



**North East
Derbyshire**
District Council



Equality Impact Assessment Form

Responsibility and Ownership

Name of policy, practice, service or function: Housing Strategy 2021-2024

Responsible department: Place

Service area: Housing Strategy

Lead Officer: Diane Parker

Date of assessment: 04/01/2021

Other members of assessment team

Name	Position	Area of expertise
Thomas Evans	Housing Strategy Officer	Empty Properties Strategy/ EIA

Assessment Background

Scope

<p>1</p>	<p>What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?</p>	<p>The Housing Strategy sets out the strategic framework for meeting the council’s housing priorities and link with the wider initiatives. It will ensure that resources are targeted effectively and in a coordinated way.</p> <p>The Council has a role in meeting the essential housing care needs of our residents, including those who have complex needs or live chaotic lifestyles.</p> <p>The Housing Strategy’s key priorities is driven by the Council Plan’s vision to ensure North East Derbyshire is:</p> <ul style="list-style-type: none">• Clean and attractive• A place where people are proud to live and work• A place where people will prosper• A place where people will feel safe, happy and healthy <p>The Housing Strategy has identified key Strategic Housing Priorities, which are:</p> <p>1. Increasing Housing Growth and Promoting Home Ownership</p> <p>We will:</p> <ul style="list-style-type: none">• Promote and support a range of housing solutions (across all tenure)• Deliver 2,183 new homes in the next 5 years 2021/2025 (across all tenure)• Deliver an average of 100 affordable low-cost homeownership and rented properties each year
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- Upskill employees, creating new jobs and apprenticeships through housing development
- Reduce the carbon footprint of new Council housing developments
- Support the Council's Growth Strategy to deliver housing in the four main town centres
- Support & Enable Custom and Self Build developments

2. Improve Existing Housing

We will:

- Review and update the 30 year business model for existing Council housing stock and develop a 10 year Investment Plan
- Develop a Private Sector Strategy and Action Plan
- Develop an Empty Property Strategy
- Bring 15 long term empty properties back into use
- Hold annual landlord event over the next 3 years
- Improve residential parking provision and review garage sites over the next 3 years (council land)

3. Protect the Most Vulnerable People in Our Communities

We will:

- Work with partner agencies and care providers to deliver appropriate housing solutions and management
- Develop the North Derbyshire Homelessness Strategy

- Promote and grow the Community Alarm service
- Continue to support the Armed Forces Covenant, including extending housing register priority for Armed Forces personnel spouses and ex-partners
- Review and update the Allocations Policy to ensure it is fair for all
- Support independent living through the provision of appropriate adaptations

In addition to the identified priorities the strategy highlights the need for Climate Change and to ensure a clean green environment, for example, energy efficient homes, sustainable drainage schemes, green infrastructure and a sustainable travel infrastructure through regeneration and housing development programmes.

<p>2</p>	<p>Are there any external factors we need to consider such as new legislation or legislation changes?</p>	<p>The development of the key priorities have been shaped and influenced by national and local policy and initiatives, including:</p> <ul style="list-style-type: none"> • National Planning Policy Framework (Revised February 2019) • Housing and Planning Act (2016) • Homeless Reduction Act 2017 • Welfare reform act 2012 and welfare reform and work act 2016 • Care Act 2014 • Homes England Strategic Plan 2018/19 – 2022/23 • Children and Social work Act 2017 • Local enterprise partnerships (D2N2 & SCR) • Equalities Act 2010 & GDPR <p>Local policy and initiatives including:</p> <ul style="list-style-type: none"> • Emerging North East Derbyshire Local Plan 2014 – 2034 • Rykneld Homes Business Plan • Allocations Policy • Strategic housing market assessment update (2017) • Growth strategy • DCC’s Older People’s Housing, Accommodation and Support Strategy (2019 -2035) • DCC’s Specialist Accommodation and Support Strategy 2019 -2024 • Private Sector Stock condition Survey
<p>3</p>	<p>Who is responsible for implementing the policy, strategy, practice, service or function?</p>	<p>The strategy will be implemented by a cross section of internal and external partners, including:</p> <ul style="list-style-type: none"> • Housing Strategy Team • Economic Development Team • Housing Options Team • Environmental Health Private Sector Housing Team

		<ul style="list-style-type: none"> • Rykneld Homes • Planning services • Private sector landlords • Registered providers • Derbyshire CC, including Children and Adult Services • NEDDC Residents • Partner agencies • Partner Local Authorities
4	<p>Who is affected by the policy, strategy, practice, service or function? E.g. businesses, customers, voluntary sector?</p>	<p>Those affected by the strategy will include:</p> <ul style="list-style-type: none"> • Residents • Social Tenants • Owner occupiers • First time buyers • Private rented tenants • Developers and private builders • Partner delivery agencies • Registered providers • Rykneld Homes Limited • Local Businesses • Private Landlords
5	<p>What outcomes are we looking to achieve, why and for whom?</p>	<p>The Strategy will seek to provide opportunities for targeted work across the district to meet housing needs, including:</p> <ul style="list-style-type: none"> • Increasing housing growth by developing and working with partners to develop good quality homes, ensuring: <ul style="list-style-type: none"> ➤ Affordable properties for first time buyers ➤ Affordable properties to rent • Bringing empty properties back into use • Help private housing stock to be brought up to standard through various schemes

- Help people to live independently, including through housing with care and supported housing schemes
- Ensure Gypsy and Travellers are supported
- Provide housing solutions and support for all residents, including people who are vulnerable, such as those with;
 - Physical Disabilities
 - Learning Disabilities including Autism
 - Mental Health issues or those with complex needs
 - Homeless or those threatened with homelessness
 - Armed forces personnel
 - Care Leavers
 - People fleeing Violence/Domestic Violence/Sexual Abuse
 - Older and Younger people's housing

To achieve the outcomes a key element highlighted in the strategy will be working with partners, residents and key stakeholders and source any available funding, including procuring external funding through joint partnership working and by maximising national and local bidding opportunities as they arise.

Nationally, the coronavirus crisis highlighted the need for secure, high quality, affordable homes and has identified house building as a central component to the post Covid-19 recovery, which will also create jobs and boost the economy, the strategy will act as an enabler to help achieve this.

<p>6</p>	<p>What existing information do you have on the impact of the policy, strategy, practice, service or function? E.g. consultation or satisfaction results?</p>	<p>Housing Strategies provide residents and key stakeholders a plan for future housing to meet demand across the district and shows the priorities and commitment of the Council.</p> <p>It provides an evidence base to help secure external funding opportunities.</p> <p>Upon consultation of the draft Strategy, building on the Green Belt was the only concern raised, however the Strategy states:</p> <p><i>“Further council housing will continue to be built using council owned brownfield sites and land within existing settlements to reduce the pressure for homes on the green belt and agricultural land”.</i></p> <p>Key Stakeholders such as Derbyshire District Council welcome the Strategy as it enforces partnership working to provide accommodation for the districts most vulnerable residents.</p>
<p>7</p>	<p>How is existing information about the policy, practice, service or function publicised?</p>	<p>The final strategy will be made available on the Council's website and will be circulated to partners.</p> <p>The Strategy will be promoted at stakeholder and partner events including the annual Landlords forum event.</p> <p>Articles publicising the Strategy will be included in the residents' newsletter, The News. The Council will also use social media to promote the Strategy.</p>

Identifying Potential Equality Impacts

Consider any impacts on each of the protected characteristics set out below. Be mindful that some impacts may affect more than one characteristic e.g. disability/age. Indicate where the policy, practice, service or function could have a positive/negative impact for different groups and your reasons. Specify which data sources have informed your assessment. **Each Council has a Single Equality Scheme which provides an equality profile for the district which may be helpful.**

Race

8	Identify any impacts of the policy or procedure on people who may be affected because of their race/ethnicity		
White	English / Welsh / Scottish / Northern Irish / British	<p>No impacts/ barriers.</p> <p>Normally Gypsies and Travellers do not wish to live in ‘bricks and mortar’ housing, their needs have been assessed in the Derbyshire and East Staffordshire Gypsy and Traveller Assessment 2014 and is taken into consideration in the strategy. However a new Assessment has been commissioned which will determine the current need.</p>	
	Irish		
	Gypsy or Irish Traveller		
	Any other White background		
Asian/Asian British	Indian	<p>No impacts/barriers, although due to larger family sizes, larger properties may be required by the Muslim community, which the district currently has a shortage of, the Strategy highlights this as a challenge for households requiring 4 or more bedrooms. The Council will continue to pursue options to increase its stock with larger properties.</p> <p>The Council has a translation service if the Strategy is required in a different language.</p>	
	Pakistani		
	Bangladeshi		
	Chinese		
	Any other Asian background		
Black	African	No impacts/ barriers.	
	Caribbean		

8	Identify any impacts of the policy or procedure on people who may be affected because of their race/ethnicity		
		Any other Black / African / Caribbean / Black British background	
	Any other ethnicity	Arab	No impacts/ barriers.
		Any other ethnic group	All equality strands including race - A victim of Domestic Violence/violence (including Hate Crime) or Sexual Abuse would get help and support from the Council's Housing Options Team and are able to get additional priority for rehousing under the Allocations Policy, which the Strategy commits to continue to review to ensure it continues to be fair for all. The strategy reinforces the Council's commitment to Protect the Most Vulnerable People in Our Communities including victims having to flee from their perpetrator and access refuge accommodation for a single male/female or for families that are needed away from their current location.

Sex / Gender

9	Identify any impacts of the policy, practice, service/function on people who may be affected because of their gender		
	Female	No impacts/ barriers because of gender	
	Male	As above	
	Transgender	<p>No impacts/ barriers. Transgender people will be treated as the gender in which they live their life.</p> <p>All equality strands including Sex/Gender - A victim of Domestic Violence/violence (including Hate Crime) or Sexual Abuse would get help and support from the Council's Housing Options Team and are able to get additional priority for rehousing under the Allocations Policy, which the Strategy commits to continue to review to ensure it continues to be fair for all. The strategy reinforces the Council's commitment to Protect the Most Vulnerable People in Our Communities</p>	

9	Identify any impacts of the policy, practice, service/function on people who may be affected because of their gender
	including victims having to flee from their perpetrator and access refuge accommodation for a single male/female or for families that are needed away from their current location.

Age

10	Identify any impacts of the policy, practice, service/function on people who may be affected because of their age
0-18 years	<p>No impacts/ barriers, legally, people under the age of 18 are supported through DCC Children’s Service, however the Strategy states: to support the Care Leavers ‘Local Offer’ we will shape our service to Care Leavers and will be looking at more innovative ways to deliver housing and support.</p> <p>A priority in the Strategy is to increase housing growth, this will including family accommodation to help alleviate housing need for this age group. It also states that neighbourhoods will be improved making them a cleaner and greener environment to live.</p>
19-64 years	<p>No impacts/ barriers within the strategy for this age group.</p> <p>The Children and Social Work Act 2017 extended the Care Leavers Service to: young people under the age of 21 who have been or are still in the care of the Local Authority (Children’s Services) and people aged from 21 up to the age of 25 who are receiving support from the Local Authority (Children’s Services). The Care Leavers ‘Local Offer’ also applies to this age group and is highlighted in the Strategy.</p> <p>The Strategy supports mixed housing developments to include affordable home ownership, market sale, affordable rent and social rented accommodation to meet housing need and demand for this age group. This includes promoting home ownership and help to buy schemes for people within this age group to get a foot on the property ladder.</p>
65 years and over	<p>No impacts/ barriers within the strategy for this age group.</p> <p>The strategy identifies a housing need for older people and as such is a strategic priority, the council will work with partners to deliver housing and housing support services to people of this age group.</p>

10	Identify any impacts of the policy, practice, service/function on people who may be affected because of their age
	<p>In partnership with Rykneld Homes Limited the Council will seek ways to improve council owned designated older peoples housing stock to create more accessible homes, and will work with developers to build bungalows and 'lifetime' homes.</p> <p>Through Rykneld Homes Limited the Council offers a Community Alarm Service.</p>

Disability

11	Identify any impacts of the policy, practice, service/function on people who may be affected because of their disability/long-term ill health
Physical/mobility impairment	<p>No impacts/ barriers within the strategy for this group.</p> <p>The Strategy identifies a housing need for people with a physical/mobility impairment as such it is a strategic priority, the council will work with partners to deliver accessible housing and housing support services for this group.</p> <p>In partnership with Rykneld Homes Limited the Council will seek ways to improve council owned housing stock to create more accessible homes, and will work with developers to build bungalows and 'lifetime' homes.</p> <p>Continued delivery of housing adaptations by the Council to help people remain in their homes.</p>
Sensory: hearing/visual or speech	<p>People with sensory impairments may find it harder to access the Strategy and services provided.</p> <p>Specialist sign language providers and translators can be used where required.</p> <p>The website is installed with Browse Aloud which allows people with a visual impairment to access website data. Documents can be converted to a Braille document if required and the text can be enlarged.</p>
Mental health	<p>No impacts/ barriers within the strategy for this group.</p> <p>Poor housing conditions, including homelessness and social isolation can be contributed to a person's mental ill health and can find it harder to sustain a tenancy. The strategy states that the</p>

11	Identify any impacts of the policy, practice, service/function on people who may be affected because of their disability/long-term ill health	
		Council will work with local partners to support people with mental ill health or those with complex needs.
	Learning disabilities	No impacts/ barriers within the strategy for this group. The Strategy states people with learning disabilities can sometimes find it hard to live independently, suffer hate crime or struggle sustaining a tenancy. As part of supporting vulnerable people the Council will work in partnership with Derbyshire County Council and the NHS housing and specialist care providers to help secure suitable accommodation for people with a Learning Disability or those with Autism.
	Non-visible conditions, e.g. epilepsy/diabetes	No impacts/ barriers within the strategy for this group. Dependant on the non-visible condition will determine their housing need requirements, however the Strategy supports the most vulnerable residents of the district. The Council may seek help from partner agencies where necessary to support those with non-visible conditions.

Religion or belief

12	Identify any impacts of the policy, practice, service or function on people who may be affected because of their religion or belief, including non-belief
No impacts/barriers with regards to the strategy, however the location of existing larger properties and any options to increase stock may not be near a place of worship.	

Sexual orientation

13	Identify any impacts of the policy, practice, service or function on people who may be affected because of their sexual orientation	
	Heterosexual	<p>No impacts/ barriers within the strategy for this group.</p> <p>A victim of Domestic Violence/violence (including Hate Crime) or Sexual Abuse would get help and support from the Council's Housing Options Team and are able to get additional priority for rehousing under the Allocations Policy, which the Strategy commits to continue to review to ensure it continues to be fair for all. The strategy reinforces the Council's commitment to Protect the Most Vulnerable People in Our Communities including victims having to flee from their perpetrator and access refuge accommodation for a single male/female or for families that are needed away from their current location.</p>
	Lesbian	<p>No impacts/ barriers within the Strategy for this group. Same sex couples will be treated the same as heterosexual couples.</p> <p>Domestic abuse and hate crime procedures covers Lesbians, see above.</p>
	Gay	As above
	Bisexual	<p>No impacts/barriers because of sexual orientation</p> <p>Domestic abuse and hate crime procedures covers bisexual, see above.</p>

Other categories

14	Identify any impacts of the policy, practice, service or function on people who may be affected because of other factors	
	Rural / urban	<p>People living in rural areas may have less access to housing choice and support than those in urban areas.</p> <p>The development of new housing is delivered in line with planning policy and land availability and a lot of the rural areas in the district is surrounded by Green Belt land.</p>

14	Identify any impacts of the policy, practice, service or function on people who may be affected because of other factors	
	Carers	No impacts/barriers
	Other	No impacts/barriers

Document the assessment evidence (where information is held)

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Customer feedback and complaints	Emails, phone calls.	General public/ members/ residents/partners/stakeholders	No obvious discrepancies in terms of the satisfaction with the service received	None, as yet identified
Consultation and community involvement	Due to the Covid pandemic no face to face consultation or workshops could be held, therefore consultation was through: <ul style="list-style-type: none"> • Email Consultation • Ask Derbyshire Website • NEDDC website • Twitter 	The development of the Strategy involved consultation with: <ul style="list-style-type: none"> • Councillors • Partners • Stake holders • Internal departments • Public 	No objections to the Strategy was received. 1 comment suggested protecting the green belt from development	None, as yet identified
Performance information	Reported Quarterly. Collected through our own internal monitoring systems	Housing Strategy service plan	Collects data on the Strategy's service plan and achievements	No gaps identified for this monitoring

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
	<p>HCLIC Government Statistical data, quarterly returns</p> <p>Allocations Policy Monitoring</p> <p>Local Authority Housing Statistics (LAHS) – annual</p>	<p>NEDDC Housing Options Team</p> <p>Rykneld Homes Limited, collected by the Housing Strategy Team</p> <p>Collected annually by Housing Strategy which includes the Right to Buy Returns.</p>	<p>Collects data on homelessness.</p> <p>Collects council housing data (including banding, property sizes required, waiting list, lettings) benefits cases</p> <p>Government return on housing related performance such as, housing waiting lists, number of empty properties, right to buy sales, new affordable housing, decent homes etc.</p>	<p>No gaps identified</p> <p>No gaps identified</p> <p>No gaps identified</p>
Take up and usage data	<p>Collected as part of the HCLIC returns</p> <p>Allocations Policy Monitoring</p>	<p>Housing Options Team figures and figures provided by partner organisations.</p> <p>Internal source data collected by Housing Strategy from Rykneld Homes.</p>	<p>Homelessness applications are rising. However the use of prevention measures is helping to keep homeless figures low.</p> <p>Monitors the council's housing stock for example number of lets</p>	<p>No gaps identified but does allow the council to compare with other similar LA's across the country.</p> <p>No gaps identified</p>

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
	The Strategic housing market assessment update 2017 (SHMA)	Assessment commissioned by the Council.	<p>and let to which groups, waiting list for housing need, homelessness, housing benefit cases.</p> <p>Identifies housing need in the district including affordable housing and is use as part of the Council's emerging Local Plan</p>	None identified as yet.
Comparative information or data where no local information available (benchmarking)	Local Authority Housing Statistics (LAHS)	ONS website	Housing and Population including projected population increases (per age group).	Allows the council to compare with other similar LA's across the country.
Census, regional or national statistics	<p>Hometrack data extracted as needed</p> <p>Census Office of National Statistics (ONS)</p>	<p>Hometrack Housing Intelligence System</p> <p>Census ONS website</p>	<p>Housing and people demographics for the wards, district, region and England</p> <p>A wide range of information related to housing and population.</p>	<p>None, as yet identified</p> <p>None, as yet identified</p>

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Access audits or other disability assessments	Derbyshire County Council Statistics Mental Health Statistics	Derbyshire's Specialist Accommodation and Support Strategy Mental Health Foundation	Number of people with a disability and learning disability Number of people suffering across the UK.	None identified as yet. None identified as yet.
Workforce profile	N/A	N/A	N/A	N/A
Where service delivered under procurement arrangements	N/A	N/A	N/A	N/A

Findings: Are any groups affected? If so, how?

Key points	Any groups affected?	Positive Impact/Negative Impact/No impact?
Equality highlighted in this assessment are a key priority for housing and housing related support in the Strategy.	All	Positive impact The Strategy aims to produce housing growth and housing with care for all groups across all tenure. The Strategy also aims to make best use of housing stock, both Council and in the private sector, including delivering adaptations and make homes more energy efficient.

Recommendations and Decisions

Action by:

Amending the policy, strategy, practice, service or function	Housing Strategy Team (Di Parker)
Find alternative means for achieving objectives	No
Develop equality objectives and targets for inclusion in the service plan	No – this is covered
Initiate further research	No – this has been covered
Any other method (please state)	N/A

***All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary**

Equality Impact Assessment Improvement Plan Summary

Date of assessment 05/01/2020

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

Action Required	Responsible Officer	Target Date	Resources	Progress	Actual Outcome
None identified at this time					

Please state where the departmental electronic assessment will be kept:

Depending on which Council this relates to, please send your completed assessment form to either:

Amar Bashir Improvement Officer (NEDDC Equality Lead) Performance Team People Directorate Ext: 7047 Email: Bashir.Amar@ne-derbyshire.gov.uk	Kellie Bradford Improvement Officer (BDC Equality Lead) Performance Team People Directorate Ext: 2300 Email: Kellie.Bradford@bolsover.gov.uk
Please note the Performance Team is a joint team and as such, cover is provided across both councils – please contact the NEDDC/BDC leads as required.	

Improvement Officers

Approval Process		Comments
Date of assessment		
Date of IO review		
Signed off	Yes / No	
Subject to minor amendments	Yes / No	
Any advice given	Yes / No	
Date published on corporate website (if relevant)		