

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM:** The City's new housing strategy

**Department:** Development and Growth

**Service Area:** Housing Strategy

**Author (assigned to Pentana):** Graham de Max

**Name of Author:** Graham de Max

**Director:** Paul Seddon

**Strategic Budget EIA** Y/N (please underline)

### screeintip-sectionB

#### **Brief description of proposal / policy / service being assessed:**

This is an equality impact assessment for the city's new housing strategy, 2018-2021. The housing strategy sets out the Council's vision for housing, its key objectives and how along with its partners it will deliver them.

The housing strategy is a hugely wide-ranging document incorporating a significant number of key interventions. Therefore a single EIA of the document will inevitably be very broad in its scope. Many policy interventions may need their own EIAs. For the purpose of the strategy document and its sign off by the Council's executive this EIA will focus on areas which are considered to have **significant** equalities implications.

The overall vision and title of the strategy "Quality Homes for All" is clearly a statement of how the strategy is intended to be inclusive of all needs as far as possible.

### screeintip-sectionC

#### **Information used to analyse the effects on equality:**

The strategy itself has an evidence base drawn from a number of local and national data sources. For the purpose of the EIA, the citywide citizen consultation on the document, carried out in April and May 2018, has provided very helpful feedback.

Some specific meetings were attended during the consultation: A discussion was held at the city's Black and Ethnic Minority Housing Network. This led to a number of suggestions for the strategy from a BME perspective. The group offered to support the work on the EIA; unfortunately time has not allowed for this; however officers from the Council will be able to attend the group in the future as the strategy is implemented and potentially new issues arise.

The strategy was discussed at a meeting of the Council's Directors' Forum. This gave an opportunity for senior managers to feed in thoughts about how the strategy would assist to meet the diverse range of needs within their services.

### screeintip-sectionD

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, <u>looked after children, cohesion/ good relations, vulnerable children/ adults</u> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

<p style="text-align: right;"><a href="#"><u>screeintip-sectionE</u></a></p> <p><b>How different groups could be affected</b> (Summary of impacts)</p>	<p style="text-align: right;"><a href="#"><u>screeintip-sectionF</u></a></p> <p><b>Details of actions to reduce negative or increase positive impact</b> (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</p> <p><b>1. People from different ethnic groups</b></p> <p>The Government published a document called “Ethnicity Facts and Figures” in October 2017, which showed the experience or impact upon BME groups across a range of social issues, including housing. It found that:</p> <ul style="list-style-type: none"> <li>• A higher proportion of BME people lived in both the private rented sector and social housing than white people</li> <li>• A higher proportion of BME people experienced fuel poverty.</li> </ul> <p>Theme Two of the strategy, with its emphasis on the PRS and</p>	

standards within existing housing, including its energy efficiency will have a positive impact on BME groups.

Data also shows that higher proportions of BME people are more likely to be diagnosed with a mental health condition. The strategy's emphasis in Theme Three on meeting the needs of people with mental health issues could have a particularly positive impact on BME people.

The BME Housing Forum mentioned the specific needs of refugees who have leave to remain, particularly in assisting them to find permanent accommodation having been living in Home Office temporary housing whilst their asylum application is assessed.

A number of reports (eg Runnymede Trust, 2017) have shown that continued austerity has had a disproportionate negative impact on BME groups. Theme Five recognises the need to support communities facing the financial challenges of welfare reform.

## **2. Disabled People or Carers**

Ensuring that housing meets the needs of disabled people is central to any housing strategy. The new strategy attempts to set out how we will do this for those with both physical disabilities and learning disabilities and mental health needs.

There were some very robust consultation responses on the needs of people with physical disabilities. These focused on how far the Council was looking at issues of access and the issue of lifetime homes. Additionally, a recent report by the Equality and Human Rights Commission entitled "Housing and disabled people: Britain's hidden crisis" suggested that not enough was being done to ensure the housing needs of people with disabilities were being met.

## **3. Pregnancy and Maternity**

Delivering more social and affordable homes will help to meet the needs of women who are pregnant or have very young children. Actions to improve housing conditions across all tenures and to tackle fuel poverty will also have a positive impact on this group.

## **4. People of different faiths/ beliefs and those with none**

Theme Five of the strategy looks at the role of housing providers in building stronger communities and specifically mentions the role they have to play in community cohesion. Housing providers will be very aware that they are housing people from a range of different faiths and the need to support them, whilst ensuring that services are culturally appropriate.

This specific need is recognised in the draft Homelessness Prevention Strategy

The strategy will be strengthened in this area prior to sign off with an action to carry out further work on this in Nottingham in terms of a review of how it is considering the housing needs of disabled citizens, and how it should respond to recent national findings.

## 5. Older people

Whilst Nottingham has below national average numbers of older people and will continue to do so according to projections, there are specific housing needs amongst older people which need to be met. The aim is to keep people living independently and leading fulfilling lives for as long as possible. Extra care housing supports this aim and the delivery of more of this type of housing is an objective of the strategy.

Older people are more likely to experience fuel poverty, so our aims here will benefit this group.

We also recognise that many older owner occupiers have difficulty maintaining their homes. The Council has supported Age UK with its Home Improvement Agency for many years but now finds itself financially unable to do so. (this was raised in the consultation). The strategy states that we will continue our equity loan scheme to help older people with serious housing repair issues. This has also been delivered in partnership with Age UK

Work with Age UK to explore ways of continuing to provide assistance to older owner occupiers with limited resources to improve their homes

## 6. Young People

It has been highlighted nationally how it is becoming increasingly difficult for young people to get on the housing ladder. The strategy can help to a limited extent by supporting the delivery of housing and affordable products such as shared ownership. But there has to be recognition of how far the City can fix what is a national problem. Private renting is an increasingly important tenure because of lack of access to ownership; therefore much of the strategy's focus is on improving conditions within the PRS. This then benefits the many young people now living within it.

Youth homelessness and getting young vulnerable people into sustainable housing is discussed in Theme Four. The actions to better assess the needs of people with a range of support needs and place in appropriate supported accommodation will have a particular benefit for young people

This specific need is also recognised in the draft Homelessness Prevention Strategy

## 7. Other

- Looked after children: The continued of initiatives such as the use of group care homes using converted Council properties will assist the authority to meet its housing responsibilities towards looked after children
- Cohesion/ good relations: The role of housing providers in community cohesion and the housing aspects of "Nottingham

<p>Together” have been stressed within Theme Five of the strategy</p> <ul style="list-style-type: none"> <li>• Vulnerable children: Providing suitable, safe and sustainable housing is a fundamental base for supporting vulnerable children and their families; this strategy, through the delivery of new homes and raised standards in existing homes helps us to achieve this.</li> <li>• Vulnerable adults: the evaluation of the pilot housing pathway for adults with learning disabilities and mental health issues will inform the effectiveness of our current approach and future direction as we seek to help more adults into supported living as an alternative to residential care.</li> </ul>	
--	--

**Has consultation been done or planned for this proposal?** •Completed ☒ •Planned ☐

[screentip-sectionG](#)

**Has human rights legislation been considered in this proposal?** •Yes ☐ •No ☒ (but see comments above re EHRC report and future actions)

**Outcome(s) of equality impact assessment:**

- No major change needed ☒ •Adjust the policy/proposal ☐ •Adverse impact but continue ☐
- Stop and remove the policy/proposal ☐

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Note when assessment will be reviewed (e.g. Review assessment in 6 months or annual review); Note any equality monitoring indicators to be used; consider existing monitoring/reporting that equalities information could form part of.

The specific actions identified above will be monitored at least 6 monthly. As stated above, many of the actions to deliver the objectives of the strategy will require their own EIAs at the point of implementation.

**Approved by (manager signature):**Graham de Max  
Housing Strategy and Partnership Manager,  
[graham.demax@nottinghamcity.gov.uk](mailto:graham.demax@nottinghamcity.gov.uk) tel  
8763538

**Date sent to equality team for publishing:**29.5.18

Send document or link to:  
[equalityanddiversityteam@nottinghamcity.gov.uk](mailto:equalityanddiversityteam@nottinghamcity.gov.uk)

The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://gossweb.nottinghamcity.gov.uk/nccextranet/index.aspx?articleid=9770>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.