

Appendix 3: Bristol City Council Equality Impact Assessment



Name of proposal	Bristol City Council's Housing Delivery Plan
Directorate and Service Area	Place and Neighbourhoods, Housing
Name of Lead Officer	Nick Hooper

Step 1: What is the proposal?

1.1 What is the proposal?

The proposed Housing Delivery Plan sets out the City Council's strategic objectives and plans for accelerating housing delivery in Bristol, a priority for the Mayor, Bristol's Housing Strategy: More Than a Roof and the draft Corporate Strategy.

The plan identifies two types of change needed: improvements to city-wide system to facilitate increased delivery of homes by other developers, and changes to Bristol City Council's internal development process to increase the council's delivery of new homes.

It then goes on to focus on five key changes aimed at improving the housing delivery system and driving up delivery, some of which are already being progressed:

- a) Active management of one clear pipeline of all development sites
- b) Creation of a single, multi-disciplinary delivery team: better co-ordinate housing activity and wider functions to better enable provision
- c) Simplified strategic governance and decision-making: simplified governance pathway to effective decision making and better performance reporting (quarterly progress reports, information to be available publically)

- d) Interventions to remove barriers and accelerate delivery: the delivery team requires additional resources to carry out wider functions, including an increase in the enabling housing fund, funding to support the disposal of council sites with outline planning permission and increased direct delivery through the Local Housing Company
- e) Revised key policy and guidance documents: this over-arching document will be supported by a new policy framework – as well as the emerging Joint Spatial Plan and revised Local Plan – there will be a review and consultation on the development of a range of policy and guidance notes, affordable housing practice notes, tall buildings, community building, etc.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

The Delivery Plan sits under the Bristol's Housing Strategy: More Than a Roof, the strategy contains three objectives, the first of which is to deliver more homes. Therefore the Housing Strategy Equalities Impact Assessment (EIA), that fully explores the equalities impact of lack of access to suitable housing, has been used as the main source of information in this EIA. Therefore all figures were correct at the time the EIA was published in 2016.

In summary, information contained in the Housing Strategy impact assessment demonstrates:

- Certain groups are less able to access quality, affordable housing on the open market and/or certain groups are more likely to sustain successful tenancies (further information below).
- The Delivery Plan aims to accelerate delivery of new homes, in particular affordable housing, thereby having a positive impact on these groups.
- The Housing Strategy used several data sources including: 2011 Census, Strategic Housing Market Assessment, the profile information of households on the housing waiting list and homeless households and those affected by welfare reforms, online consultation feedback and feedback from meetings with stakeholder groups.

Housing issues for households with protected characteristics:

Age:

Older People: the number of older people is growing with a number of existing housing products no longer fit for purpose (e.g. too large/difficult to maintain, not adapted/unadaptable)

Younger people: many younger people are struggling to access homes in Bristol due to high property prices, rent levels and welfare reforms. Younger people are over-represented as a percentage of households to whom the Council owes a housing duty and as a percentage of Council tenants (demonstrating they are more likely to be in housing need).

Race:

BME households are also over-represented as a percentage of households to whom the Council owes a housing duty and as a percentage of Council tenants (demonstrating they are more likely to be in housing need). BME households are also more likely to be over-crowded and are over-represented as a percentage of households in acute housing need (Band 1).

Gypsy, Roma, Travellers - in any type of dwelling, encounter discrimination and/or racism and would like access to a more inclusive living environment.

Disability:

Households/individuals with mental and physical impairments are over-represented as the percentage of benefit recipients, making accessing and maintaining housing at market rent/purchase more difficult (disabled households/individuals are over-represented as a percentage of households on the housing register and social housing tenants). There is an insufficient supply of adapted homes, of all tenures, to meet needs. Issues include:

- Lack of accessible properties across all tenures.
- Lack of adaptable properties.
- Lack of wheelchair standard properties.
- Most of the above require larger building footprints than standard accommodation so developers are less likely to build accessible properties.

Sex:

Women are more likely to lack the finances to secure accommodation on the open market being more likely to suffer from pay inequality; single parents (who are more likely to be women) are over-represented as benefit recipients and social housing tenants. Women's are more likely to be carers which can

limit earning capacity and bring specific housing requirements (location and amenities). Female single parents are significantly over-represented as a percentage of homeless households to whom the Council accepts a duty to rehouse.

Sexual orientation and gender re-assignment

Sexual orientation and gender reassignment are grouped together here as research shows that Lesbian, Gay, Bi-sexual and Transgender people face similar issues in relation to housing:

National research has shown that young LGBT people are particularly at risk of homelessness due to:

- Homophobia and transphobia which can lead to young people being thrown out or leaving home due to a hostile environment
- Increased risk of mental health and addiction problems, which often increase the risk of homelessness.

LGBT may experience homophobic harassment or hate crime in general needs homes but may also face harassment or ostracism in shared housing, care or sheltered housing.

Religion & belief: no particular housing issues have been identified for this group

Marriage & civil partnerships: no particular housing issues have been identified

Pregnancy & maternity: issues raised regarding single parents extend to single expectant mothers.

2.2 Who is missing? Are there any gaps in the data?

The impact of the development of new homes can differ depending on where the homes are built, the tenure and cost of those homes. Therefore specific equalities impact assessments will still need to be carried on as part of specific site development work, and as part of any changes to the planning policy framework.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

Details to be considered as part of the ongoing work outlined above.

Step 3: Who might the proposal impact?

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?
No, all the impacts on protected characteristics are expected to be positive
3.2 Can these impacts be mitigated or justified? If so, how?
N/A
3.3 Does the proposal create any benefits for people with protected characteristics?
<p>These positive benefits of an increased supply of affordable housing will impact positively upon the following groups, all of which are typically in more difficult or challenging housing circumstances :</p> <ul style="list-style-type: none">• Black and Minority ethnic communities• People with disabilities• Young people• Older people• Women
3.4 Can they be maximised? If so, how?

Step 4: So what?

4.1 How has the equality impact assessment informed or changed the proposal?
<p>As part of the work to develop a new Local Housing Company there is a commitment to 'engage with groups with protected characteristics as it develops its build programmes, and seek guidance on appropriate tenure mixes, size of homes, designs etc as each site comes forward'</p> <p>This engagement can be extended/lessons learned to inform all housing delivery</p>
4.2 What actions have been identified going forward?
<p>Most of the actions are contained in the Housing Strategy – increased delivery of homes, affordable homes in particular is a strategy and Corporate Plan priority as are making the best use of existing stock, and early intervention and homeless prevention</p>
4.3 How will the impact of your proposal and actions be measured moving forward?

Quarterly progress reporting to the Cabinet Member for Homes and the Bristol Homes Board (open meetings therefore reports accessible) and annual progress reports to Cabinet

Service Director Sign-Off:	Equalities Officer Sign Off: <i>Wanda Knight</i>
Date:16/02/17	Date:14/02/17