



Equality Impact Assessment (EIA) Form

1. Service Area/Directorate

Name of Head of Service for activity being assessed: Hayley Crane, Head of Housing

Directorate: Community Wellbeing

Name of lead person for this activity: Hannah McSherry, Strategic Housing Manager

Individual(s) completing this assessment: Hannah McSherry

Date assessment completed: 29 July 2026

2. What is being assessed

Activity being assessed (eg. policy, procedure, budget, service redesign, strategy etc.)

South Bank Close and Ivy Close lease surrender and procurement of a new long lease holder and housing management provider.

What is the aim, purpose, or intended outcome of this activity?

The purpose of this decision is to seek approval for Midland Heart to surrender its leasehold interest in council-owned properties at South Bank Close and Ivy Close, and to procure a suitable new provider to take a long lease and deliver landlord and housing management responsibilities. The intended outcome is to maintain continuity and stability for residents, protect the Council's property interests, secure a sustainable long-term housing management arrangement, and ensure that accommodation remains available for vulnerable adults with eligible care and support needs. Care and support provision will remain separate from this lease and procurement activity.

Who will be affected by the development and implementation of this activity?

- | | |
|---|--|
| ☒ Service users | ☐ Visitors to the county |
| ☒ Communities | ☒ Carers |
| ☐ Children | ☐ Patients |
| ☐ All staff | ☐ All part-time staff |
| ☐ Staff at a particular location | ☒ Other: families, advocates, care provider, |
- incoming lease holder, Adult Social Care, Revenues and Benefits, Property Services and Commercial Services

Is this:

- ☐ Review of an existing activity/policy
- ☒ New activity/policy
- ☐ Planning to withdraw or reduce a service, activity or presence?

3. Background information and findings

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information, usage data, Census data, feedback, complaints, audits, research)

This assessment has been informed by discussions with Midland Heart, property and dilapidations information, legal advice that the lease opportunity requires procurement because it includes housing management and nominations, current working assumptions on rent, service charges and enhanced Housing Benefit, and the identified need to maintain a clear separation between housing management and care provision.

Summary of engagement or consultation undertaken (eg. who you've engaged with, and how, or why do you believe this is not required)

Negotiations and discussions have taken place between the Council and Midland Heart over the proposed surrender of the lease. Internal engagement has involved Legal Services, Property Services, Adult Social Care commissioners, Commercial Services and Strategic Housing. The Cabinet Member for adults, health and wellbeing, the Cabinet Member for community services and assets, and the ward member have been briefed. Resident, family, advocate and partner communication will be developed once the decision route and procurement arrangements are confirmed, as the procurement should not disrupt day-to-day care and support arrangements.

Summary of relevant findings (it is possible that you will have gaps in your evidence. You must decide whether you need to fill in the gaps now, and if it is feasible to do so. It might be that collecting robust information forms part of your action plan below)

The activity is expected to have a high equality relevance because the residents are vulnerable adults with eligible care and support needs and are likely to include people with protected characteristics, particularly disability and age. The proposal is intended to have a positive impact by preserving suitable accommodation, maintaining continuity of housing management, requiring accessible communication, reasonable adjustments, safeguarding escalation and resident engagement, and ensuring any transition is managed in a proportionate and person-centred way.

Potential negative impacts relate mainly to concerns about disruption during transition, data sharing risks, uncertainty around repairs and dilapidations, and the need to maintain a clear boundary between housing management and care. These risks can be mitigated through careful mobilisation, accessible communication, updated information governance arrangements, robust procurement requirements and ongoing monitoring.

4. The Public Sector Equality Duty

Will this activity have a positive, neutral or negative impact on our duty to:

Equality Duty	Positive	Neutral	Negative
Eliminate unlawful discrimination, harassment, victimisation?	☒	☐	☐
Advance equality of opportunity between different groups?	☒	☐	☐
Foster good relations between different groups?	☐	☒	☐

Explain your rationale here, and include any ways in which you could strengthen the capacity of this activity to promote equality (remember to add anything relevant into your action planning below)

This activity will strengthen the Council's ability to meet the Public Sector Equality Duty by securing continued accommodation for vulnerable adults and requiring the new provider to operate in a way that is person-centred and responsive to residents' needs. The procurement will require bidders to demonstrate reasonable adjustments, accessible communication, resident and advocate involvement, safeguarding escalation, tenancy sustainment, transparent Housing Benefit evidence

and effective working with the care provider. This should help eliminate discrimination, advance equality of opportunity and foster good relations, provided that the transition is carefully planned and monitored.

5. The impact of this activity

Consider the potential impact of this activity on each of the equality groups outlined below and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group. Remember to consider the impact on staff and service users (current and potential) and partner organisations. It may be useful to include data within these sections if you know the diversity make-up of the people likely to be affected.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Rationale
Age (include safeguarding, consent and child welfare)	☒	☐	☐	Residents are vulnerable adults and may include older adults or people whose age interacts with care and support needs. A positive impact is expected because the proposal seeks to maintain stable accommodation and avoid disruption.
Disability (consider attitudinal, physical, financial and social barriers, neuro-diversity, learning disability, physical and sensory impairment)	☒	☐	☐	The decision will positively impact disabled residents by maintaining stable accommodation and requiring accessible, person-centred housing management.
Gender Reassignment (include gender identity, and consider privacy of data and harassment)	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic. The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.
Marriage & Civil Partnerships	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic. The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.
Pregnancy & Maternity (consider working arrangements, part-time working, infant caring responsibilities)	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic. The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
				will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.
Race (including Travelling Communities and people of other nationalities)	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic. The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.
Religion & Belief	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic. The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.
Sex (consider issues of safety, sexual violence, part-time work, and single-sex provision – especially in light of the legal definition of “sex”)	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic. The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.
Sexual Orientation	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic. The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.
Others: carers, care leavers, homeless, social/	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Rationale
economic deprivation (consider shift-patterns, caring responsibilities)				The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from unequal distribution of social, environmental & economic conditions)	☐	☒	☐	No specific positive or negative impact has been identified for this protected characteristic. The decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.

Where a negative impact on any of the equality groups is realised after the implementation of the activity, the activity lead will seek to minimise the impact and carry out a full review of this EIA.

6. Action planning

What actions will you take as a result of this impact assessment?

No negative impacts have been identified, so no remedial actions have been included. This decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.

The procurement documentation will require bidders to demonstrate how they will make reasonable adjustments, communicate in accessible formats, involve residents and advocates, manage safeguarding concerns, support tenancy sustainment and work with the care provider to understand individual needs.

7. Monitoring and review

How will you monitor these actions?

No negative impacts have been identified, so no remedial actions have been included. This decision relates to the lease and housing management arrangements for the accommodation and will apply consistently to all residents. The procurement requirements will ensure that the incoming provider delivers services fairly, lawfully and in line with equality duties.

When will you review this EIA?

The EIA will be reviewed with the new provider upon their appointment.

8. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to give due regard to how they can improve society and promote equality in every aspect of their day-to-day business. This means that they must consider, and keep reviewing, how they are promoting equality in decision-making, policies, services, procurement, staff recruitment and management.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our population, ensuring that none are placed at a disadvantage over others.

Signature of person completing EIA

Hannah McSherry

Date signed

29.07.26

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