



South Kesteven District Council

Equality Impact (Stage 2 Analysis)

Housing Strategy 2017-2021

Service Area:	Lead officer:	Date of Meeting
Housing and Growth and Development	Paul Thomas	13/02/18
	Assessors: Anne-Marie Coulthard	
	Neutral Assessor: Carol Drury	

1. Name and description of policy/service/function/strategy

Housing Strategy

We know how many houses need to be built and we have a good idea where most of that housing will go, we know that we need to work with some landlords to raise standards in the private rented sector so that homes are safe, and we know that in keeping the streets clean, town centres flourishing and our cultural offer blossoming we can attract – and keep – residents in South Kesteven.

The Housing Strategy looks at all of these things.

An initial impact assessment was undertaken on 5 September 2017 which highlighted the need to conduct a Stage 2 Impact Analysis following consultation to address potential gaps relating to specific protected characteristics.

This analysis looks only at the areas which identified as requiring further consideration at Stage 1.

Is this a new or existing policy? **Existing**

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Potential for negative impact on young people	The Strategy considers the risk that housing benefits for young people may be removed by Government. Housing benefit eligibility has not yet changed. Identifying the potential for change at this stage means it will be possible to put in place mitigation in any future action plan. The Government has withdrawn plans to extend the Local Housing Allowance Shared Accommodation Rate to

		sheltered housing and general needs social housing for under single under 35s. Therefore, the most vulnerable people would still be able to access affordable social housing which meets their needs.
Disability	Positive impact on people with disabilities.	<p>The choices available for older and disabled people are one of the main focus areas of the Housing Strategy. The Action Plan details measures which will be undertaken to help meet their needs.</p> <p>By completing this analysis it was identified that there was a need to consult directly with disabled people and their carers to gain insight into specific needs and potential actions.</p> <p>Consultation was carried out with residents, parish councils, registered providers, private sector landlords, letting agents, landowners and developers.</p> <p>10% of respondents considered that they had a disability. This is broadly representative of the disabled population within South Kesteven.</p> <p>The majority of respondents (84%) agreed that the Council should be concentrating on helping people to live safely and independently in their own home. This confirms that the Strategy and Action Plan are likely to result in outcomes which will positively impact on persons with this characteristic.</p>
General comments	This strategy seeks to address gaps in the housing market and the changing needs of an ageing population and through partnership working should assist the proactive development of homes for life. The delivery of the Action Plan will require new policy, functions and increased partnership working. As a result, analysis of individual components will be required and will be undertaken as part of the process.	

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

We have used council-owned data such as a State of the District document and data from a number of external sources including the Lincolnshire Research Observatory.

If there are any gaps in the consultation/monitoring data, how will this be addressed?

We have identified the need for further information relating to the specific needs of young people, older persons and people with disabilities. We will actively seek to directly consult with these identified groups. The intention is to fill these gaps in our knowledge through the consultation process.

The consultation results on the draft Housing Strategy undertaken over the six week period commencing on 14 September 2017 have been used to inform this update.

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
	We will do further analysis on age and disability following the consultation	
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		
d	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have checked option b) you will need to complete a Stage 2 equality analysis

c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (on behalf of the Lead Officer):
(*Name and title*)

Anne-Marie Coulthard
Service Manager, Environmental Health

Date completed: 13/02/18

Signed (Neutral Assessor):
(*Name and title*)

Carol Drury
Community Engagement and Policy Development Officer

Date signed off: 13/02/18