

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA) FORM

Name of Function under consideration:	Review of current procurement arrangements for redevelopment of Newton House/The Heath, Cadbury Heath
Is this Function 'Major', 'Minor yet likely to have a major impact' or 'Neither'	Neither
Date(s) of completing the EqIAA:	Dec 2016
Name and job title(s) of person(s) completing the EqIAA:	Enabling Programme Manager

SECTION 1 – INTRODUCTORY INFORMATION

<p>1. What is the main purpose of the Function?</p> <p>To use a grant funding process to assess applications for funding from the Developers Contribution Fund 6M106 to subsidise the capital costs of affordable housing schemes to meet identified housing needs.</p>
<p>2. List the main activities of the Function:</p> <p>To deliver new affordable housing schemes to meet priority housing needs.</p>
<p>3. Who are the main beneficiaries of the Function?</p> <p>Residents of South Gloucestershire in need of affordable housing, particularly social rented tenure.</p>
<p>4. How is the overall success of the Function measured?</p> <p>Delivery of a good quality affordable housing schemes Benefits of project delivered including allocation and spend of capital contributions held by the Council Feedback from stakeholders and service users Complements / complaints</p>
<p>5. What equality monitoring systems are in place to carry out regular checks on the effects of the Function on equality groups?</p> <p>The grant funding process will require appropriate adherence to equalities requirements through selection of partner and scheme. The process will be monitored by the project team which includes legal and procurement stakeholders as well as quality assurance.</p> <p>Each scheme will have nominations through HomeChoice: Equalities information is gathered from all applicants to HomeChoice and reports on those bidding on properties and successful applicants are reviewed as part of the ongoing HomeChoice equalities analysis.</p> <p>Each scheme will be provided by housing association partners and so these organisations will carry out equalities monitoring of its customers.</p>

6. What are your equality related performance indicators/measure of success for this Function?

Equality information is incorporated into reports on numbers of service users.

There are no specific equality-related PIs for this function, however measures of success are parity of satisfaction amongst customer groups; parity of access to opportunities across customer groups.

SECTION 2 – INITIAL ASSESSMENT OF IMPACT

Equality Group	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Reason(s)
Women/Girls	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See text and table below
Men/Boys	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Lesbians, gay men & bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Transgender people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
White people (including Irish people)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Asian or Asian British people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Black or Black British people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People of mixed heritage	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Chinese people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Travellers (gypsy/Roma/Irish heritage)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People from other ethnic groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Mental health condition, e.g. depression or schizophrenia.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other health problems or impairments.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Older People	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Children and Young People	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Faith Groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage & Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

The South Gloucestershire Housing Strategy 2013-18 vision is that everyone should be able to live in a good quality home that meets their needs and that they can afford.

Evidence of need and demand are set out within the Wider Bristol SHMA 2015. An improvement in number of affordable homes provided, particularly as social rented homes which meets our highest housing need, will ensure improvement of housing choice and the availability of a range of homes in sustainable locations across the district will be enabled.

New housing will be designed to new development and technology standards, assisting with health of residents and cost in use. Provision of permanent homes to rent in perpetuity will ensure mixed and balanced communities are maintained, assisting with the achievement of sustainable communities.

Those in housing need will be able to be housed more appropriately and suitably resulting in a positive impact for all equality groups. Increasing supply means households in housing need may not have to be housed in temporary accommodation, including bed and breakfast. This would result in a more positive outcome for all equality groups.

In addition existing housing may be released by the nomination and letting process and this would be available to other households in need of wider tenures and types of housing.

Providing grant funding to help subsidise affordable housing schemes ensures the Councils capital contributions are used to meet priority needs of its residents. Other affordable housing provision is not jeopardised by the provision of grant funding as additional affordable homes are enabled.

It is anticipated that the above will result in a positive impact for all. Table below explores specific areas:

	Principle	Advantages	Other comments
1	To enable the Council to meet priority need	Delivery of additional affordable accommodation helps to meet the council's priority housing needs as evidenced by SHMA 2015.	Demonstrates the council is assisting with options for affordable housing delivery outside reliance on private schemes via planning policy delivery. Increasing the supply of affordable housing will assist with the council's statutory duties with regard to homelessness.
2	to enable the Council to make best use of assets	Will deliver additional specialised older persons' housing, allows reuse of existing homes and redevelops site surplus to requirements.	Demonstrates good consideration of levels of need and demand for affordable housing. Demonstrates good financial management
3	to enable affordable housing, prioritised for social rent, in South Gloucestershire	additional new affordable housing for rent is delivered, which will contribute towards meeting the Council's priority need.	HCA funding is to be directed towards low cost home ownership and there is significantly reduced levels of capital grant funding available to provide accommodation for rent.
4	that the subsidy does not replace any other subsidy (i.e. any opportunity for Homes and Communities Agency (or other) funding is exhausted first)	The new housing schemes delivered will be genuinely additional	The council will only be assisting with subsidising the selected schemes via the grant funding process. The project is likely to attract additional investment/subsidy.
5	Any proposal is subject to specific Council approval	The Council will have the opportunity to direct the use of its capital contributions towards specific Council priorities.	Council approval processes will be followed for schemes selected through the grant funding process.
6	That any projects are value for money	The quantum of affordable housing that can be delivered from any funding required is maximised to meet priority	Proposals to deliver affordable homes would lever in private finance from a partner and/or public grant funding.

		needs.	
7	That any new scheme is completed within a reasonable timescale	It will benefit SGC for additional affordable housing to be available for residents in need as quickly as possible.	External funding is currently available for bids. Detailed grant funding process will set out timescales with priority for earlier delivery on most deliverable schemes.
8	That any scheme would be occupied by those meeting specific entry/eligibility criteria	Eligibility criteria have been considered in separate policy decisions	Eligibility criteria for the grant funding process will be set out to those applying, and will include requirement to agree grant funding agreement including nomination rights for the council.

8. If you have indicated that there is a negative impact on any group, is that impact:

Legal? Yes No

Intended? Yes No

Level of impact High Low

No negative impact has been identified:

9. Could you minimise or remove any negative impact - how?

N/A

10. Could you improve a positive impact of the Function - how?

Effective promotion of the accommodation would ensure all residents meeting eligibility criteria would be able to choose the accommodation.

Through monitoring of services provided by/with the accommodation the expectations and choices of those in housing need of affordable housing can be enabled.

11. If there is no evidence that the Function promotes equality of opportunity or improved relations, could it be adapted so that it does - how?

N/A

12. Any other relevant notes:

N/A

SECTION 3 – CONSULTATION & RESEARCH IN RELATION TO THE EqIAA

13. What consultation has been conducted with groups and individuals from groups likely to be affected as well as staff, and what evidence has this provided about equalities impact?

Data on housing need was collected as part of the South Gloucestershire JSNA in 2015. The Executive Summary can be found here:

<https://council.southglos.gov.uk/documents/s66999/JSNA%20-%20Exec%20summary.pdf>

Equalities considerations and monitoring is an integrated part of the Joint Strategic Needs Assessment process. Each of the 40 chapters, including housing, has an equalities section containing a review of equalities issues and identifies customer consultation.

The SHMA was jointly commissioned by the four West of England local authorities to provide a consistent evidence base for housing across the Wider Bristol HMA. The emerging SHMA outputs have also been discussed with officers and members of neighbouring local authorities under the Duty to Co-operate as well as a Housing Market Reference Group, that were involved in the development of the original study brief and consulted at key points throughout the process.:

<http://www.southglos.gov.uk/housing/low-cost-home-ownership/strategic-housing-market-assessment/>

Individual strategies listed within this document and associated decision reporting will identify their specific consultation and equalities impact assessments.

The decision proposed is in line with strategies and needs assessments and only positive impacts have been identified.

14. What relevant research (data, reports, expert opinion etc.) has been conducted and what evidence has this provided about equalities impact?

The Housing and Planning Act 2016 makes significant changes to the delivery of affordable housing, and an ambitious target has been set to deliver one million new homes by 2021.

So far, however, the policy changes introduced have had an adverse effect on affordable housing delivery. Furthermore, the uncertainty of Government announcements regarding the LHA means some affordable housing schemes will proceed at risk until Government clarifies its intention.

In addition the availability of capital grant to fund new affordable rented homes, especially for social rent, has reduced significantly.

Welfare reform will have a material impact on housing associations, their customers and local authorities. The combined effect of welfare reform and the other policy changes is expected to be an increase in homelessness and in the use and cost of temporary accommodation.

The Wider Bristol SHMA 2015 evidences affordable housing need and demand. Volume 2 of the SHMA was published in November 2015 and approved for use by Planning,

Transport and Strategic Environment Committee in March 2016. It sets out additional technical information covering the need for all types of housing, including the breakdown of affordable housing need by tenure and type. The Council's highest need is for social rented homes (73%) in a range of house types.

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HomeChoice is currently upgrading the re-housing system and is in the process of transferring applicants from the old system to the new. As a result, the below information, collated in June 2014, provides an indication of HomeChoice data.

Total Population

The population estimate for South Gloucestershire (taken from the 2011 national census) was 262,800.

HomeChoice

The number on HomeChoice on 01.01.14 was 6,528.

Ethnicity

The table below compares the ethnic background of the population of South Gloucestershire in the 2011 census with applicants on HomeChoice on 01.01.14:

Group	District		HomeChoice	
	Number	% of Population	Number	% of HomeChoice Population
Asian/Asian British – Bangladeshi	238	0.1%	#	0.1%
Asian/Asian British – Indian	2,699	1%	10	0.2%
Asian/Asian British – Pakistani	698	0.3%	18	0.3%
Asian/Asian British – Chinese	1,312	0.5%	#	0.1%
Asian/Asian British – Other	1,493	0.6%	41	0.6%
Black/African/Caribbean/Black British – African	987	0.4%	86	1.3%
Black/African/Caribbean/Black British – Caribbean	980	0.4%	78	1.2%
Black/African/Caribbean/Black British – Other	251	0.1%	27	0.4%
Mixed/Multiple Ethnic Groups – White & Asian	1,016	0.4%	20	0.3%
Mixed/Multiple Ethnic Groups – White & Black African	396	0.2%	15	0.2%
Mixed/Multiple Ethnic Groups – White &	1,516	0.6%	100	1.5%

Black Caribbean				
Mixed/Multiple Ethnic Groups – Other	739	0.3%	13	0.2%
White – English/Welsh/Scottish/Northern Irish/British	241,611	91.9%	4995	76.5%
White – Irish	1,223	0.5%	30	0.5%
White - Gypsy or Irish Traveller	271	0.1%	28	0.4%
White – Other	6,469	2.5%	204	3.1%
Other Ethnic Group - Arab	366	0.1%	0	0%
Any Other ethnic group	502	0.2%	31	0.5%
Declined to answer	---	---	822	12.6%

Religion or Belief

This table compares the religion/belief of residents responding to the 2011 census with applicants on HomeChoice on 01.01.14:

Religion/Belief	District		HomeChoice	
	Number	% of Population	Number	% of HC Population
Christian	156,504	59.6%	1974	30.2%
Buddhist	708	0.3%	16	0.3%
Hindu	1,681	0.6%	#	0.1%
Jewish	145	0.1%	0	0%
Muslim	2,176	0.8%	69	1%
Sikh	623	0.2%	#	0.1%
Other religion	888	0.3%	86	1.3%
No religion	80,607	30.7%	2165	33.2%
Religion not stated	19,435	7.4%	2207	33.8%

Age

This table compares the age of residents responding to the 2011 census with applicants on HomeChoice on 01.01.14:

Age Range (Years)	South Gloucestershire	Age Range (Years)	HomeChoice
Age 0 to 4	6.1%	16-24	15.9%
Age 5 to 9	5.6%		
Age 10 to 14	6.1%	25-34	30.9%
Age 15 to 19	6.7%		
Age 20 to 24	5.9%	35-44	19.9%
Age 25 to 29	5.9%		
Age 30 to 34	6.1%	45-54	13.8%
Age 35 to 39	6.6%		
Age 40 to 44	7.9%	55-64	8.3%
Age 45 to 49	8.1%		
Age 50 to 54	6.6%	65+	11.2%
Age 55 to 59	5.7%		
Age 60 to 64	6.0%		
Age 65 to 69	5.1%		

Age 70 to 74	4.0%
Age 75 to 79	3.3%
Age 80 to 84	2.3%
Age 85 and over	2.1%

Sexual Orientation and Gender Identity in South Gloucestershire

There is no hard data on the number of lesbians, gay men, bisexuals and transgendered people in the UK. However, the Government is using the figure of 5-7% of the population and Stonewall¹ agree that this is a reasonable estimate. 2% of applicants fall within this category on HomeChoice. Whilst this is clearly lower than the Government estimate, it should be noted that 30% of applicants on HomeChoice chose not to answer this question.

Overall, it is anticipated that there will be a positive impact for all in relation to this proposal as indicated in Section 2 of this EqIAA, however it is particularly worthwhile noting that those groups where a higher proportion of residents are part of HomeChoice than is the proportion in the South Gloucestershire population, have the potential for positive impact to be realised:-

- Black/African/Caribbean/Black British – African
- Black/African/Caribbean/Black British – Caribbean
- Black/African/Caribbean/Black British – Other
- Mixed/Multiple Ethnic Groups – White & Black Caribbean
- White - Gypsy or Irish Traveller
- Any Other ethnic group
- Those aged 16 – 34 years

Overall, it is anticipated that there will be a positive impact for all in relation to this proposal as indicated in Section 2 of this EqIAA.

15. What contributions does your function/activity make towards promoting community cohesion?

Affordable housing, including affordable homes for rent, contributes towards establishing mixed, balanced and sustainable communities and therefore have a positive impact on community cohesion.

Choice of housing for households in need of affordable housing will be widened by the provision of new accommodation, built to higher development and technological standards.

¹ For further information, visit: <http://www.stonewall.org.uk/>

SECTION 4 – OUTCOMES

Outcome	Your response	Reason(s) and Justification
<p>Outcome 1: No major change required.</p>	<input checked="" type="checkbox"/>	<p>Additional affordable housing will become available in South Gloucestershire, thus meeting a clearly identified need, as highlighted in the Wider Bristol SHMA 2015</p> <p>Occupancy and eligibility criteria for affordable housing has already been considered in separate equalities impact assessments.</p> <p>The risks and opportunities associated with proceeding with the grant funding process to help subsidise additional affordable housing are explored in the committee report.</p>
<p>Outcome 2: Adjustments to remove barriers or to better promote equality have been identified.</p>	<input type="checkbox"/>	
<p>Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality.</p>	<input type="checkbox"/>	
<p>Outcome 4: Stop and rethink.</p>	<input type="checkbox"/>	

16. List the actions you will take as a result of this EqIAA.

With regard to any future Council nominations to affordable homes HomeChoice conduct monitoring on an on-going basis, which will allow us to identify and address any equalities issues that may emerge. This will include monitoring of:

- Number of applications received.
- Number of applications registered within 10 working days.
- Number of applicants not accepted onto the Housing Register.
- Number of properties advertised by type, area and landlord.
- Number of bids and method of bidding.
- Number of bids for each property by band.
- Profile of bids, i.e. by age of applicant, ethnicity, transfer, homelessness.
- Number of accepted offers by band.
- Number of offers refused.
- Number of properties advertised more than once (hard to let).
- Number of review requests.
- Number of complaints.

The Council will monitor compliance via an annual disclosure statement which will be taken to the Adults, Housing and Public Health Committee.

Equality information is incorporated into reports on numbers of service users and eligibility.

Measures of success are parity of satisfaction amongst customer groups; parity of access to opportunities across customer groups.

SECTION 5 – EqIAA EVIDENCE

17. List and attach the evidence you have which shows how you have systematically considered equality impact.

Wider Bristol SHMA 2015
Housing Strategy 2013-18
JSNA
Affordable Housing development and space standards/RP Design Brief
Relevant Strategies and action planning
Previous decision making reports
Procurement processes and grant funding procedures
Housing and Planning Act 2016
HCA SOAHP 2016-21 prospectus
Consultation with project team, stakeholders, partners and providers