

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: Update on Site Clusters Programme | |
| Date of Equality Analysis (EA): 21/05/20 | |
| Directorate: Adult Care, Housing and Public Health | Service area: Housing |
| Lead Manager: Jane Davies | Contact number: 01709 334970 |
| Is this a: | |
| <input type="checkbox"/> Strategy / Policy | <input type="checkbox"/> Service / Function |
| <input checked="" type="checkbox"/> Other | |
| If other, please specify This is an update report on the Site Cluster Programme (approved in July 2017) to develop 217 new houses for open market sale, shared ownership sale and affordable rent. | |

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) |
|-------------|--------------|---|
| Jane Davies | RMBC | Head of Strategic Housing and Development |
| Uzma Sattar | RMBC | Housing Development Co-ordinator |
| Steve Eling | RMBC | Policy Officer |

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 Site Cluster Programme is delivering 217 new homes on seven Council-owned sites in Rotherham. The sites are mixed tenure, including open market sale, shared ownership and council rent. Four of the properties are specialist housing units. Two of these are to provide a respite care and support offer to meet the individual needs of people with learning disabilities and / or autism: One of the buildings has been developed to be autism friendly and the other with equipment for people with physical care and support needs, e.g. ceiling track hoist. The other two are allocated for CYPS, a 5 bed residential care home with a wet room and bedroom on the ground floor designed specifically for a young person with a physical disability, and a 2 bed unit for emergency accommodation for up to 2 young people.

The Housing Strategy identifies how we meet local housing need whilst ensuring our existing residents are living in safe, clean and affordable homes that meet their needs. Therefore these schemes would affect anyone looking for a new home of any tenure.

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

The type of housing has been designed in accordance with the analysis of housing need and demographic data. Consideration has been given to the different tenure types required in the borough and this is often where a particular group has been disadvantaged by the local housing market i.e. they cannot afford, or do not have choice in where / how they live.

Rotherham has a similar age profile to the national average and in common with the national trends, the population is ageing. Central Rotherham has a younger population than average whilst the more suburban and rural areas, mainly in the south of the borough, have older age profiles. One in four residents (25.2%) are aged 60 years or over and 22,500 people (8.5%) are aged 75 years or over. Rotherham has 56,900 children aged 0-17 (21.6% of the population).

To try to address the above housing needs the development includes:

- 15 x 2 bed apartments have been designed specifically for older people, allowing

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| <p>people to consider the opportunity to downsize from a larger possibly unsuitable property to a two bedroom apartment that has been designed to consider specific requirements</p> <ul style="list-style-type: none"> • Respite Care provision for adults with autism / learning disabilities with one property to accommodate people with physical disabilities • Housing for young people – emergency accommodation • Housing for young people focusing on residential care | |
| <p>Are there any gaps in the information that you are aware of?</p> <ul style="list-style-type: none"> • Limited information re. demand for shared ownership housing in Rotherham • Limited information re. older people who own their homes wanting to downsize into ownership of smaller new build apartments | |
| <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> <ul style="list-style-type: none"> • Case studies will be completed of households that have moved into the new properties • Analysis of occupation will be carried out annually to determine who is living in the new homes and the demand for each site / property type | |
| <p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p> | <ul style="list-style-type: none"> • Strategic Housing Market Assessment 2018 • Housing Strategy consultation – various groups and meetings including 2017/8 Tenant Conference, 2017/8 Rotherham Show etc • Consultation with Ward Members from all wards affected • Consultation and engagement with colleagues from Finance, Legal, Procurement, Children and Young People Services, Adult Care and Building Consultancy Team and Asset Management • Community consultation as part of the planning process with key events arranged in local community centres. |
| <p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p> | <ul style="list-style-type: none"> • Housing Developer Summit – 2017 and 2018 • Homes England liaison meetings 2017/2018/2019 • Finance Meetings • Housing and Regeneration Programme Delivery Board – updates to every meeting since the Board was established in 2017. • Pre-application discussions in 2017 as part of the planning process |

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

- **How have you considered equality and diversity?**

(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The Clusters programme is an innovative partnership between the Council and Wates with both parties committed to its success. The programme is being delivered and overseen by Strategic Housing and Development but continues to require an integrated approach across all directorates, working closely with Children and Young Peoples Services and Adult Care to align the development of specialist housing units to the identified housing needs of people with learning disabilities and young people living in care. In developing the specific proposals for these sites, consultation has taken place with local Ward Members, staff from a wide range of Council services, Homes England, and community consultation throughout the planning stage.

The type of housing has been designed in accordance with the analysis of housing need and demographic data. Consideration has been given to the different tenure types required in the borough and this is often where a particular group have been disadvantaged by the local housing market i.e. they cannot afford, or do not have choice in where / how they live.

Rotherham has a similar age profile to the national average and in common with the national trends, the population is ageing. Central Rotherham has a younger population than average whilst the more suburban and rural areas, mainly in the south of the borough, have older age profiles. One in four residents (25.2%) are aged 60 years or over and 22,500 people (8.5%) are aged 75 years or over. Rotherham has 56,900 children aged 0-17 (21.6% of the population).

To try to address the above housing needs the development includes

- A mix of apartments designed specifically for older people and allowing people to consider the opportunity to downsize from a larger possibly unsuitable property to a two bedroom apartment that has been designed to consider specific requirements.
- Respite Care provision for adults with autism / learning disabilities with one property to accommodate people with physical disabilities
- Housing for young people – emergency accommodation
- Housing for young people focusing on residential care
- Shared ownership homes for families trying to get onto the property ladder

Specific consultation events have been held in the local areas of the proposed development, in addition to the following events:

8/9 September 2017 Rotherham Show
21 November 2017 Developers Summit

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

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

- Sex
- gender reassignment
- race
- sexual orientation
- civil partnerships and marriage

Some religions or beliefs may require separate living spaces for the males and females of the household e.g. living room, dining room.

There is to be a mix of house types from 2-bedroom apartments to 4-bedroom houses, suiting a wide variety of households including (but not exclusive to);

- Pregnancy and maternity
- Parents
- Single parents and guardians
- Carers
- Unemployed and people on low incomes

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

The provision of two specialist houses for adults with learning disabilities and / or autism is included, this is respite care provision. Both properties have a platform lift installed, one of the properties has been designated suitable for adults with physical disabilities.

Additionally two specialist units have been completed for CYPS: A 5 bed residential care home with a wet room and bedroom on the ground floor designed specifically for a young person with a physical disability, and a 2 bed unit for emergency accommodation for up to 2 young people.

Other individuals with protected characteristics requiring supported accommodation will be able to access council rented properties through the normal allocations policy.

- 15 of the shared ownership apartments are designed specifically for older people and have been designated for over 55s; the three storey apartment block benefits from circulation spaces provided to access the apartments, all generously sized and easy to navigate with no complex layouts. The apartments benefit from lift access, wider access doors and corridors. The apartments specifically for older people will allow people to consider the opportunity to downsize from a larger possibly unsuitable property to a two bedroom apartment that has been designed to consider specific requirements.
- The remaining 198 of the 217 homes are designated 'visitable', in terms of accessibility, meaning they benefit from level access from the pavement, have appropriate door widths and an entrance level WC.

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)

The Site Cluster programme is providing 217 much needed multi-tenure homes – it will contribute to and grow existing communities. The shared ownership offer allows individuals to enter the housing market.

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

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| Title of analysis: Update on Site Clusters Programme |
| Directorate and service area: Adult Care, Housing and Public Health |
| Lead Manager: Jane Davies |
| Summary of findings: |
| No remedial actions required. The only actions are related to monitoring occupation and demand. <ul style="list-style-type: none">• Case studies will be completed of households that have moved into the new properties• Analysis of occupation will be carried out annually to determine who is living in the new homes and the demand for each site / property type |

| Action/Target | State Protected Characteristics as listed below | Target date (MM/YY) |
|--|---|---------------------|
| Case studies will be completed of households that have moved into the new properties | ALL | Summer 2021 |
| Analysis of occupation will be carried out annually to determine who is living in the new homes and the demand for each site / property type | ALL | Summer 2021 |
| Analysis of any stair-casing of the shared ownership properties | ALL | Summer 2021 |

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***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 |
|---------------------|---|------|
| Tom Bell | Assistant Director, Housing | |
| Anne Marie Lubanski | Strategic Director, Adult Care, Housing and Public Health | |
| Councillor Beck | Cabinet Member for Housing | |

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.

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| Date Equality Analysis completed | 21/05/20 |
| Report title and date | Update on Site Cluster Programme |
| Date report sent for publication | 01/06/20 |

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| Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk | 27/05/20 |
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