

## 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	
<b>Title: Housing Strategy refresh 2022-2025</b>	
<b>Directorate:</b> Adult Care, Housing & Public Health	<b>Service area:</b> Housing Services
<b>Lead person:</b> Sarah Watts	<b>Contact number:</b> 01709 336476
Is this a:	
<input checked="" type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>
	<input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>	

2. Please provide a brief description of what you are screening
<p>Rotherham’s Housing Strategy is refreshed every three years and the next version is due to be published in May 2022.</p> <p>The Strategy will set out the Council’s priorities for housing across the borough and by doing so it will aim to reduce barriers that some residents face in accessing safe and secure housing that is suitable for their needs.</p>

### 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 primary aim of the Housing Strategy is to increase housing supply which in turn should have a positive impact on and reduce any barriers that residents face in accessing safe and secure housing that is suitable for their needs.

The development of the Strategy is data and evidence based; and includes using data collected to assess local demographics and demand.

Sources of data include;

- RMBC Housing Register
- Children and Adult Social Care customer records
- Area Housing profiles
- Strategic Housing Market Assessment
- Joint Strategic Needs Assessment

Consultation will be carried out with residents via an online survey (anonymous) and other stakeholders will be consulted on the draft strategy priorities and will be invited to comment during a meeting or via email. A sample of 500 postal surveys will be sent out to random addresses to capture feedback from people who may be unable to access the survey online.

The survey responses will be checked to ensure they are representative of the borough in terms of protected characteristics. And where a cross section of the community is underrepresented then additional surveys or a focus group will be carried out.

A similar exercise of consultation has been carried out recently for the Council Plan, and any housing specific feedback will be considered as part of the Housing Strategy.

- **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)*

The Housing Strategy’s purpose is to address key housing issues, in particular the supply of housing to meet residents’ needs. Many people struggle with accessing the type of housing that they need, however access to the right home disproportionately impacts on older people, young people, carers, care leavers, and a wide spectrum of people who have a disability or health condition.

The Strategy and associated housing policies (such as the Allocations Policy) will have a positive impact by breaking down some of the barriers that people face in accessing housing specific to their needs. The analysis of housing need by different need groups will help ensure that the Strategy has a positive impact across all protected characteristics.

The Strategy will align with other key strategies and frameworks across the Council as part of the “One Council” approach. Links to other key documents;

- Council Plan and Year Ahead Plan
- Housing Service Plan
- Thriving Neighbourhoods Strategy
- Health and Wellbeing Strategy
- Homelessness Prevention and Rough Sleeper Strategy
- Financial Inclusion Strategy
- Tenant Engagement Framework

**Actions**

*(think about how you will promote positive impact and remove/reduce negative impact)*

- Complete a full Equality Analysis
- Ensure evidence used to shape the Strategy is reflective of local demographics
- Monitor equality analysis over the life span of the Strategy to ensure actions are completed
- Consult residents on the proposed content and feedback on progress during the life span of the strategy

Date to scope and plan your Equality Analysis:	November 2021
Date to complete your Equality Analysis:	March 2022
Lead person for your Equality Analysis (Include name and job title):	Sarah Watts Strategic Housing Manager

**5. Governance, ownership and approval**

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

Name	Job title	Date
Jane Davies	Head of Strategic Housing and Development	21 <sup>st</sup> March 2022

## 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 <sup>st</sup> March 2022
<b>Report title and date</b>	Housing Strategy 2022-25
<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>	Cabinet – July 2022
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	21 <sup>st</sup> March 2022