

Appendix 2

Equality Impact Assessment


Section	Housing Policy & Development Team
	<p>Renata Mosz in collaboration with the three joint chairs (Citizens Advice South Warwickshire, Homelessness Link and the District Council’s communities and social inclusion policy officer) of the independent multi-agency Stratford-on-Avon District Housing Forum.</p> <ul style="list-style-type: none"> • Aim of the Forum To work strategically in partnership as an independent Forum to improve the housing and support options of all people in Stratford-on-Avon District who are experiencing housing difficulties, or who are at risk of experiencing housing difficulties. • First objective of the Forum To inform the development of the District Housing Strategy (includes the Homelessness Review & Strategy and Private Sector Housing Strategy) and other relevant strategies and to implement, monitor, evaluate and review relevant actions.
Name of Policy/Strategy to be assessed	The Sustainable Homes Sustainable Communities Stratford-on-Avon District Housing Strategy 2021-2026
Date of Assessment	9 January 2024 (finalised). Noted by The Cabinet 12 February 2024.
Is this a proposed new or existing policy/strategy?	Existing. The Equality Impact Assessment (EQIA) for the Strategy in February 2021 stated that the


	EQIA would be updated by February 2024.
Signature of responsible officer (to be signed after the EqIA has been completed)	Renata Mosz


Once completed please send a copy of the Equality Impact Assessment Report including relevant data and information to Tina Brain.

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS

 High relevance/priority

 Medium relevance/priority

 Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership		
The Sustainable Homes Sustainable Communities Stratford-on-Avon District Housing Strategy 2021-2026	✓				✓		✓					✓			✓	✓					✓		✓				✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes, please explain how.																								Yes. Provision of good quality housing and housing related support.			
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes, please explain how.																								Yes. Provision of appropriate accommodation, physical adaptations and telecare.			

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<p><u>Stage 1 – Scoping and Defining</u></p>	
<p>(1) What are the aims and objectives of Plan/Strategy/Service/Policy?</p>	<p>The Sustainable Homes Sustainable Communities Stratford-on-Avon District Housing Strategy 2021-2026 incorporates the District Homelessness Review, District Homelessness Strategy including people who sleep rough, and District Private Sector Housing Strategy. The views of partners and the public informed and shaped the Strategy.</p> <p>The Strategy is in three sections:</p> <ol style="list-style-type: none"> 1. Evidence Log The Log includes the original Equality Impact Assessment, consultation outcomes, statistics and information. The Log is the starting point for the Strategy and the Authority’s statutory review of homelessness. 2. The Housing Strategy itself 3. Action Plan The Action Plan is a live document that is shared with partners. Partners continue to help inform and deliver the Action Plan. The Council’s Cabinet monitors and updates the Plan twice a year. <p>The aims of the Strategy are:</p> <ol style="list-style-type: none"> 1) To support communities and build sustainable homes. 2) To improve existing housing and help people live independently. 3) To prevent homelessness and reduce the harm caused by it. <p>The Strategy</p> <ul style="list-style-type: none"> • Identifies and evidences the priority housing issues in the District.

<p><i>Continued</i></p> <p>(1) What are the aims and objectives of Plan/Strategy/Service/Policy?</p>	<ul style="list-style-type: none"> • Links to other strategies, plans and work e.g. <ul style="list-style-type: none"> ○ Stratford-on-Avon District Council’s Council Plan Stratford-on-Avon District Council’s Climate Change Emergency Declaration ○ Local Development Scheme including the Core Strategy and the South Warwickshire Local Plan ○ Social Inclusion Partnership: Growing Opportunities Plan ○ Warwickshire Violence Against Women and Girls Strategy/ Safer Accommodation Strategy ○ Safer South Warwickshire Community Safety Partnership Plan ○ Economic Development Strategy for South Warwickshire ○ Health and Wellbeing Strategy • Justifies the strategic actions to meet the aims of the Strategy. • Enables Government, partner agencies and individuals to invest in housing in the District.
<p>(2) How does it fit with Stratford District Council’s wider objectives?</p>	<p>See 1 above.</p>

(3) What are the expected outcomes?

Expected outcomes:

- A more balanced housing market.
- Additional affordable homes.
- Improvements to existing housing.
- Better housing and support options for local people, and more people enabled to successfully live independently.
- Less homelessness.
- Commitment to continued partnership working.

Who benefits:

- Local residents who will enjoy greater choice about where they live, better quality homes, and stronger and more sustainable communities.
- People who need affordable homes because they cannot afford or access suitable market-priced housing.
- People who need help to live independently at home, through wider housing options, continued provision of support, and financial assistance for adaptations.
- People at risk of homelessness, through more preventative programmes, support, and wider housing options.

(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)

All groups with protected characteristics will benefit because the Strategy affects all residents. All impacts will be neutral or positive.

However, the Strategy will have the greatest impact on the following protected characteristics:

- Gender

For some groups of people i.e.

Single parents are mostly women and struggle more than other households to afford market accommodation.

Victims of domestic abuse – the majority are women.

Single people who are homeless – most are men.

- Disability

Such people particularly struggle to find suitable and affordable market accommodation and support, and or require adaptations / telecare to enable them to continue to live in their existing homes.

- Age

People at the ends of the age spectrum i.e. young people and older people also struggle to access suitable and affordable market accommodation.

In addition, race may become a bigger issue as the District deals with asylum seekers and with what happens to people currently housed by the Government. Sites are required for Gypsies and Travellers.

All housing front line services continue to monitor the provision of services to people with protected characteristics. This monitoring shows no evidence of discrimination.

Stage 2 - Information Gathering

(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	See Stage 1 of this Assessment.		
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	See Stage 1 of this Assessment and the Housing Strategy <i>Evidence Log including consultation and a review of homelessness.</i>		
(3) Which of the groups with protected characteristics have you consulted with?	Directly with older and younger people i.e. age, people with disabilities, people who are socially disadvantaged (covering a range of protected characteristics), a very wide range of external agencies providing services for specific groups of people e.g. domestic abuse – mainly women, learning disabilities, mental ill health and autism, leaving care and asylum. Indirectly, far more widely. See the Evidence Log for more information.		
<u>Stage 3 – Analysis of impact</u>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE No	DISABILITY No	GENDER No
	MARRIAGE/CIVIL PARTNERSHIP No	AGE No	GENDER REASSIGNMENT No
	RELIGION/BELIEF No	PREGNANCY MATERNITY No	SEXUAL ORIENTATION No
(2) If there is an adverse impact, can this be justified?	Not applicable.		

<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (This should form part of your action plan under Stage 4.)</p>	<p>Not applicable.</p>
<p>(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not, what can be done?</p>	<p>The Strategy promotes:</p> <ul style="list-style-type: none"> • The provision of additional affordable housing benefits women (who earn less than men and who therefore find it more difficult to afford market housing). • The continued expansion of housing, support and care for older people and or people with disabilities. • Actions enabling more people to live at home through a programme of property adaptations and other assistance. • The provision of housing, including specialised housing, and support for women, younger people and other vulnerable groups. • Provision of appropriate facilities and good management on authorised Gypsy and Traveller sites.
<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	<p>Many of the actions in the Strategy contribute to less inequality in the District. See Stage 1.</p>
<p>(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	

Stage 4 – Action Planning, Review & Monitoring				
If No Further Action is required then go to – Review & Monitoring				
(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.				
Action	Lead Officer	Date for Completion	Resource Requirements	Comments
(2) Review and Monitoring State how and when you will monitor policy and Action Plan		This Equality Impact Assessment will be reviewed within three years of the date of this Assessment or earlier if there are any significant changes to the Strategy.		

Please annotate your policy with the following statement:

'A new and revised Equality Assessment/ Analysis on this Strategy was finalised on 9 January 2024 and will be reviewed within three years of the date of this Assessment or earlier if there are any significant changes to the Strategy.'