

Equality Impact Assessment Form

Part 1: Screening

Name of Strategy/Policy/Project/Function:
Completing Officer's Name:
Completing Officer's Telephone Number:
Date Completed:

Housing Delivery Strategy 2020-25

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Please send a copy of the completed form to the Equalities Group at equalities@reigate-banstead.gov.uk.

Section One: Identify Your Aims and Objectives

The purpose of an Equality Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This method is used to ensure that individuals and teams consider the likely impact of their work on residents and take action to improve strategies, procedures, projects and functions where necessary.

What is the main purpose of this strategy?

The main purpose is to set the out the affordable housing challenge in the borough, identify housing need challenge, outline streams of work during 2010-25 to increase delivery.

List the main activities & objectives or main policy areas of this strategy

- Increase the delivery of additional affordable housing across a range of tenures to enable greater housing choice for local households who live and / or work in the borough
- Explore opportunities for the Council to deliver housing directly on it own land / sites
- Work with public authorities to maximise use of public land for housing delivery
- Explore options to increase delivery including assessment of delivery vehicle options such as Council local housing companies
- Looking at opportunities to set up Joint Venture vehicles on a site by site basis
- Deliver supported housing for single people with complex needs
- Maximise the delivery of affordable and market housing through planning policy ensuring land use is maximised whilst ensuring good design, the right tenure and house types are delivered to meet local need.

Who are the main beneficiaries of this strategy?

Households who live or work in the borough of Reigate & Banstead.

In what way are the main beneficiaries affected by this strategy?

The main beneficiaries could:

- Have access to more housing opportunities
- Have improved housing tenure choice
- Beneficiaries could see a greater choice of types of property types delivered to suit a range

of needs, household types from single person shared housing to family homes to housing for older people

Section Two: Consider Data and Research

Exploring available data and conducting research will help to give an indication as to what impact the strategy will have on equality and diversity.

Where data is limited or unavailable, managers should identify this as a limitation and identify ways to overcome this. This may include contacting specialist or other external organisations, or by conducting further research of existing regional and national data.

What data is available to help direct the EIA?

- Housing Register data including income brackets, household size, ethnicity, housing need requirements
- Homelessness prevention and relief data –by household employment status, support need, cause of housing issue, income, tenure
- Data on numbers of households registered on the Help to Buy list for affordable homeownership
- Income and affordability data
- Housing delivery information for private and affordable housing (planning permission / completions)
- Data on affordable rented housing vacancies / nominations / rent levels
- Census data
- House price data, affordability ratios, private rent levels, affordable housing rent levels
- Borough profile data

Are there any gaps in data that may require further research or consultation?

Not currently that we are aware of.

Section Three: Assess The Impact on Equality Target Groups

Assess where you think the strategy could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the strategy could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.

Consider the following:

- *Publicity, including design, distribution and accessible communications issues*
- *Physical access*
- *Location, geography*
- *Poverty, deprivation and social exclusion issues*
- *Employment*
- *Safety*

- *Direct discrimination: does the strategy intentionally exclude a particular equality group? If so, is this exclusion justified? Are the strategy and its outcomes likely to be equally accessed by all (are there barriers that might inhibit access to the service for some people)?*

Lack of data may make completing this section difficult, but is not be a reason to halt the process. Please continue to complete this form.

Completing the table below will predict the likely impact on the target groups. You are not required to complete each box, only those that are relevant. Relevant boxes are those where there is a disproportionate or greater impact either way.

		Positive Impact	Neutral	Negative Impact	Reason
Age	Older people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Strategy promotes delivery of a range of housing options to meet local housing need. It identifies data showing an ageing population and requirement for suitable housing (and care).
	Younger people & children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Strategy promotes delivery of a range of market & affordable options include family homes & singles housing.
Disability <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Strategy promotes a range of housing types & tenures which will include ensuring delivery of homes suitable for people with disabilities.
	Sensory	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Learning	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Long-term Health Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Commitment to work up a supported housing scheme for complex needs (mental health / drug / alcohol / offending) single people.
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Men	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender reassignment	Trans-men and -women	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

Marriage and civil partnership	People who are married or in a civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Strategy promotes delivery of a range of housing types to meeting a range of housing needs.
Pregnancy and maternity	Mothers or women who are pregnant	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Race <i>These categories are those used in the 2001 census</i>	Asian	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Black	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Mixed race	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	White	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Chinese	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Other racial or ethnic groups (specify)	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Religion or belief <i>Consider faith groups individually and collectively</i>	Faith groups	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Sexual orientation	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

If you have indicated that there is a potential negative impact on any target group, are these Intentional and/or of a High Impact?

Intended? i.e. can be justified in terms of legislation
e.g. concessionary fares older people Yes No

High Impact? i.e. it is or may be discriminatory against one or more groups Yes No

*Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?*

- **If YES**, a full assessment is required. Please complete the **Equality Impact Assessment Form Part 2: Full Assessment**.
- **If NO**, complete the rest of this form. Do not ignore low impacts- these could help you to develop services in the future.

Section Four: Improvement Planning

It is important to consider any influence that the strategy is having, or could potentially have, on the individual strands of equality. The strategy should be examined for its effectiveness in:

- Promoting equality
- Eliminating discrimination
- Achieving equality

Could negative impacts be removed or minimised? Could positive impacts be improved and if so, how?

Analysis must be undertaken with the strategic objectives of the Council in mind and the questions should reflect legal requirements, the emerging Local Development Framework and population needs.

Use the table below to record how you could minimise or remove any low negative impact or improve the positive impact of the strategy.

Issue	Action
The intended beneficiaries of the strategy are people who live or work in the borough, households from outside the area will not be able to access homes delivered through the strategy.	Data on delivery and lettings where available will be monitored to assess any negative impacts on any equality target group.

If there is no evidence that the strategy promotes equality, equal opportunities or improved relations, could it be adapted so that it does? If so, how?

Section Five: Monitoring and Reviewing

What data do you have that monitors the impact of the strategy on protected groups?

- Data on homes delivered by tenure / type/ size
- Lettings data for affordable housing by ethnicity, age, sexual orientation, family composition, marital / civil partner status (subject to disclosure by individuals)

How is this data used?

To ensure homes are delivered to meet identified local housing needs across tenures.

If there is no data, explain how you intend to continue monitoring the impact of this strategy:

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