

APPENDIX 2: Equality Impact Assessment Form



Name of proposal	The Establishment of a Local Housing Delivery Company
Directorate and Service Area	Neighbourhoods, Housing Programmes
Name of Lead Officer	Nick Hooper

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

The Mayor has an ambition to build 2000 new homes pa (of which 800 affordable) by 2020. The creation of a local housing company is a manifesto commitment. It will add an additional delivery 'stream' to the existing channels of market delivery, housing associations and the HRA. The Council is not legally able to develop homes other than through the HRA which is massively constrained by borrowing caps and limits on rent. Establishment of a new company which can 'trade' enables the Council to develop new homes of all tenures.

The intention is that when the new company is fully established it will build 40% of its output as 'sub-market' (eg affordable rent, shared ownership, discounted market rent) homes for those whose incomes either do not allow them to purchase a home, or who have no choice but to rent in the private rented sector (where on average 40% of income goes on rent; compared to 20% average for owner-occupiers and 30% for social tenants).

While the establishment of the company in itself is of low relevance to the Equalities Act the work that the company will propose to undertake, support, facilitate and deliver will have significant relevance to a range of communities as highlighted within the Equalities Act.

The governance arrangements are currently under discussion. However, it is anticipated that there will be a board that may consist of independent non-executive directors, who will be recruited according to a variety of roles, skills and expertise. Women are typically underrepresented in the housing development field, however, an extensive and open Board recruitment process would be undertaken to align skills and experience with the company's objectives and across the boards' membership.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

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

Age:

Older people: the number of older people is growing and their needs are becoming increasingly

diverse with many homes no longer fit for purpose. Housing issues more specific to older people include: accommodation that no longer meets their needs (too big, physically or financially unable to cope with maintenance, not adapted or adaptable), unmet care or support needs, to suffer from social isolation, or to struggle in the housing market as they are equity rich but cash poor.

Younger people: many struggling to access homes in Bristol due to high property prices and rent levels. Younger people are also significantly impacted by welfare reforms that restrict access to housing benefit (removal of automatic entitlement to under 21's and single room rates for under 35s). Others may have particular issues sustaining tenancies for example care leavers with poor /low resilience to deal with crisis. Younger people are over-represented as a percentage of households to whom the Council accepts a homeless duty and as percentage of new Council tenants, demonstrating the numbers in housing need unable to secure accommodation on the open market.

Race: BME households are over-represented as a percentage of households to whom the Council accepts a homeless duty and as percentage of new Council tenants, demonstrating the numbers in housing need unable to secure accommodation on the open market. BME households are more likely to suffer from over-crowding. BME households are over-represented as a % of households requiring larger (4bed+) homes of which there is an under-supply. Many BME households prefer central locations, often linked to fact that racial harassment is more prevalent in the out-laying estates. Accommodation is in high demand in central Bristol as there are competing demands for one bed social housing due to high service provision (especially mental health and alcohol and drug treatment support) and a lack of family sized accommodation. A significant percentage of poor condition PRS homes are in the centre of Bristol.

Disability:
Households/individuals with mental and physical disabilities 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. The proportion of new Council tenants with physical and mental health problems is growing demonstrating the numbers in housing need unable to secure and maintain accommodation on the open market.

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 are more likely to be carers which can limit earning capacity and bring specific housing requirements (location and amenities). Women are also more likely to suffer from domestic abuse resulting in the need for support and alternative housing solutions. Female single parents are significantly over-represented as a percentage of homeless households to whom the Council accepts a duty to rehouse.

Sexual orientation: no particular housing issues have been identified for this group
Gender re-assignment: no particular housing issues have been identified for this group
Religion & belief: no particular housing issues have been identified for this group

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

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>The work projects and engagement approach of the company will have the following overarching positive benefits:</p> <ul style="list-style-type: none"> • Reducing household fuel bills; through construction of more fuel efficient homes • Increasing household warmth • Creation of jobs through the construction programmes and on-going management and maintenance required • Improved health and educational outcomes, through the provision of long-term stable housing • Local economic benefit <p>These positive benefits will impact positively upon the following groups:</p> <ul style="list-style-type: none"> • Black and Minority ethnic communities • People with disabilities (including mental ill health and substance dependency) • Young people • Older people • Women fleeing domestic abuse <p>All of which typically are in more difficult or challenging housing circumstances</p>
3.4 Can they be maximised? If so, how?

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
This is a new activity for the Council, therefore, the company will seek 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
4.2 What actions have been identified going forward?
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
4.3 How will the impact of your proposal and actions be measured moving forward?
Overall monitoring by the Bristol Homes Board, and by the Board of the new company once set up. All new affordable rented homes will be let through Home Choice Bristol, the policies of which have been the subject of EQIA's

Service Director Sign-Off: Nick Hooper	Equalities Officer Sign Off: Anne James
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Date: 23/12/16

Date: