



## Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Housing Strategy 2026-2031
2. Summary of aims and objectives of the policy/funding activity/event	<p>The Housing Strategy aim is to provide a vision for housing across South Kesteven, in that:</p> <ul style="list-style-type: none"><li>there is a range of secure and safe good quality sustainable housing of all tenures of market; affordable; social and specialist housing.</li><li>we will support people to live healthy and independent lives in their homes, which meet changing needs now and in the future, in sustainable communities.</li></ul> <p>This vision will be delivered via five priorities:</p> <ol style="list-style-type: none"><li>1. The commitment to deliver new affordable and specialist housing in partnership</li><li>2. Continual improvement of the quality, standard and safety of homes</li><li>3. Support people to live healthy and independent lives in their homes</li><li>4. Facilitate housing to be sustainable</li><li>5. Support our communities to be sustainable</li></ol> <p>The Housing Strategy is an overarching document linking together all of the Council's housing policies and strategies. These are set out within the strategy, at the end of each section and also appended to this Equality Impact Assessment.</p>
3. Who is affected by the policy/funding activity/event?	All South Kesteven residents are potentially affected as the Housing Strategy covers housing of all tenures.
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	<p>Initial consultation took place with internal Council stakeholders and external partner stakeholders in 2023.</p> <p>The internal Council stakeholder consultation has consisted of working group meetings commencing in May 2023, with key officers mainly from housing, planning and public protection services. A wider consultation of key relevant officers took place during a staff workshop in October 2023.</p> <p>The external partner stakeholder consultation took place via an online survey during the whole of October 2023.</p> <p>Two sets of stakeholders were identified: one consisted of housing specialists including housing professionals, affordable housing</p>



	<p>registered providers, and housebuilders and the second was made up of statutory agencies including the Department for Levelling Up, Housing and Communities, Lincolnshire County Council, Town and Parish Councils and Neighbourhood Plan Groups.</p> <p>Full details are in the Housing Strategy consultation report, dated December 2023. One of the objectives of the consultation with internal and external stakeholders was to ascertain support for the proposed themes, objectives and outcomes of the strategy. These gained widespread support.</p> <p>Further consultation focusing on the draft housing strategy has taken place with internal and external stakeholders and also with residents. This has been via an online survey sent directly to partner agency stakeholders and was also placed on the Council's website, both on the 'current consultations' page and on the 'housing policies' page, which allowed for any residents to respond to the consultation. Full details are in the Housing Strategy consultation report, dated August 2025.</p>
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The impact of the Housing Strategy will be monitored through the accompanying Monitoring Framework. This is in line with the Corporate Plan Key Performance Indicators (KPIs). The Housing Strategy will be delivered via service specific policies and strategies. Service wide Key Performance Indicators (KPIs) and will be reported to Housing Overview and Scrutiny Committee on a quarterly basis. The Monitoring Framework is set out in the strategy and appended to this Equality Impact Assessment).

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <small>(The Action Log below should be completed to provide further detail)</small>
Age	Positive	<p>The first strategy priority is 'the commitment to deliver new affordable and specialist housing (in partnership)'.</p> <p>Affordable housing is primarily needed by younger and older people,</p>	



		<p>as they tend to be on a lower income.</p> <p>The Housing Strategy recognises that we have a need for more affordable housing: the Council's Local Plan (2011 – 2036) Affordable Housing Contributions policy, identifies a need for additional affordable homes each year in the district.</p> <p>The strategy also recognises that we have an aging population. The South Kesteven District 2023 Local Housing Needs Assessment report states there is need for specialist homes for older people over the Local Plan period.</p> <p>Another priority of the strategy is to 'support people to live healthy and independent lives in their homes'. This is a positive for older people as one of the aims is to 'enable people to stay in their home and receive care and support, where required, possible and when they wish this'. Although people of any age may require care and support within their home, it tends to be older people who need this.</p>
Disability	Positive	<p>The strategy theme committing to the delivery of new specialist housing supports people with a disability who need specialist housing.</p> <p>The South Kesteven District 2023 Local Housing Needs Assessment report states that the largest group of vulnerable people potentially in need of specialist accommodation is people with learning disabilities.</p>



		<p>Another priority of the strategy is to 'support people to live healthy and independent lives in their homes' and one of the aims of this is to 'proactively ensure the housing needs of our most vulnerable residents are met'. This includes people with disabilities.</p>	
Gender Reassignment	No	<p>This protected characteristic is not relevant to the implementation of this policy.</p>	
Marriage and Civil Partnership	No	<p>This protected characteristic is not relevant to the implementation of this policy.</p>	
Pregnancy and Maternity	No	<p>This protected characteristic is not relevant to the implementation of this policy.</p>	
Race	No	<p>This protected characteristic is not relevant to the implementation of this policy.</p>	
Religion or Belief	No	<p>This protected characteristic is not relevant to the implementation of this policy.</p>	
Sex	No	<p>This protected characteristic is not relevant to the implementation of this policy.</p>	
Sexual Orientation	No	<p>This protected characteristic is not relevant to the implementation of this policy.</p>	
<b>Other Factors requiring consideration</b>			
Socio-Economic Impacts	Positive	<p>The strategy recognises that we have a need for more affordable housing and one of the priorities is the commitment to deliver new affordable housing eg. social and affordable rent and affordable home ownership options.</p>	
Carers (those who provide unpaid care to a family member, friend or partner)	Positive	<p>Carers who provide unpaid care to a partner, family or friends sometimes have to work reduced paid hours or</p>	



		not be in paid work at all. This can affect the amount people can pay in housing costs and can be reliant upon welfare benefits and affordable housing. The strategy recognises that we have a need for more affordable housing and one of the priorities is the commitment to deliver new affordable housing.	
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## Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.

Group/Organisation	Date	Response
Consultation at the strategy scoping stage took place with both Council teams and external partner agencies.	2023	<p>The consultation received support for the proposed priorities and no negative impacts were identified.</p> <p>Full details are in the Housing Strategy consultation report, dated December 2023.</p>
Consultation on the draft strategy took place with Council teams and external partner agencies. Residents also had the opportunity to respond to the consultation.	2025	<p>The consultation received support for the proposed draft strategy and no negative impacts were identified.</p> <p>Full details are in the Housing Strategy consultation report, dated August 2025.</p>

## Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.

Negative Impact	Action	Timeline	Outcome	Status
N/A – no barriers, negative impact or discrimination found.				

## Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

Question	Explanation / justification
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Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No indicators of discrimination or disadvantage have been identified regarding the proposed Housing Strategy.	
Final Decision	Tick	Include any explanation/justification required
1. <b>No barriers</b> identified, therefore activity will proceed	✓	No barriers identified.
2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups		
3. <b>Adapt or change</b> the policy in a way that will eliminate the bias		
4. <b>Barriers and impact identified</b> , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

**Did you consult with an Equality Ally prior to carrying out this assessment? Yes - meeting with Carol Drury on 31<sup>st</sup> March 2025.**

#### Sign off

Name and job title of person completing this EIA	Celia Bown, Senior Housing Policy and Strategy Officer
Officer Responsible for implementing the policy/function etc	Alison Hall-Wright
Date Completed	28 <sup>th</sup> March 2025 and revised 1 <sup>st</sup> October 2025.
Line Manager	Emma-Jayne Abbott
Date Agreed (by line manager)	1 <sup>st</sup> October 2025.
Date of Review (if required)	

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to [equalities@southkesteven.gov.uk](mailto:equalities@southkesteven.gov.uk).

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.