

## PART A - Initial Equality Screening Assessment

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

### 1. Title

**Title: Update on Site Clusters Programme**

**Directorate:**  
**Adult Care, Housing and Public Health**

**Service area:**  
**Housing**

**Lead person:**  
**Uzma Sattar**

**Contact number:**  
**255048**

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify – This is an update report on the Site Cluster Programme (approved in July 2017) to develop 217 new houses for open market sale, shared ownership sale and affordable rent.**

### 2. Please provide a brief description of what you are screening

The potential impact on individuals with protected characteristics following the development of the 217 new housing units.

### 3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about 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.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		X
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to all the questions above please complete **sections 5 and 6**. If you have answered **yes** to any of the above please complete **section 4**.

#### 4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

*(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)*

The Clusters programme is an innovative partnership between the Council and Wates with both parties committed to its success. The programme is being delivered and overseen by Strategic Housing and Development but continues to require an integrated approach across all directorates, working closely with Children and Young Peoples Services and Adult Care to align the development of specialist housing units to the identified housing needs of people with learning disabilities and young people living in care. In developing the specific proposals for these sites, consultation has taken place with local Ward Members, staff from a wide range of Council services, Homes England, and community consultation throughout the planning stage.

The type of housing has been designed in accordance with the analysis of housing need and demographic data. Consideration has been given to the different tenure types required in the borough and this is often where a particular group have been disadvantaged by the local housing market i.e. they cannot afford, or do not have choice in where/how they live.

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).

To try to address the above housing needs the development includes:

- A mix of apartments designed specifically for older people and allowing people to consider the opportunity to downsize from a larger possibly unsuitable property to a two bedroom apartment that has been designed to consider specific requirements
- Respite Care provision for adults with autism / learning disabilities with one property to accommodate people with physical disabilities
- Housing for young people – emergency accommodation
- Housing for young people focusing on residential care

- Shared ownership homes for families trying to get onto the property ladder

Specific consultation events have been held in the local areas of the proposed development, in addition to:

8/9 September 2017 Rotherham Show  
21 November 2017 Developers Summit

- **Key findings**

*(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)*

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 2-bed apartments to 4 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

The provision of two specialist houses for adults with learning disabilities and / or autism is included, this is respite care provision. Both properties have a platform lift installed, one of the properties has been designated suitable for adults with physical disabilities. Additionally two specialist units have been completed for CYPS: A 5 bed residential care home with a wet room and bedroom on the ground floor designed specifically for a young person with a physical disability, and a 2 bed unit for emergency accommodation for up to 2 young people.

Other individuals with protected characteristics requiring supported accommodation will be able to access council rented properties through the normal allocations policy.

- 15 of the Shared ownership apartments are designed specifically for older people and have been designated for over 55s; the three storey apartment block benefits from circulation spaces provided to access the apartments, all generously sized

<p>and easy to navigate with no complex layouts. The apartments benefit from lift access, wider access doors and corridors. The apartments specifically for older people will allow people to consider the opportunity to downsize from a larger possibly unsuitable property to a two bedroom apartment that has been designed to consider specific requirements.</p> <ul style="list-style-type: none"> <li>The remaining 198 of the 217 homes are designated 'visitable', in terms of accessibility, meaning they benefit from level access from the pavement, have appropriate door widths and an entrance level WC.</li> </ul>	
<ul style="list-style-type: none"> <li><b>Actions</b> (<i>think about how you will promote positive impact and remove/reduce negative impact</i>) <ul style="list-style-type: none"> <li>A full equality analysis is completed.</li> <li>132 of the 217 properties have been completed and are in occupation. Regular updates on site progress are provided and changes to all parties that were consulted.</li> </ul> </li> </ul>	
Date to scope and plan your Equality Analysis:	Completed
Date to complete your Equality Analysis:	Completed
Lead person for your Equality Analysis (Include name and job title):	Uzma Sattar

## 5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Uzma Sattar	Housing Development Co-ordinator	21.05.20
Jane Davies	Head of Strategic Housing and Development	21.05.20

## 6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening 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 of **all** screenings 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 screening completed</b>	21/05/20
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<b>Report title and date</b>	Update on Site Clusters Programme 15/05/20
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	Previous Cabinet reports on the Site Clusters programme dated: 12 <sup>th</sup> September 2016. 10 <sup>th</sup> July 2017 and 19 <sup>th</sup> March 2019.
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	27/05/20