

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	
Equality Analysis title: Rotherham’s Housing Strategy 2022-2025	
Date of Equality Analysis (EA): 17/02/22	
Directorate: Adult Care, Housing & Public Health	Service area: Strategic Housing & Development Service, Housing Services
Lead Manager: Sarah Watts	Contact number: 01709 336476
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

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)
Sarah Watts	RMBC	Strategic Housing Manager
Hannah Upstone	RMBC	Housing Development Outcomes Officer
Jane Davies	RMBC	Head of Strategic Housing & Development Services
Garry Newton	RMBC	Housing Intelligence Coordinator

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.)

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 Strategy sets out the Council's priorities and ambitions for housing across the borough with the primary aim to increase housing supply and reduce any barriers residents face in accessing safe and secure housing that is suitable for their needs.

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

- Strategic Housing Needs Assessment
- Area Housing Profiles
- Joint Strategic Needs Assessment
- Indices of Multiple Deprivation
- Ward Profiles
- Local population demographic data
- RMBC Housing Register
- Intelligence from partners e.g. registered providers

<ul style="list-style-type: none"> • Profile of existing council tenants • Census 2011 • Information received directly from other Council services identifying demand e.g. Adult Social Care, Children’s Services. • The Strategic Housing and Development Service works closely with partners via the Strategic Housing Forum who represent different groups e.g. homelessness, young people etc 	
<p>Are there any gaps in the information that you are aware of?</p> <p>None identified</p>	
<p>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</p> <p>An action plan will be created to accompany the Strategy and annual updates will be provided to the Strategic Housing Forum. Partnership working is key to the delivery of the Strategy so a joint monitoring approach will keep the Council and agencies accountable.</p> <p>Surveys will be carried out with the occupants of new homes and equality and diversity data analysed. 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.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>A full consultation summary has been produced to include both resident, stakeholder and staff feedback.</p> <ul style="list-style-type: none"> • Online survey via RMBC website – 500 postal surveys were sent out to capture the views of people who may not be able to complete the survey online. • The survey was promoted via social media, council and stakeholder bulletins and a press release issued. • The survey was also promoted in resident newsletters, all 25 wards in December 2021, 18,650 subscribers in total. • Attendance at the Strategic Housing Forum: December 2021 and February 2022 (key housing stakeholders) • Gov delivery email subscribers • Rotherfed network; link on website, and shared via all resident and tenant newsletters and groups • Rotherham Partnership Boards and members including;

	<ul style="list-style-type: none"> ○ over 100 employment and skills partners providing front line support to Rotherham residents ○ the Rotherham Families information Service Facebook page (1,842 followers) ○ REMA, Healthwatch, Rainbow Project (LGBTQ), Clifton Learning Partnership, Rotherfed, VAR, Childrens/YPS/families consortium, Unpaid Carers group, Disabilities network, Parent Carers Forum, Carers Forum, Interfaith group, Faith Leaders Group, key leaders for faith groups (Anglican, Methodist, Catholic, Mosques), Age Uk, Older people’s Forum, Adult Neurodiversity support service; Speak Up ○ Business growth board members and town deal and ambitions board <ul style="list-style-type: none"> ● VAR weekly e-bulletin over December 2021 and January 2022 ● Press release (subsequent article in the Advertiser) ● Attendance at the Health and Wellbeing Board January 2022 ● Attendance at the Housing Involvement Panel January 2022 <p>Key findings;</p> <ul style="list-style-type: none"> ● Feedback was supportive of the Council improving the quality of new homes, supporting, and encouraging investment in existing homes and making use of empty homes to help address local housing need. ● High quality housing - 84% ranked in the top 3 most important issue for the borough for residents who responded. ● Empty homes and investment into existing homes featured in the top 3 of half of all respondents ● Affordable housing was the highest ranked priority overall ● Green housing and the use of green technology to improve overall efficiency was supported as a
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	<p>priority. Interest in new technologies and many respondents agreed that the Council should be leading by example.</p> <ul style="list-style-type: none"> • 10% of respondents ranked the town centre in their top 3 priorities. The priority for more homes in the town centre was supported by many respondents to the survey, but it was acknowledged that town centre is also a cross cutting issue which would be better presented and embedded into the other six themes rather than as a standalone priority. • Many respondents also talked about empty homes in relation to addressing homelessness and bringing homes back into use as affordable housing to meet local needs. • Affordability is a major concern, not just in terms of housing costs (mortgage, rent) but also in terms of fuel poverty and overall cost of living. • The final priority, <i>making sure Rotherham's communities' benefit from housing development</i>, has been redefined and is now referred to as <i>strengthening communities</i>. And further clarification and examples will be provided in the Strategy to ensure residents understand what it means.
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<ul style="list-style-type: none"> • CEX briefings • Promotion of online survey • Staff consultation sessions February 2022 • Members seminar February 2022 <p>Staff sessions were well attended and the key priorities were supported.</p>

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)

Age

Young people at risk of homelessness – this will be addressed through the Homelessness and Rough Sleeper Strategy but by increasing the supply of homes and investment in

existing homes, there should be increased opportunities for young people to access the homes that they need.

Care leavers – there are already projects which support care leavers into the right homes, and these are regularly monitored through housing service plans. Also by increasing supply and investing in existing homes, there should be increased opportunities for young people to access to homes that they need.

Older people - by increasing the supply of homes and investment in existing homes, there should be increased opportunities for older people to access the homes that they need. There is also a dedicated section in the Strategy which considers how housing can support people to live independently with the right support.

Disability

People with a disability or health condition – health can determine the type of home an individual needs. By increasing the supply of homes and adapting existing homes, there should be increased opportunities for people who have health conditions to access the homes that they need. The Strategy recognises the increasing need for the right types of homes to help people to live well.

Race

Housing need data is monitored to ensure barriers to accessing housing are reduced. It is recognised that some minority ethnic communities may have an increased need for larger family accommodation, and this is being addressed through the Strategy as we seek to increase the number of larger homes available across the borough.

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.

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

- sex
- pregnancy and maternity
- gender reassignment
- sexual orientation
- civil partnerships and marriage

There is 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 and support. The Strategy's aim is to increase overall housing supply and in turn bring forward more affordable housing to assist such groups in reducing their overall housing costs. Fuel poverty is also a rising concern and will be specifically addressed through the development of the Green Housing Plan this year.

Recognition has also been given to other 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.

- a person/family fleeing domestic abuse

The Strategic Housing Team will develop a better understanding of such groups and plan how best to assist in terms of policy and procedure review.

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

The Strategy aims to remove barriers and have a positive impact on communities and those with protected characteristics.

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

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 people and people in receipt of benefits and affected by welfare reform.

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 introduction of new housing and additional support services will provide a level of regeneration in communities. The Strategy is closely aligned with various other strategies including;

- Thriving Neighbourhoods Strategy
- Health and Wellbeing Strategy
- Homelessness and Rough Sleeper Prevention Strategy
- The Housing Allocations Policy

Each of these strategies and policies will be subject to an individual Equality Analyses.

One of the priorities of the refreshed Strategy is “Strengthening Communities” which considers housing contracts beyond the cost, to ensure that we maximise the economic, social, and environmental benefits. Each new development has the potential to bring community benefits such as employment and training opportunities, and local projects. Some of the benefits are agreed during the planning process. Then ward plans are used to influence where the social currency of contracts is spent at a more local level.

No negative impacts have been identified.

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

Title of analysis: Housing Strategy Refresh 2022-2025
Directorate and service area: Adult Care, Housing & Public Health
Lead Manager: Sarah Watts
Summary of findings:
No negative impacts have been identified/are anticipated.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Analysis of all new developments, to understand the impact of development of those with protected characteristics: <ul style="list-style-type: none"> - Carry out completion reports at the end of each project - Satisfaction survey to all new residents (incl. equality monitoring form) 	ALL	From May 2022
Continue to understand the housing needs of different groups, including those with protected characteristics: <ul style="list-style-type: none"> - update of housing profiles - update housing need tracker - carry out the where do you want to live survey (Dec 2022) 	ALL	Dec 2022

*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
Sarah Watts	Strategic Housing Manager	21 st March 2022
Jane Davies	Head of Strategic Housing and Development	21 st March 2022

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 For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	21 st March 2022
Report title and date	Housing Strategy 2022-25
Date report sent for publication	June 2022
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	21 st March 2022