

# Appendix C - Equality Impact Assessment

This document is intended to act as a guide and point of reference, rather than be a template. There is no requirement to use this document as part of the policy development or decision making process; although it may help.

Name	Claire Benfield	Date	September 2019
Job title	Leisure and Community Officer		
<b>What are you thinking of changing or implementing?</b>			
<p>Fareham's final draft Affordable Housing Strategy 2019-36 will, once adopted, supersede Fareham Borough Council's previous Housing and Affordable Housing Strategies, introduced in 2010 and 2005 respectively.</p> <p>The national demand for affordable housing has changed significantly since the development of these previous strategies, with a growing need for a range of affordable home types at a variety of costs for occupants.</p> <p>The final draft of the Affordable Housing Strategy reflects this demand and sets out key objectives and actions for the provision of affordable housing over the next 17 years to best meet these needs. It is one of several strategies that aim to support the Corporate Priority of providing housing choices, identified in the Council's Corporate Strategy (2017-2023).</p> <p>The final draft of the Affordable Housing Strategy has been developed and refined through consultation both internally and with key stakeholders, including residents, existing tenants, Registered Providers and housing developers.</p>			
<b>What is the expected or anticipated impact of this change?</b>			
<p>This draft Affordable Housing Strategy has an intentionally broad focus, providing principles for the sustainable provision of affordable housing in Fareham. Despite this focus on higher-level strategy, the document aims to ensure definable progress in the improvement of affordable housing provision through the incorporation of specific actions against the three following key objectives:</p> <ul style="list-style-type: none"><li>• To deliver more affordable homes through the planning system.</li><li>• To ensure those homes are the right homes in the right places and that they are truly affordable for those that need them.</li><li>• To directly deliver more affordable homes by Registered Providers and Fareham Housing, especially targeting those in greater need.</li></ul> <p>The draft Strategy offers the potential for a positive impact for all residents in need of affordable housing, through its aim to ensure increased availability of affordable homes while offering a variety of tenure options to meet individual needs.</p> <p>Although the potential positive impact that the draft Affordable Housing Strategy offers is broad, it is anticipated that it will be of particular benefit to individuals with certain protected characteristics, due to the nature of their housing needs.</p>			

**Protected characteristic: Age** (including children and young people)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

Fareham has a statistically high number of older residents when compared to both regional and national levels. In 2018, 23 percent of Fareham's population were over 65 years old, and this figure is projected to rise to 31 percent by 2036. A corresponding increase in residents over 85 years of age is also anticipated. This projected population dynamic is likely to lead to an increase in demand for affordable accommodation that meets the health and support needs of ageing residents.

This Affordable Housing Strategy recognises the ageing demographic of the Borough and the challenges that this poses. One of the actions listed in the strategy is to 'produce a Sheltered Housing Strategy...to deliver more Sheltered Housing properties for older people, and, where required, aim to improve and update existing facilities.'

It is anticipated that the increase in affordable housing options, including those tailored specifically to the needs of older people, will have a positive impact on this demographic.

Although the draft Strategy does not consider specifically the needs of young people, the commitment contained within it to increase the affordable housing options is anticipated to have a positive impact on young people. Data indicates that currently many young people in Fareham are in comparatively expensive private rental or on the Council's Housing Waiting List as they have been priced out of home ownership.

The evidence indicates that this draft Affordable Housing Strategy will not have an adverse impact for this protected characteristic.

**Protected characteristic: Disability** (including physical and those with mental health conditions)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

Almost one in five people in the UK have a disability, with mobility being the most common impairment. There is a nationally recognised shortage of housing for people with disabilities.

The 2011 Census revealed that the proportion of Fareham residents whose day-to-day activities were 'limited a lot' due to disability is above the average for Hampshire. Whilst this is understandable when one considers the challenges faced by an older population, disability can have a great impact on both housing need and quality of life.

Disability, of various forms, can restrict access to well-paid work (often increasing reliance on affordable/social housing), reduce opportunities to engage socially with support networks and make existing housing arrangements unfit for the resident's needs.

One of the specific actions listed in the draft Affordable Housing Strategy recognises the challenges of disability and aims to better support the housing needs of this protected characteristic with an approach that is 'pragmatic, flexible when appropriate and justified, particularly where it facilitates addressing a specific or bespoke affordable need (i.e. more disabled accessible...homes)'.

This draft Strategy aims to increase the availability of affordable housing in the Borough, whilst considering the best way to meet the needs of potential occupants.

The evidence indicates that this draft Affordable Housing Strategy will not have an adverse impact for this protected characteristic.

#### **Protected characteristic: Gender reassignment**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

No impact identified.

#### **Protected characteristic: Marriage and civil partnership**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

No impact identified.

#### **Protected characteristic: Pregnancy and maternity**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

No impact identified.

#### **Protected characteristic: Race**

Points to consider:

- How have you considered the potential impact on people with this protected

<p>characteristic?</p> <ul style="list-style-type: none"> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>
<p>The Borough's population has a considerably higher proportion of the 'White British' ethnic group compared to regional and national figures, and a correspondingly lower proportion of other ethnicities.</p> <p>This draft Affordable Housing Strategy is intended to be socially inclusive and will be made available in alternative languages upon request. Council tenants who face language barriers in accessing information of the services available to them are able to request the support of a translator, through the Council.</p> <p>There is no evidence to suggest that this draft Affordable Housing Strategy will have an adverse impact on this protected characteristic group.</p>
<p><b>Protected characteristic: Religion or belief</b></p> <p>Points to consider:</p> <ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>
<p>No impact identified.</p>
<p><b>Protected characteristic: Sex</b></p> <p>Points to consider:</p> <ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>
<p>No impact identified.</p>
<p><b>Protected characteristic: Sexual orientation</b></p> <p>Points to consider:</p> <ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>
<p>No impact identified.</p>
<p><b>Socio-economic status</b></p> <p>People on lower incomes often find it particularly challenging to find housing that is affordable for them. The national programme of welfare reform has, for many in receipt of benefits or on a low income, added to these difficulties that they face. For example,</p>

those affected by the Local Housing Allowance rates, which are used to calculate the amount of housing benefit the tenant is entitled to, find that often the allowance is considerably lower than private rental costs and even some Affordable Rent properties. The benefit cap has also introduced further affordability challenges for some households. The Council works in partnership with specialist organisations, such as the Department of Works and Pensions and local charities, to support people with financial concerns, in addition to working with Registered Providers to ensure these individuals' housing needs are met.

The increased availability of a variety of affordable housing options, including an increased provision of Social Rent homes, tailored to the needs of individuals and households is likely to have a positive impact on this group.