

Durham County Council Equality Impact Assessment

NB: The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

Section One: Description and Screening

Service/Team or Section	Regeneration and Local Services Economic Development and Housing
Lead Officer	
Title	County Durham Housing and Homelessness Strategy
MTFP Reference (if relevant)	
Cabinet Date (if relevant)	16 January 2019
Start Date	November 2018
Review Date	After consultation period

Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):

The County Durham Housing Strategy has been developed to consider housing issues in the County and to provide a strategic framework to inform actions and investment to result in positive outcomes for housing related themes in the County. The Housing Strategy covers both the 'people' and 'place' elements of housing policy and practice in order to provide a comprehensive approach to housing issues and to support a coordinated delivery approach for housing related actions. In this context the Strategy considers issues associated with future housing needs, the existing stock in the County and support for people to keep them in their homes and to provide access to suitable accommodation.

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):

Anyone who lives in, works in, visits, or would like to move to County Durham may be interested in the Housing Strategy. This includes the general public, council staff, Elected Members, developers and landowners, various partners, stakeholders from various sectors and interest groups or communities, and prescribed bodies as such as neighbouring authorities and Government agencies. The Housing Strategy is a strategy for County Durham. In this context, it will be delivered in partnership, both through the formal Housing Forum and the Development and Support partnership groups as reflected on the Housing Strategy Partnership Framework, but also in discussion with County Durham residents, the private sector and other agencies as appropriate.

The overarching aims are:

Better housing support for County Durham residents

- To provide housing advice, assistance and support for older and vulnerable people
- Improve access to house

More and better homes

- Delivery of more homes to meet housing need and demand
- Maintain and improve standards across County Durham's housing stock and wider housing environment.

Screening

Is there any actual or potential negative or positive impact on the following protected characteristics?

Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact Indicate: Y = Yes, N = No, ? = unsure
Age	N	Y
Disability	N	Y
Marriage and civil partnership (workplace only)	N	N
Pregnancy and maternity	N	?
Race (ethnicity)	N	Y
Religion or Belief	N	?
Sex (gender)	N	Y
Sexual orientation	N	Y
Transgender	N	Y

Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

It is not anticipated that the housing and homeless strategy will cause adverse impact.

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

The council will seek to improve the quality of our existing housing stock and the wider residential environment. In this context, localised and targeted delivery plans will be used to outline activities to support the creation and maintenance of mixed and balanced communities in consultation with local communities. There are potential positive impact across the protected characteristics especially in terms of age (younger and older people), disability and sex (both male and female).

Engagement and assessment of equality impact is very much locality specific depending on the scale of a planned development. For instance, statutory procedures dictate the remit of consultation, key consultees and those close to development, however, for larger developments there is greater need to ensure engagement is appropriate and takes consideration of all equality and diversity issues.

Evidence

What evidence do you have to support your findings?

Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

There is national, regional and local evidence available which shows that people with certain protected characteristics can face multiple barriers in employment, access to services and information, participation in decision making and in consultation. Census 2011, equality related evidence from the Integrated Needs Assessment (INA), ONS 2014, the County Durham Profile 2017, and a report by the Albert Kennedy Trust have been used in section two of this assessment.

<http://www.durham.gov.uk/article/2389/2011-Census>

<http://www.countydurhampartnership.co.uk/article/8461/Integrated-NeedsAssessment>

http://www.countydurhampartnership.co.uk/media/22690/County-Durham-Profile-2017/pdf/County_Durham_Profile_2017.pdf

<https://www.akt.org.uk/2/spg330/albert-kennedy-trust-helping-young-lgbt-people/about-us.aspx>

<https://www.gingerbread.org.uk/.../publications-index/statistics>

Consultation

It is proposed to consult on the housing and homelessness strategy in early 2019 if agreed by Cabinet. This impact assessment will be reviewed and updated with consultation feedback.

Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	Y
No evidence of actual or potential impact on some/all of the protected characteristics?	

Sign Off

Lead officer sign off: Mike Allum	Date: 16.11.18
Equality and diversity team leader	Date: 16.11.18

If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to equalities@durham.gov.uk

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at equalities@durham.gov.uk

Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

Protected Characteristic: Age		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
<p>The strategy aims to help older people live independently for as long as possible through:</p> <p>Delivery of over 600 homes for older people. In this regard, appropriate house types include level access flats, level access bungalows, sheltered housing or extra care schemes and other housing products that can be shown to meet the specific needs of a multi-generational family.</p> <p>A minimum of 10% of homes specifically designed to meet the needs of older people as part of all future development sites; and specialist care facilities to be provided in partnership with care providers to meet the identified needs of our older people.</p> <p>Housing will be safer and more appropriate for older people. Specialist housing for older people will be supported in appropriate locations, where it is designed to meet the</p>	<p>It is recognised that the population of County Durham is already ageing and over the next few decades, there will be a 'demographic shift' with the number (and proportion) of older people increasing. In 2035 the proportion of people aged 65+ will increase by 6% to 26% from population figures in 2016 of 20%. There will be a requirement that a minimum of 10% of the housing on sites of over 10 units, in relation to their design and house type, serve to increase the housing options of older people. <i>(Data from ONS SNPP 2014)</i></p> <p>The SHMA 2016 has identified that County Durham has a shortfall of housing. Per annum there is a shortfall of 585 1/2bed dwellings but a surplus of 356 3+ bed dwellings, with a shortfall of 148 homes for older persons this results in a net shortfall of 378 dwellings per annum. Through the county Durham plan there will be a requirement for planning applicants to deliver affordable housing on sites of 10 units or more, ranging from 10%-25% proportion.</p>	<p>Public Consultation, notify age groups e.g. Age UK and CYPS groups of consultation.</p> <p>Disaggregate consultation feedback via age where possible.</p>

<p>particular requirements of residents.</p> <p>New housing provided for older people must be built to Building Regulations Requirement M4 (2) (accessible and adaptable dwellings).</p> <p>Potential positive impact for younger people through:</p> <p>Delivery of more homes including bringing empty homes back into use meeting housing needs and providing more affordable homes including starter homes, to buy, and selective leasing regarding PRS will benefit the whole community, and is likely to be particularly beneficial for younger people.</p>	<p>Data prepared for the SHMA 2016 shows that a majority of older people want to stay in their homes with help and support. However, a range of other options were considered and a sizeable minority of people would consider other specific types of housing. This evidence suggests the need to diversify the range of older persons' housing provision. The Council is developing a 'Housing Market Position Statement' (HMPS), which brings together evidence from across the Council's planning, health and housing services. This will identify opportunities for the market to deliver products and services in our communities to meet older people's needs.</p>	
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Protected Characteristic: Disability		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The Housing Strategy aims to ensure that consultation and the planning system is accessible to all.</p> <p>The council and will work in partnership with other stakeholders to provide support those with complex needs.</p> <p>The council will improve access and availability of suitable accommodation and service to support people</p>	<p>County Durham has a percentage of working age (16-64) people classed as having a limiting long term illness or disability (LLTI) of 23.6%. This is higher than the overall figures for the North East, at 21.6%, and England and Wales, at 17.9%. (<i>ONS 2011 Census (NOMIS extract)</i>)</p>	<p>Public Consultation, notify disability groups e.g. Disability partnership of consultation.</p> <p>Disaggregate results via disability status where possible.</p> <p>Reasonable adjustments will be made for disabled</p>

<p>with a range of needs including learning disabilities and mental health problems to enable them to live as independently as possible</p> <p>Older disabled people will also have better access to housing and support that specifically meets their needs.</p>		<p>people where required.</p>
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Protected Characteristic: Marriage and civil partnership (workplace only)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The Housing strategy aims to be inclusive by ensuring that consultation and the planning system is accessible to all.</p>		

Protected Characteristic: Pregnancy and maternity		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The Housing strategy aims to be inclusive by ensuring that consultation and the planning system is accessible to all.</p>		<p>As above</p>

Protected Characteristic: Race (ethnicity)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The Housing strategy aims to be inclusive by ensuring that consultation and the planning system is accessible to all.</p>	<p>County Durham has the second highest number of social pitches for the GRT community of all English authorities and over a third of</p>	<p>As above</p> <p>Disaggregate consultation feedback via race where possible.</p>

<p>Gypsy, Roma and Travellers (GRT) will benefit from maintained and improved sites and extended locations for additional pitches. The council has recently completed a comprehensive refurbishment programme of all of sites for travellers to modern standards and have introduced modern management regimes. Ten additional pitches were created as part of this process.</p>	<p>all GRT pitches in the north east.</p> <p>The council also provides six temporary 'stop over' areas in the county which are made available for 28 days or less each year for seasonal use, also enabling GRT people to travel to popular events like Appleby Fair. The council takes responsibility for maintaining gates, fencing, grass cutting, and the access points to these areas. Refuse collection and temporary toilets are also provided to gypsies and travellers using other areas, to enable them to travel and maintain their cultural lifestyle.</p> <p>The council has also recently completed a comprehensive refurbishment programme of all of our sites to modern standards and have introduced modern management regimes. The council's GRT Site Needs Assessment concludes that for the ten year period to 2026 there will be need for additional pitches for five GRT households. However, since the base date of the assessment, an additional pitch has been granted planning permission which will accommodate two households. Furthermore, the number of new private pitches granted planning permission has averaged around five per year over the last five years.</p> <p>The GRT Site Needs Assessment considered the need for new plots and sites for travelling show people and</p>	
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	concluded that no new plots and sites will be needed.	
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Protected Characteristic: Religion or belief		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The provision of multi-generational housing may have a potential positive impact on religious groups that live in multi-generational households as part of their culture.		As above Disaggregate consultation feedback via religion/belief where possible.

Protected Characteristic: Sex (gender)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The Housing strategy aims to focus on housing needs of the residents of County Durham. There are potential gender impacts, for example greater numbers of single older people are female and single parent households are more likely to be headed by a woman. Also men and women present differently in homelessness situations. Working closely housing providers to ensure best possible availability of properties to address housing need. The council will continue to focus on raising standards in the private rented sector and will seek greater licencing powers in order to tackle poor landlords, as well continuing engagement with	Over 22% of the countywide female population are over the age of 65 years compared to around 18% of the male population. Homelessness is more likely to affect men – around 70% of homelessness cases dealt with by the council are men. Gingerbread data suggests that the proportion of single parents who are women has stayed at around 90% for over 10 years. Analysis of homelessness data indicates an increase in single females at risk of homelessness contacting the council's Housing Solutions service. In response to this increase, a project was developed in conjunction with	As above Disaggregate consultation feedback via sex where possible.

<p>landlords and extending the Accredited Landlord Scheme for responsible landlords.</p> <p>The Housing strategy aims to ensure appropriate support for single people who are homeless or under threat of being homeless.</p> <p>The strategy will look at the availability and location of temporary accommodation across the County and how single male and female service users can access this.</p>	<p>the 'Changing Lives' Charity, to provide accommodation for single females.</p> <p>The provision consists of 6 single furnished bedrooms with shared kitchen and bathing facilities. It also contains a safe room which caters for those in need of emergency temporary accommodation.</p> <p>An assessment of the current voids with registered providers own housing supply will also be undertaken to ensure that both we as an authority and housing associations are making their properties work for them and our client base.</p>	
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Protected Characteristic: Sexual orientation		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>The council will introduce a strategic approach to seek to prevent homelessness in County Durham, increase the supply of accommodation for those who are homeless or threatened with homelessness.</p> <p>The council and will work in partnership with other stakeholders to provide support those with complex needs.</p> <p>The council will continue to focus on raising standards in the private rented sector and will seek greater licencing powers in order to tackle</p>	<p>No accurate data is available about the number of lesbian, gay and bisexual people living in County Durham. However Government and Stonewall estimates state that between 5 percent and 7 percent of the population is lesbian, gay or bisexual (LGB). This would amount to between 25,000 and 35,000 people in County Durham.</p> <p>People are more at risk of being homeless if they are LGB. A report by the Albert Kennedy Trust in 2015 estimates that there are about 80,000 homeless young people and young LGBT people make up between 19-</p>	<p>Public Consultation</p> <p>The HMPS recognises target groups for consultation and these include known community organisations which could include LGB groups e.g. engagement with Rainbow alliance.</p> <p>Disaggregate consultation feedback via sexual orientation where possible.</p>

<p>poor landlords, as well continuing engagement with landlords and extending the Accredited Landlord Scheme for responsible landlords.</p>	<p>26% of them, which is in excess of their proportion in the population. The top three reason for this population being homeless were cited as family rejection, abuse in the family and aggression and violence within the family. This implies that this group will be more likely to have further complex needs.</p> <p>If LGBT people are made homeless then improved support in the Private Rented Sector (PRS) will ensure that tenants live in a safe and secure home and are not taken advantage of. This will be coordinated with the council's approach to homelessness.</p>	
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Protected Characteristic: Transgender		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>There is the potential positive impact that transgender people that are homeless or under threat of homelessness will benefit from more appropriate support for group who are homeless or under threat. Transgender people may benefit from the increase of affordable housing and measure put forward to regulate the Private Rented Sector (PRS) so that housing is safe and landlords are 'fit or proper' persons</p> <p>The council will introduce a strategic approach to seek to prevent homelessness in</p>	<p>People are more at risk of being homeless if they are Transgender. A report by the Albert Kennedy Trust in 2015 estimates that there are about 80,000 homeless young people and young transgender people make up between 19- 26% of them, which is in excess of their proportion in the population. The top three reason for this population being homeless were cited as family rejection, abuse in the family and aggression and violence within the family. This implies that this group will be more likely to have further complex needs.</p>	<p>As above</p> <p>The HMPS recognises target groups for consultation and these include known community organisations which could include LGBT groups.</p> <p>Disaggregate consultation feedback via transgender status where possible.</p> <p>Provision of safe and secure single</p>

<p>County Durham, increase the supply of accommodation for those who are homeless or threatened with homelessness and will work in partnership with other stakeholders to provide support those with complex needs.</p> <p>The council will continue to focus on raising standards in the private rented sector and will seek greater licencing powers in order to tackle poor landlords, as well continuing engagement with landlords and extending the Accredited Landlord Scheme for responsible landlords</p>	<p>If transgender people are made homeless then improved support in the PRS such measures will ensure that tenants live in a safe and secure home and are not taken advantage of. This will be coordinated with the council's approach to homelessness.</p>	<p>rooms that are not gender specific.</p>
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Section Three: Conclusion and Review

Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

The Housing and Homelessness Strategy aims to address future housing need across the county and has potential positive impact across all of the protected characteristics in particular for age (younger and older people), disability and sex (both male and female). We will ensure consultation is inclusive, engage with representative groups and disaggregate results where possible. Reasonable adjustments will be made for people with disabilities in order to effectively participate in planning consultation. Translation and interpretation requests will be considered in line with corporate policy.

This impact assessment will be updated with updated with consultation feedback and be used to inform any subsequent refinement of the strategy.

Will this promote positive relationships between different communities? If so how?

The Housing and Homelessness Strategy is a strategy for housing across County Durham - first and foremost it is a Strategy that puts people first. New housing will be of a high quality design to meet the needs and aspirations of our families, with the right homes being delivered in the right places to support sustainable and balanced communities. The council will work within those communities most effected by long term empty properties. This will include working with property owners and landlords with the aim of bringing empty homes back into use where possible.

The council will seek to improve the quality of our existing housing stock and the wider residential environment:

- Localised and targeted delivery plans will be used to outline activities to support the creation and maintenance of mixed and balanced communities
- In consultation with local residents and where appropriate, the case will be made to secure funding for targeted demolition as part of the regeneration of communities.
- The Housing Strategy will provide a framework to capitalise on and to maximise opportunities for investment and regeneration within our communities.

Housing development will be supported by appropriate infrastructure provision to accommodate for the impact of the development on our communities, including ensuring sufficient education and health care facilities are provided to meet community needs.

The council will introduce a strategic approach to seek to prevent homelessness in County Durham, increase the supply of accommodation for those who are homeless or threatened with homelessness and will work in partnership with other stakeholders to provide support those with complex needs.

Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?
Public consultation – ensure inclusivity by engaging with representative groups and making reasonable adjustments where necessary. Disaggregation of results where possible.	DCC	25 TH January-8 th March	Housing Strategy
Provision of safe and secure single rooms that are not gender specific.	DCC Housing solutions.	Med-Long	Homelessness Strategy Action Plan

Review

Are there any additional assessments that need to be undertaken? (Y/N)	Y
When will this assessment be reviewed? Please also insert this date at the front of the template	Post consultation (TBC)

Sign Off

Lead officer sign off: Mike Allum	Date: 19.11.18
Service equality representative sign off: Equality and diversity team leader	Date: 19.11.18

Please return the completed form to your service equality representative and forward a copy to equalities@durham.gov.uk