

**Bristol City Council Equality Impact Assessment Form**

Name of proposal	Affordable Housing Funding Policy 2019
Directorate and Service Area	Regeneration and Growth/ Housing Delivery
Name of Lead Officer	Tim Southall

**1.1 What is the proposal?**

The Affordable Housing Funding Policy 2019 (AHF) will provide updated policy guidance to Homes West registered providers with revised levels of grant and two new supplementary grants. It also proposes to extend the policy to cover Community Land Trusts, community led housing organisations and other specialist housing providers.

If the changes to this policy can increase the overall supply of affordable homes it will help improve the economic and social wellbeing of the city which will improve the life chances of all protected characteristic groups who will have equal access to the new affordable homes.

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

84 affordable homes, about 30% of the new affordable homes, have received grant applications in the city in last two years and will be built in Easton, Lawrence Hill and Ashley - with 10% in Filwood and 10% in Lockleaze (some of the most deprived wards in the city)

For more information on the demographics these areas see Ward Profiles <https://www.bristol.gov.uk/statistics-census-information/new-wards-data-profiles>

Citywide data from [State of Bristol – Key Facts 2017-18](#)

- Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over. The median age of people living in Bristol is 33 years old, compared to 40 years in England and Wales.
- The population of Bristol has become increasingly diverse and some local communities have changed significantly. There are now at least 45 religions, at least 180 countries of birth and at least 91 main languages spoken.
- The proportion of the population who are not ‘White British’ increased from 12% (2001) to 22% (2011)

The Affordable Housing Funding Policy 2019 is informed by the [BCC Corporate Strategy 2018-23](#) and [Bristol’s Housing Strategy 2016-20](#).

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

There are gaps in diversity data for some protected characteristics citywide, especially where this has not historically been included in census and statutory

reporting e.g. for sexual orientation.

The most up to date homelessness returns December 2018 show that in addition to those registered on Homes Choice Bristol there are 650 households in temporary accommodation with 125 rough sleepers at latest count. However their combined housing and care needs will be addressed citywide.

The Council will be shortly employing an Affordable Housing Policy Officer who will be tasked to work with Housing Solutions and the Specialist Advisor Homelessness to improve the analysis of affordable housing and homelessness data so that the Council can ensure that the new affordable housing supply best meets the needs of homeless people – for whom protected characteristics such as disability are over-represented.

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

There is no specific requirement for the Council to consult on a document such as the AHF 2019. However we have engaged with Homes West registered providers and community led housing organisations in the development of this policy.

**3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?**

Although we have not identified any potentially adverse impacts from the proposal we need to ensure that the Affordable Housing Funding Policy 2019 meets the existing needs of people with protected characteristics:

All	It is expected that adopting this new policy will result in an increase in the overall level of affordable housing in the city – which is likely to positively improve the housing opportunities for all equalities groups in the areas of focus of the AHF 2019.
Age	The AHF policy provides grants for RPs and specialist housing providers to deliver extra care rented housing for older people and inter- generational housing. Households with young children will be offered a larger number of housing opportunities - although 75% of new affordable housing supply will be for flats rather than houses.
Disability	The greater throughput of schemes will give Council officers more opportunities to negotiate with Homes West RPs to make available ground floor flats available as social rented flats for wheelchair users or one bedroom flats for people with housing with care needs including learning difficulties or mental health needs.
Sex	An overall increase in affordable housing supply will help to mitigate the disproportionate impact of the gender pay gap – where women continue to earn less on average than men, and pay more of their income proportionally in rent.
Sexual Orientation	No issues identified
Pregnancy/Maternity	As above - households with young children will be offered a larger number of housing opportunities
Gender reassignment	No issues identified

Race	Any increase in affordable housing supply to people already living in Ashley, Lawrence Hill, Easton and Lockleaze will support the high housing needs in these wards for black and minority ethnic groups (BME). 22% of Bristol's households are from (BME) groups with a much larger proportion of BME population (31%) in Ashley, Lawrence Hill and Easton.
Religion or Belief	No issues identified
Marriage and Civil Partnership	No issues identified

**3.2 Can these impacts be mitigated or justified? If so, how?**

The Council is introducing the AHF 2019 as a revision and extension of an already successful policy. If after a further 12 months it has proven to be not successful in increasing affordable housing, particularly for people with protected characteristics, it will be reviewed.

**3.3 Does the proposal create any benefits for people with protected characteristics?**

Yes – the new policy will increase the supply of suitable and affordable homes which would help counter social inequalities faced by groups with protected characteristics and generally will improve all citizens ability to access social, educational, health and economic opportunities in the city.

**3.4 Can they be maximised? If so, how?**

By working effectively with Homes West RPs, CLTs, community led housing organisations and specialist providers the Council can address design issues at an early stage and negotiate that all ground floor accommodation are made available for wheelchair users.

**4.1 How has the equality impact assessment informed or changed the proposal?**

The Council during the engagement process last year has reviewed its eligible organisations to include CLTs, community led housing organisations and specialist housing providers so that other organisations can assist with addressing the affordable housing requirements of the city.

**4.2 What actions have been identified going forward?**

To widely promote the increased and new supplementary grants to Homes West RPs and promote the availability of grants to CLTs, community led housing organisations and specialist housing providers

**4.3 How will the impact of your proposal and actions be measured moving forward?**

The Council will continue to monitor AH provision through receipt of quarterly returns from all registered providers delivering affordable homes in the city and the impact of the AHF 2019 will therefore be measurable.

Service Director Sign-Off:

Equalities Officer Sign Off:



Duncan Fleming

Date

Date:15/2/2019