

## **Equality Impact Assessment**

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of

equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is

slight. The Equality Duty requires public bodies to think about people’s different needs and how these can be met.

### **EQUALITY IMPACT ASSESSMENT (EIA)**

Directorate:	Chief Executive - Housing	Title of the Lead Officer responsible for EIA	Housing Services & Strategy Manager
Name of the policy or function to be assessed:		Housing Strategy 2025-2028	
Title of the Officer undertaking the assessment:		Housing Services & Strategy Manager	
Is this a new or an existing policy or function?		New	
<p><b>1. What are the aims and objectives of the policy or function?</b></p> <p>The Housing Strategy provides strategic direction to the housing function within the Council. It includes all staff within the Housing department, and those within other teams working with Housing</p> <p>The main aim is to inform residents, stakeholders and Councillors of the future actions within Housing.</p> <p>It is focussed on creating a positive impact on residents, housing availability, working with developers and registered providers to meet the need for affordable homes, current housing stock conditions, energy efficiency measures, quality of existing and new build homes, and housing related supported.</p>			
<p><b>2. What outcomes do you want to achieve from the policy or function?</b></p> <p>There are 8 priorities under 3 different themes that are linked directly to the Housing element of the Council’s Corporate Plan 2024-2029 – “A good quality home for everyone”.</p>			
<p><b>3. Who is intended to benefit from the policy or function?</b></p> <p>The strategy is intended to benefit all current and future residents of Broxtowe irrespective of tenure of the property they live in.</p> <p>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.</p>			
<p><b>4. Who are the main stakeholders in relation to the policy or function?</b></p> <p>Council employees within Housing and in other departments, such as Development, Capital Works, Planning, Communities and Private Sector Housing.</p>			

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**5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?**

Housing Business Plan data and performance  
 Data from the Housing systems such as the Housing Management System (Capita) and the Choice Based Lettings System  
 Data from the results of the Tenant Satisfaction Measures Survey 2023/24  
 Information from the 2021 Census  
 Information provided by the Local Government Association (LG Inform)  
 Demographic data  
 The UK House Price Index from the Land Registry  
 Benchmarking data

**6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?**

Consultations conducted with residents of Broxtowe, relevant stakeholders, members and employees who will be delivering the priorities within the Strategy.

**7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?**

No issues were identified as part of the consultation process, aside from making the document accessible at various locations throughout the Borough for those who do not access the internet.

**8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways?**

**In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:**

- Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?**

A number of the priorities focus on older residents and disabled people in the Borough. This can be justified, as it has been identified that the housing need for these groups is increasing.

The Council are addressing some of these issues by building new build accessible properties, repurposing existing stock to meet applicants' needs and encouraging

the use of aids and adaptations and disabled facilities grants to keep people in their homes.

**Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?**

We aim to make the Strategy as accessible as possible by printing copies and having an accessible copy on the website. We plan to make a summary document of the priorities and action plan which will be made available to residents.

**Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?**

No.

**Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?**

No.

**What further evidence is needed to understand the impact on equality?**

None.

**9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?**

**Age:**

People are living longer, and their changing housing needs are reflected in the Strategy. There is a higher proportion of older residents in the Borough. One of the priorities in the strategy is to “Help people to stay in their homes”, and this includes maximising the use of aids and adaptations and Disabled Facilities Grants.

Younger people find it more difficult to access housing and achieve home ownership aspirations. They are also more at risk of homelessness. The strategy aims to reduce homelessness and support people into home ownership, and both actions are likely to have a positive impact on younger people.

The needs of residents of all ages will be considered throughout the outcomes in the Strategy.

**Disability:**

No adverse impact has been identified. It is not anticipated that the Council would need to take any further action in order to enable access.

Disabled people are more likely to live in social rented housing and be impacted positively by the aims of the strategy to expand and improve this sector.

One of the priorities in the strategy is to “Help people to stay in their homes”, and this includes maximising the use of aids and adaptations and Disabled Facilities Grants.

We will continue to monitor barriers for accessing housing services and action will be taken to mitigate any barriers identified. One of our actions is to review our housing register to understand the need for social housing from the different equality strands.

**Gender:**

No adverse impact has been identified. It is not anticipated that the Council would need to take any further action in order to enable access.

Most single parent households are female, and single income households are more likely to face challenges in accessing and affordable housing, particularly private rented homes. They are more likely to live in social rented housing and be impacted positively by the aims of the strategy to expand and improve this sector.

We will continue to monitor barriers for accessing housing services and action will be taken to mitigate any barriers identified. One of our actions is to review our housing register to understand the need for social housing from the different equality strands.

**Gender Reassignment:**

No adverse impact has been identified. It is not anticipated that the Council would need to take any further action in order to enable access.

We will continue to monitor barriers for accessing housing services and action will be taken to mitigate any barriers identified. One of our actions is to review our housing register to understand the need for social housing from the different equality strands.

**Marriage and Civil Partnership:**

No adverse impact has been identified. It is not anticipated that the Council would need to take any further action in order to enable access.

We will continue to monitor barriers for accessing housing services and action will be taken to mitigate any barriers identified. One of our actions is to review our housing register to understand the need for social housing from the different equality strands.

**Pregnancy and Maternity:**

No adverse impact has been identified. It is not anticipated that the Council would need to take any further action in order to enable access.

We will continue to monitor barriers for accessing housing services and action will be taken to mitigate any barriers identified. One of our actions is to review our housing register to understand the need for social housing from the different equality strands.

**Race:**

Gypsy and Traveller communities have particular housing needs. The South Nottinghamshire Gypsy and Traveller Accommodation Assessment 2014 – 2029 suggests the required provision, and the Aligned Core Strategy states that we will act based on evidence.

The Housing Options team will continue to engage with homeless applications from those in the Gypsy and Traveller communities.

We will continue to monitor barriers for accessing housing services and action will be taken to mitigate any barriers identified. One of our actions is to review our housing register to understand the need for social housing from the different equality strands.

**Religion and Belief:**

No adverse impact has been identified. It is not anticipated that the Council would need to take any further action in order to enable access.

We will continue to monitor barriers for accessing housing services and action will be taken to mitigate any barriers identified. One of our actions is to review our housing register to understand the need for social housing from the different equality strands.

**Sexual Orientation:**

No adverse impact has been identified.

Little is known about the challenges LGBTQTI+ people face in relation to housing. Many LGBTQTI+ people have been reluctant to articulate their needs due to historical discrimination. A person's sexual orientation can impact their housing experiences, e.g. harassment in homes and communities, and family rejection which can lead to homelessness.

We will continue to monitor barriers for accessing housing services and action will be taken to mitigate any barriers identified. One of our actions is to review our

housing register to understand the need for social housing from the different equality strands.

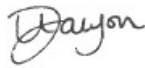
**Care Experience:**

No adverse impact has been identified. It is not anticipated that the Council would need to take any further action in order to enable access.

Care leavers will be supported by the Care Leavers Pathway and Protocol for accommodation.

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

**Signature:**

A handwritten signature in cursive script that reads "Dawson".