

## Equality and Consultation Analysis

### Context

<b>Name of analysis</b>	Coventry Housing & Homelessness Strategy 2013-18
<b>Officer completing analysis</b>	Kimberley Fawcett
<b>Date</b>	January 2013

**1. Briefly describe the area of work this analysis relates to:**

The Coventry City Council no longer owns any council housing after the stock was transferred to Whitefriars Housing Group in 2000. However, the Council still has strategic housing responsibilities which include: assessing and planning for current and future housing need; making the best use of existing stock; planning and facilitating new supply; and planning and commissioning housing support services. The Council also has a duty to carry out a periodic review of homelessness in the area and publish a homelessness strategy.

The Coventry Housing & Homelessness Strategy 2013-18 sets out how these responsibilities will be delivered.

Our ambition for Coventry is:

***To ensure decent homes, housing choice, and support for Coventry citizens.***

## **Scoping the analysis**

**2. Who are the key stakeholders, both existing and potential, that could be impacted by this work?**

- Members of the public and their families including residents of the city in general, but particularly those with a level of housing need.
- Applicants who have registered with Coventry Homefinder (wishing to access social housing).
- Homeless households.
- Registered Providers operating in Coventry.
- Private Landlords.
- Advice agencies such as the Citizens' Advice Bureau.
- Providers of accommodation and/or services for homeless people operating in Coventry.
- Sub-regional Local Authorities
- 

**3. From the list above, which of these constitute protected groups?**

None of the key stakeholder groups constitute a protected group in their entirety. Applicants on the Coventry Homefinder Register, residents who require affordable housing in the future and homeless households will contain households or individuals that have protected characteristics.

**4. Which of the key stakeholders (including representatives of protected groups) will need to be kept informed, consulted or actively involved in this area of work?**

<b>Key Stakeholder</b>	<b>Type of Involvement*</b>	<b>Method(s) used</b>
Residents	Consultation	Public events - Coventry Housing Fairs. Public online consultation
Applicants registered with Coventry Homefinder	Consultation	Public online consultation including an explanation and link on the Coventry Homefinder website
Registered Providers	Consultation	Conference event. Public online consultation with an email invitation to participate.
Private Landlords	Consultation	Landlord Forums. Public online consultation with an email invitation to participate.
Representatives of protected groups	Consultation	Conference event. Focus groups. Public online consultation with an email invitation to participate.
Advice Agencies	Consultation	Conference event. Public online consultation with an email invitation to participate.
Sub-regional Local Authorities	Consultation	Public online consultation with an email invitation to participate.
Coventry Partnership Housing Theme Group	Consultation	Theme Group meetings. Conference event. Public online consultation with an email invitation to participate.

*\* Information, Consultation or Involvement*

**5. Which, if any, parts of the general equality duty is the service relevant to?  
Please mark with an 'X'.**

- Eliminate discrimination, harassment and victimisation.**
- Advance equality of opportunity between people who share relevant protected characteristics and those who do not.
- Foster good relations between people who share relevant protected characteristics and those who do not.

## 6. What information is available to be used as part of this analysis?

- Analysis of the Coventry Homefinder register, including equalities monitoring data.
- Analysis of homelessness applications made to the Council, including those households accepted as Statutorily Homeless and owed the main homelessness duty.
- Analysis of the commissioned Homelessness Services (formerly Supporting People homelessness services)
- Strategic Housing Market Assessment (2012)
- Private Sector Stock Condition Survey (2012 – currently in Draft form)
- Gypsy & Traveller Accommodation Assessment (2008)
- National data sets including 2011 Census data.
- Outcomes of the consultation exercises undertaken.

## 7. What are the information gaps?

Equalities monitoring data is collected as part of the application process for Coventry Homefinder via a self-completed application form. Some of the equalities data fields are mandatory (date of birth, ethnicity) and information is comprehensive. However, some fields are not mandatory (religion, sexual orientation, etc) and therefore there are gaps where a significant proportion of applicants have opted not to provide the information. Information on disability is recorded when an applicant's housing situation has an impact on their disability and they require a property with specialist adaptations.

### Data analysis

## 8. Please summarise below the key issues that your data is telling you.

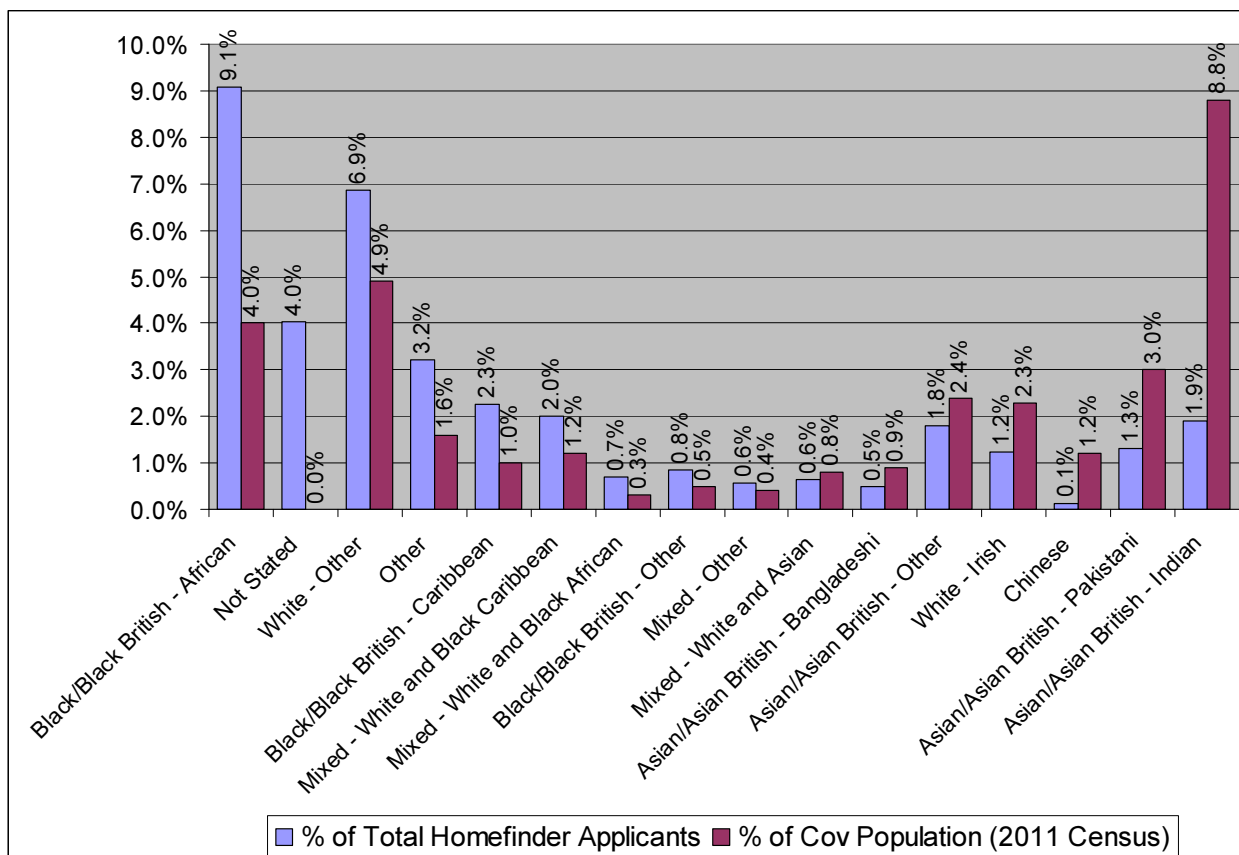
### *Data from the Homefinder Register as at 1st April 2012 shows:*

Ethnic Origin - Most of the applicants on the Homefinder register (63%) identify themselves as White-British broadly similar to the percentage of the population measured in the 2011 Census (66.6%). A third of applicants on the Homefinder register (33%) identify their ethnic origin as a group other than White-British – the same as the proportion of the city's population – 33.4% in the 2011 Census. NB a small proportion of applicants on the Homefinder register (4%) choose not to state their ethnic origin.

11.4% of the households in the priority bands (and 9.1% of the total register) identify themselves as Black-African, whilst 2011 Census data shows that Black-African people make up 4.0% of the Coventry population. Other groups that have a higher representation on the register compared to the population of Coventry (although to a lesser extent) include: Black-Caribbean and Black-Other, Mixed White & Black groups, and White-Other.

Fewer people on the Homefinder register have an Asian-Indian background, compared to the total population of the city (1.9% on the register but 8.8% of the population of the city). This is a continuous trend identified in previous analysis.

There is a smaller percentage of applicants to the Homefinder Register from people with Other Asian and White Irish backgrounds compared with the proportion of the population of Coventry from these groups.



**Age** - The majority of Homefinder applicants are aged between 18 and 45 years (79% of the total register). Those aged over 65 make up a small proportion of the overall register (3.9% of the total) but a larger proportion of those over 65 have a housing need which has resulted in them being placed in a priority band. 21% of those registered who are over 65 are in a priority need band, compared to 10.4% of the overall register in a priority need band.

**Disability** - Disability is recorded on the Homefinder register when an applicant's requires a property with specialist adaptations. The number of applicants with a disability that requires specially adapted housing is low (less than 1% of the register). However, of those that are registered that require adapted housing, 60% are in a priority band due to their housing need.

**Gender** - A higher proportion of main applicants on the register are female (56%) than male (44%).

**Data regarding applicants who have made a homelessness application to the Council in 2011/12 shows:**

In 2011/12, there were 1146 homelessness applications. Of these 576 were accepted as meeting the statutory criteria of homelessness - homeless, eligible, unintentionally homeless, and in priority need. (P1E data).

Race - Majority of the statutorily homeless people were White - 62%, with 13% Black, 6% Asian and 5% mixed race .The 2011 Census data shows that for the Coventry population as a whole, 5.5% of the population are Black/Black British – this group is significantly over represented in the homelessness statistics.

A small proportion (0.5%) of statutory homelessness was due to racially motivated violence or racially motivated harassment.

Age – 35% of statutorily homeless people were aged between 16 and 24. The highest age group affected are people aged between 25 and 44, these account for 54%.

Gender - Many of the statutorily homeless households were family units, gender is only recorded for single applicants and lone parents. There were 315 single homeless people with dependent children. Nearly all single homelessness families were female (301). There were 122 single homeless people with no dependents. These were split more evenly – 60 were female and 62 male. 122 Households were couples with dependent children.

Disability – 55 statutorily homeless people stated they had a disability, of these 30 were people with physical disabilities and 25 people with a mental illness.

Pregnancy –60 statutorily homeless women stated they were pregnant with no other dependent children.

***Data regarding people who have accessed the commissioned Homelessness Services (formerly Supporting People) shows:***

Age - For 2011/12, the age profile of the people using the commissioned homelessness services is dominated by the 18-44 age group – over three quarters (76%) were between the ages of 18 to 44.

Ethnicity - the 2011/12 records show that the majority of users were from a White background (74.2%), whilst the second highest ethnic group to feature in this cohort is Black (13.8%).

Disability - 321 people (17.9%) using the services during the 2011/12 financial year indicated that they had a disability. This compares to 18.6% of people in Coventry who declared that they had a limiting long term illness. Of those who declared they had a disability, 154 (48%) stated that their disability was a mental health issue.

***Data regarding the condition and energy efficiency of private sector housing (DRAFT Private Sector Stock Condition Survey 2012) shows:***

Stock condition (meeting the Decent Home standard):

Age - For private rented dwellings, non-decent housing is very strongly associated with properties rented by the youngest heads of household (under 25) and those between 65 to 74 (41% and 42% non-decent respectively). For owner occupied dwellings it is the over 75s who are most associated with non-decent homes (42% non-decent).

Ethnicity - The highest rate of non-decent housing is found in households of 'other' ethnic origin, with around 37.6% of these households are living in properties that do not meet the decent housing standards. White British households also have a similar proportion of non-decent properties (37.2%), while the lowest rates are found in Asian and Asian British households (21.8%).

Fuel poverty:

Age and disability - Overall, the draft survey found that 20.7% of households in the private sector are in fuel poverty (more than 10% of income spent to achieve an adequate level of warmth in the home). However, this rises to 39.7% for households under 25 and 47.8% for households aged 75 and over. For households where a resident has a disability, 35.5% are in fuel poverty.

***Analysis from the Gypsy & Traveller Accommodation Assessment (2008) shows that:***

The existing Council-owned Gypsy & Traveller site provides a sufficient number of pitches to meet need, however it is in a poor state of repair. There is no additional requirement for pitches as long as the improvements are undertaken on the existing site.

***Analysis from the Strategic Housing Market Assessment (SHMA) 2012:***

The SHMA examined overall housing need and demand in Coventry, and as part of this considered the needs of specific groups including (people's ethnicity, Age and Disabled People). It found:

Ethnicity – there were indications of varying phases of migration of different communities to Coventry over many decades. The housing needs of these different communities can vary depending on the stage of settlement or maturity and their economic characteristics. Hillfields contains a higher representation of new migrant communities.

The dynamics of different ethnicity of households vary, but generally Asian households are notable for the large proportion with dependent children (families) and also the highest proportions of 'other' households (which are often larger multi-adult households). Black and Mixed households show high proportions of lone parents. Asian households are the most likely to be owner-occupiers with 78% being in this tenure group. Black and Mixed households show high proportions living in social rented housing whilst Other ethnic households are particularly likely to live in the private rented sector. There is a strong representation of black and minority ethnic households in the Private Rented Sector and black and minority ethnic households are more likely to be overcrowded than White (British) households. Improving standards in the City, and increasing tenants' understanding of their rights, will assist in ensuring that households of all ethnicity are able to access good quality homes.

Older People - An analysis of older person's households suggest that older people are more likely to live in social rented housing (especially single pensioner households). With the projected increase in the number of older persons there may, an increase in the need for more affordable housing stock for such households. Many older households will continue to live in general needs / mainstream housing, often in the homes they have lived in for many years. A growing level of support needs for alterations for properties

could be expected. There is also likely to be a requirement for specialist housing solutions, including catering for growing numbers of people with dementia and mobility problems.

Disabled People - Data analysis suggests that the proportion of people in Coventry with a limiting long-term illness (LLTI) is about average when compared with other areas (regionally and nationally) and that health issues are very substantially concentrated amongst older people. There is, however, a concentration of people with LLTIs in the social rented sector. In the future the adult population in Coventry with a range of disabilities is expected to increase and this may generate additional demand for specialist accommodation.

## **Generating and evaluating options**

### **9. What are the different options being proposed to stakeholders?**

Following extensive and ongoing consultation with the public and key stakeholders, including three Housing Fairs in the City centre, focus groups, meetings and a conference event, a Draft Housing & Homelessness Strategy was produced with the following key Themes and Priorities, along with plans for what we will do to address the priorities:

#### ***Theme 1: Increase the supply, choice and quality of new housing.***

##### ***Priorities:***

- Optimise opportunities for increasing new affordable housing supply to ensure that the delivery of new affordable housing is at a level that supports the economic growth ambitions of the city.
- Promote balanced and sustainable communities by diversifying the size, type and tenure of new housing, particularly family sized housing.
- Develop new affordable housing to a high quality without compromising the deliverability and viability of new housing schemes.
- Regenerate neighbourhoods where poor quality, low demand housing exists.
- Improve existing site provision to meet the needs of Gypsies and Travellers.

##### ***What we will do:***

- To support economic growth we will aim to meet our affordable housing target and keep the target under review.
- Explore alternative funding sources and methods to enable affordable housing developments.
- Contribute to diversify the housing stock and meet housing needs by achieving the right tenure, size and proportion of affordable housing on new developments.
- Negotiate to improve the percentage of larger family homes delivered as part of the Affordable Housing Requirement.
- Explore a new partnership model for investment in housing development.
- Continue to support regeneration programmes in the City.
- Take a balanced approach to improving the design of new housing.
- Identify opportunities to assist First Time Buyers.
- Refurbish or remodel the Siskin Drive Gypsy & Traveller site.



- Work with Planning to develop a new Supplementary Planning Document setting out guidance on affordable housing in the City.

### ***Theme 2: Prevent and Tackle Homelessness (Our Homelessness Strategy)***

#### ***Priorities:***

- To deliver upon the challenges set out in the Government report 'Making Every Contact Count: A Joint Approach to Preventing Homelessness' (2012).
- Establish a revised process for the assessment, allocation and procurement of temporary accommodation.
- Re-commission external homelessness services which better align with homelessness priorities.
- Review the local social housing allocation system – Coventry Homefinder.

#### ***What we will do:***

- We will lead on developing a new Coventry Homelessness Action Plan to respond to the ten preventing homelessness challenges set out by Government in 'Making Every Contact Count: A joint approach to preventing homelessness' (2012).
- We will work with partners and other Council Directorates to establish a revised process for the assessment, allocation and procurement of temporary accommodation.
- We will re-commission external homelessness services in 2013.
- We will work with current social housing providers and wider stakeholders to carry out a comprehensive review of Coventry Homefinder and the supporting Nominations and Lettings Policy.

### ***Theme 3: Strive for a healthier and more sustainable City by improving the quality and use of existing housing.***

#### ***Priorities:***

- Improve energy efficiency and affordable warmth in the private sector.
- Improve property condition and management standards in the private rented sector.
- Make best use of existing housing by reducing the number of empty properties and addressing issues such as under-occupation.

#### ***What we will do:***

- Bring long-term empty private properties back into use and increase our target year on year.
- Work with the Council's Benefits Service and Registered Providers to increase the supply of larger family homes by addressing the issue of under occupation.
- Improve the condition of the existing stock by prioritising properties in the worst condition and assisting the most vulnerable people.
- Work with landlords and tenants to support the increasing role of the private rented sector to provide high quality professionally managed accommodation.
- Aim to reduce energy bills and make homes warmer by identifying opportunities for installing energy efficiency and renewable energy measures and maximising funding from external sources.

#### **Theme 4: Encourage balanced, stable and sustainable communities**

##### **Priorities:**

- Support independent living for vulnerable and marginalised groups.
- Improve housing choice for an ageing population.
- Improve the quality of our neighbourhoods to support safe, inclusive and cohesive communities.

##### **What we will do:**

- Explore ways of increasing funding for DFGs and managing aids and adaptations to ensure resources are used effectively and maximised.
- Develop specialist accommodation and commission housing related support services to meet the needs of the City's most vulnerable and at risk client groups.
- Work with our partners to improve access to and take-up of money and debt advice and ensure customers receive their full entitlement to benefits.
- Empower residents to take more control in shaping our housing services.
- Promote and deliver activities to address worklessness, improve the skills base and maximise employment opportunities.
- Consider ways in which housing solutions can contribute to the priorities identified in the Coventry Community Safety Strategic Assessment.

The consultation on the Draft Housing & Homelessness Strategy therefore asked for people's views on whether the themes and priorities that were identified were correct and whether the measures to tackle the issues were correct and effective. The specific questions asked were:

- 1. To what extent do you agree that the strategy is clear in identifying the main issues and challenges for Coventry?*
- 2. Are there any other issues/challenges that should be included? Please give details.*
- 3. To what extent do you agree that the 'what we will do' sections of the strategy have identified appropriate ways to tackle these issues?*
- 4. Are there any other ways to tackle the issues/challenges that should be included? Please give details.*
- 5. Are there any comments you would like to make regarding the impact that the Housing and Homelessness Strategy might have for different groups of people who have characteristics that are protected by the Equalities Act? (this includes age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion and belief, sex/gender and sexual orientation).*
- 6. Did you find the Draft Housing and Homelessness Strategy easy to read?*
- 7. Finally, do you have any further comments or suggestions for improvement to make on the strategy?*

## 10. How will the options impact on protected groups or those experiencing deprivation?

Some of the priority points and the actions associated with them will have an impact on protected groups and those experiencing deprivation. In particular:

### Age:

- The majority of homelessness applications are made by younger people. This may be as a result of no longer being able to stay in the family home, a higher number of younger people in private rented accommodation, or changes to circumstances. Improvements to homelessness services, including homelessness prevention services, will be made through Theme 2 priorities and will benefit this younger age group.
- For private rented dwellings, non-decent housing is strongly associated with properties rented by the youngest heads of household (under 25) and those between 65 to 74 (41% and 42% non-decent respectively). Theme 3 of the strategy includes priorities to improve the condition and management standards of the private rented sector.
- For owner occupied dwellings it is the over 75s who are most associated with non-decent homes (42% non-decent). Whilst there are very limited resources available to the Council to address non-decency in owner-occupied homes, the Strategy (through Theme 3 and Theme 4) does prioritise providing information and advice to homeowners; and improving energy efficiency across all tenures.
- 47.9% of older people over 75 in the private sector experience fuel poverty, a higher percentage than any other age group. Theme 3 of the Strategy includes a priority to improve energy efficiency and tackle fuel poverty in all tenures.
- An increasing elderly population will also have specific housing needs and the Strategy addresses the need for the provision of suitable housing in new developments, as well as a commitment to review existing housing schemes (such as sheltered bedsits) which are no longer popular or meet the needs of older people.

### Race:

- Many black and minority ethnic households live in Private Rented Accommodation, although the number of households in private rented accommodation is increasing across all ethnicities (up to 20% of the city's households – 2011 Census).
- The highest prevalence of non-decent homes is for households in the 'Other' ethnic group and the "White British" ethnic group. This may be linked to a higher proportion of "Other" ethnic households, particularly newly established migrants, living in private sector housing in more deprived neighbourhood. People living in "non-decent" owner-occupied households are more likely to be aged over 75 and White British.
- It is therefore important that the City Council continues to work to ensure that all households are aware of their rights and are provided with information and advice; and to ensure that enforcement action continues to be taken against negligent landlords in the private rented sector. Themes 3 & 4 of the strategy includes priorities to improve the condition and management standards of the private rented sector; the provision of information and advice to home owners; and the tackling of fuel poverty across all tenures
- There is evidence of higher overcrowding within some communities. While there are a range of reasons for this (including economic), this seems to be partly linked to the

lack of available larger housing within certain parts of the City where the need is great including areas such as Foleshill and Hillfields.

- 17% of households on the Homefinder register who are in priority need (Bands 1 and 2) and require 4 or more bedrooms are Black African. However, it is important to note that the need for large family housing is also an issue for White British households. Of all the households on the Homefinder register who are in priority need (Bands 1 and 2) that require 4 or more bedrooms, 50% are White British.
- The Strategy attempts to address the issue of overcrowding through Theme 1, which emphasises the importance of developing larger family homes, especially for affordable housing, and ensuring a mix of sizes and tenures on new housing developments. Measures in Theme 3 to encourage under-occupiers to downsize will also make available more family-sized housing for people who are currently overcrowded.
- Some ethnic groups (most noticeably Black Africans) have a higher representation on the Homefinder Register and specifically in the priority bands. This may be linked to the point above – households in this group are more likely to be overcrowded (thereby in housing need and in priority on the register) and there is a shortage of large family homes in the social sector. The Strategy aims to ensure development of additional family homes in the affordable housing sector and a mix of sizes and tenures on new developments through the priorities in Theme 1. As part of Theme 2, the social housing allocations system will be reviewed in light of new legislation and statutory guidance.
- Some ethnic groups make up a higher percentage of homeless applicants than could be expected from population statistics (most noticeably Black applicants). This may be linked to relatively higher levels of deprivation and a higher number of households living in private rented accommodation, which may result in homelessness if the tenancy is ended by the landlord. Improvements to homelessness services, including homelessness prevention services, will be made through Theme 2 priorities and will benefit these groups.
- The GTAA identified no additional need for pitches for Gypsies and Travellers, providing that the standard of the existing site is improved. This has been included as a specific priority within Theme 1 of the Strategy.

### **Disability:**

- Households on the Homefinder register containing a disabled person, where their disability requires specific housing adaptations, are more likely to be in housing need (priority band) than households without a disability. Social housing properties that are purpose-designed or have suitable adaptations are in short supply. The Strategy recognises the need for additional accessible and specialist housing development through Theme 1 and Theme 4 with strong links between the need for additional housing and the need for specialist housing.
- Theme 4 also commits to promoting and enabling independent living through the provision of aids and adaptations (Disabled Facilities Grants) to enable disabled people to continue to live in their existing homes.

### **Gender:**

- Whilst there is sufficient direct access emergency accommodation (hostels) for single males, there is a lack of direct access services and accommodation for homeless women. This will be addressed through the priority in Theme 2 to re-commission

external homelessness services, which includes a specific commitment to increase and improve services for homeless women.

### **Pregnancy/Maternity:**

- Pregnant women (and households containing a pregnant woman) have a priority need for housing under homelessness legislation and if they meet the other requirements under the homelessness assessment, they are owed the main homelessness duty. Where temporary accommodation has been provided, it is not suitable for pregnant women or households with children to be accommodated in Bed & Breakfast for more than 6 weeks. Theme 2 includes a priority to improve the allocation and procurement of temporary accommodation, with a specific commitment that B&B will not be used for pregnant women for more than six weeks.

Sexual Orientation; Religion/Belief; Gender reassignment:

No specific housing issues were identified for these protected groups.

### **11. Please detail how you could mitigate any negative impacts.**

The Draft Housing & Homelessness Strategy contains measures focusing on improving housing provision and housing conditions for people with protected characteristics who have a housing need. The Draft Strategy attempts to ensure that the negative impacts of wider issues beyond the Council's control (such as Welfare Reform) are understood and mitigated where possible, by offering appropriate support and services for those who are homeless or in housing need.

### **12. Identify which contractors or service users would be negatively affected by the options**

No protected groups would be negatively affected by the Themes and Priorities proposed in the Draft Housing & Homelessness Strategy.

## **Formal consultation**

### **13. Who took part in the consultation? *Please also specify representatives of any protected groups.***

The consultation document and an online survey were available on the Council's website for anyone with an interest in housing in the city to complete. A message was also included on the Council's Facebook page.

An email was sent to key stakeholders to alert them of the consultation and invite them to participate. This was sent to a wide range of contacts including: Registered Providers; advice agencies; key contacts for consultation of protected equalities groups; elected members; the Coventry Partnership Housing Theme Group and other key partnership groups; providers of housing-related support and homelessness services; tenants and

residents associations; and private landlords. This was sent to over 225 stakeholders and also to 660 members of the public on the Corporate Research consultation contact database.

A total of 46 responses were received to the online survey.

#### 14. What were the key findings of the consultation?

80% of respondents agreed or strongly agreed that the Draft Housing & homelessness Strategy had identified the main issues and challenges for Coventry.

To what extent do you agree that the strategy is clear in identifying the main issues and challenges for Coventry?		
Answer Options	Response Percent	Response Count
Strongly agree	9.1%	4
Agree	70.5%	31
Disagree	13.6%	6
Strongly disagree	6.8%	3
<i>answered question</i>		44
<i>skipped question</i>		2

70% agreed or strongly agreed that the 'what we will do' sections identified appropriate ways to tackle these issues.

To what extent do you agree that the 'what we will do' sections of the strategy have identified appropriate ways to tackle these issues?		
Answer Options	Response Percent	Response Count
Strongly agree	7.0%	3
Agree	62.8%	27
Disagree	27.9%	12
Strongly disagree	2.3%	1
<i>answered question</i>		43
<i>skipped question</i>		3

76% of respondents found the Housing & Homelessness Strategy easy to read. Suggestions for improvement included a reduction in the use of acronyms and the addition of an executive summary.

Did you find the Draft Housing and Homelessness Strategy easy to read?		
Answer Options	Response Percent	Response Count
Yes	76.3%	29
No	23.7%	9
<i>answered question</i>		38
<i>skipped question</i>		8

Several respondents wished to highlight the disproportionate impact of housing need, homelessness and poor housing conditions on groups with protected characteristics, particularly related to disability and ethnicity. This has been identified above. The priorities of the Housing & Homelessness Strategy will try to address these housing issues, therefore having a positive impact on these groups.

**15. Are there any gaps in the consultation?**

No.

**16. Following the consultation, what additional equality issues have emerged?**

Several respondents wished to highlight the disproportionate impact of housing need, homelessness and poor housing conditions on groups with protected characteristics, particularly related to disability and ethnicity. This has been identified above. The priorities of the Housing & Homelessness Strategy will try to address these housing issues, therefore having a positive impact on these groups.

One respondent also felt that the importance of planning and providing specialist housing for people with disabilities and for Older People had not been given sufficient priority in Theme 1. Although this issue is addressed in Theme 4; there was not enough emphasis on the importance of provision within new developments for groups with specific housing needs.

**17. Which of the options have changed following consultation and equality analysis, and how?**

The results of the consultation have been used to ensure that the Housing & Homelessness Strategy has incorporated appropriate safeguards for the vulnerable groups that have been identified.

As a result of the consultation, an additional priority point was added to Theme 1: Increase the supply, choice and quality of new housing. This is to:

- Support economic growth by developing high value, high quality housing to retain higher earners and attract new residents.

No equality impacts have been identified as a result of the addition of this priority.

There has also been a change to one of the priorities in Theme 3: Strive for a healthier and more sustainable City by improving the quality and use of existing housing. The priority to improve energy efficiency and affordable warmth in the private sector has now been extended to cover all housing sectors, including the social housing sector. The priority is now:

- Improve energy efficiency and affordable warmth across all tenures.

This will have a positive impact as it will mean that households in all housing tenures may benefit from measures put in place.

One respondent also felt that the importance of planning and providing specialist housing for people with disabilities and for Older People had not been given sufficient priority in Theme 1. The links between Theme 1 and Theme 4 of the Strategy were strengthened as a result of this comment, to ensure that enough emphasis is placed on the importance of provision within new developments for groups with specific housing needs.

Other minor changes have been made to the text in the body of the document where it was necessary to provide clarity or further emphasis on certain points. The use of acronyms has been reduced and an executive summary will be produced once the Strategy has been approved by Council.

### Equality impact of final option

#### 18. Please confirm below which option has been chosen for implementation.

The Housing & Homelessness Strategy will contain the Themes, priorities and action points as described in point 10, with the addition of the priority to develop 'aspirational' housing and the slight change to the priority to 'improve energy efficiency and affordable warmth across all tenures, described in point 17.

#### 19. Please indicate which of the following best describes the equality impact of this analysis.

- There will be **no equality impact** if the proposed option is implemented.
- There will be **positive equality impact** if the proposed option is implemented.
- There will be **negative equality impact** if the preferred option is implemented, but this can be objectively justified.  
*Please state clearly what this justification is and what steps will be taken to ameliorate the negative impact.*

The Housing & Homelessness Strategy contains Themes and Priorities focusing on improving housing provision and housing conditions for people with protected characteristics and who have a housing need.

It will assist the Council in meeting the priority in the Council Plan 2011-14: "*People are prevented from becoming homeless and supported if they do*" and the corresponding objective in the Council Plan 2011/2014 Equality Strategy – Equality Objective CP 4.6.

There are no negative impacts expected from measures contained within the Strategy and the Strategy will attempt to ensure that the negative impacts of wider issues beyond the Council's control (such as Welfare Reform) are mitigated where possible, by offering appropriate support and services for those who are homeless or in housing need.



20. What will be the impact on the workforce following implementation of the final option? *Please make reference to relevant equality groups (with protected characteristics under the Equality Act).*

There will be no impact on the workforce of the Council.

**Formal decision-making process**

Please detail below the committees, boards or panels that have considered this analysis

Name	Date	Chair	Decision taken

**Approval**

This equality analysis has been completed by:

**Officer**

Kimberley Fawcett

**Service Manager**

Ayaz Maqsood

*Note: Failure to comply with duties on equalities and consultation will put the Council (and specifically the elected member or officer making the decision) at risk of judicial review*

**Director**

Brian Walsh

**Elected Member**

Councillor Ed Ruane

**Date**

06/02/2013

## Monitoring and review

*This section should be completed 6-12 months after implementation*

- a) **Please summarise below the most up to date monitoring information for the newly implemented service, by reference to relevant protected groups.**

[Click **here** and type]

- b) **What have been the actual equality impacts on service users following implementation?**

*Analyse current data relating to the service and think about the impact on key protected groups: race, sex, disability, age, sexual orientation, religion or belief, pregnancy or maternity, gender reassignment.*

It may help to answer the following questions: Since implementation

- Have there been any areas of low or high take-up by different groups of people?
- Has the newly implemented service affect different groups disproportionately?
- Is the new service disadvantaging people from a particular group?
- Is any part of the new service discriminating unlawfully?

[Click **here** and type]

- c) **What have been the actual equality impacts on the workforce since implementation?**

[Click **here** and type]

**Equality Analysis and Consultation Template  
July 2012 · Version 2.0.1**

The latest version of this template can be found at:  
<http://beacon.coventry.gov.uk/equalityanddiversity/>  
*Please ensure you are using the latest version of the template.*

