

Equality Analysis Template

1. Name of activity:	Empty Homes Strategy							
2. Main purpose of activity:	The Empty Homes Strategy supports the Council’s Housing Strategy, and sets out the Council’s plans for bringing empty homes in the District back into use over the next 5 years. By understanding the reasons why homes remain empty within North Herts, we will work with owners to encourage and assist them to bring empty homes back into use, to help support the housing needs of the District.							
3. List the information, data or evidence used in this assessment:	Council Tax data on long-term empty homes in the District, included in the Strategy focused on the property rather than the owner. Analysis of enquiries and complaints about empty homes in the District. 25 requests for service were recorded from 5/2017 to 5/2023: most were from near neighbours, and mostly recorded as concerning vermin/pests or accumulations, and 4 recorded merely as Empty Homes. Whilst there was no data as to protected characteristics of those affected, it would seem likely that these reflect the profiles of the District at large, and hence action to alleviate those concerns is likely to be beneficial to residents.							
4. Assessment								
Characteristics	Neutral (x)	Negative (x)	Positive (x)	Describe the person you are assessing the impact on, including identifying: community member or employee, details of the characteristic if relevant, e.g. mobility problems/particular religion and why and how they might be negatively or positively affected. Negative: What are the risks? Positive: What are the benefits?				
Community considerations (i.e. applying across communities or associated with rural living or Human Rights)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Negative</td> </tr> <tr> <td style="height: 40px;"></td> </tr> <tr> <td style="padding: 5px;">Positive</td> </tr> <tr> <td style="padding: 5px;">Although owners are the focus, implementation of the Strategy will benefit the wider community as a sustainable way of increasing the overall supply of housing, and reducing the negative impact that neglected empty homes can have on communities such as crime and antisocial behaviour. Occupying empty homes will benefit neighbouring homes as demonstrated in the environmental implications sections due to the reduced need to heat homes next to an occupied home. Increasing the availability of homes will allow a reduction in homeless residents and benefit those in need of permanent accommodation and may increase the social mobility of vulnerable individuals. As this strategy is rolled out, consideration will need to be made as the process in which this is advanced. Processes are in place to assist those who need additional support in communicating with the council. Alternative methods of communication methods (such as translator services, braille transcription and large print facilities), will assist those who require it.</td> </tr> </table>	Negative		Positive	Although owners are the focus, implementation of the Strategy will benefit the wider community as a sustainable way of increasing the overall supply of housing, and reducing the negative impact that neglected empty homes can have on communities such as crime and antisocial behaviour. Occupying empty homes will benefit neighbouring homes as demonstrated in the environmental implications sections due to the reduced need to heat homes next to an occupied home. Increasing the availability of homes will allow a reduction in homeless residents and benefit those in need of permanent accommodation and may increase the social mobility of vulnerable individuals. As this strategy is rolled out, consideration will need to be made as the process in which this is advanced. Processes are in place to assist those who need additional support in communicating with the council. Alternative methods of communication methods (such as translator services, braille transcription and large print facilities), will assist those who require it.
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A person living with a disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Negative
				Positive
				The Strategy is inclusive to people with protected characteristics but is not specific to them. Returning accessible homes, such as bungalows, or homes suitable to alteration into use will be beneficial to those with a physical disability, or those with potential mobility issues due to increased availability in this type of home.
A person of a particular race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
A person of a gay, lesbian or bisexual sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
A person of a particular sex, male or female, including issues around pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
A person of a particular religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
A person of a particular age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Negative
				Positive
				Returning accessible homes, such as bungalows/homes suitable for adaptations, into use will be beneficial to those with age related mobility issues due to increased availability in this type of home.
Transgender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Negative
				Positive
5 Results				
	Yes	No		
Were positive impacts identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		The strategy aims to increase the supply of housing in a sustainable way and tackle the negative impacts of empty homes on communities.

Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Strategy is inclusive to people with protected characteristics but is not specific to them.
Were negative impacts identified (what actions were taken)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
6. Consultation, decisions and actions			
If High or very high range results were identified who was consulted and what recommendations were given?			
N/A			
Describe the decision on this activity			
N/A			
List all actions identified to address/mitigate negative impact or promote positively			
Action	Responsible person		Completion due date
As highlighted in section 8.6 of the strategy, success in numbers of houses brought back into use will be dependent on the staffing resources available. The greater the resource, the greater number of homes brought into use. For example the possibility of bringing a bungalow or adaptable house into use may be lower than a normal house without the necessary accessibility for someone with a need as identified in the above analysis. Consideration will be made to each of the addressed protected characteristics. Mitigations will be put in place to demonstrate that the council has shown due regard through the process of putting empty homes into use.	Frank Harrison		5 years after implementation of the Strategy.
When, how and by whom will these actions be monitored?			
N/A			
7. Signatures			
Assessor			
Name: Sheila Winterburn	Signature** Sheila Winterburn		
Validated by			
Name: Frank Harrison	Signature** Frank Harrison		
Forward to the Policy & Strategy Team			
Signature** E A Hollingsworth			
Assessment date: 30/10/2023	Review date: 30/10/2024		

**** Please type your name to allow forms to be sent electronically.**

A copy of this form should be forwarded to the corporate policy team and duplicate filed on the council's report system alongside any report proposing a decision on policy or service change.