

Equality Impact
Assessment
Housing Strategy
(2023 – 2028)

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

What is prohibited?

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

Complete this action plan as you go through the questions

- **Step 1 – Introductory information**

Title of the policy / strategy / project	Housing Strategy
Lead officer and others undertaking this assessment	Dawn Eckersley Strategic Housing Manager
Date EIA started	18th December 2023
Date EIA completed	23rd January 2024

- **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)

It is not a statutory requirement for a local authority to approve and publish a housing strategy, but this document sets out how we intend to meet the challenge of delivering new homes for our growing population.

Strategic aims for Charnwood Borough Council:

- Deliver sufficient supply of new homes, calculated through a robust standard methodology, to meet the needs of a growing population
- Use the planning process to harness the potential of private development to deliver affordable homes for rent and purchase
- Align the location of homes with economic and employment needs and growth
- Work proactively with private developers and registered providers to meet the need for affordable homes
- Work collaboratively with strategic partners and commissioners to deliver specialist housing, including accommodation for older people
- Use council-owned assets, including land, to contribute to the supply of new homes
- Work with owners and landlords of homes in the private sector to improve property condition, including energy efficiency
- Deliver active asset management across our own housing stock to improve financial performance and property condition, including energy efficiency.

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

The Housing Strategy will potentially impact all existing and future residents of the borough. In common with other areas in Leicester and Leicestershire, Charnwood has a growing population. To support the increasing population we must ensure, through both the planning process and data-informed strategic housing work, the right houses are built in the right locations. The needs of many households will be met by purchasing or privately renting properties, but we must also deliver a supply of affordable accommodation for households whose needs are not met by the market or have specific needs.

Which groups have been consulted as part of the creation or review of the policy?

- Housing Strategy Project Group
- Equality Working Group

- **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

The requirements for the delivery of new homes are set by a government formula which uses demographic and economic data. It is the responsibility of Charnwood Borough Council to develop planning and housing strategies and policies to support delivery of this objectively assessed housing need.

Charnwood must deliver 1189 homes a year in the period to 2036; a proportion of these must be for affordable rent or home ownership. The council is also obliged to work strategically with partners such as the upper-tier authority to deliver homes for groups with specific needs such as older people, disabled people, people with mental health problems and the gypsy and traveller community.

The council has limited resources to purchase housing stock meaning this housing supply will be delivered by harnessing market-led development through the planning system and strategic work. Our objective is to work collaboratively with internal teams and external partners to deliver the right homes of the right sizes and tenures in the right places.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The Housing and Economic Needs Assessment tells us the number and types of houses we must deliver to support predicted population and economic growth. The council is required to produce a Local Plan setting out how this will be achieved, and progress is monitored through the Housing Delivery Test.

The Housing Strategy Project Group will monitor delivery of the objectives in the strategy and the related project-based work driving these aims.

● **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

Housing needs are objectively assessed using a standard government formula which gives consideration to the needs of groups such as older people and those whose needs are not met by the market because of income levels.

● **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision. Please refer to the general duties on the front page.

Age	Positive
Disability <ul style="list-style-type: none"> • Physical • Visual • Hearing • learning disabilities • mental health 	Positive
Gender Reassignment (Transgender)	Neutral
Race	Neutral
Religion or Belief (Includes no belief)	Neutral
Sex (Gender)	Neutral
Sexual Orientation	Neutral
Other protected groups <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	Neutral
Other socially excluded groups <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities 	Positive

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

Eligibility for properties (other than market properties) is assessed through objective policies or criteria which are not related to protected characteristics and not discriminatory.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The Housing Strategy will not have a negative impact in relation to equality and diversity.

● **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?

The Housing Strategy Project Group will oversee and monitor delivery of housing supply and project-based activity around specific projects such as remodelling our offer of accommodation for older people. The annual Housing Delivery Test will objectively measure our progress towards prescribed housing delivery targets.

How will the recommendations of this assessment be built into wider planning and review processes? e.g., policy reviews, annual plans and use of performance management systems.

The Housing Strategy will be approved by Cabinet and regular update reports will be provided.

- **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date

- **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
To ensure ease of access, what other communication needs/concerns are there?	Residents of Charnwood	Published on CBC website

- **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

Delete as appropriate
I agree with this assessment
Signed (Service Head):



Katie Moore
Head of Strategic Housing
24th January 2024

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.