

Equality Impact Assessment (EIA) Tool

Please ensure you have read the [guidance pages](#) prior to completing this tool

Document Control

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Decision (DDM):		Sutton House - Decommissioning of Independent Accommodation & conversion to Temporary Accommodation for homeless.
Code (if applicable):		
EIA please ensure the title and budget booklet as the title used within the budget booklet (Assigned to Pentana):		Debra Ross/Mark Lowe
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Version	Author	Date
1	Debra Ross	6/11/23

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Glossary of Terms

Term	Description
IL	Independent Living
RP	Registered Provider
EIA	Equality Impact Assessment
NCC	Nottingham City Council

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

Sutton House is situated in Radford and currently provides older persons accommodation (55+) for tenants living completely independently. Housing management support is provided according to each tenant’s need based on an annual assessment and is focused on securing additional support for those that need it (eg referral to social care, referral to debt advice).

The proposal is to decommission Sutton House from its current use as Independent Living (IL) accommodation and convert the building for use as temporary accommodation for homeless families. Should the decision be approved, the project will have two stages to it which will impact on two distinct groups of people. The first

stage is the decommissioning of Sutton House which will involve the relocation of the current tenants who are aged 55+ to alternative Independent Living accommodation in the city. The second stage is the refurbishment of the building, which will then be leased to an RP to manage for use as temporary accommodation for homeless families.

1. b. Information used to analyse the equalities implications

Stage 1 - Decommissioning of Sutton House from use as Independent Living (IL) accommodation

The decommissioning of Sutton House will involve the relocation of the 29 tenants to other IL accommodation in the city. As IL is accommodation specifically for people aged 55+ and is located in Radford which is an ethnically diverse area of Nottingham it will inevitably have some impact in particular on older persons and ethnic groups.

The impact of this will be mitigated by the involvement of the councils' relocation team, who will provide support to the tenants throughout their move. Every resident will be offered the opportunity of a personal interview in their own home and can be accompanied by family or friend. Consultation will be ongoing, supported by information being made available in a variety of formats, to maximise involvement. The moves will take account of each residents' individual needs, including any cultural preferences regarding rehousing arrangements and location. To support the decommissioning process, financial assistance and support packages will be in place.

In Sept 2023, a 28 day consultation period began with the current tenants to discuss the possible decommissioning of Sutton House. All were provided with a questionnaire asking their views on the proposal and the impact this would have on them. Of a total of 29 tenants, 8 (27%) have responded and the findings are summarised as follows:

Q1 – What do you think about the proposal to close Sutton House as an independent living community?

- 6 of the 8 respondents did not want to move and felt sad, stressed or disappointed about the decision
- 2 respondents were happy to move.

- 3 respondents referenced that they had lived at Sutton a long time and it would be a big upheaval

Q2 - What will be the impact on you if Sutton House is closed as older persons' housing?

- 2 respondents said it would have a positive impact if accommodated appropriately
- 6 respondents stated that the impact would be the move itself
- 2 respondents stated that the loss of the community would have an impact

Q3 - Do you have any ideas of what could be done to improve the appeal of Sutton House as older persons' housing?

- 2 respondents said better staff presence
- 2 respondents said that Sutton House was not suitable as older persons accommodation

Q4 – If the proposal to close Sutton House is accepted, do you have any preferences or requirements for moving, if needed (for example, is there a particular part of the city that you'd like to live)?

- 4 respondents wanted to stay in the Radford/Lenton area with 2 specifically requesting Garfield Court
- 3 other respondents stated specific localities outside of Radford
- Proximity to a bus stop, access to lift and scooter storage were each mentioned by one tenant

Q5 – Do you have any other comments?

- 2 respondents reiterated their wish for the scheme to remain open

In addition to this, 2 separate consultation events have been held, in the form of meetings held at Sutton House on 21 Sept & 17th October. Of the 29 tenants, 17 attended the consultation events and an additional 3 were visited in their home. The general feedback from these events was that a majority of current tenants enjoyed and were happy living at Sutton House where a clear sense of community has developed. A majority were sad that it was proposed that the property would close. Though some commented they understood the reasons why, A majority also stated that, if they needed to be resettled, that they would prefer to remain in the Radford/Lenton area.

Stage 2 – Refurbishment of building and procurement of RP to provide temporary accommodation for Homeless families

This will provide much needed temporary accommodation appropriate for homeless families. This will be delivered and managed by an RP who will be selected through a compliant call off from the Councils framework of Homelessness Provision which has been subjected to its own EIA.
 This EIA will be updated to reflect any changes that may occur going forward and where any negative impact is identified, appropriate mitigations will be put in place.

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
	People from different ethnic groups	x	x		39% of residents are from a non white British background and 16% are black Caribbean	All tenants' individual needs will be considered as part of the relocation process IL accom becoming vacant in areas which have already been identified as preference for tenants to move to are being held back in readiness to accommodate these moves.	

	Men	x	x		72% of residents are male	All tenants' individual needs will be considered as part of the relocation process	
	Women	x	x		28% of residents are female	As above	
	Trans				Data not currently collected Not recorded	As above	
	Disabled people/ carers	x	x		Some residents have mobility issues and 2 tenants are wheelchair users. The relocation process will provide them with the opportunity for their specific needs to be reassessed and any reasonable adjustments to be provided	As above	
	Pregnancy and maternity				N/A	N/A	
	Marriage/Civil Partnership	x	x		Tenants include 2 married couples	All tenants' individual needs will be considered as part of the relocation process	

	People of different faiths/ beliefs and those with none				Data not currently collected	As above	
	Lesbian/ Gay/ Bisexual people				Not recorded	As above	
	Older	x	x		IL accom. is specifically for people aged 55+	As above	
	Younger			x	N/A – IL accom is for aged 55+		
	Care Experience (Please refer to the guidance notes for further information)			x	n/a		
	Other (e.g. cohesion/ good relations, vulnerable children/ adults), socio-economic background. <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		x		A majority of tenants have stated they enjoyed and were happy living at Sutton House where a clear sense of community has developed. Though some commented they understood the reasons why the decommissioning is being proposed. Some tenants have	The NCC relocation team will support all tenants through the move. One to one visits will be held with each tenant in their home to discuss any concerns they may have and what could be put in place to help alleviate any concerns or stress the move may create. All tenants' individual needs will be considered as part of	

					<p>stated that they would prefer to stay in the Radford/Lenton area</p>	<p>the relocation process. This will include, where possible, relocating them to their preferred areas.</p> <p>All tenants being relocated will be entitled to Statutory homelessness and disturbance payments</p> <p>Tenants will continue to receive personalised contact through an Independent Living Co-ordinator to help them integrate.</p>	
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1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

This project will see the loss of IL accommodation (48 flats) being provided in the city and specifically in the Radford Ward. However, in recent years the demand for IL accommodation has declined and Sutton House has especially seen a steady increase in voids from 9 voids in 19/20 to 19 voids as of October 2023. The average re-let time for flats at Sutton House between 2018 and 2023 is 275 days and as of January 2023 had reached 611 days – the highest for any NCC IL scheme in the city. Sutton House has subsequently been identified as highest priority for decommissioning from its current use. Radford has the highest level of this type of provision per ward in the city. There is currently 1 NCC IL home for every 3.32 residents of the ward over 65 (1 IL) home for every 1.6 residents including RP IL provision. This is the highest level of this type of provision per ward in the City which is a significant contributory factor in low demand for the scheme.

Section 2 – Equality outcome


Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	<p>The councils' relocation team will conduct personal interviews with each tenant in their own home, who can if they wish, be accompanied by family or friend. This will inform the relocation team about each individual preferences and needs.</p> <p>Consultation will be ongoing, supported by information being made available in a variety of formats, to maximise involvement.</p> <p>To support the decommissioning process, financial assistance and support packages will be in place</p>	Catherine Stocks	Sept 2024	
Advance equality of opportunity between those who share a protected characteristic and those who don't	The moves will take account of each residents' individual needs, including any cultural preferences or special adaptations regarding their rehousing arrangements.	Catherine Stocks	Sept 2024	
Foster good relations between those who share a protected characteristic and those who don't	IL accom becoming vacant in areas which have already been identified as preference for tenants to move to are being held back in readiness to accommodate these moves.	Catherine Stocks	Sept 2024	

(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)				
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Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p>	<p>Date sent for advice:</p> <p>13/11/2023</p>
<p>Approving Manager Signature:</p> 	<p>Date of final approval:</p> <p>29/11/23</p>

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
 Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.