

# Resident Impact Assessment

## Initial Screening and full assessment template

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# 1. Introduction and context

A Resident Impact Assessment (RIA) is a way of systematically and thoroughly assessing policies against the Council's responsibilities in relation to the Public Sector Equality Duty, Human Rights and Safeguarding.

Once completed, the RIA will:

- ▶ Identify whether the proposal needs a full Resident Impact Assessment (RIA).
- ▶ Describe the new or changed policy, function, procedure, service activity or financial decision, its intended purpose and how it will be implemented.
- ▶ Detail which residents are expected to be affected by the policy and the expected impact in relation to:
  - The [Public Sector Equality Duty](#),
  - Safeguarding responsibilities; and
  - Human Rights legislation, specifically with regard to Article 3 and Article 8
- ▶ Identify options for addressing issues raised by the assessments.

The assessment **MUST** use available data to support its conclusions. Where possible this data should be Islington specific but where this is not possible regional or national data can also be used.

The amount of time spent on an RIA should be proportionate to the proposal being assessed. Eg - a small piece of procurement should only need a brief RIA while a major change to a whole service may take much longer.

This template contains tips on how to complete an RIA. More thorough guidance can be found downloaded [here](#).

First complete the **Initial Screening** form below to find out whether a full RIA is required for the proposal under consideration.

## 2. Initial Screening

Please enter your responses in the space provided (the text boxes will expand as necessary):

Title of new or changed policy, procedure, function, service activity or financial decision being assessed:	Redevelopment of Telfer House, Lever Street
Department and section:	Housing Development
Name and contact details of assessor:	Geraldine Medrano Tel: 0208 527 8653
Date initial screening assessment started:	12/08/2014
a) Does the proposal affect fewer than 5 residents?	No
b) Can this proposal be considered as part of a broader Resident Impact Assessment? For example it may be more appropriate to carry out an assessment of a divisional restructure rather than the restructure of a single team. No	
c) Does the proposal affect more than 5 staff. Yes	

If you answered yes to either question (a) or (b) you do not need to conduct an RIA. You still need to get a head of service to sign this form and submit it to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk). If you answered no to both questions **you will need to complete a full RIA – go to Section 3 below.**

If you answered yes to question (c) you need to complete a staff impact assessment. This is a separate document and can be found [here](#).

**From the information given above and from the best of my knowledge there is no need to conduct a full Resident Impact Assessment of this proposal.**

**Staff member completing this form:**

Signed: \_\_\_\_\_

Date:

**Head of Service or higher:**

Signed: \_\_\_\_\_

Date: [Click here to enter a date.](#)

## FULL ASSESSMENT

### 3. The policy, procedure, function, service activity or financial decision

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a) Date full assessment started: 12/08/2014

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b) Title of new or changed policy, procedure, function, service activity or financial decision being assessed? (No word limit)

Redevelopment of Telfer House, Lever Street, to provide 38 newbuild properties.

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c) What is the profile (eg what does data tell us about how many people are affected and their ethnicity, age, gender etc) of the people affected by the change (not including staff)?

Islington residents from all backgrounds will benefit from the newbuild properties which will provide much needed good quality affordable housing within the borough.

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d) What is the purpose of the proposal? (You may need to list more than one purpose eg create savings AND change service delivery)

The purpose is to build more good quality affordable housing to address the acute housing shortages within the borough and improve local communities.

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e) Please provide a general description of how the proposed change will affect people who use the service / whatever is being changed? (No word limit)

This scheme will deliver high quality housing in line with the local housing needs of the existing and future residents in the Borough, and will increase the amount of affordable housing available in the area. This will include wheelchair housing and a mix of 1, 2 and 3 bed family homes with communal amenities, which will encourage social cohesion.

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Go to [Section 4](#)

## 4. Equality

In this section you should analyse how people in different equality groups will be affected by the proposal. The analysis should use available data and estimate of the numbers affected and the severity of the impact.

The protected characteristics you should consider are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Race
- Religion and belief
- Pregnancy and maternity
- Sexual orientation
- Sex / gender

In this section you should also outline actions that can be taken to address the issue. In addition to adapting the proposal, you can also reference on going work and existing services (eg a service may not provide support to disabled people specifically, but another service may carry out this work). Actions should also include monitoring the services to see how things develop.

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### a) Discrimination

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- I. Could the proposal lead to someone being directly or indirectly discriminated against on the basis of their possession of a protected characteristic?
  - It is unlikely that the proposal will directly discriminate against someone but this section should also consider indirect discrimination. Indirect discrimination occurs when a condition is applied equally but has a particular disadvantage for a group with a protected characteristic (if a service was only available on Friday it might make it harder for Muslims to attend)

No, the proposed redevelopment is open to all residents from various backgrounds.

- II. If a risk of direct or indirect discrimination was identified above, how can this be addressed?

N/A

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### b) Equality of opportunity

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- I. How will this proposal affect equality of opportunity for people on the basis of their possession of a protected characteristic?

To answer this you need to consider:

    - Are people with certain characteristics more likely to need the service (or whatever is being changed)?
    - Will people with certain characteristics be more or less likely to be able to access the service?
    - Will people with certain characteristics who access the service be more or less likely to have a positive outcome?
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Existing and local residents will be given priority for the new housing. This will be open to people from various backgrounds.

II. What actions can be taken to improve equality of opportunity?

Islington's Local Lettings policy will be adhered to with regards to this development. This will give priority to Islington local residents from all backgrounds.

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**c) Good relations**

I. How could this proposal affect relations between people who have a protected characteristic and those who do not?

This development will provide a mix of both social and private housing, which will encourage integration of the community, including disabled people, and families from all sections of the local community.

II. What measures could be introduced to foster good relations between people who have a protected characteristic and those who do not?

This scheme will not only provide a mix of 1, 2 & 3 bed housing, but will also provide some communal amenity space for all residents to enjoy, which will encourage social cohesion.

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Go to [Section 5](#)

## 5. Socio-economic, Safeguarding and Human Rights impacts

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### a) Socio-economic impacts

- I. Please describe the expected socio-economic impact of the proposal on residents. Please refer to **section 3.6** of the guidance for more information.

This development will encourage the use of local labour, and also an apprenticeship placement during the development. As the scheme will be a mix of affordable and private housing, this will encourage positive socio-economic benefits to the community.

- II. Please outline any potential alterations that could be made to better target resources at people in deprivation and improve socio-economic impact.

As mentioned above, local labour groups will be utilised, and an apprenticeship placement will be encouraged on this scheme.

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### b) Safeguarding risks

Please describe any safeguarding risks for children or vulnerable adults? Please refer to **section 3.7** of the guidance for more information.

N/A

If potential safeguarding risks are identified then **please contact the Policy and Equality team to discuss further:**  
[equalities@islington.gov.uk](mailto:equalities@islington.gov.uk)

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### c) Human Rights breaches

Please describe any potential human rights breaches that may occur as a result of the proposal. Particular attention should be paid to Article 3 (inhuman treatment) and Article 8 (right to privacy). Please refer to **section 3.8** of the guidance for more information.

N/A

If potential Human Rights breaches are identified then **please contact the Policy and Equality team to discuss further:**  
[equalities@islington.gov.uk](mailto:equalities@islington.gov.uk)

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Go to [Section 6](#)

## 6. Summary: core findings of the RIA

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a) Who will the **proposal** mainly impact? Please provide bullet points summarising the key impacts below:

- Existing and local residents and Leaseholders.
  - Islington Council Officers.
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b) What are the **equality impacts** of the proposal? Please provide bullet points below.

- The scheme will provide good quality affordable housing to a variety of people, including wheelchair users, families, young & old, social & private residents.
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c) What safeguarding **risks** have been identified? Please provide bullet points below.

- None
- 

d) What are the potential **Human Rights breaches**? Please provide bullet points below.

- None
- 

e) Key actions to be taken as a result of this RIA:

Action	Responsible person or team	Suggested date of action
N/A		Click here to enter a date.
		Click here to enter a date.
		Click here to enter a date.
		Click here to enter a date.
		Click here to enter a date.
		Click here to enter a date.
		Click here to enter a date.
		Click here to enter a date.
		Click here to enter a date.
		Click here to enter a date.

List any additional actions in the text box below:

Click here to enter text.

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f) **Monitoring:** what issues should be monitored, i.e. during and after implementation of this policy/change?

Issue to be monitored	Responsible person or team
N/A	


List any additional items to be monitored in the text box below:

[Click here to enter text.](#)

Please sign and date below to confirm that you have completed the Resident Impact Assessment in accordance with the guidance and using relevant available information. A signature must also be obtained from a Service Head or higher.

Please send the completed RIA to [equalites@islington.gov.uk](mailto:equalites@islington.gov.uk) and also make it publicly available online along with the relevant policy or service change.

**Staff member completing this form:**

Signed:  Geraldine Medrano

Date: 20/08/2014

**Head of Service or higher:**

Signed:  Stephen Nash

Date: 20/08/2014