

## Winchester City Council

# Equality Impact Assessment Template (EIA)

### Section 1 - Data Checklist

When undertaking an EIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	NO	
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	YES	
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	NO	
4	Do you have any concerns regarding the implementation of this policy or project?  <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	NO	
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	NO	
6	Do you have any past experience delivering similar policies or projects which may	YES	The Housing and Community teams have been delivering a range of support under the Home for Ukraine scheme and have developed

		Yes/No	Please provide details
	inform the implementation of your scheme from an equality impact point of view?		<p>contacts and dialogue with hosts and Ukrainian families and guests to help inform the sort of support wanted and how this can be designed to meet their needs.</p> <p>The housing team is highly experienced in providing housing advice and support to a range of people with different and often complex needs.</p> <p>The community team are highly experience is engagement and community development work.</p>
7	Are there any other issues that you think will be relevant?	YES	Working with a multi-generation and diverse community will need to sensitive to and understand different cultural and individual needs.

## Section 2 - Your EIA form

<b>Directorate:</b> Place	<b>Your Service Area:</b> Community & Wellbeing	<b>Team:</b> Community Team	<b>Officer responsible for this assessment:</b> Susan Robbins Corporate Head of Economy & community	<b>Date of assessment:</b> 16 December 2022
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	<b>Question</b>	<b>Please provide details</b>
1	What is the name of the policy or project that is being assessed?	Homes for Ukraine – Community Resettlement and Integration Programme
2	Is this a new or existing policy?	Extension of a programme that commenced in June 2022, but with new funding to support two specific areas of work: Move-on Accommodation Scheme and Community Integration
3	Briefly describe the aim and purpose of this work.	There are two strands to work in this funded programme:  1 Move-on Accommodation scheme: to incentivise landlords to house Ukrainian families e.g. rental deposits, advance rent,  2. Community Integration e.g. <ul style="list-style-type: none"> <li>• Community empowerment and local leadership</li> <li>• Communication and advice</li> <li>• Access to support services</li> <li>• Wellbeing and peer support</li> <li>• Working towards independence and employment</li> <li>• Cultural awareness, creativity and talent</li> </ul>
4	What are the associated objectives of this work?	To support Ukrainian families and guest to secure and maintain suitable and appropriate housing and to integrate effectively into community life.
5	Who is intended to benefit from this work and in what way?	Ukrainian refugees – more secure housing of their own, feeling welcome, safe and secure in their local communities, wellbeing and health improvements, employment education and culture. Host families – supporting their guest to move to their own accommodation. Local residents – bringing together people in local areas to aid the understanding and respect of different cultures.
6	What are the outcomes	

	sought from this work?	
7	What factors/forces could contribute or detract from the outcomes?	<p>HFU monies are insufficient to meet needs of hosts and guests</p> <p>HFU allocations from government / Hampshire County Council are reduced or stopped.</p> <p>Failing to adequately support the needs of HFU families/guests creates negative sentiment against the council.</p> <p>Additional support to a defined group of people within the community creates negative sentiment and perception of unfair treatment.</p> <p>Stakeholders do not participate in the delivery of interventions.</p> <p>Ukrainian guests do not engage or take up the support on offer.</p>
8	Who are the key individuals and organisations responsible for the implementation of this work?	<p>Hampshire County Council is the lead authority for the HFU programme and allocates the funding support to district councils on agreed shares and activities.</p> <p>The council will work in partnership with a range of community and voluntary sector organisations, local groups and societies, parish councils and statutory agencies such as DWP.</p>
9	Who implements the policy or project and who or what is responsible for it?	Strategic Housing Service and Community Team Winchester City Council.

		Please select your answer in <b>bold</b> . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	<b>Y</b>	<b>N</b>	Ukrainian families and guests are from a specific ethnic group and this funding is specifically to support them, so other races and ethnic groups are excluded from benefitting from these funds.
10b	What existing evidence (either presumed or otherwise) do you have for this?	Funding from central government (via HCC) is conditional on benefit being for Ukrainian nationals.		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	<b>Y</b>	<b>N</b>	The majority of guest families comprise females and their dependent children. This group has specific needs that might not be appropriately met through all host accommodation. The host vetting process has matched guests with appropriate host

				accommodation.
11b	What existing evidence (either presumed or otherwise) do you have for this?	Guest numbers and demographics demonstrate the number of females and dependent children.		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> <li>• <i>Physical access</i></li> <li>• <i>Format of information</i></li> <li>• <i>Time of interview or consultation event</i></li> <li>• <i>Personal assistance</i></li> <li>• <i>Interpreter</i></li> <li>• <i>Induction loop system</i></li> <li>• <i>Independent living equipment</i></li> <li>• <i>Content of interview)</i></li> </ul>	Y	N	<p>The availability (or ability to adapt) private rented accommodation may result in families or guest with specific needs may result in them not being to find new homes or may experience delay in being able to moving.</p> <p>Community events, social activities and being able to participate in engagement and co-design activities could potential exclude people if there are not planned and arranged to meet specific needs.</p>
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p><b>Disability and housing, UK: 2019, Source ONS</b></p> <ul style="list-style-type: none"> <li>• Disabled people in 2019 were less likely to own their own home, with just 42.4% owning their own home, compared with 53.2% of non-disabled people.</li> <li>• One-quarter (24.7%) of disabled people in 2019 rented social housing, compared with just 8.2% of non-disabled people.</li> <li>• Young disabled people in 2019 (ages 16 to 24 years) were less likely to live with their parents (67.6%) than young non-disabled people (73.1%), but this pattern reverses for ages 25 to 54 years.</li> <li>• Disabled people aged 16 to 64 years (in 2019) with severe or specific learning difficulties were the least likely to own their own home (of all main impairment types), with just 4.1% owning their own home, compared with 42.4% of disabled people overall in that age group.</li> </ul>		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	The Private Landlord and Community Integration work strands are a universal service for all Ukrainian families and guests.
13b	What existing evidence (either presumed or otherwise) do	N/A		

	you have for this?			
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	The Private Landlord and Community Integration work stands are a universal service for all Ukrainian families and guests.
14b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	Ukrainian families and guests are from a specific ethnic group and this funding is specifically to support them, so other ethnic groups are excluded from benefitting from these funds.
15b	What existing evidence (either presumed or otherwise) do you have for this?	The majority of Ukrainians are Eastern Orthodox Christians.		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	The Private Landlord and Community Integration work stands are a universal service for all Ukrainian families and guests.
16b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	The Private Landlord and Community Integration work stands are a universal service for all Ukrainian families and guests.
17b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	The Private Landlord and Community Integration work stands are a universal service for all Ukrainian families and guests.
18b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		

19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	There is potential for groups other than Ukrainians to feel excluded due to the exclusive use of this funding.
20	Can this negative impact be justified on the			<b>Race: YES</b>

	grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: <b>Religious belief: YES</b>
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	<p>Careful planning of communication strategy around the Ukraine work to ensure wider community understanding of the work and the reasons for it.</p> <p>The planning and arranging of engagement and co-design activities by the council will consider these issues as a priority.</p> <p>Commissioned services from organisations will require them demonstrate how they have considered equality, diversity and inclusion within the delivery of the service</p> <p>Local community events, social activities and groups should be supported and advised in ensuring they are accessible.</p>		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

Signed by completing officer	Susan Robbins, Corporate Head of Economy & Community
Signed by Service Lead or Corporate Head of Service	