

## Integrated Impact Assessment – Stage 2 Assessment and Action Plan

### Project Details

<b>Name of project or policy:</b> Redevelopment of Sycamore Grange	
<b>Directorate:</b> Growth and Regeneration	<b>Senior Officer responsible for policy/service:</b> Naz Parkar, Service Director
<b>Service:</b> Homes and Neighbourhoods	<b>Lead Officer responsible for EIA:</b> Michelle Anderson-Dore
<b>Specific Service Area/Policy:</b> Housing Management and Partnerships	<b>Date of EIA (Stage 1):</b> 7 <sup>th</sup> November 2022
<b>EIA (Stage 1) reference number:</b>	<b>Date of EIA (Stage 2):</b> 7 <sup>th</sup> November 2022

### Stage 1 Assessment Summary

Theme	Calculated Scores						Stage 2 Assessment Required
	Proposal	Impact	P + I	Mitigation	Evidence	Overall	
<b>Equalities</b>	10	5.2	<b>15.2</b>	2.5	2	<b>4.5</b>	Yes
<b>Environment</b>		4.6	<b>4.6</b>	0	4	<b>4</b>	No

## A) Equalities Impact – Evidence from Engagement

CONSULTATION WITH KEY STAKEHOLDERS				COMPLETE THIS DETAIL WHEN YOU HAVE DONE YOUR CONSULTATION	
REF No.	Which key stakeholders have you/are you consulted/ing with?	Why have you/are you consulted/ing them (or not?) and what were you/are you looking to find out?	How did you/are you planning to consult them? Date and method of planned consultation	Actual Date of Consultation	Outcome of consultation What have you learned? Do you have actions to complete that will help mitigate any unnecessary negative impact on groups? [move to section B if you do]
1	Tenants currently residing at Sycamore Grange	All tenants (25 as at Nov 2022) will be directly affected by the project. Tenants will be engaged on plans to demolish Sycamore Grange, the engagement will include how Homes and Neighbourhoods will support individual tenants through the process of finding a new home.	Engagement methods will include 1 to 1 conversations, group conversations, surveys/information gathering, dedicated point of contact via telephone and email. Engagement will take place from January 2022		
2	Tenant's families	Family members will seek reassurance that tenants are being supported though the process and offer insight on how Homes and Neighbourhoods can best support the rehousing tenants.	Engagement methods will include 1 to 1 conversations, dedicated point of contact via telephone and email. Engagement will take place from January 2022		
3	Carers, support workers and professionals working with tenants e.g. social care	Will be impacted by the tenant moving and offer insight on how Homes and Neighbourhoods can best support tenants.	Engagement methods will include 1 to 1 conversations, dedicated point of contact via telephone and email.		

			Engagement will take place from January 2022		
4	Golcar Ward Councillors	Ward Councillors will seek reassurance that tenants are being supported through the process and offer insight on how Homes and Neighbourhoods can best support the rehousing tenants, including in circumstances where members are advocating for individual tenants	Engagement methods will include 1 to 1 conversations, dedicated point of contact via telephone and email. Engagement will take place from January 2022		

## B) Equalities Impact – Action Planning

Equalities Impact - ACTION PLAN			Complete this section when you have actually carried out some actions		
REF.No [from section A]	What actions are you going to do as a result of carrying out your consultation?	What do you think these actions will achieve? Will they mitigate any adverse impact on protected groups? Will they foster good relations between people? Will they promote equality of opportunity?	What did you actually do?	When did you do this?	What was the actual outcome? Have you mitigated any negative impact? Have you ensured good relations exist? Have you promoted equality of opportunity?
1	Through engagement with tenants we will have an increased understanding of how we can tailor the support provided for the rehousing tenants. This will result in a specific plan for each tenant.	It is acknowledged that this project is going to have a significant impact on tenants. The approach to have individual conversations with all tenants will seek to mitigate impact on protected groups. The relatively small group of tenants affected will enable a high level of support to be provided - this will help to foster positive relationships through direct support from the Independent Living Officer and Housing Management Officers. Officers will work with carers, adaptations team, early support services and adult social care to further mitigate risks associated with rehousing tenants.			

1	We will keep tenants informed of project developments through individual conversations, group discussions, letters/newsletters and frequently asked questions	Tenants will be reassured that Homes and Neighbourhoods are keeping them informed of progress.			
2	We will engage with family members as they come forward or where Homes and Neighbourhoods have been asked to do so by tenants (with consent)	Family members will play an important roll in supporting the delivery of the project. It is often found that tenants rely heavily on family members to voice concerns they may have.			
3	We will engage with any care professionals working with tenants (with consent)	To ensure that their next home meets tenants specific needs we will engage with professionals working with the tenant. This includes making referrals where there is an unmet need.			
4	We will engage with Golcar ward councillors through regular updates, briefing session and through enquiry routes.	Ward councillors will play an important role in supporting the delivery of the project. Tenants may speak to members to seek reassurance the council is working in their best interest and also to support through their rehousing options.			

## C) Environmental Impact – Evidence from Engagement

CONSULTATION WITH KEY STAKEHOLDERS				COMPLETE THIS DETAIL WHEN YOU HAVE DONE YOUR CONSULTATION	
REF No.	Which key stakeholders have you/are you consulted/ing with?	Why have you/are you consulted/ing them (or not?) and what were you/are you looking to find out?	How did you/are you planning to consult them? Date and method of planned consultation	Actual Date of Consultation	Outcome of consultation What have you learned? Do you have actions to complete that will help mitigate any unnecessary negative impact on groups? [move to section D if you do]
1					
2					
3					
4					
5					

## D) Environmental Impact – Action Planning

Environmental Impact - ACTION PLAN			Complete this section when you have actually carried out some actions		
REF.No [from section C]	What actions are you going to do as a result of carrying out your consultation?	What do you think these actions will achieve? Will they mitigate any adverse impact on protected groups? Will they foster good relations between people? Will they promote equality of opportunity?	What did you actually do?	When did you do this?	What was the actual outcome? Have you mitigated any negative impact? Have you ensured good relations exist? Have you promoted equality of opportunity?