

Appendix 5

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 Delivery Programme – 2025/26	
Date of Equality Analysis (EA): 6 May 2025	
Directorate: Adult Care, Housing and Public Health	Service area: Strategic Housing and Development
Lead person: Alex Young	Contact number: 01709 822098
Is this a: ☐ Strategy/Policy ☒ Service/Function ☐ 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)
Hannah Mitchell	Rotherham Council	Housing Development Coordinator
Alex Young	Rotherham Council	Housing Growth Manger
Nick Ward	Rotherham Council	Place and Quality 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, other groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

This Equalities Analysis (EA) has been produced in support of an upcoming Cabinet report; Housing Delivery Programme – 2025/26. This report provides an update on the Housing Delivery Programme, summarising progress since the previous programme update report approved by Cabinet in July 2024. Several changes are required to the programme and renewed approvals are sought accordingly.

The programme has 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 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 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.

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

The Housing Delivery Programme is underpinned by analysis of housing need and demographic data which has been gained from a variety of sources including:

- Profile of applicants on Council's Housing Register (numbers of households eligible for age restricted accommodation etc). The Housing Occupational Health Team assesses households to determine their need which leads to a

priority of allocation under the Housing Allocations Policy. A regular review of the profile of people on the housing register takes place to help plan for the types of new homes needed.

- Local population demographic data (Census 2021 emerging)
- Indices of Multiple Deprivation
- 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 e.g., homelessness and young people etc
- Ward Members will receive specific briefings on potential sites in their wards and their feedback will be considered and reflected in individual scheme EAs along with other relevant factors.
- 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.

Where possible the Delivery Programme will focus on increasing a specific housing type so homes can meet identified local housing needs. This is often where a particular group of people have been disadvantaged by the local housing market i.e., they cannot afford, or do not have choice in where/how they live. The Programme aims to make housing accessible to all regardless of their income and need. This includes taking a role in increasing the supply to meet local need, as well as enabling and encouraging other stakeholders to increase supply across the private market.

Demographic information

- The Census population of Rotherham in 2021 is 265,800, an increase of 8,200 (+3.2%) compared with the 2011 Census, with around half living in and around the main urban area of Rotherham. The remainder live in smaller towns such as Wath, Dinnington and Maltby, and in numerous large villages and rural communities, all of which have their own distinct identities
- The 2021 Census further shows that Rotherham had 113,900 households, compared with 108,300 in the 2011 Census, an increase of 5,600 or 5.2%. In 2021, 17.7% of Rotherham's population were under 15 years, whilst 25.8% were aged 60 or over. The population of Rotherham aged 60 or over is slightly higher than the England figure of 24.2% and the Yorkshire and Humber figure of 25%.
- Rotherham's young population (under 15) increased from 46,000 in 2011 to 47,100 in 2021 (a 2.4% increase). This increase followed a 6% fall from 48,900 in 2001 to 46,000 in 2011. Whilst the school age population has

increased, the number of children aged 0-4 has decreased from 15,738 in 2011 to 14,600 (a 7.3% reduction). • Rotherham's older population (over 60) has increased from 61,500 in 2011 to 68,600 in the 2021 Census, an 11.5% rise (51,700 in 2001). Rotherham's population is ageing broadly in line with national trends and the percentage aged over 85 increased from 2.1% in 2011 to 2.3% in 2021.	
Are there any gaps in the information that you are aware of? None identified following wider discussion with colleagues, however information has yet to be collected on the programmes completed over the last few years. We are seeking to ensure that future housing developments continue to provide for the protected characteristics identified and will be surveying household in the Council's new properties throughout the remainder of 2025. This will include information on protected characteristics.	
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 Housing Delivery Programme will be reported to Cabinet as part of the request to proceed with the subsequent year's programme. Progress with individual schemes will be reported to Housing Senior Management Team and other meetings/forums as appropriate. Officer decisions will be formally recorded and published. Surveys will continue to 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 act, if required.	
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. A new Housing Strategy has been drafted and is due for approval by Cabinet by December 2025. It sets the direction for housing priorities for 2025-2030. The local community will be consulted on individual schemes as part of the planning process.

Engagement undertaken with staff (date and group(s) consulted and key findings)	The Cabinet Member for Housing has been engaged in the development of the programme from the outset and has been involved in shaping the overall strategic priorities for housing, through the Housing Strategy consultation. Ward Members will receive specific briefings on potential sites in their wards.
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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 Delivery Programme, the Council aims to increase choice and access to more homes, particularly affordable homes. Allocation to housing is dealt with via the Council's Allocations Policy. The Policy sets out how priority is allocated to people who have specific needs including people with protected characteristics.

The Programme will meet a range of housing needs based on data and evidence held about local demographics and trends. By understanding more about local need and by enabling and delivering a wider range of house types, the Programme should support and help remove the barriers that exist for specific groups of people. Particularly young and older people who are reliant on welfare support, and those who are physically disabled or have a family member who is disabled, requiring ground floor, accessible accommodation.

Of the sites listed in this report, consideration is being given to the following specific property types;

- Accessible homes for older people (+55 years),
- Larger family homes (3 and 4 bedrooms)
- Homes for wheelchair user and those with acute medical needs
- Smaller one- and two-bedroom properties

Housing Occupational Therapists are consulted when site layouts are being explored.

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?

Homes delivered through the Programme will help to improve quality of life for households who may currently living in accommodation not suitable for their needs.

Individual schemes will be shaped in consideration of the different housing needs for each area, and the overall programme will include homes that meet the following needs:

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

What effect 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

Title of analysis: Housing Delivery Programme – 2025/26
Directorate and service area: Adult Care, Housing & Public Health. Strategic Housing & Development Service
Lead Manager: Alex Young
Summary of findings:
An assessment of the Programme has found that it will enable delivery of homes to meet a range of needs including people with disabilities, older people, families with children and single people. The Programme will deliver homes which will help to improve quality of life for households who may currently living in accommodation not suitable for their needs. By building in deprived areas where the public sector is not delivering the housing required, and focussing on the needs of local people in those areas, the Programme meets the needs of particular groups of people disadvantaged by the local housing market
No negative impacts have been identified/are anticipated.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor the impact of the housing development programme on communities or groups according to their protected characteristic	All	Ongoing

***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
John Holman	Interim Assistant Director of Housing	23/05/2025
Ian Spicer	Strategic Director of Adult Care, Housing & Public Health	23/05/2025
Councillor Linda Beresford	Cabinet Member for Housing	02/06/2025

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	08/05/2025
Report title and date	Housing Delivery Programme – 2025/26 07/07/2025

Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	13/05/25