

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: Housing Acquisitions Policy	
Date of Equality Analysis (EA):	
Directorate: Adult Care, Housing & Public Health	Service area: Strategic Housing & Development
Lead Manager: Garry Newton	Contact number: Garry.newton@rotherham.gov.uk
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)
Garry Newton	RMBC	Housing Development Intelligence Coordinator
Sarah Watts	RMBC	Strategic Housing Manager

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 groups that this policy will primarily affect are those on the housing register and members of the public selling homes to the Council.

Numbers on the housing register fluctuate but the figure is usually over 6,500 households. Many on the housing register will have one or more protected characteristics. Council homes are let to those on the housing register via the Allocations Policy, which is reviewed regularly and is subject to a full equalities assessment. This document ensures new homes are allocated fairly and that no groups with protected characteristics are disadvantaged. Any strategic acquisition through this policy will be let via the Allocations Policy.

As part of the policy, an assessment matrix has been created to ensure that all strategic acquisition opportunities presented to the Council by members of the public are assessed using the same criteria, and that all acquisitions made by the Council using this policy will be made without prejudice to the homeowner and based on housing need, condition of the property and value for money to the Council.

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

- Housing register & existing tenant details are held in the Northgate housing management information system. All details of protected characteristics of tenants and applicants are held and analysed by the Housing Strategy team.
- A record of those applicants with multiple disabilities is kept updated between the Occupational Therapists in Housing Options and Housing Strategy team. This will inform of any adaptations to housing that are required.
- The Strategic Housing Market Assessment is a document assessing housing need in Rotherham.

- Housing Needs Profile – analyses Council housing demand at electoral ward level. This includes data from the Northgate system, including number of bids on Council homes, Council stock levels, Right to Buy sales figures, and recent and forecasted development figures.
- The Joint Strategic Needs Assessment (JSNA)/ Rotherham Data Hub can be used to analyse Council stock and demand data.
- Local population demographic data (Census 2021) is being analysed to look at areas of overcrowding/under occupation.
- Indices of Multiple Deprivation 2019 highlights areas that have particular barriers to housing.

Engagement

- Housing Involvement Panel – The consultation process of the Housing Strategy 2022-25 sought engagement from the panel, and the Housing Acquisitions Policy aims to deliver the key priorities of the Housing Strategy.
- Intelligence from Rotherham Strategic Housing Forum (held every two months) which is attended by partners that represent different interests and groups, e.g. homelessness and young people.

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

No gaps have been identified in the information available to assess housing need for the Housing Acquisitions Policy.

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

All strategic acquisition opportunities that are presented to the Council will be recorded and monitored. Demand is monitored through number of bids made on Council homes that are let for all additional housing stock. This will enable the Council to shape future housing delivery and ensure that housing delivery is spread across the borough as far as possible, so that all communities benefit from the Housing Delivery Programme.

The Policy will be reviewed every two years and its impact assessed. Intelligence used for acquisition opportunity decision making will be from the latest data available.

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

None

Consultation related to housing priorities took place during the most recent Housing Strategy consultation, in 2022, and included the need for more affordable homes to meet local need. The new Policy forms part of the delivery against the Housing Strategy priorities.

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

11.07.23 – staff workshop held to support development of the Policy and ensure alignment with the wider housing service.

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 Housing Acquisitions Policy will allow the Council to meet unmet housing need. Certain communities and locations in the Borough have had no recent delivery of affordable housing, due to a lack of private development to trigger Section 106 planning policy or a lack of Council land to develop. The Policy will allow the Council to acquire properties in all parts of the borough. General analysis of need is carried out at electoral ward level, but a more in depth look into housing need will be carried out for each strategic acquisition opportunity presented to the Council.

Properties acquired will be let through the Housing Allocations Policy, which allocates homes giving priority to those with most pressing needs.

Disability

Any adapted properties presented as strategic acquisition opportunities will be considered and the Housing Strategy team will work with Occupational Therapists in Housing Options to identify suitable households from the housing register.

The Policy can be used to acquire homes for young people with disabilities, transitioning to adulthood with a complex need.

Age, Civil partnerships & marriage and pregnancy & maternity

Any homes for families or for older people looking to downsize will be considered for acquisition using this policy.

The Policy can be used to address the shortage of available accommodation for children leaving care, specifically, single accommodation.

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 new homes acquired will help to improve quality of life for households who are currently living in unsuitable accommodation, including homes which meet the following needs:

- Larger family homes
- Homes for single people
- Homes for older people and people with disabilities and / or support needs

Any acquisitions made through this policy will be let as Council Rent and therefore provide quality, warm, comfortable, affordable homes to those on the housing register.

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 Policy includes the potential acquisition of empty homes. Some empty homes can cause blight and anti-social behaviours in communities; therefore, acquisitions of empty properties can prevent or reduce this.

The properties to be acquired through the Policy will be mostly existing properties, and thus should not have any impact on local services, for example schools, GP surgeries, public transport. The properties will be 'one-off' acquisitions, and, therefore, should cause little disruption in the immediate area.

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 Acquisitions Policy Impact Assessment
Directorate and service area: Strategic Housing and Development Service
Lead Manager: Garry Newton
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Ongoing monitoring of properties acquired, and a profile of tenants allocated to ensure the properties are being allocated as per the Allocation Policy to meet a range of local needs.	All	16/10/25

*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
Peter Kandola	Interim Head of Service SHAD	
James Clark	Assistant Director of Housing Services	

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	03/08/23
Report title and date	Housing Acquisitions Policy
Date report sent for publication	TBC – Cabinet 16/10/23
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	