

RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

Under the Equality Act 2010 Protected characteristics are Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Page 6 of guidance. Other areas to note see guidance appendix 1

Name of policy, service or function. If a policy, list any associated policies:	Housing Strategy 2019-2022
Name of service and Directorate	Strategic Housing and Development Service, Housing Adult Care, Housing and Public Health
Lead manager	Sarah Watts
Date of Equality Analysis (EA)	08/01/19
Names of those involved in the EA (Should include at least two other people)	Wendy Foster Hannah Upstone

Aim/Scope (*who the Policy /Service affects and intended outcomes if known*) See page 7 of guidance step 1

Rotherham’s 30 year Housing Strategy was published in December 2012 and set out our long term vision for housing in the borough until 2043:

- People living in high quality homes
- Rotherham Council being the best housing provider in the country
- Reducing the gap between the most and least deprived neighbourhoods, so that everyone can live in safe, healthy and vibrant communities
- Households living in energy efficient homes
- A revitalised town centre with a new urban community

The Housing Strategy is refreshed every three years, to ensure it remains up to date and addresses the most recent challenges and opportunities, and references the latest statistical evidence. The overall aims of the 30 year plan remain the same, but over the next three years there will be an increased emphasis on housing growth and regeneration of the town centre, as well as good health and independence.

Housing is not just bricks and mortar; everyone’s home is a space which is central to every aspect of their lives so it is right that the Housing Strategy’s priorities and themes recognise the contribution housing has towards health, wellbeing, education, the local economy and access to developing skills and securing employment.

It identifies the key housing issues, many of which centre around the ability for local people to be able to access the housing they need. Many people are disadvantaged by the local and nation housing market conditions so the strategy has been developed to

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demonstrate how the Council can assist with regards affordability, access and the right types of homes.

The Strategy has been developed in consultation with residents and tenants, officers, key partners and stakeholders. Consultation on the Strategy began in July 2018 at the annual Tenant's Conference, and has been a regular topic of discussion for Rotherham Strategic Housing Forum members. Presentations and discussions have taken place with a wide range of organisations, community groups and through the Rotherham Together Partnership.

The draft Housing Strategy brings together in a single document, the key housing related aims and objectives from other key strategic plans, including:

- The Rotherham Plan
- Economic Growth Plan
- Homelessness Prevention and Rough Sleeper Strategy (draft)
- Care and Support Accommodation Plan (draft)
- Health and Wellbeing Strategy
- Town Centre Masterplan

The Housing Strategy sets out the Council priorities in relation to housing for the next three years and covers the whole of the borough – therefore includes all tenants and residents of Rotherham.

Access to a choice of good quality housing at affordable prices should be available for everyone, providing access to opportunity and encouraging a positive contribution to society.

The key aims over the next three years are as follows;

- Increasing numbers of new homes being built which meet local need
- The Council playing an increasingly active role in shaping the local housing market through the introduction of new tenures
- The allocation of Council assets to enable more new homes
- Innovation and cross border collaboration to solve housing issues, including the completion of the Modern Methods of Construction Pilot and its role in meeting specific needs
- A new Care and Support Accommodation Plan which will support people to live in their homes for longer or provide alternative homes that may better meet their needs
- Improvements across the private housing sector, created through both support and enforcement
- A vibrant Town Centre which includes high quality accommodation
- Improved levels of tenant satisfaction with their home and neighbourhood
- A new Homelessness prevention and Rough Sleeper Strategy in place to support the most vulnerable residents
- A stronger tenant and resident voice where people feel confident they are heard

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and are able to help shape the future of their homes and neighbourhoods

- Improvements in our ability to measure and demonstrate the wider social value of housing investment, with a focus on health and economic outcomes

What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? See page 7 of guidance step 2

The strategy is underpinned by analysis of housing need and demographic data. Many areas of the strategy focus on increasing a specific housing type so homes can meet local needs. This is often where a particular group of people have been disadvantaged by the local housing market i.e. they cannot afford, or do not have choice in where/how they live. The strategy aims to make housing assessable to all regardless of their income and need. This includes taking a role in increasing the supply to meet local need, as well as enabling and encouraging other stakeholders to increase supply in the private market.

Progress will be reported annually and monitored via the Strategic Housing Forum on a quarterly basis. Performance indicators will include reporting on the numbers of new homes delivered. A proportion of these will be suitable for people particular care needs. Though these will not be reported as part of the main suite of indicators because care and support ready housing takes many forms and cannot be easily recorded. As an example, bungalows, accessible flats, extended accommodation for foster carers, and independent living for autism would all come under this measure but are not limited to a single design.

Demographic

- 263,400 people live in Rotherham Borough, about half living in and around the main urban area of Rotherham. The remainder live in smaller towns such as Wath, Dinnington and Maltby, and in numerous large villages and rural communities, all of which have their own distinct identities
- Rotherham has a similar age profile to the national average and in common with the national trends, the population is ageing. Central Rotherham has a younger population than average whilst the more suburban and rural areas, mainly in the south of the borough, have older age profiles
- One in four residents (25.2%) are aged 60 years or over and 22,500 people (8.5%) are aged 75 years or over. Rotherham has 56,900 children aged 0-17 (21.6% of the population).

Engagement undertaken with customers. (date and group(s) consulted and key findings) See page 7 of guidance step 3

- 3 July 2018 Tenants Conference
- 27 July Thurcroft Gala
- 30 July Landlords forum
- 7 August Learning from Customers Forum
- 16 August Strategic Housing Forum
- 30 August RotherFed AGM
- 4 September Quality Standards Challenge Group
- 8/9 September Rotherham Show
- 19 September Health & Wellbeing Board
- 20 September Improving Places Select Commission

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	<p>26 September Business Growth Board 27 September Green paper consultation workshop 21 November Developers Summit</p> <p>Key themes arising from consultation feedback include:</p> <ul style="list-style-type: none"> • The Council should a key role in a healthy, local housing market • Increasing the supply of council housing particularly for those with care and support needs • Supporting people to access good quality, affordable housing across all types of tenure • Helping first time buyers • Improving the private rented sector and making use of empty homes • Improving the town centre residential offer • Investing in communities and neighbourhoods
<p>Engagement undertaken with staff about the implications on service users (date and group(s)consulted and key findings) See page 7 of guidance step 3</p>	<p>Circulation to housing officers (and related areas) via M3's, SMT, DLT and SLT Strategic Housing Forum (representation from other directorates as well as key partners/stakeholders) 9 November briefing session with John Heeley</p> <p>Key studies such as the Strategic Housing Market Assessment and Private Sector Stock Condition Survey have also contributed to the development of the Strategy and ensure that the statements are fact based.</p>
<p>The Analysis</p>	
<p>How do you think the Policy/Service meets the needs of different communities and groups? <i>Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 and page 8 of guidance step 4</i></p> <p>One of the strategy's key aims is to provide access to more new homes, particularly affordable homes so that vulnerable groups are able to have access to the types of housing they need. Allocation to housing is dealt with via the Council's existing allocations policy. The policy sets out how priority is allocated to people who have specific needs including people with protected characteristics.</p> <p>The strategy is particularly focused on meeting the needs of people with who are currently disadvantaged with regards their housing circumstances such as people with disabilities, or who are of a specific age who disproportionately feel the impact of the economic downturn and welfare reform.</p>	

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The strategy will ensure that more homes are developed to meet the needs of these specific groups. The main issues are in relation to the specific layout, size and tenure of the homes available but a number of policies and procedures support delivery of the Housing Strategy and the wider Housing Service. Each policy is also subject to its own equality impact assessment.

By understanding more about local need and by enabling and delivering a better range of house types, the strategy should support and help remove the barriers that exist for specific groups of people, particularly young and older people who are reliant on welfare support, and those who are physically disabled or have a family member who is and they require ground floor, accessible accommodation.

Analysis of the actual or likely effect of the Policy or Service:

See page 8 of guidance step 4 and 5

Does your Policy/Service present any problems or barriers to communities or Group? Identify by protected characteristics Does the Service/Policy provide any improvements/remove barriers? Identify by protected characteristics

Race. Minority ethnic communities may have an increased need for larger family accommodation. The high demand for larger accommodation is reflected in the strategy and ward housing profiles to ensure more four bed plus homes are delivered where needed.

Race. Gypsy and traveller accommodation – this is not covered in the strategy. Allocation is made based on the Local Plan (planning process) as and when a proposal for accommodation is submitted.

Gender. Women suffering domestic violence requiring access to urgent temporary/permanent support and accommodation – will be addressed in the Homelessness and Rough Sleeper Prevention Strategy (due Spring 2019).

Disability. Older people and those living with mobility issues require access to suitable accommodation. The level of need is understood and, as well as delivering directly, the Council will take on an enabling role in order to ensure sufficient accessible homes are available for use according to local demand.

Age. Young people at risk of Homelessness – this will be addressed through the Homelessness and Rough Sleeper Strategy.

Age. Older people living with mobility issues will be supported through the strategy to access the right types of accommodation. The development and enabling role will assist developers to bring forward the right types of accommodation to meet this need.

There is also evidence to suggest that a higher proportion of people within protected characteristic groups will be reliant on welfare benefits and therefore more likely to require access to affordable housing. The Strategy's aim is to increase overall housing supply and in turn bring forward more affordable housing to assist such groups.

Although, not protected characteristics as such, recognition has also been given to other

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groups of people who may have specific housing needs or who have difficulty accessing the right accommodation, including families where a member gives or needs full time care, foster care, armed forces and veterans. The strategy team will develop a better understanding of such groups and plan how best to assist in terms of policy and procedure review.

What affect will the Policy/Service have on community relations? *Identify by protected characteristics*

The Housing Strategy makes a commitment to providing housing that is accessible to people with a specific housing need – this includes people with a disability, people who are vulnerable because of health issues and those who are disadvantaged because of current housing market conditions such as First time buyers, young people, older peoples and people in receipt of benefits and affected by welfare reform.

The introduction of new housing and additional support services will provide a level of regeneration in communities. The Strategy is closely aligned with the new Thriving Neighbourhoods Strategy, Health and Wellbeing Strategy, and Homelessness and Rough Sleeper Prevention Strategy which has particular focus on vulnerable groups.

Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

Website Key Findings Summary: To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

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Equality Analysis Action Plan - See page 9 of guidance step 6 and 7

Time Period

Manager:..... Service Area:..... Tel:.....

Title of Equality Analysis:

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.

List all the Actions and Equality Targets identified

Action/Target	State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)
Monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.	All	Annual monitoring will provide an opportunity to understand the additional housing needs which have been met through the strategy
Complete further EAs in the future should there be further changes to services resulting from implementing the strategy.	All	Related policy and procedure changes will be subject to individual EIA as required
Refresh housing ward profiles to include a specific section relating to equalities, including:	All	Next refresh April 2019

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<ul style="list-style-type: none"> • Statistics relating to the protected characteristics • Identify how people from the different equality groups will be involved • Detail how the needs of these groups will be taken into account. 			
Name Of Director who approved Plan		Date	

*A = Age, C= Carers D= Disability, S = Sex, GR Gender Reassignment, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.

Website Summary – Please complete for publishing on our website and append to any reports to Elected Members SLT or Directorate Management Teams

Completed equality analysis	Key findings	Future actions
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Completed equality analysis	Key findings	Future actions
<p>Directorate: Adult Care, Housing and Public Health</p> <p>Function, policy or proposal name: Housing Strategy 2019-22</p> <p>Function or policy status: new - strategy refresh (<i>new, changing or existing</i>)</p> <p>Name of lead officer completing the assessment: Sarah Watts</p> <p>Date of assessment:08/01/19</p>	<p>The strategy itself will not directly affect or be affected by the characteristics of any communities or individuals.</p> <p>Any changes to services resulting from implementing the strategy will be subject to their own EA.</p>	<p>Following consultation and any future service changed will be subject to their individual EA's</p>