

**HARLOW DISTRICT COUNCIL**  
**EQUALITY IMPACT ASSESSMENT FORM**

<b>Title of EIA</b>	Housing and Accommodation Requirements for Adults with a Moderate/Severe Learning Disability
<b>Focus of EIA</b>	Adults with moderate/severe learning disabilities
<b>Service/Department</b>	Governance
<b>Names and roles of officers completing the assessment (indicate Lead officer)</b>	Simon Hill (Lead Officer) , Adam Rees
<b>Contact telephone number of Lead officer</b>	01279 446099
<b>Date assessment completed</b>	16/08/21

### Aims of the policy/service/function and how implemented

Key Questions	Notes
What is the purpose of the strategy/project? (describe the aims, objectives and purposes of the strategy/project)	To improve the provision of accommodation for adults with moderate/severe learning difficulties in Harlow
Who are the key stakeholders?	Housing Department, Essex County Council
Are there any other documents/strategies linked to this strategy/project?	Housing Strategy, Housing Allocations Policy
Who is affected by the strategy/project?	Council tenants and/or potential tenants with moderate/severe learning difficulties as well as those who live with them
Who has been involved in the development of the strategy/project?	Housing department, external consultant, Councillors

## Review of information and equality analysis

Data Already Have	What gaps are there in the data?	What other data do you need? – state by whom, when and how is it going to be done?	Copies of relevant data attached
<p>What <b>quantitative</b> (numerical) data do you already have?</p> <p>POPPI/PANSI estimates a total of 1,558 people with a learning difficulty (329 with a moderate/severe learning difficulty), and predictions until 2035. There is a wide range of other quantitative data in the report</p>	<p>The data is projected but is from a reliable source</p>	<p>None</p>	<p>Tables 6 and 7 of the consultant's report</p>
<p>What <b>qualitative</b> data do you already have?</p> <p>None</p>	<p>None. This data would be collected by Essex County Council who are responsible for the service</p>	<p>None</p>	<p>N/A</p>

<b>Protected characteristic groups from the Equality Act 2010</b>	<b>What do you know? – Summary of data</b>	<b>What do people tell you? – Summary of feedback received</b>	<b>What does this mean? – Impacts identified from data and feedback (actual and potential)</b>	<b>What can you do? – All potential actions to:</b> <ul style="list-style-type: none"> <li>• Advance equality of opportunity</li> <li>• Eliminate discrimination</li> <li>• Foster good relations</li> </ul>
<b>Age</b>	291 aged 18-64 38 aged 65+	None	About 0.5% of the population is affected by any change in approach	Changes aim to make provision of services more accessible to this group. A detailed list of proposals are contained in the consultant's report
<b>Disability</b>	No breakdown of types of disability	None		
<b>Gender reassignment</b>	N/A			
<b>Pregnancy and Maternity</b>	N/A			
<b>Race/ethnicity</b>	N/A			
<b>Religion or belief</b>	N/A			
<b>Sex/gender</b>	N/A			
<b>Sexual orientation</b>	N/A			

<b>Marriage and civil partnership</b>	N/A			
<b>Other relevant groups</b>	N/A			

**Assessment of overall impacts and any further recommendations**

The impact will be on a relatively small section of the population, but should have a positive impact by improving the provision of housing support to adults with moderate/severe learning disabilities. There are a number of recommendations included in the consultant's report which should improve the level of communication with the County Council and also increase the prominence of establishing whether people have learning difficulties when applying to be on the housing register, along with making it easier to apply.

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**Consultation - List of formal or informal consultation that has taken place or that you are planning to hold to inform your EIA**

<b>Title of consultation</b>	<b>Date</b>	<b>Gaps in data</b>	<b>If further consultations are needed to fill these gaps – state with whom, by whom, when and how is this going to be done?</b>


## Assessment of Impact

Protected Characteristic Group	Identify the impact or potential impact or how helps to promote equality	Action planned - proposed measures to mitigate any adverse impacts
<b>Gender reassignment</b>	N/A	
<b>Disability</b>	The review is aimed at improving the quality of accommodation in Harlow for adults with moderate/severe learning disabilities	There should be no adverse impacts.
<b>Age</b>	The review was focussed on those aged 18 and over and should assist those in this age bracket in line with the above. Those aged 18 or under may benefit if one or more of their parents have a moderate/severe learning disability	There should be no adverse impacts.



<b>Race</b>	N/A	
<b>Sex</b>	N/A	
<b>Sexual orientation</b>	N/A	
<b>Religion or belief</b>	N/A	
<b>Marriage and civil partnership</b>	N/A	

<b>Pregnancy and Maternity</b>	N/A	
<b>Any other groups, if appropriate</b> e.g. children leaving care; pregnant or breast-feeding mothers; carers etc		

**Action Plan**

<b>Impact identified and group(s) affected</b>	<b>Action planned</b>	<b>Expected outcome</b>	<b>Measure of success</b>	<b>Timeframe</b>
No group should be adversely affected, however an action plan is already detailed in the consultant's report				

Signed  
Project Manager .....

Countersigned  
Head of Service .....

Print Name .....

Print Name .....

Date .....

Date .....

Under the Freedom of Information Act, this completed EIA form will be placed on the website and be available on request to the general public.