

Equality Analysis Template

1. Name of activity:	NHDC Housing Strategy (2019-2024)			
2. Main purpose of activity:	To provide a strategic framework to enable the Council to undertake its statutory housing functions. The Housing Strategy contains a wide range of broad, high level priorities which contribute towards three areas of focus: (i) maximising the supply of affordable housing (ii) improving standards of housing and (iii) preventing and managing homelessness. This Housing Strategy replaces the previous Housing & Homelessness Strategy (2013 -2018).			
3. List the information, data or evidence used in this assessment:	The priorities contained within the Housing Strategy are evidenced by a wide range of sources, including the district's Strategic Housing Market Assessment, case level analysis of the Common Housing Register, an externally commissioned review of homelessness, published housing market data and stock condition data. See also <i>Housing and disabled people, Britain's hidden crisis</i> , report of the Equality and Human Rights Commission 2018; <i>Rural housing availability and affordability</i> , Department for Environment, Food and Rural Affairs 2018.			
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"/>	x	Negative Positive Issues around affordability are particularly prevalent in rural areas of the district and young people in particular are often unable to afford to continue living in villages in which they were brought up, with implications for viability and sustainability of rural communities. The Housing Strategy includes measures to identify rural housing needs and bring forward new housing as appropriate.
A person living with a disability	<input type="checkbox"/>	<input type="checkbox"/>	x	Negative Positive Affordable housing is in short supply in the district and waiting times are long. Disabled people, who are more likely to live in affordable housing, are particularly disadvantaged by long waits for suitable properties, with detrimental impacts on their physical and/or mental health. The Strategy's activities to maximise the supply of affordable housing will increase the stock of affordable housing generally in the district, which will include a proportion of

				new homes built to the M4(3) wheelchair user standard, as specified in the district's proposed Local Plan. The Council also provides Disabled Facilities Grants for the purpose of adapting properties to meet the needs of occupiers.
A person of a particular race	x	<input type="checkbox"/>	<input type="checkbox"/>	Negative Positive
A person of a gay, lesbian or bisexual sexual orientation	x	<input type="checkbox"/>	<input type="checkbox"/>	Negative Positive
A person of a particular sex, male or female, including issues around pregnancy and maternity	x	<input type="checkbox"/>	<input type="checkbox"/>	Negative Positive
A person of a particular religion or belief	x	<input type="checkbox"/>	<input type="checkbox"/>	Negative Positive
A person of a particular age	x	<input type="checkbox"/>	<input type="checkbox"/>	Negative Positive
Transgender	x	<input type="checkbox"/>	<input type="checkbox"/>	Negative Positive

5 Results

	Yes	No	
Were positive impacts identified?	x	<input type="checkbox"/>	<p>The Housing Strategy identifies priorities to maximise the supply of affordable housing which will benefit those households in the district who are in greatest housing need, including those who are disabled and those living in rural communities.</p> <p>In general, the priorities identified in the Strategy (including those in the Homelessness and Rough Sleeping Strategy) will benefit the most vulnerable in society including those who have serious health conditions, the elderly, those living in poverty and unsuitable housing conditions, those who are at threat of homelessness or who are homeless and those</p>

			fleeing domestic abuse. Such priorities include measures to deal with disrepair and criminal landlords in the private rented sector, activity to improve energy efficiency in people's homes and homelessness prevention and relief activities.
Are some people benefiting more than others? If so explain who and why.	x	<input type="checkbox"/>	The Council's statutory housing functions, framed in the Housing Strategy, are by their very nature directed at assisting those in greatest housing need.
Were negative impacts identified (what actions were taken)	<input type="checkbox"/>	x	

6. Consultation, decisions and actions

If High or very high range results were identified who was consulted and what recommendations were given?

The Strategy was put out to public consultation over a five week period. Members of the Citizen's Panel were invited to take part in the consultation and the consultation was also advertised via the website through which households bid for social housing. Briefing events were held for Members and key local stakeholders including local housing providers and organisations in the homelessness sector. Feedback received was largely positive and/or were very high level observations on national housing policy.

Describe the decision on this activity

No major changes are required to be made to the Housing Strategy.

List all actions identified to address/mitigate negative impact or promote positively

Action	Responsible person	Completion due date
n/a	n/a	n/a

When, how and by whom will these actions be monitored?

Tiranan Straughan

7. Signatures

Assessor

Name: **Tiranan Straughan**

Signature** Tiranan Straughan

Validated by

Name: **Martin Lawrence**

Signature** Martin Lawrence

Forward to the Corporate Policy Team

Signature** Reuben Ayavoo

Assessment date: **15/02/19**

Review date: **15/02/20**

**** 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.