



Welwyn Hatfield Borough Council

Equality Impact Assessment

Assessment completed by: Janice White

Name of policy/project/service to be assessed	Decant Policy
At what stage of consultation has this EqIA been prepared?	Pre consultation <input checked="" type="checkbox"/> Post consultation <input type="checkbox"/> No consultation required <input type="checkbox"/>
Method of analysis undertaken and dates	Managers – desktop screening <input checked="" type="checkbox"/> Date: 27/02/25 Employee Forum <input type="checkbox"/> Date: Stakeholder review <input type="checkbox"/> Date:
Who does the policy or service affect?	Customers (public) <input checked="" type="checkbox"/> Internal (staff/Members) <input type="checkbox"/> External (partners/contractors/agencies) <input checked="" type="checkbox"/> Other <input type="checkbox"/>
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	The policy aims to set out our policy approach to cases where a resident has to move from their home either permanently or temporarily (called a Decant). This can happen for a number of reasons, such as disrepair, works which would be too hazardous or disruptive for the resident to stay, or because of demolition/redevelopment/ The policy explains when and why a decant might be necessary, what payments and support a resident may be able to access, and how residents will be supported to find alternative housing.
What equality data is available relating to the use or implementation of the policy, project or service?	

<p>What consultation has taken place in the development or review of the policy, project or service?</p>	<p>The policy has been reviewed and updated, the intention is to undertake consultation with internal colleagues affected by the policy such as the Neighbourhood's and Allocations teams and we also intend to share the policy with residents from the tenants panel to gather their views and input.</p>
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Does the policy have a positive or negative impact on any of the following Protected Characteristic groups covered by the Equality Act 2010?

	Positive	Negative	Neutral	Evidence & Comments
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The borough has a larger younger population; 18.6% are under 15 compared to 11.3% nationally, and a slightly more ethnically diverse population, 19%, compared nationally, 17%. Around 16% of the population is over 65 years old, compared to 18.4% in England. Older people may face additional challenges when going through a decant because they may be less physically able. There could also be an increased risk of social isolation if moved to a new locality.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Someone with a disability may need additional support to move. They may also need consideration to be given to any adaptations in their home, which would need to be relocated or recreated in a new home. There may be factors to consider in relation to Mental Health, such as increased sensitivity to the disruption and stress of moving, the possibility of isolation or a loss of support networks in a new locality.
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The largest ethnic group is White, 78.7% of the population. 78% of the population were born in the UK, and 10% were born in Europe outside the UK. Hertfordshire has the highest proportion of people born in EU member countries than the England average. (Oxford Consultants for Social Inclusion, 2020). About 5.1% of households do not have English as their primary language, with an additional 1.7% having a young person under 17 who can speak English.

				<p style="text-align: center;">Ethnic Groups</p> <table border="1"> <caption>Ethnic Groups Data</caption> <thead> <tr> <th>Region</th> <th>Other ethnic group</th> <th>White</th> <th>Mixed or Multiple ethnic groups</th> <th>Black, Black British, Black Welsh or African</th> <th>Asian, Asian British or Asian We</th> </tr> </thead> <tbody> <tr> <td>Hertfordshire</td> <td>2.1</td> <td>81.8</td> <td>3.8</td> <td>3.7</td> <td>8.6</td> </tr> <tr> <td>East</td> <td>1.4</td> <td>86.5</td> <td>2.8</td> <td>2.9</td> <td>6.4</td> </tr> <tr> <td>England</td> <td>2.2</td> <td>81</td> <td>3</td> <td>4.2</td> <td>9.6</td> </tr> <tr> <td>WHBC</td> <td>2</td> <td>79</td> <td>4</td> <td>6</td> <td>9</td> </tr> </tbody> </table> <p>Consideration may be given to whether someone is able to remain in a community/locality in which they feel comfortable.</p>	Region	Other ethnic group	White	Mixed or Multiple ethnic groups	Black, Black British, Black Welsh or African	Asian, Asian British or Asian We	Hertfordshire	2.1	81.8	3.8	3.7	8.6	East	1.4	86.5	2.8	2.9	6.4	England	2.2	81	3	4.2	9.6	WHBC	2	79	4	6	9
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Gender re-assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>																															
Marriage/Civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>																															

Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	A pregnant woman may require additional help with a move. Moving for families with children is likely to present additional challenges, including the potential disruption to school.

	Positive	Negative	Neutral	Evidence & Comments
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	37.0% of the population identifies as having no religion, 47.2% as Christian, 3.2% as Hindu, and 3.3% as Muslim (source: UK Census 2021). Consideration may be given to the appropriateness of a new or temporary home for cultural or religious reasons. For example, proximity to places of worship or a community of people of the same religion may be an appropriate consideration.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There may be examples where someone lives in single-sex accommodation and this needs to be considered in offers of alternative accommodation.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	None identified

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

For Steering Group use only:

Comments:

24.07.18