

# **Equality Impact Assessment (EIA)**

**Black and Minority Ethnic Housing Strategy 2005- 2008**

**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: Black and Minority Ethnic Housing Strategy 2005 - 2008

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; Chair of the Disabled Employees network and will have a significant role in the development and implementation of the Black and Minority Ethnic Housing Strategy 2009 - 2012
John Sheil	Housing Strategy Officer	Member of the Housing and Equalities Group; lead author of the Black and Minority Ethnic Housing Strategy 2005 – 2008 and will be responsible for the development of the Black and Minority Ethnic Housing Strategy 2009 - 2012

## 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>R e s p o n s e / f i</b>

		SECRET	
--	--	--------	--

1.	What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	E n s u r i n g  i n c r e a s e d  e q u i t y  o f
----	---	---

--	--	--	--

			re li a t e d s e r v i c e s ( i e a i o c a	
--	--	--	--	--

		ditions) for BME residents in De	
--	--	---	--



--	--	--	--

--	--	--	--

		O f P a r t i c i p a t i n t i n e s s e	
--	--	---	--

		a n d A f r i c a n C a r i b b e a n r e s i d e n t	
--	--	---	--

		s	
--	--	---	--

<p>2.</p>	<p>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</p>	<p>l t i s a n i n c l u s i v e s t r a t e g y w</p>
-----------	---	--

--	--	--	--

		S H O U S I N G S T R A T E G Y U N I T W O R K I
--	--	---





--	--	--	--

		in s t i o n i n c l u d i n g R S L , R a c i a l	
--	--	--	--

		Equality Impact Assessment BME Housing Strategy 2008	
--	--	--	--

		affinity partnership schemes initiated	
--	--	--	--

		Y S C S P S E T C	
--	--	---	--

<p>3.</p>	<p>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?</p>	<p>B M E  G r o u p s  I c c i t y  c o m m u n i t i e s  h o</p>
-----------	---	--

--	--	--	--



--	--	--	--

		<p style="text-align: center;">L S . S p e c i f i c a l l y t h e B M E H o u s i</p>
--	--	--

		ing strategically focuses on African	
--	--	--	--

		C a a i o o e a n , i n d i a n , p a k i s t a n i
--	--	--

		and C i e e g o c p e i n e - a t i o n	
--	--	---	--

		to o n o c u s i n g i s s e s . T h e c o n t e n t	
--	--	---	--

		d B M E H o u s i n g S t r a t e g y , W h i c h
--	--	---

		i s d u c t o b e w n i t e n i n 2 0 0 9 ,	
--	--	--	--



--	--	--	--

		... i t i e s	
--	--	------------------------------	--

<p>4.</p>	<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>Il n 2 0 0 3 , D e n b y C i t y C o o r d i n a t i o n</p>
-----------	--	---

--	--	--	--

		a n c h w h i c h i d e n t i f i e d t h a t B M E	
--	--	--	--

		r e s i d e n t s  v e n e s s u b j e c t t o d i s
--	--	--

		it n t t i s s c c e s s o f i n e c c a i l i t y i n	
--	--	--	--

		ne - a t i o n t o t h e i n t e r n a t i o n a l c o n f e r e n c e	
--	--	--	--



		S . T h e B M E H o u s i n g S t r a t e g y s e	
--	--	---	--

		ex s t o e s t a b l i s h n e c r a n i s e n t o	
--	--	--	--

		add s s i n e d u a i l i t y . I t h a s i	
--	--	---	--

--	--	--	--

		o n w i t h a w i d e r a n g e o f k e y g r	
--	--	---	--



		n n u n i t i e s D i v e n s i t y F o r u n ( M C C D
--	--	--

		F	
--	--	---	--



<p>5.</p>	<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>R e g u l a t i o n r e v i e w s o f t h e p r o g r e s s o</p>
-----------	---	--

		findings	
--	--	----------	--

		n n a d d e t o i n t e r n a - a n d e x t e r n a	
--	--	--	--

--	--	--	--

--	--	--	--

		 t a    t i v e e a n c a s    v i s i o n r e s o u r c e s p r o j e c t	
--	--	--	--

		B M E i s s u e s i n t h e C i t y ; t h e G	
--	--	---	--

		e n d e r n D i v e r s i t y F o r u n a n d t h e	
--	--	--	--



--	--	--	--

		W h i c h c o n t r i b u t i o n s t o r y b e l o n g t o	
--	--	--	--



		O n s  N e w  a a  e l e m e n t s	
--	--	--	--

--	--	--	--

		g e n e r a l l y v e r l o n g l i v e d c o n s e n s a n g	
--	--	---	--

		i n t r o d u c t i o n B M E S t r a t e g y f o r C	
--	--	---	--

		t y .	
<b>Ide ntif ying pote ntial equ ality iss ues and fact ors</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>BME research in 2003 and the Housing Needs and Market Study undertaken in 2001 showed changes in levels of affluence amongst BME groups with those being longest established generally more likely to be prospering – housing aspirations are increasing with increasing levels of ownership being noted. However, there are still significant levels of over occupation for some BME groups / quality of housing poor in comparison and the degree of choice is limited.</p> <p>Additionally, there is some suggestion that housing options for ex-offenders are limited due to language issues and a lack of knowledge about rights.</p>
2.	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>Our analysis shows that households from a range of BME groups are more likely to be represented on the social housing waiting list for longer periods than white British households. Even when factors such as size, need and priority are examined.</p> <p>In respect of social housing, actual allocations made to BME residents are slightly higher than the proportion of BME residents in the City.</p>

3.	<p>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>	<p>The proportion and diversity of BME residents is increasing including the Roma and Eastern Block populations. Those most established are ageing proportionately high levels of single young male new arrivals that require different types of housing and other interventions.</p> <p>There is a requirement for a permanent Gypsy/ Traveller site in the City</p> <p>Asian communities are ageing.</p> <p>Additional data may be gained through the Derby data warehouse</p> <p>There is a suggestion that HIV rates are higher in new communities</p>
----	--	--

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>Separate Equality Impact Assessments have been undertaken for Homelessness / Allocations Affordable Warmth etc.</p> <p>Rapid changes in the demographic are difficult to respond to through the strategy. However, at operational delivery level, more flexibility is seen.</p> <p>It is necessary to consider newly emergent issues on a regular basis to avoid missing any key issues.</p> <p>Some BME groups are ineligible for public funds due to national policy meaning that this strategy is unable to assist some groups.</p> <p>The potential for unmet need is unqualified It has been suggested that there is a lack of easily accessible information which is translated into all community languages</p> <p>There is a lack of information in the 2005-8 BME housing strategy on Gypsies and Travellers; Roma groups and the newer communities meaning that some issues such as overcrowding may not be fully considered.</p> <p>The strategy should be reviewed on an annual basis to ensure that no emergent issues are overlooked.</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, Data warehouse, allocations records, consultation, complaints, tenant satisfaction surveys and audit commission inspections.
6.	Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?	<p>RSL standards are monitored by the Housing Corporation / Audit Commission. Supporting People undertake validation visits. There is a need to comply with the Disability Discrimination Act, Lifetime Homes... RSL / Derby Homes standards are published</p> <p>Allocations data is considered at the Housing and Equalities group.</p> <p>Some data is not as robust such as information about social exclusion issues</p>
7.	Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	<p>Positive – through the introduction of the BME Strategy – examples of positive change. Disability, older people, LGBT, young males etc There is a possible perception that consultation mechanisms which show the service is good could lead to complacency.</p>

## 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

<b>Data or information</b>	<b>When and how was it collected?</b>	<b>Where is it from?</b>	<b>What does it tell you? You need to consider all six equality strands where you can</b>	<b>Gaps in information</b>
Customer feedback and complaints	Comments collated at various liaison meetings with stakeholders	RSLs, REC, DH and other partners	Need to broaden groups including gypsies / travellers, accessing countries for all types and tenures of housing	What is interplay between strands
Consultation and community involvement	Various events at community groups, specific event, MCDF monitor	Various events at community groups, specific event, MCDF monitor	Need to broaden groups including gypsies / travellers, accessing countries for all types and tenures of housing	What is interplay between strands
Performance information including Best Value	N/A			

Take up and usage data	N/A			
Comparative information or data where no local information	N/A			No comparison with Housing Strategy of similar cities.
Census, national or regional statistics	2001 – Census and mid year est.	Census	Growing BME population overall population is ageing	N/A
Access audits or assessments such as DDA assessments	N/A			
Workforce profile	N/A			
Where service delivered under procurement arrangements – workforce profile for deliverers	N/A			

Monitoring and scrutiny outcomes	MCDF Strategic Liaison	MCDF Strategic Liaison	Same as in centre census, national or regional statistics	Same as in centre census, national or regional statistics
----------------------------------	------------------------	------------------------	---	---

### Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

<b>Objective/Target:</b>	<b>Develop monitoring mechanisms for private sector enforcement complaints for the 6 equality strands</b>
Specific	Speak to Private Sector Housing Team to see whether monitoring forms monitor by equality strand
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	April 2010

<b>Objective/Target:</b>	<b>Review Community Safety Partnership research to consider possible implications for the strategy</b>
Specific	Review work of Community Safety Partnership team for linkages to BME Housing Strategy
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	April 2010

<b>Objective/Target:</b>	<b>More linkages with specific diversity groups</b>
Specific	Identify groups to be involved in the annual review of the BME housing strategy
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	April 2010



<b>Objective/Target:</b>	<b>More linkages with specific diversity groups covering the 6 strands of diversity</b>
Specific	Identify major correlations between equality strands
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	April 2010

<b>Objective/Target:</b>	<b>Ensure appropriate services for newly released ex-offenders</b>
Specific	Map services for non-white British ex-offenders and identify supply and demand and current issues.
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	April 2010

## 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		
More linkages with community groups	Develop further links with community groups to enable broader consultation and identify appropriate community groups		April 2010		John Sheil/ Maggie Fennell	Annual
Ensure appropriate services for newly released ex-offenders	Map services for non-white British ex-offenders and identify supply and demand and current issues.		April 2010		John Sheil/ Maggie Fennell	One off
Understanding of current issues relating to BME communities	Undertake research on BME issues across the housing sub-region of Derby, South Derbyshire and Amber Valley	December 2009			John Sheil/ Maggie Fennell	One off

Update Derby's BME Housing Strategy to take into account current issues	Bring together the information from the 2005-8 BME Housing Strategy to feed into the updated BME Housing Strategy.		April 2010		John Sheil/ Maggie Fennell	One off
<b>Objective</b>	<b>Planned action</b>	<b>Target performance</b>			<b>Responsible lead officer</b>	<b>Reporting cycle, for example, quarterly</b>
Make certain that services are accessible for all 6 diversity strands	Review the BME Housing strategy to consider all 6 diversity strands	December 2009			John Sheil/ Maggie Fennell	One off
	Issue BME monitoring data to Ann Webster for inclusion in the 2009/12 diversity plan	December 2009			John Sheil/ Maggie Fennell	One off
	Review Community Safety Partnership research to consider possible implications for the strategy	December 2009			John Sheil/ Maggie Fennell	One off
	Identify major correlations between equality strands	December 2009			John Sheil/ Maggie Fennell	One off

Identify scope for monitoring mechanisms for private sector enforcement complaints for the 6 equality strands	Discuss with Private Sector Team	December 2009			John Sheil/ Maggie Fennell	One off
---	----------------------------------	---------------	--	--	-------------------------------	---------

<b>Objective</b>	<b>Planned action</b>	<b>Target performance</b>			<b>Responsible lead officer</b>	<b>Reporting cycle, for example, quarterly</b>
Review Community Safety Partnership research to consider possible implications for the strategy	Review work of Community Safety Partnership team for linkages to BME Housing Strategy	December 2009			John Sheil/ Maggie Fennell	One off
More linkages with specific diversity groups	Identify groups to be involved in the annual review of the BME housing strategy	December 2009			John Sheil/ Maggie Fennell	One off