project team.

Any contractor or consultant appointed by the council to fulfil works associated with the proposals will be directed to the council's CEIA and will be required to fulfil legislative requirements arising from the Equality Act 2010 and Public Sector Equality Duty as

## Implications/ Customer Impact

standard. Contracts for services and works will include social value measures to be delivered by the provider/contractor and will be directed in line with the council's social value framework and supporting priorities for communities.

## 5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Strategic Lead who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role – for example, project sponsor, head of service)	Date
Bruce Chibesa	Senior Project Manager Housing Development	6 July 2023
Keith Andrews	Strategic Lead Housing Development	7 July 2023