

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	
Equality Analysis title: Housing Capital Programme 2026-27 to 2029/30	
Date of Equality Analysis (EA): 5th January 2026	
Directorate: ACH & PH	Service area: Housing Services
Lead Manager: Lindsay Wynn, HRA Business Planning Manager	Contact number: 07342718601
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)
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 homes across the borough.

Capital investment in existing stock will positively impact council tenants' quality of life, financial stability, and housing security:

- **Improved living conditions** - An on-going Capital Programme ensures properties are well maintained and meet decency. This investment will include modernisation of kitchens and bathrooms, structural repairs and replacing outdated heating systems.
- **Energy efficiency and thermal comfort** - Investing in better insulation and renewable energy systems can significantly reduce the energy costs for tenants, this in turn enables them to better manage household budgets and reduce their environmental footprint.
- **Health and wellbeing** - A well-maintained home will prevent issues such as damp, mould and poor ventilation. These can cause or aggravate health issues. Investing in aids and adaptations ensures accessibility, independence, and improved quality of life.

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:

- **2021 Census Demographic information**
 - The Census population of Rotherham in 2021 was 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) which reflects the impact that the pandemic has had on the birth rate.
- 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.
- 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 profile of existing tenants is maintained within the **Housing Management System**. As of September 2025 the profile of existing council tenants showed: 29.63% of tenants have a disability – 44.1% of tenants are Christian, 3.51% Muslim, and less than 0.3% Buddhist, Hindu, Jewish or Sikh. 34.2% of tenants have no religious faith. 45.44% of tenants have no religion. – 92.79% of tenants are heterosexual or straight, 1.18% lesbian or gay, 0.68% bisexual. 91.78% of tenants are white, 1.8% Black African, Caribbean or Black British and 0.56% mixed or multiple ethnic groups
- The **Index of Multiple Deprivation (IMD) 2025 data** has been released by the government, and initial reports show that while Rotherham as a whole still has areas of significant disadvantage, one specific neighbourhood has been named among the **10 most deprived areas in England**. Rotherham has areas with significant deprivation, particularly in housing accessibility and quality, as measured by the Indices of Multiple Deprivation (IMD). The "Barriers to Housing and Services" domain includes geographical proximity to services and wider issues like affordability and homelessness. Areas within the borough have a high proportion of households facing homelessness prevention duties and have a higher prevalence of health conditions and other issues linked to deprivation.
- The Rotherham **Strategic Housing Market Assessment (SHMA)** is a study to understand the need for housing in the area, including both market and affordable housing. It helps determine the quantity and type of homes required to inform local planning policies. The latest study is a combined assessment with Sheffield, as the two areas function as a single housing market. Key findings from the 2019 study include a need for an additional 716 households per year to be supported and evidence of significantly worsening affordability.
- Rotherham **ward profiles** are detailed reports on each of the 25 wards in the Rotherham borough. These profiles cover demographic, social, and economic data including demographics, language, employment, education, health, housing, and crime statistics. Key housing-related topics covered include the number of households, population density, housing prices, and mortgage information, with data sourced from the Census and other reports.
- Ward members will receive specific briefings on potential sites in their wards and their feedback will be considered and including in individual scheme EAs

<ul style="list-style-type: none"> Pilot data from new rented, shared ownership and open market sales is in the process of being collated and analysed to understand the equality impact of each development. 	
<p>Are there any gaps in the information that you are aware of?</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>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>Individual services within the HRA ensure relevant monitoring arrangements are in place for individual projects. The Housing Capital Programme has a robust governance process and is reported monthly to the Housing Capital Programme Board and also to the corporate Capital Monitoring and Delivery Board.</p>	
<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Consultation is undertaken throughout the year via the Housing Involvement Panel. This panel meets bimonthly. The 2026/27 HRA Business Plan and in turn the Housing Capital Programme was presented to the Housing Involvement Panel on 19th November 2025.</p> <p>Housing capital investment in a high ranking priority for our tenants. This consultation is an opportunity for tenants to inform investment plans where possible.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Workshops held with Assistant Director of Housing, Heads of Service and Managers.</p> <p>The Housing Revenue Account Business Plan (of which the Housing Capital Programme is part of) 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 in the review of the Housing Revenue Account Business Plan and the Housing Capital Programme.</p> <p>Following approval there will be effective communication to staff and members and training will be undertaken in-house.</p> <p>Members have been consulted on various aspects of the Housing Revenue Account Business Plan and the planned capital investment. Seminars and Workshops have been held on Housing Growth, Repairs and Maintenance, Cost of Living and Housing Policy updates.</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)

The HRA Business Plan responds to the above concerns by allocating resources to ensure our existing homes are compliant with the **Decent Homes Standard and that they are energy efficient** to tackle fuel poverty (which disproportionately affects vulnerable groups), budget allocations are made for adaptations to meet the needs of disabled and older residents and the plan also allocates resources for **affordable housing delivery** for diverse communities.

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

Extensive consultation will 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 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 protected characteristic data collected via records on the housing management system will be used to identify potential problems and barriers.

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

The **funding for new build housing** will assist vulnerable groups on the housing register as it will increase the supply of new Council housing so reducing the use of temporary accommodation for such groups when they are homeless. It will also increase the number of Disabled person units so meeting the needs of disabled tenants.

Investment in homes and estates will ensure that existing stock is well maintained ensuring better health outcomes and reduced inequalities for tenants.

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 Business Plan, rent setting and service charges report 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

Title of analysis: Housing Capital Programme 2026-27
Directorate and service area: ACH & PH – Housing Services
Lead Manager: Lindsay Wynn – HRA Business Planning Manager
Summary of findings:
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)
Data is now collected on protected characteristics at tenancy sign up and updates are mandatory for existing records when they are edited. Monitor new data for any adverse impacts.	A,D,S,GR,RE,SO,RoB	On-going

***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
Ian Spicer	Strategic Director Adult Care, Housing and Public Health	09/01/26
Councillor Beresford	Cabinet Member for Housing	29/01/26

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	05/01/26
Report title and date	Housing Capital Programme 2026-27
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	12/01/26