



EQUALITY IMPACT ASSESSMENT (EIA)

The purpose of EIA's is to ensure that organisations have considered equality and diversity issues within their policies, procedures and functions (i.e. service), in relation to service delivery and employment practices.

1. Which Function are you assessing?			
Housing Strategy 2016 – 20 (Section 9 and Appendix 2 - six priority themes and action plan assessed for the purposes of the EIA)			
2. Who is responsible for this Function? (Manager and Section/Division)			
Pam Wharfe			
3. Why do you perform this Function?			
The delivery of the Housing and Health Strategy for Ashfield 2016 – 20 is aligned to the following corporate priorities;			
<ul style="list-style-type: none"> • Increase overall supply of affordable homes in the district. • Reduce Levels of Fuel Poverty. • Minimise the use of bed and breakfast accommodation to house families who are homeless. 			
4. Does the Function consider and meet the needs of each equality strand and take them into consideration. Provide evidence where appropriate)			
Equality Strand	Positive (Please provide evidence)	Negative (Please provide evidence)	Unmet Need (please provide evidence)
Age	<p>People over the age of 60 and frail elderly households will be impacted in a positive way as their housing needs will be addressed more comprehensively with the new joint working arrangements through health / social care & housing.</p> <p>The following actions will benefit older people specifically;</p>	<p>Young people will be at a disadvantage in terms of accessing social housing – single people without dependent children under the age of 35 will only get Housing Benefit paid at shared accommodation rates so may not be able to have exclusive use of a social housing unit in the future (as many of the 1 bed flat rents, particularly those owned by housing associations, significantly exceed the single room rate</p>	<p>To develop / enable development of shared accommodation and licenced HMO's to accommodate young people who will not be able to access self-contained homes in future due to housing benefit changes</p>

	<p>1. Hospital discharge scheme 2. Utilising Better Care Funding for additional adaptation & prevention services in addition to the mandatory Disabled Facility Grants 3. Delivery of new council housing and Extra Care units 4. Relocation Plus Service – to assist tenants wishing to downsize to more manageable / suitable accommodation</p>	<p>paid by HB) Although this is not specifically addressed in the Strategy, a full review of the Home finder lettings policy has been incorporated into the action plan and will be undertaken during 2017/18 to ensure the housing needs of this age group are met and that any disadvantages caused by the HB changes are mitigated wherever possible</p>	
<p>Disability</p>	<p>People who require disabled facilities in their homes will be impacted positively through a range of initiatives and actions contained in the plan.</p> <ol style="list-style-type: none"> 1. Promotion of independent living through the provision of information, disabled facilities grants, discretionary loans and adaptations of council homes 2. Creation of adaptations register 3. New affordable homes built to lifetime standards and adaptations incorporated into build process so that specific units can be tailored to individual needs 4. Mitigation of hazards in the home to prevent hospital admissions and housing related illnesses 	<p>Not specific to this strand</p>	<p>N/A</p>
<p>Gender</p>	<p>One of the six priority themes contained within the strategy is 'reducing homelessness due to violence'. Although both men and women experience domestic violence and services are available to both genders at county level, the actions contained within the plan relate specifically to tackling violence against women and</p>	<p>Not specific to this strand</p>	<p>N/A</p>

	<p>ensuring they have access to services and emergency housing in the district at the point of need. It is widely recognised that the majority of violence in the home is perpetrated by men against women and the tasks within the action plan reflect this position.</p> <p>The majority of ADC council tenants 59% (who will benefit from the improvements to council housing and the new policies implemented to mitigate welfare reforms) are women</p>		
Race	Not specific to this strand	Not specific to this strand	N/A
Religion or Belief	Not specific to this strand	Not specific to this strand	N/A
Sexual Orientation	Not specific to this strand	Not specific to this strand	N/A
Socio Economic (Deprivation)	<p>The Energy & Sustainability theme actions focus on tackling fuel poverty and reducing the impact of welfare reform, having positive impact for low income households across the district</p>	<p>Although not negatively impacted directly by the Strategy, low income households will be marginalised in terms of access to new build affordable housing negotiated on sites. As starter homes will take priority on all new sites, developers will these build discounted for sale units in lieu of social rented units and it will therefore be harder for the council to rehouse low income families with the highest levels of housing need in future</p>	<p>To consider alternative ways of providing new affordable homes in the district (e.g. new council housing on council owned land, subsidising other social providers or redevelopment of existing schemes & sites)</p>

Action plan

- 5. If you have found a negative impact, what is the concern? That households / people on low incomes / benefits will not be able to access social housing as even the tenure becomes unaffordable as a housing option (as welfare reforms continue to be rolled out)**
- 6. What action do you plan to take? Full review of the Home finder Lettings policy**
- 7. If you have found negative impact, when are you going to amend the Function by (Date)? July 2017**
- 8. Who is responsible for amending the Function? – Strategic Housing Team**

5. Concern	6. Action	7. Target Date	8. Responsible Person
Impact of the under 35 Housing Benefit changes	1. Undertake review of the Home finder lettings policy to address affordability issue prior to the introduction of the benefit changes 2. Produce longer term action plan through Welfare Reform Board to ensure access to social housing and affordable homes reflects need irrespective of income	July 2017 Throughout 2017	Director of Housing Strategic Housing Team in conjunction with Planning Policy team
Changes in the planning system that will make it difficult to deliver affordable rented units in future	1. Raise affordable housing requirements as a % on all new sites 2. Request commuted sums in lieu of onsite provision where appropriate so that rented units can be delivered on alternative sites	To be incorporated in the Local Plan – for adoption May / June 2017	Strategic Housing Team in conjunction with Planning Policy team

9. Explain how you have included your concerns in the business planning cycle?


The full review of the Joint Lettings Policy (Home finder) will be carried out during 2017/18 to ensure equality in terms of accessing social housing in Ashfield & Mansfield. The following issues will be the focus of the review:

- Affordability thresholds for new tenants (to access social housing)
- Universal credit roll out
- Rent in advance payments at sign up
- Provision of furniture / carpets to improve tenancy sustainment

10. When is the next scheduled EIA of this Function and is it in your Business Plan?

Date: October 2018 (when reviewed)

No – but will be incorporated into 2018/19 Plan when compiled.

Signed (Deputy Chief Executive)  Name PAUL WHITE INTERIM SERVICE DIRECTOR Housing Date 5th OCTOBER 2016.	Signed (Equalities Officer) Name Sharon Allman Date 28/09/16
--	--