

Bristol City Council Equality Impact Assessment Form



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| Name of proposal | Asset Management Strategy 2020-2025 |
| Directorate and Service Area | Housing & Landlord Services |
| Name of Lead Officer | Jonathan Williams/Alison Napper |

Step 1: What is the proposal?

1.1 What is the proposal?

Background

The Asset Management Strategy introduces a strategic approach to the management of Housing & Landlord Services' stock of approx. 27,000 social rented homes and 1,700 leasehold properties. It identifies a number of areas of focus and identifies actions which aim to strengthen our approach to managing our assets, including dwellings, commercial units, garages and other non-dwelling assets and facilities effectively, whilst meeting the needs of our residents. The strategy focusses on the following key sections:

Demand & Resident Priorities – This brings together an understanding of the need and demand for our assets, based on an analysis of the population of Bristol, including projected population growth, its diversity, the type of properties in most demand, and the particular gaps in social housing provision. The strategy recognises the importance of ensuring our approach to Asset Management meets these needs, and identifies specific actions to understand the current and future needs of diverse groups and to assess the impact of current policies and approaches on these groups.

Our Homes – This section sets out our current housing provision, and identifies where we will strengthen our approach to asset management, including making the best use of our stock, developing new standards for investments for individual homes and blocks and their communal areas, energy performance and the safety of our homes as well as meeting forthcoming legislative and regulatory changes.

Performance of our stock - The strategy embraces our new approach of Active Asset Management which seeks to ensure that decisions with regards to future investment of our homes are made based on how the stock is performing. The

strategy identifies the need to develop a programme for the option appraisals for our stock that is performing poorly, and will be informed by an understanding of their social performance.

Investment Planning – The strategy links to the HRA Business Plan, and ensures that the investment in our existing stock is balanced with our plans for new build homes. 6 key investment priorities are identified which will ensure that we invest in our homes so that they are well maintained, warm, safe and attractive to residents.

A number of required actions and project are identified in each section, and these will be collated and incorporated into an Asset Management Strategy action plan.

Step 2: What information do we have?

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

We have data at a city wide level and this is referred to in the strategy. This relates to the demographics of the city, and includes the age of the population, BAME groups, languages spoken in the city, religions, and those with disability. The strategy refers to the need to take these factors into account when making strategic future decisions.

We also hold various data relating to the demographics of our tenants. Data from October 2019 told us that:

- The age of 98.7% of tenants is known, the largest age group are: 21.3% are 45-54 year olds and 24.0% of our tenants are aged over 65.
- The ethnicity of 93.49% of tenants is known, of those: 75.2% are White British (reduction from 77.2% in April 2017), the next largest ethnic groups are; 4.4% White-Other and 4.3% African Somalis.
- 28.8% of our tenants have told us that they have at least one disability. 11.0% of our tenants report mobility problems, 11.2% a long-term illness and 9.6% suffer from mental or emotional distress.

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

Further analysis will be completed based on up to date and relevant data to ensure that decisions made as part of the actions coming out of this strategy

are evidence based. In particular, the strategy sets out the following actions to strengthen our data and understanding:

- A coherent review of BCC housing needs data to inform new build and asset management strategy
- Work to enhance our understanding of the current and future analysis of diverse groups, and assess the impact of current policies on these groups.

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

A specific action identified is to increase our engagement with residents We will ensure our approach enables us to actively consult with those from diverse groups, particularly in developing standards for homes, blocks and estates.

Step 3: Who might the proposal impact?

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

This strategy will apply to the management of the Council’s entire council housing stock and other HRA assets, and asset management decisions coming out of this strategy will focus on strengthening our approach to maintaining and investing in homes of all residents including those from diverse groups.

Whilst we have not identified any direct negative impact from the proposal, if the existing needs of diverse groups are not adequately taken into account, or demographic changes are not taken into consideration, these groups could be adversely impacted.

| Characteristic | Existing issues / considerations |
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| All / general | <p><u>Community cohesion:</u> There are differences in our ability to achieve our social objectives in different parts of the City. We need to expand the scope of surveys to include external and communal areas, and identify areas where social sustainability is weak to take action through neighbourhood planning and asset management, alongside investment and regeneration of our existing homes.</p> <p><u>Fuel poverty and satisfaction with current accommodation:</u> Black, Asian and minority ethnic people, carers, young people, and single parents are less satisfied with the cost of heating their home than average in Bristol. These groups and disabled people are also less satisfied overall</p> |

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| | with their current accommodation ¹ . |
| Age | <p><u>Children and young people:</u> Bristol's population is young compared to other cities of similar size. There is a need to supply more social rented property with one and two bedrooms, as well as accessible/adapted homes, and large (4+ bedroom) homes. We have a small number of homes (20) which provide specialist provision for younger people. We need more one bedroom properties suitable for move on provision.</p> <p><u>Older people:</u> Currently around ¼ of our tenants are aged 65+. Need for more accessible and adapted homes and homes to encourage downsizing. Although there is a strong need for accommodation suitable to older people we experience a lack of demand for some age-restricted housing schemes. We need to review our city wide provision for older people and work with our partners to improve our sheltered housing offer.</p> |
| Disability | <p>There is a need for more accessible and adapted homes. The incidence of illness and disability affecting people's housing requirements is projected to grow in Bristol over the next 20 years across all tenures. Currently 29% of our tenants have a known disability, with 11% reporting mobility problems.</p> <p>There are a range of needs for specialist accommodation from disabled aids and adaptations to temporary housing to meet specific circumstances. We currently have 6,697 homes which are adapted to meet the needs of disabled tenants and 95 homes for use as emergency or temporary accommodation.</p> <p>The SHMA states that around 10% of people with a long term disability who live in affordable housing need to move to a different property to meet their needs, and that about 8% need adaptations to their home. We currently have 115 people with a disability in Council property waiting for major adaptations. We spend over £2m a year on adapting our properties, with a further £500K spent on maintenance. 796 minor adaptations were completed in 2019/20 and a further 256 are awaiting assessment.</p> |
| Sex | Need to ensure that the needs of women in relation to housing and in particular women who are homeless or at risk of homelessness are understood and addressed. The housing needs of women fleeing domestic violence must be prioritized. |
| Sexual Orientation | Need to ensure there is proactive community engagement with LGBTQ+ organisations and representatives for any consultation or co-design related to this strategy. An estimated 5-7 per cent of the population are lesbian, gay or bisexual (LGB). Stonewall research indicates LGB people perceive unfavourable treatment in housing services. LGB people may have additional risk of being a victim of hate incidents and domestic abuse. We also need to ensure policy is not 'heteronormative' i.e. assumes people are living in traditional nuclear family units. |

¹ Quality of Life in Bristol Survey 2019

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| Pregnancy/Maternity | As above we need to ensure there an adequate supply of a range of social rented property of different sizes to meet the changing needs of families, including young parents re. proportion of families living in one bedroom accommodation |
| Gender reassignment | Need to ensure there is proactive community engagement with LGBTQ+ organisations and representatives for any consultation or co-design related to this strategy. Trans people and people undergoing gender reassignment may experience social stigma and be vulnerable to harassment and 'hate crime' in their housing / communities. |
| Race | The age profile of Black Asian and minority ethnic population is much younger than the age profile of the Bristol population as a whole. We have data on the ethnicity of 93.49% of tenants. 75.2% are White British, and the next largest ethnic groups are 4.4% White-Other and 4.3% African Somalis. We need to take this into account in the type of housing and facilities that we provide. Ethnic minorities are more likely to live in overcrowded households (more people than bedrooms) and intergenerational households. The proportion of Bangladeshi, Pakistani, and black households experiencing overcrowding was 30%, 16%, and 12%, respectively, compared to 2% of white British households. Bangladeshi and Pakistani groups are more likely to live in multi-family households. In the South West, 70% of white British households own their home versus 40% of Black, Asian and minority ethnic households. |
| Religion or Belief | 5% of the Bristol population and 8.5% of Council tenants are Muslim. ² We need to ensure that the needs of Muslims and other faith groups are taken into consideration in consultation and engagement for projects relating to this strategy. |
| Marriage and Civil Partnership | No impacts identified at this stage |
| Homelessness | Bristol has a high rate of homelessness. Bristol City Council has obligations to address this under the Housing Act 1996 and the Homelessness Reduction Act 2017. As a landlord, we provide temporary accommodation through the use of acquired properties with high void or repair costs. Our action to develop a greater understanding of need will inform the level and type of provision of temporary accommodation that is needed going forwards, and also how we can support the city's need for move-on accommodation. |

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

The strategy makes a commitment to adhering to the Equality Act 2010 and refers to the equalities groups defined within this act. It recognises the importance of reducing socio-economic inequalities when making strategic decisions, and commits to continuous monitoring to ensure that our asset

² Source: The Population of Bristol, April 2020, Bristol City Council and Equalities Profile June 2020

management decisions minimise any possible negative impact on diverse groups.

We will work to progress the areas of work identified in the strategy, whilst seeking to minimise the impact on protected groups.

The strategy identifies a specific action to enhance our understanding of the current and future analysis of diverse groups, and to assess the impact of current policies on these groups. We will ensure that our commitment to ensure that Equality & Diversity is embedded within any key strategic decisions arising from this strategy.

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

The strategy intends to strengthen our approach to asset management for all of our residents to ensure our homes are well maintained, warm, safe and attractive to residents. It also seeks to provide homes and services that meet the diverse needs of communities.

The strategy specifically identifies an area of work to understand the potential impact of people with protected characteristics and seeks to address these as indicated above.

3.4 Can they be maximised? If so, how?

Increasing engagement with residents specifically from these groups will strengthen our ability to understand the potential impact of policies and decisions.

The results of customer survey data for groups with protected characteristics will be analysed when progressing projects identified as part of the action plan.

Step 4: So what?

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

The EQIA has reinforced the need to ensure that the needs of diverse groups must be taken into account when implementing actions arising from this strategy.

It has also reinforced the need to ensure that as part of our consultation approach that we actively engage with residents from diverse backgrounds about decisions that may adversely impact them.

4.2 What actions have been identified going forward?

Where necessary, we will ensure that tenant satisfaction data relating to diverse groups is analysed for specific projects and when making strategic asset management decisions relating to this strategy.

We will ensure that we are taking into account the needs of diverse groups whilst working to increase our engagement with residents through more detailed satisfaction surveys and consultation on Asset Management policies & procedures.

We will complete EQIAs for specific projects arising from the AMS action plan that could adversely impact residents from diverse groups to demonstrate that that their needs have been considered.

We will continue to consider the needs of specific communities in the delivery of repairs and maintenance projects, especially when embarking on major schemes.

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

We will ensure ongoing monitoring of resident feedback through more detailed satisfaction surveys identified as part of our approach to increase our engagement with residents.

We will carry out ongoing equalities monitoring and impact assessments for specific projects.

Service Director Sign-Off:



Date: 20/10/2020

Equalities Officer Sign Off:

Reviewed by Equality and Inclusion Team

Date: 6/10/2020