

## Equality Impact Assessment for Housing Strategy 2015-2020

<b>Section</b>	Policy	<b>Officer(s) responsible for the screening/scoping</b>		Renata Mosz  Reviewed with partner organisations July 2014 and October 2014. Reviewed again with the Chair of the multi-agency District Housing Forum following finalisation of the action plan in March 2015.	
<b>Name of Policy/Strategy to be assessed</b>	Housing Strategy 2015-2020	<b>Date of final assessment</b>	12 March 2015	<b>Is this a proposed new or existing policy/strategy?</b>	New strategy.
<p><b>Note</b></p> <p>Partners and the public helped to determine the actions in the Housing Strategy Action Plan. Partners will be involved in delivering many of these actions. The District Council will biannually monitor and update the Action Plan; this may include adding new actions. The Council will share this information with partners.</p>					
<b>Signature of responsible officer (to be signed after the EqIA has been completed)</b>		Renata Mosz			

**Please Explain:**

<b>Stage 1 – Scoping and Defining</b>	
<p>(1) What are the aims and objectives of policy/service?</p>	<ul style="list-style-type: none"><li>• To ensure the Housing Strategy fully incorporates the Homelessness Review &amp; Strategy and the Private Sector Housing Strategy.</li><li>• To identify and evidence the priority housing issues facing the District.</li><li>• To interpret and link with relevant internal and external strategies, plans and needs assessments including but not limited to<ul style="list-style-type: none"><li>○ Stratford-on-Avon District Council’s Corporate Strategy,</li><li>○ Core Strategy</li><li>○ Social Inclusion Statement</li><li>○ South Warwickshire Community Safety Partnership Plan (the crime and disorder strategy)</li><li>○ CWLEP (Coventry and Warwickshire Local Enterprise Partnership) Strategic Economic Plan</li><li>○ Joint Strategic Needs Assessment and Better Care Programme</li><li>○ Housing related support programme</li><li>○ Priority Families programme</li><li>○ Safeguarding Adults programme</li></ul></li><li>• To justify and describe the strategic actions to be taken to improve the quality and mix of housing; to improve provision for some vulnerable groups; and to contribute to more sustainable communities and a reduction in socio-economic inequalities.</li><li>• To encourage Government, partner agencies and individuals to invest in housing in the District.</li></ul>

<p>(2) How does the policy/service fit with the organisation's wider objectives?</p>	<p>As (1) above and:</p> <ul style="list-style-type: none"> <li>• To address any emerging housing issues; incorporate all strategic matters relating to private housing; and deal in detail with the housing needs of older people and the accommodation needs of Gypsies and Travellers.</li> <li>• To articulate a Housing Strategy that complements other strategies and plans.</li> </ul>
<p>(3) What are the expected outcomes of the policy/service?</p> <p>Who is intended to benefit from the policy/service and in what way?</p>	<p>Expected outcomes:</p> <ul style="list-style-type: none"> <li>• A more balanced housing market.</li> <li>• More affordable homes.</li> <li>• Improved condition of housing in the District.</li> <li>• More options and support for key groups of vulnerable people.</li> <li>• Less homelessness.</li> <li>• Commitment to continued partnership working.</li> </ul> <p>Who benefits:</p> <ul style="list-style-type: none"> <li>• All District residents, who will enjoy more choice in where they live, better quality homes, and stronger communities.</li> <li>• People who cannot afford or cannot access market-priced housing, through the continued enabling of affordable homes.</li> <li>• People who need help to live independently at home, through wider housing options, continued provision of support, and financial assistance for adaptations.</li> <li>• People at risk of homelessness, through more preventative programmes, support, and wider housing options.</li> </ul>

(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group? Please identify all groups that are affected	RACE/ETHNICITY - No	SEX - No	AGE - No	GENDER REASSIGNMENT - No
	RELIGION/ BELIEF - No	PREGNANCY/ MATERNITY - No	DISABILITY - No	SEXUAL ORIENTATION - No
Other – please specify	Other groups of vulnerable people e.g. people who sleep rough, people with an offending past, young people in care and care leavers.			
	<p><i>Notes</i></p> <ol style="list-style-type: none"> <li>1) The policies and actions of the Housing Strategy affect all the groups listed in above but are likely to have a neutral or net positive impact.</li> <li>2) It is essential that actions concerning older people <i>and</i> younger people i.e. those under pensionable age, are delivered. The delivery of actions concerning older people but not younger people or vice versa could result in indirect discrimination on the grounds of age.</li> </ol>			
(5) Are there any obvious barriers to accessing the service?	No. The Strategy takes account of the fact that outreach work is required to engage with some people e.g. people who sleep rough, older people.			
(6) How does the policy/service contribute to promotion of equality?	See points (1) (3) and (4) above.			
(7) Does the policy/service have the potential to promote good relations between groups?	Yes. Sharing information, evidencing need and joint working across different client agencies and with clients increases the understanding of the needs of other people.			

<b><u>Stage 2 - Information Gathering</u></b>	
(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?	See page 1 of this Assessment.

(2) What consultation data has been used? What new consultation, if any, do you need to undertake?	See page 1 of this Assessment and the Housing Strategy <i>Evidence log including consultation and a review of homelessness</i> .
--	--

<b>Stage 3 – Making a Judgement</b>	
-------------------------------------	--

<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group?</p> <p>Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities</p>	<p>The Strategy will have a neutral or positive impact in respect of all the equality strands.</p> <p>There is insufficient accommodation and or housing-related support and care for some groups e.g.</p> <ul style="list-style-type: none"> <li>• Older people.</li> <li>• Younger people including those in care or care leavers.</li> <li>• Some other groups of vulnerable people.</li> <li>• People who cannot afford market-priced housing.</li> </ul> <p>Disabled people and older people are disproportionately represented among low income households, and are thus more likely to need additional financial support to live independently.</p> <p>Older people are more likely to be disabled than younger people, and thus need different housing choices.</p>
--	---

(2) If there is an adverse impact, can this be justified?	The Strategy itself has no adverse impacts.
---	---

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	As detailed in the Housing Strategy Action Plan.
---	--

<p>(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?</p>	<p>There are some positive impacts, because the Strategy promotes:</p> <ul style="list-style-type: none"> <li>• The continued expansion of housing, support and care for older people and or people with disabilities.</li> <li>• Actions enabling more people to live at home through a programme of property adaptations and other assistance.</li> <li>• The provision of housing and support for younger people and other vulnerable groups.</li> <li>• Provision of appropriate facilities and good management on authorised Gypsy and Traveller sites.</li> </ul> <p>Many of the actions in the Strategy contribute to less inequality in the District. See also Stage 1.</p>
--	---

<p><b>Stage 4 – Action Planning, Review &amp; Monitoring</b></p>																														
<p>If No Further Action is required then go to – Review &amp; Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	EqIA Action Plan																													
<p>(2) Review and Monitoring State how and when you will monitor policy and EqIA Action Plan</p>	<p>See <i>Note</i> on page 1 for details of how the strategy will be monitored. The EIA is scheduled to be fully reviewed three years after the adoption of the Strategy. However, it will be reviewed earlier if something occurs before that date, which adversely affects any of the above groups.</p>																													
	<table border="1"> <thead> <tr> <th data-bbox="860 847 1128 922">Action</th> <th data-bbox="1128 847 1382 922">Lead Officer</th> <th data-bbox="1382 847 1632 922">Date for completion</th> <th data-bbox="1632 847 1886 922">Resource requirements</th> <th data-bbox="1886 847 2125 922">Comments</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Action	Lead Officer	Date for completion	Resource requirements	Comments																								
Action	Lead Officer	Date for completion	Resource requirements	Comments																										