

## 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.

1. Title	
<b>Equality Analysis title:</b> Annual Housing Development Report – 2020/21	
<b>Date of Equality Analysis (EA):</b> 19 <sup>th</sup> August 2020	
<b>Directorate:</b> Adult Care, Housing and Public Health	<b>Service area:</b> Strategic Housing and Development
<b>Lead person:</b> Lindsey Castle	<b>Contact number:</b> 07817419107
<b>Is this a:</b> <input type="checkbox"/> <b>Strategy / Policy</b> <input checked="" type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b>	

**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)
Lindsey Castle	Rotherham Council	Housing Development Coordinator
Asim Munir	Rotherham Council	Tenant Involvement Coordinator (service specialist)
Garry Newton	Rotherham Council	Housing Development Intelligence Coordinator (service specialist)

**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.)

This EA has been produced in support of an upcoming Cabinet report proposing the concept of a housing development programme. Cabinet reports will be produced annually and each report will identify the Council-owned sites proposed for inclusion in the annual programme, to be delivered through a combination of direct delivery by the Council, transfer of land to Registered Provider (Housing Association) partners, and sale of land on the open market.

Whilst this approach means that individual Council-owned sites or strategic acquisition opportunities won't require separate reports to Cabinet, there is still the intention to produce an EA for each individual scheme.

The programme has also been designed to ensure homes are built in a range of areas across the borough including deprived areas where the private sector is unlikely to deliver the homes needed, without public sector intervention. Improving deprived areas through housing and regeneration helps to tackle inequalities. The Strategic Housing and Development Service has already delivered a number of specialist homes on former garage and brownfield sites which support the diverse housing needs across the borough.

Council homes are let via the Allocations Policy, which is currently being reviewed and which will include a full equalities assessment. This will ensure homes are allocated fairly and that no groups with protected characteristics are disadvantaged.

**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). The Housing Occupational Health team assess households to determine their need which leads to a priority of allocation under the current Housing Allocations Policy. A regular review of the profile of people on the housing register takes place in order to plan for the types of new homes needed.
- Local population demographic data
- Indices of Multiple Deprivation (2019)
- Census 2011 (most recent Census undertaken)
- Profile of existing Council tenants (including protected characteristics)
- Strategic Housing Market Assessment
- Intelligence from Strategic Housing Forum which has partners that represent different interests and groups e.g. homelessness and young people etc
- Ward members will receive specific briefings on potential sites in their wards and their feedback will be taken into account and including in individual scheme EAs
- The Strategic Housing and Development service has worked with the Neighbourhood Service to assist with consultation and dissemination information about development in localities, identifying alignment with ward priorities. Again, any feedback will be included in individual scheme EAs

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

None identified following wider discussion with colleagues, and we are seeking to ensure that future housing developments are meeting the protected characteristics identified.

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

The overall progress of the 2020/21 housing development programme will be reported to Cabinet as part of the request to proceed with the subsequent year's programme. Progress will also be reported as part of the Housing Strategy update and action plan (delivery against the four key themes)

For individual schemes, all proposals requiring a decision under delegated powers will be subject to the following at an early stage:

- Briefing to Assistant Director for Housing and Cabinet Member for Housing
- Consultation with applicable ward members

The strategic basis and financial appraisal of an individual proposal will then be subject to the development and sign-off of an appropriate business case, consisting of, as a minimum:

- Strategic Outline Case (SOC)
- Equalities Assessment (Parts A and B as applicable)
- Procurement Business Case (where procurement is required)
- Embed social value commitment through housing development contracts

Furthermore, as part of the routine monitoring of the programme and wider consultation on decisions to be taken, the following established groups and boards will be kept apprised of delivery progress:

- Housing-Growth Finance Workshop (held monthly)
- Housing Senior Management Team (held monthly)
- Housing and Regeneration Programme Delivery Board (held six-weekly)
- Asset Management Board (held monthly)

Decisions will be formally recorded and published.

Surveys will be carried out with the occupants of new homes, and equality and diversity results analysed and compared with other relevant data sets such as the Housing Register. This will allow the Council to understand whether any protected characteristic groups are over or under-represented in new build homes, and take appropriate action if required.

The Strategic Housing and Development Service has also commissioned a ‘new build survey’ to find out more about the people who have moved into recently built council homes. The equalities and diversity information will be analysed and compared against the profile of people on the Council’s Housing Register, so we can identify any potential issues i.e. certain protected characteristics.

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

The Council holds a wealth of housing intelligence data which will be used to determine local housing need and prioritise areas for investment.

The refreshed Housing Strategy 2019-22 was 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.

Overall, the Housing Strategy evidenced that Rotherham needs more homes for older people, people with disabilities, people seeking affordable home ownership and single person households, and there is a clear need for more affordable housing, in general, across the borough. These needs will be reflected in the range of tenure, types and sizes of homes included in the programme.

The local community will be consulted on individual schemes as part of the planning process

<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>The Cabinet Member for Housing has been engaged in the development of the programme from the start. A formal briefing session was held with the Cabinet Member on 2<sup>nd</sup> July 2020. As stated previously, Ward Members will receive specific briefings on potential sites in their wards.</p> <p>A number of other key services and groups (such as Strategic Housing Forum and Housing and Regen Programme Board) have had the opportunity to contribute to the report as part of the cabinet reporting process and their comments and concerns have been addressed within the report.</p>
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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)

Through the housing development programme we aim to meet a range of housing needs based on data and evidence held about local demographics and trends. An assessment of the programme has found that it will enable delivery of homes to suit a variety of households with protected characteristics or within defined groups and will ensure that they can access good quality affordable and well managed homes (for example; families, BME, older people, people with disabilities, single person households)

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

Whilst it is proposed that a number of garage sites will be decommissioned as part of the housing delivery programme, processes and action plans are being developed to decommission the sites. It is not envisaged that decommissioning the garages sites will have a detrimental impact upon communities or groups.

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

The housing provided through the programme will vary from bungalows to family housing.

Based on local intelligence, there is a known shortage of level access accommodation across the borough as well as affordable rent, family homes.

The new homes delivered through the housing development programme will not only

improve an individual's housing or family's situation but could also contribute to reducing pressure on the council housing waiting list and potentially reduce budget pressures on care and support packages, which may be in place to ease the immediate housing issues being experienced.

The delegated powers being sought as part of the report will allow individual schemes to be shaped in consideration of the different housing needs for each area.

**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)

No negative impacts have been identified/are anticipated.

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> Annual Housing Development Report – 2020/21
<b>Directorate and service area:</b> Adult Care, Housing & Public Health. Strategic Housing & Development Service
<b>Lead Manager:</b> Jane Davies
<b>Summary of findings:</b>
No negative impacts have been identified/are anticipated. Therefore an action plan is not required.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)

\*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 of Housing	
Anne-Marie Lubanski	Strategic Director of Adult Care, Housing & Public Health	
Councillor Dominic Beck	Cabinet Member for Housing	

## 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>	19 <sup>th</sup> August 2020
<b>Report title and date</b>	Annual Housing Development Report 2020/21 - 21 <sup>st</sup> September 2020
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	