

# **Equality Impact Assessment (EIA)**

Housing Strategy 2009- 2014

**Equality impact, needs and requirements assessment form**

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

### **About the policy, practice, service or function you are assessing**

Name of policy, practice, service or function: Housing Strategy 2009 - 2014

Assessment team leader name: Ian Fullagar

Date of assessment: December 2008

Department responsible: Housing and Advice Services

Service Area: Housing Strategy and Development Unit

Other members of assessment team:

<b>Name</b>	<b>Position</b>	<b>Area of expertise</b>
Ian Fullagar	Housing Strategy and Performance Manager	Head of Service, Housing Strategy and Development Unit
Maggie Fennell	Housing Strategy Development Officer	Member of the Corporate and Adult Services Equality Group; Housing and Equality Group and Chair of the Disabled Employees network and will have a significant role in the implementation of the Housing Strategy
John Sheil	Housing Strategy Officer	Member of the Housing and Equalities Group; joint author of the Housing Strategy and will have a significant role in the implementation of the Strategy

Primary advisors

<b>Name</b>	<b>Position/ organisation</b>
Ann Webster	Equality and Diversity Manager, Derby City Council
Tony Walsh	Derby Irish Association
Pat Fletcher	East Midlands Arthritis Self-Help group (EMASH) and Derbyshire Coalition for Inclusive Living (DCIL)
Michael Goodison	The Roundabouts UK
Trisha Gadsby	New Communities Advisor, Derby City Council
Toni Montinaro	Derbyshire Friend
Maureen Parker	Derbyshire Older People's representative
Zbigniew Woscikmbe	Eastern European Migrants Advice Committee (E-MAC)
Eileen Fry	Multi Faith Centre at the University of Derby
Phil Raffle	Derby Association of Community Partners (DACP)
Harry Margett	Derby Association of Community Partners (DACP)

	<b>Question</b>	<b>Response/ findings</b>	
1.	What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	To set the blueprint for housing and housing led services throughout the city.	

2.	Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements	The strategy is an overarching document. Therefore the Housing Strategy and Development Unit in partnership with a wide range of partner organisations including Statutory bodies such as the Police and Fire and Rescue Services, Registered Social and Private Landlords, PCT Greater Derby and Derbyshire, Private Developers, other Local Authority departments (including Adult Social Services and the Community Safety Partnership for instance) and Third Sector Organisations such as Charities and Voluntary Organisations. Work together to deliver actions against the Strategic aims and objectives.	
----	--	---	--

3.	Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?	All equality groups are included within the strategy.  Sub strategies are developed which support specific housing strands	

4.	<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>Positive outcomes in relation to equality and housing access for all. Specifically, the strategy has 4 key objectives which are:</p> <ul style="list-style-type: none"> <li>• Working towards cohesive and empowered communities</li> <li>• Providing affordable and accessible housing with appropriate and timely housing advice</li> <li>• Improving homes and the living environment</li> <li>• Supporting vulnerable residents</li> </ul> <p>All of the 6 strands of diversity are affected.</p>	
----	--	--	--

5.	<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>Reviews of previous Housing Strategy. Sub Strategies – BME, Older Person’s Housing Strategy, Supporting People, Homelessness – this strategy draws those findings together</p> <ul style="list-style-type: none"> <li>• Affordability and sustainability is an issue. ASB is a concern</li> <li>• Need more effective partnership working to reduce the number of long term empty dwellings</li> </ul> <p>Under Occupation; Fuel Poverty and Stock condition are key issues</p> <ul style="list-style-type: none"> <li>• More needs to be done to</li> </ul>	
----	---	---	--

		<p>tackle long term worklessness issues in the City</p> <ul style="list-style-type: none"> <li>• From the results of consultation, there was a perceived under-investment in social housing. Additionally, it was felt that there was a need to regulate more and improve standards</li> </ul>	
	<b>Identifying potential equality issues and factors</b>		
	<b>Question</b>	<b>Response/ findings</b>	



1.	What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring	<p>That where effective partnerships are in place – positive outcomes can be achieved.</p> <p>There is on-going research and evaluation which supports strategy development.</p> <p>EIA's have been undertaken on the Homelessness and Affordable Warmth Strategies and the Allocations policy and are being undertaken on the Older Person's and BME Housing Strategies. These have identified a number of issues and required actions on the specific strategies.</p>		
----	--	---	--	--

2.	<p>Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?</p>	<p>Disabled people find it more difficult to access appropriate housing. There is a lack of attractive housing options for older people i.e. bungalows. Younger People – families face increasing difficulty re: affordability and meeting aspirations. RSLs and HAs – face financial pressures re: maintain stock at decent levels. Right To Buy has affected stock levels over time. Research shows that some Equality Groups face significant barriers in accessing quality housing throughout housing life cycle because some interventions are not adequate.</p>		
----	--	---	--	--

--	--	--	--	--

3.	Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?	<p>People coming from people coming to Britain from the Accession 8 (A8) countries of the Czech Republic; Estonia; Hungary; Latvia; Lithuania; Poland; Slovakia and Slovenia.</p> <p>Ageing Population Higher Proportion of BME groups. Single males young.</p> <p>Household</p> <ul style="list-style-type: none"> <li>• Family Breakdown</li> <li>• Rising repossessions and rising fuel bills</li> <li>• Strategy must recognise and be responsive.</li> <li>• Lower interest rates for savings</li> </ul> <p>There is on-going research and evaluation</p>		
----	---	--	--	--

	<b>Question</b>	<b>Response/ findings</b>
4.	Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?	<p>Despite proposals to annually review the overarching strategy the rapidly changing housing markets makes it difficult to respond to changing need. With gap / lag occurring. However, evidence suggests that at organisational delivery level more flexibility is seen.</p> <p>Lack of regular updates on the housing strategy means that data gets out of date. There is a need to regularly review and change accordingly.</p> <p>Lack of consultation with hostel users</p> <p>There is a need to ensure that relationships between communities are maintained.</p>
5.	What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?	Census data, HNMS, BME research, allocations records, complaints, tenant satisfaction surveys, Housing benefits, Audit Commission inspection etc. Housing Strategy Unit. Much of this data can be obtained through the Data Warehouse

6.	Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?	Local Area Agreement, the Equality and Diversity Plan, National Indicators, Best Value Performance Indicators, LPIs, Local targets plus the Homes and Communities Agency and Audit Commission
7.	Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	Positive effects through sub-strategies. However, the very act of subscribing individuals with their individual needs and characteristics within 'groups' may affect them negatively. There is a chance that through lack of recognition of the needs of hard to reach groups, their needs could be overlooked

## Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

what information or data you will need  
 using both quantitative and qualitative data  
 making sure that where possible there is information that allows all perspectives to be considered  
 identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints	From liaison groups Complaints forms throughout the year	Groups such as the Strategic Liaison Forum	None received as yet	May be difficult for people with learning difficulties to register complaints

Consultation and community involvement	Housing Strategy consultation process During 2008	Stakeholders and customers	More on private sector – meeting needs of disabled/ vulnerable Some groups may be excluded	More workshops to involve a wide range of people including voluntary groups  Information on people who are looking to move into Derby.
Performance information including Best Value	Audit Commission Performance plan	Not applicable	Not known as yet	Not known
Take up and usage data	Not applicable	Not applicable	Not applicable	Not applicable
Comparative information or data where no local information	Not applicable	Not applicable	Not applicable	Not applicable

Census, national or regional statistics	Census regarding BME/ disability/ age etc	Census	Ageing population Diverse and increasing ethnicity	Sexual orientation and religion
Access audits or assessments such as DDA assessments	Not applicable	Not applicable	Not applicable	Not applicable
Workforce profile	Not applicable	Not applicable	Not applicable	Not applicable
Where service delivered under procurement arrangements – workforce profile for deliverers	Not applicable	Not applicable	Not applicable	Not applicable



Monitoring and scrutiny outcomes	Review every year			
----------------------------------	-------------------	--	--	--

## Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

<b>Objective/Target:</b>	<b>Annual review of the housing strategy</b>
Specific	Yes
Measurable	Housing Strategy review undertaken
Achievable	Yes
Relevant	Needed due to the changing housing market
Timed	1 year from publication of strategy and subsequent years

<b>Objective/Target:</b>	<b>Ensure research resources are better co-ordinated</b>
Specific	Yes – number and types of projects commissioned and achieved
Measurable	Record the number of and types projects achieved and actions taken forward – linked to Business Plan
Achievable	Yes
Relevant	Yes
Timed	Review annually

<b>Objective/Target:</b>	<b>Provide concise performance management information on targets</b>
Specific	Yes
Measurable	Agree performance framework
Achievable	Yes
Relevant	Yes
Timed	Reported quarterly/ annual reporting

<b>Objective/Target:</b>	<b>Carry forward appropriate objectives and targets in the Housing Strategy</b>
Specific	Yes
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	Yes

<b>Objective/Target:</b>	<b>Establish effective communication of the Housing Strategy actions and outcomes</b>
Specific	Team meetings to identified audience to communicate housing strategy
Measurable	Yes – number of reports
Achievable	Yes
Relevant	Yes
Timed	Yes – annual review

## Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2009/10	2010/11	2011/12		
Ensure the Housing Needs and Market Study covers the 6 equality strands	Review the Housing Needs and Market study		April 2010		John Sheil/ Maggie Fennell	Once
Review supply and demand of accommodation which can accommodate carers	Identify supply and demand		April 2010		John Sheil/ Maggie Fennell	Annually

<p>Need to consider issues of:          Delayed transfer from hospital          How to ensure locks fitted during modernisation are suitable for disabled people          Training of staff to deal with vulnerable people          Homeless hostels          Workforce development through the S.P. peer review.          Can more stringent requirements be made through procurement of providers?</p>	<p>Research issues</p> <p>Identify whether DDA fittings are being installed in Derby Homes properties where appropriate and if not, why not.</p> <p>Review Equalities and Diversity training through the CASS equalities group</p>		<p>April 2010</p>		<p>John Sheil/          Maggie Fennell</p>	<p>Annually</p>
--	--	--	-------------------	--	--	-----------------