

## 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:</b> Strategic Acquisition of 12 new homes at Highfield Farm, West Melton	
<b>Date of Equality Analysis (EA):</b> 9 <sup>th</sup> June 2020	
<b>Directorate:</b> Adult Care, Housing & Public Health	<b>Service area:</b> Strategic Housing and Development
<b>Lead person:</b> Liz Hunt / Lindsey Castle	<b>Contact number:</b> 01709 255043
<b>Is this a:</b> <input type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input checked="" type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b> Cabinet report seeking approval to acquire (purchase) 12 new homes to increase the Council's social housing stock and help address waiting list demand.	

**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)
Liz Hunt	Rotherham Council	Affordable Housing Coordinator (service specialist)
Dave Bagnall	Rotherham Council	Housing Delivery Manager
Jane Davies	Rotherham Council	Head of Service, Strategic Housing & Development

**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.)

This EA has been produced in support of an upcoming Cabinet report seeking to acquire 12 units (six bungalows and six houses) as strategic acquisitions on a new development in West Melton. The acquisition of 12 new homes will increase the provision of affordable housing within the borough and be available to a wide demographic.

The bungalows will be suitable for older people and those with an assessed medical need for level access accommodation. Anyone registered and assessed for this type of accommodation who is living in accommodation which does not currently meet their needs will have the option to bid to move into the bungalows. This will help reduce pressure on the council housing waiting list and potentially reduce budget pressures on care and support packages.

The new houses are expected to suit a variety of households and will be available as general needs homes, again in line with the Council's allocation policy.

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

- Profile of applicants on Council's Housing Register (numbers of households eligible for age restricted accommodation etc). The Housing Occupational Health team assess households to determine their need which leads to a priority of allocation under the current Housing Allocations Policy. A regular review of the profile of people on the housing register takes place in order to plan for the types of new homes needed, such as the bungalows proposed.
- Local population demographic data
- Profile of existing Council tenants
- Strategic Housing Market Assessment

<b>Are there any gaps in the information that you are aware of?</b>	
None identified following wider discussion with colleagues.	
<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>	
The impact of the allocation of the units will be monitored through the Housing Allocations policy to understand any impact on the housing register and current applicants.	
<b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b>	<p>The case for acquiring units from new build developments is based on statistical evidence.</p> <p>The local community has been consulted on the overall scheme as part of the planning process.</p>
<b>Engagement undertaken with staff (date and group(s) consulted and key findings)</b>	<p>The Cabinet Member for Housing was briefed on the proposal to acquire new homes from the development on 12th March 2020, and Hoover ward members were briefed on 28th April 2020.</p> <p>A number of other key services have had the opportunity to contribute to the report as part of the cabinet reporting process and their comments and concerns have been addressed within the report.</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 bungalows are specifically designed to meet the needs of older people and those with an assessed medical need for level access accommodation (Age / Disability characteristics). It will provide the opportunity to live independently for longer with less care and support.

The new houses are expected to suit a variety of households with protected characteristics or within defined groups, including (but not exclusive to):

- pregnancy and maternity
- parents
- single parents and guardians
- carers

- unemployed and people on low incomes

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

The bungalows will be subject to a local lettings policy for over 50's or those with an assessed medical need for level access accommodation.

Although the priority will be for these protected characteristics, others will be able to apply if there is insufficient take up from the priority groups identified.

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

Based on local intelligence, there is a known shortage of level access accommodation across the borough, particularly in the locations identified. Data shows the number of bids, per new bungalow advertised via the housing register, is significantly above the borough average.

Service users living in accommodation which is not currently suitable for their needs will be assessed and may have the option to move into these properties. This will not only improve an individual's housing situation but could also contribute to reducing pressure on the council housing waiting list and potentially reduce budget pressures on care and support packages, which may be in place to ease the immediate housing issues being experienced.

There is also a shortage of affordable rent, family homes across the borough. The Council has not built or purchased any new homes in West Melton since 2012. These additional homes will also contribute to reducing pressure on the council housing waiting list and improve several families housing situations.

**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)

As the units are part of a wider development scheme, a negative impact is not 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

<b>Title of analysis:</b> Strategic Acquisition of 12 new homes at Highfield Farm, West Melton
<b>Directorate and service area:</b> Adult Care, Housing & Public Health. Strategic Housing & Development Service
<b>Lead Manager:</b> David Bagnall, Housing Development Manager (Resources)
<b>Summary of findings:</b>
No negative impacts have been identified/are anticipated. Therefore an action plan is not required.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)

\*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 of Housing	
Anne-Marie Lubanski	Strategic Director of Adult Care, Housing & Public Health	
Councillor Dominic 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 <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> 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 <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> 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>	8 <sup>th</sup> June 2020
<b>Report title and date</b>	Strategic Acquisition of 12 new homes at Highfield Farm, West Melton. 13 July 2020
<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>	

