

## Appendix 7b.

### 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: Housing Capital Programme 2025/26 to 2028/29</b>	
<b>Date of Equality Analysis (EA): 21/01/25</b>	
<b>Directorate: ACH &amp; PH</b>	<b>Service area: Housing Services</b>
<b>Lead Manager: Lindsay Wynn, HRA Business Planning Manager</b>	<b>Contact: <a href="mailto:lindsay.wynn@rotherham.gov.uk">lindsay.wynn@rotherham.gov.uk</a> 07342718601</b>
<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)
Lindsay Wynn	RMBC	HRA Business Planning Manager
Kath Andrews	RMBC	Finance Manager
Paul Elliott	RMBC	Head of Housing Income & Support Services

**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)**

The Housing Capital Programme delivers investment to both Council owned and private homes across the borough.

The impact of the investment is to ensure improved:

- Living conditions
- Energy efficiency and thermal comfort
- Health and wellbeing.

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

The Housing Capital Programme will deliver a broad range of projects. Projects delivered will be underpinned by analysis of housing need and demographic data which has been gained from a variety of sources including:

- Local population demographic data (Census 2021 emerging)
- Profile of existing Council tenants (including protected characteristics)
- Strategic Housing Market Assessment
- Intelligence from Strategic Housing Forum which is attended by partners that represent different interests and groups eg, homelessness and young people etc
- Ward members will receive specific briefings on potential sites in their wards and their feedback will be considered and including in individual scheme EAs
- Ward profiles contain detailed, localised information both profiling housing stock in the ward and demand
- The Strategic Housing and Development service has worked with the Neighbourhood Service to assist with consultation and dissemination of information about development in localities, identifying alignment with ward priorities. Again, any feedback will be included in individual scheme EAs.
- Housing Involvement Panel which includes Council tenant volunteers.
- Data from new rented, shared ownership and open market sales is analysed to understand the equality impact of each development. The profiling of tenants/ owners is also reflected in completions report and any lessons learnt are applied when developing new projects.

Members have been consulted on various aspects of the Housing Capital Programme. This has helped inform the proposed programme.

<p><b>Are there any gaps in the information that you are aware of?</b></p> <p>From January 2024 it has been mandatory to collect protected characteristics for new records as per the equalities and monitoring standard data collection and monitoring form. From November 2024 the system has been updated to ensure any missing fields are captured for existing records. There are gaps in historic data but this should reduce over time.</p>	
<p><b>What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</b></p> <p>Individual Project Managers within the Housing service ensure relevant monitoring arrangements are in place for their programmes/projects.</p>	
<p><b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b></p>	<p>Consultation on the 2025/26 HRA Business Plan (which includes a large proportion of the Housing Capital Programme) is undertaken throughout the year via the Housing Involvement Panel (HIP). The last one being on 14th November 2024. Time was spent with the HIP building an understanding of the HRA Business Plan and looking the impact of the proposed rent increase and additional investment within the plan. The feedback was positive, and it was agreed that a further session would be arranged in Spring/Summer 2025 to build on the understanding and cover investment.</p>
<p><b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b></p>	<p>Meeting with Housing Managers and emails seeking feedback on the business plan and capital investment plans took place throughout August to November 2024.</p> <p>The programme has been developed with support from Council Officers and input from the Strategic Leadership Team and Members.</p> <p>Councillors, staff and partners play a vital role and inform the Housing Capital programme.</p> <p>The need to build additional investment in Council homes and the continuation of the Housing Delivery Programme were both identified as a result of a HRA Business Plan review that was carried out in 2024-25. The findings of the review were shared with the Leader, CEX, Finance colleagues and Housing Managers to ensure there was a shared understanding as to what needed to be achieved in the 2025-26 HRA Business Plan and the 2025-26 HRA Capital Programme.</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)

Through the Housing Capital Programme the Council aim to make positive improvements to housing within Rotherham by:

- Ensuring tenant's homes are safe, decent and thermally efficient.
- Extending the benefits of council housing to more residents by expanding the Housing Delivery Programme.
- Modernising the housing service to enhance customer experience, improve productivity and achieve full regulatory compliance.
- Ensuring people can live independently at home.

This investment will where possible consider the needs of protected characteristics and housing need. This will be done on a programme theme and project basis as an EA will accompany each decision as part of the business case.

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

Extensive consultation take place prior to the delivery of the schemes within the Housing Capital Programme. The aim of this is to minimise potential problems and barriers before delivery. Where possible, additional requirements required to meet any specific needs of a group or individual during the delivery of the works will be accommodated. An example of this would be providing respite in the form of opening local community centres to enable tenants to have a warm quiet environment while works take place within their homes. The data protected characteristic data collected via records on the housing management system will be used to identify potential problems and barriers. As explained in section 3 this data collection is now mandatory and gaps within the data should reduce overtime.

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

**Housing Delivery Programme**

The New Homes Programme responds to the needs of communities for affordable housing through gearing funds towards building 1000 new Council homes by 2026. The tenure, size and type of accommodation (including Disabled person units) has been informed by the Strategic Housing Market assessment.

Council homes are let via the Allocations Policy, for which a full Equalities Assessment has been carried out. This will ensure homes are allocated fairly and that no groups with protected characteristics are disadvantaged.

The Strategic Housing and Development Service contacts tenants who move into new build properties to carry out a follow-up questionnaire or 'new build survey'. This is

done to find out more about the people who have moved into recently built Council homes. Equalities and diversity information is analysed and compared against the profile of people on the Council's Housing Register to identify any potential issues i.e. certain protected characteristic groups being under or over-represented in new build properties.

Quarterly Housing Delivery Programme Cabinet reports ensure that equality implications of approved projects are presented and considered.

### **Improving Homes and Estates**

The Housing Investment Programme maintains investment in housing stock and the wider estate. The programme is asset led utilising data on stock condition to inform the forward programme. As projects are worked up tenant requirements are considered depending on the programme of works. This would enable the delivery of works to be personalised where required. An example of this would be providing respite in the form of opening local community centres to enable tenants to have a warm quiet environment while works take place within their homes.

### **Aids & Adaptations**

The Aids & Adaptations Programme enables people with disabilities to remain in their own homes.

The demographic in Rotherham is aging. Because of this, there is likely to be a proportional year on year increase in the number of referrals for aids and adaptations.

The Aids & Adaptations policy is there to support Council tenants and those living in the private sector to live independently and safely through the provision of equipment and adaptations.

**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)

It is not envisaged that the HRA Capital Programme will negatively impact on community relations.

Consultations will be managed on a project/programme area basis.

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: HRA Business Plan, rent setting and service charges 2025-26</b>
<b>Directorate and service area: ACH &amp; PH – Housing Services</b>
<b>Lead Manager: Lindsay Wynn – HRA Business Planning Manager</b>
<b>Summary of findings:</b>
Following a review of the above there are no adverse impacts identified. Project impacts will be addressed individually by Project Managers and reported where appropriate through the Housing Capital Governance process.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
The Housing Service will monitor the impact on communities and individuals according to their protected characteristic.	All	March 2026
Review this equalities analysis on an annual basis alongside the annual refresh of the HRA Capital Cabinet Report.	All	March 2026

**\*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
James Clark	Assistant Director of Housing	30/01/25
Cllr Sarah Allen	Cabinet member for Housing	31/01/25

## 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>	27/01/25
<b>Report title and date</b>	HRA Capital Programme 2025-26 to 2028-29
<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>	27.01.25