

## PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

<b>1. Title</b>	
<b>Equality Analysis title:</b> Analysis on impact of town centre house build programme	
<b>Date of Equality Analysis (EA):</b> 05/07/2019 (updated on 27/09/2019)	
<b>Directorate:</b> Adult Care, Housing & Public Health	<b>Service area:</b> Strategic Housing & Development Service
<b>Lead Manager:</b> Jane Davies, Head of Strategic Housing & Development	<b>Contact number:</b> 01709 334970
<b>Is this a:</b>	
<input type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>
<input checked="" type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b> Report seeking approval to use Housing Revenue Account capital resources to deliver 171 homes across three Council-owned sites in the town centre.	

**2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance**

Name	Organisation	Role (eg service user, managers, service specialist)
Jane Davies	RMBC	Head of Strategic Housing and Development
Dave Mason	RMBC	Housing Development Coordinator (Delivery)
Hannah Upstone	RMBC	Housing Development Outcomes Officer

**3. What is already known? - see page 10 of Equality Screening and Analysis Guidance**

**Aim/Scope (who the Policy/Service affects and intended outcomes if known)**

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The scheme is to deliver 171 homes on three Council-owned sites in Rotherham Town Centre. The sites will be mixed tenure to include market sale, shared ownership and council rent.

It is set out in the Housing Strategy how we meet local housing need whilst ensuring our existing residents are living in safe, clean and affordable homes that meet their needs. Therefore these schemes would affect anyone looking for a new home, whether that be rented or for sale.

**What equality information is available? (Include any engagement undertaken)**

- Profile of applicants on Council's Housing Register (numbers of households eligible for age restricted accommodation etc)
- Local population demographic data
- Profile of existing Council tenants
- ARC4 shared ownership report which sets out demand for shared ownership
- Strategic Housing Market Assessment

**Are there any gaps in the information that you are aware of?**

- Limited information re. demand for new housing in the town centre as we are creating a new market
- People who own their homes and want to downsize into ownership of a smaller new build property
- People who own their homes and are seeking to move, who are disabled

**What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?**

One year after the first property completion we will conduct analysis of who is living in the new homes and demand for each site / property type

This will be repeated annually

**Engagement undertaken with customers. (date and group(s) consulted and key findings)**

- Strategic Housing Market Assessment 2018
- Housing Strategy consultation – various groups and meetings including 2018 Tenant Conference, 2018 Rotherham Show etc
- Town centre master plan consultation
- Local Ward Members - consulted at Boston Castle Ward Network events on 9<sup>th</sup> April and 14<sup>th</sup> May 2019.
- Rotherham Strategic Housing Forum (which includes RotherFed and Voluntary Action Rotherham as well as a range of housing associations and other partners) – discussed on 28<sup>th</sup> September 2018 and 11<sup>th</sup> June 2019 with brief verbal updates at intervening meetings.
- Rotherham Voice – town centre businesses – 5<sup>th</sup> February 2019 (presentation on housing programme).

General consensus that residential development is an important part of Rotherham Town Centre’s future and that a range of people could benefit / would be interested, particularly older people who want to live close to shops, services and public transport.

**Engagement undertaken with staff (date and group(s) consulted and key findings)**

- Rotherham Strategic Housing Forum – discussed on 28<sup>th</sup> September 2018 and 11<sup>th</sup> June 2019 with brief verbal updates at intervening meetings.
- Housing Developer Summit – 21<sup>st</sup> November 2019
- Rotherham Town Centre Task and Finish Group (presentation and main focus on housing programme) – 20<sup>th</sup> June 2019.
- Homes England liaison meetings - 14<sup>th</sup> November 2018, 7<sup>th</sup> May 2019.
- Rotherham’s Town Centre and Housing and Regeneration Board – updates to every meeting since the Board was established in Feb 2017.
- Consultation as part of the planning process

General consensus that residential development is

	critical to the wider Masterplan for the Town Centre, its economic vibrancy, making it feel a safer place to visit and live in etc.
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#### **4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)**

**How does the Policy/Service meet the needs of different communities and groups?** (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The main aim of the project is to provide low cost home ownership and Council rented housing near to the town centre which will have a direct impact on disadvantaged communities.

There are no known specific property requirements for the below protected characteristics;

- Sex
- gender reassignment
- race
- sexual orientation
- civil partnerships and marriage

Some religions or beliefs may require separate living spaces for the males and females of the household e.g. living room, dining room.

There is to be a mix of house types from 1-bed apartments to 3 bedroom houses, suiting a wide variety of households including (but not exclusive to);

- Pregnancy and maternity
- parents
- single parents and guardians,
- carers,
- unemployed and people on low incomes
- Older people

There is no supported accommodation on these sites due to the number of existing support accommodation units within the town centre which could affect the below protected characteristics;

- ex-offenders,
- victims of domestic violence,
- homeless people etc.
- looked after children

However as not all of the above will require supported accommodation the council rented properties could be accessed through the normal allocations policy.

It provides Shared Ownership houses for first time buyers and key workers but also Shared Ownership apartments for older downsizers or those coming out of a relationship.

23 of the Council rented properties will be restricted to people aged over 50 or with an assessed priority need which will help older people to access new homes in the town centre.

164 of the 171 homes are designated 'visitable', in terms of accessibility, meaning they benefit from level access from the pavement or a designated accessible parking bay and have the appropriate door widths and an entrance level WC. Circulation spaces provided to access the apartments are generously sized and easy to navigate with no complex layouts. All apartment blocks benefit from lift access to all levels.

**Does your Policy/Service present any problems or barriers to communities or Groups?**

No

**Does the Service/Policy provide any positive impact/s including improvements or remove barriers?**

The scheme provides apartments for Council Rent for singles and couples who are attracted by the concept of Town Centre living but are priced out of the private rented sector. It provides Shared Ownership houses for first time buyers and key workers but these will also be accessible for older downsizers or those coming out of a relationship. It also includes 23 homes for older Council tenants (aged 50+) or tenants with an assessed medical priority need, on a level access site with excellent links to the shops and services in the town centre, which will help to support the establishment of sustainable communities.

**What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)**

The proposed scheme will add 171 households in and around the town centre which will contribute to and grow existing communities.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

## 5. Summary of findings and Equality Analysis Action Plan

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 - See page 11 of the Equality Screening and Analysis guidance

<b>Title of analysis:</b> Council delivery of new homes on Rotherham town centre sites
<b>Directorate and service area:</b> Adult Care, Housing & Public Health, Strategic Housing and Development Service
<b>Lead Manager:</b> Jane Davies, Head of Strategic Housing and Development
<b>Summary of findings:</b>
No remedial actions required. The only action is to monitor the impact of the scheme on communities according to their protected characteristic and this will be done so via an annual report.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Analysis of people living in 171 properties one year after first property completion	All	<b>January 2022</b>
Annual analysis thereafter	All	<b>January 2023</b>

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

## 6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Tom Bell	Assistant Director, Housing	04/10/2019
Anne Marie Lubanski	Strategic Director, Adult Care, Housing and Public Health	04/10/2019
Councillor Beck	Cabinet Member for Housing	04/10/2019

## 7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

<b>Date Equality Analysis completed</b>	05/07/2019
<b>Report title and date</b>	Council delivery of new homes on Rotherham town centre sites – 16 <sup>th</sup> September 2019
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a></b>	

