

APPENDIX 2

INITIAL EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

HOUSING STRATEGY

July 2022

Please note: -

This document describes an initial assessment of equalities impacts.

The council has a statutory duty to consider the impact of its actions in relation to the following protected characteristic groups: -

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

In addition, the council has a statutory duty to consider the impact of its actions in relation to the Armed Forces Community.

Therefore, the council wishes to hear and proactively consider any comments in relation to how any aspect of its Draft Housing Strategy may impact on any sections of the community as listed above. Any feedback in relation to equalities will inform a full Equality Impact Assessment and Analysis.

- You can find out more and tell us your views by completing our survey online at www.consultations.southglos.gov.uk/Housing_Strategy
- Email: consultation@southglos.gov.uk
- Write to: Freepost SGC, South Gloucestershire Council, Council Offices, Badminton Road, Yate, BRISTOL, BS37 5AF
- Phone: 01454 868154
- Copies of the consultation are available from your local library or One Stop Shop.

SECTION 1 – INTRODUCTION

This EqIAA covers the council's new Housing Strategy, proposed to be implemented towards the end of 2022/early 2023.

The purpose of the Housing Strategy is to set a clear and ambitious plan setting out how we will approach housing both now and into the future for the residents of South Gloucestershire. It will set out the strategic objectives of the council and our partners in meeting our aims and objectives set out in the [Council Plan](#). It will provide a key framework for the strategic housing teams within the council.

The council currently provides a range of activities and services to meet housing need, including:

- Working to prevent homelessness
- Providing temporary accommodation for statutorily accepted homeless households
- Operating a housing register
- Providing advice and assistance to people with housing problems
- Adapting homes for disabled or elderly residents in South Gloucestershire
- Enabling the building of new, affordable homes
- Providing a range of support and advice to private landlords, tenants, and homeowners in South Gloucestershire
- Providing housing options for those who we have a corporate responsibility for such as looked after children.

The council works jointly with local organisations and residents; they include voluntary and community groups, registered housing providers, developers, planning agents, private landlords and their agents, government organisations, and where appropriate, neighbouring councils.

SECTION 2 - RESEARCH, ENGAGEMENT AND CONSULTATION

Senior Officer and Member Engagement

Senior Officer and Member engagement was carried out between 14 May 2021 and 11 June 2021. Questionnaires were sent to Senior Officers and Members and two engagement events were held for Members. 16 questions were asked based on priorities aligning from the council plan and Members fed back that the project team had pulled through the priorities that they would expect.

| Question no. | Question | Score |
|--------------|--|-------|
| 2 | Deliver more and better Affordable Housing | 18 |
| 5 | Support people to adapt homes | 19 |
| 8 | Reduce fuel poverty etc. | 19 |
| 4 | Provision of older persons housing | 20 |
| 3 | Provision of supported housing | 19 |
| 11 | Regeneration of existing communities | 19 |
| 15 | Work with private landlords | 15 |
| 14 | HMO's quality and licensing | 15 |
| 6 | Reduce no of long term empty properties | 14 |
| 9 | Self build | 14 |
| 7 | Net zero | 13 |
| 10 | Rural & CLH | 16 |
| 17 | Property and asset plan | 13 |
| 12 | Keyworkers | 12 |
| 13 | Veterans | 11 |
| 16 | MMC | 16 |

The scores were calculated using the scores that Officers and Members had given for each question in the questionnaire. The overall score is based on both Officer and Member responses.

The above list is in no order of priority but sets out a basic scoring calculated as described above. It should be noted that some issues were seen as extremely important during Member engagement, and this should be considered when addressing the issues. Members felt strongly that the following issues should be addressed by the new housing strategy: domestic abuse, meeting the needs of care leavers, opportunities for multigenerational living, home ownership, HMO's, zero carbon opportunities, opportunities for increasing affordable housing.

To understand and allow us to fully recognise inequalities in South Gloucestershire when drafting the Housing Strategy, we collated the following information to enable us to make informed decisions when setting our priorities over the next 30 years. As a council we want to be ambitious, and equality underpins all our services and work. The council provides several key housing functions and we have based our research on these areas.

Research Information

The National Picture

Homelessness continues to be a serious concern, it disproportionately affects people from minority ethnic backgrounds, lone parents, young care leavers, young offenders, LGBTQ+ people, people with mental health conditions, women at risk of domestic abuse, ex-services personnel, and those living in material deprivation. In England, people from minority ethnic heritage are still much more likely to live in overcrowded accommodation compared with White people. Across Britain, disabled people face a shortage of accessible and adaptable homes and long delays in making existing homes accessible. Refugees and asylum seekers continue to be affected by poor housing. Homelessness disproportionately affects people from minority ethnic heritage. ^[3]

At a national level, one in 10 (10.5%) ethnic minority households experience overcrowding compared with one in 50 (2.0%) White households^[4]. People from minority ethnic heritage are also at higher risk of homelessness in England^[5]. (Cabinet Office, 2017).

In England, the proportion of households privately renting continues to increase steadily, following a trend over the last twenty years (Barton, 2017). Private renters spend 34% of household income on rent compared with 28% for social renters. Housing quality is poorer in the private rental sector: 27% of residences did not meet basic standards of health, safety and habitability in 2017 compared with 13% of residences in the social rented sector (figures have changed little in the period covered) (MHCLG, 2018f). It is also noted that on average disabled people face extra costs of £583.00 per month. 24% of families with disabled children incur extra costs of over £1000.00 per month. These costs include specialist goods and service such as therapy and adaptations and greater use of non-specialist goods and services such as energy, insurance and transport.

Across Britain, disabled people face a shortage of accessible and adaptable homes and long delays in making existing homes accessible.

White British households in England are less likely to rent in either the private or the social sector than any other ethnic group^[1]. This is consistent across all age groups, regions and socio-economic groups^[2]. In the Southwest, 70% of white British households own their home versus 40% of BAME households. Social renting is particularly high among some ethnic minority groups: in 2014–16, 48% of African, 45% of Caribbean and 'other black' and 42% of Bangladeshi households in England rented from a local authority or housing association compared with 16% of white British households. Pakistani, Chinese and Indian households were less likely to rent in the social sector, at 11%, 9% and 7% respectively (Cabinet Office, 2017).

The South Gloucestershire Picture

Working to prevent homelessness and providing temporary accommodation for statutorily accepted homeless households and providing advice and assistance to people with housing problems.

The tables below set out age, disability, sex and ethnicity data in relation to homelessness in South Gloucestershire, based on data from 2019/20 (due to the Covid-19 pandemic, this data provides a more robust reflection than 2020/21 data).

| | Number | Age | Age | Age | Age | Age | Age | Age |
|---|----------------|--------------|---------------|--------------|------------|------------|------------|------------|
| | | 16-24 | 25-44 | 45-59 | 60-64 | 65-74 | 75+ | Not Known |
| Approaches for housing advice | 2192 (100%) | 336 (15%) | 1265 (58%) | 390 (18%) | 67 (3%) | 65 (3%) | 33 (1%) | 36 (2%) |
| New Applications (Prevention & Relief Duty) | 943 (100%) | 170 (18%) | 550 (58%) | 161 (17%) | 24 (3%) | 24 (3%) | 14 (1%) | # (0%) |
| Main Duty Accept Decisions | 122 (100%) | 15 (12%) | 85 (70%) | 22 (18%) | # (0%) | # (0%) | # (0%) | # (0%) |

| | Number | Disability | Disability | Disability | Sex | Sex |
|---|----------------|--------------|---------------|--------------|--------------|---------------|
| | | Yes | No | Not stated | Male | Female |
| Approaches for housing advice | 2192 (100%) | 519 (24%) | 1136 (51%) | 537 (25%) | 919 (42%) | 1273 (58%) |
| New Applications (Prevention & Relief Duty) | 943 (100%) | 242 (26%) | 544 (58%) | 157 (16%) | 373 (40%) | 570 (60%) |
| Main Duty Accept Decisions | 122 (100%) | 23 (19%) | 92 (75%) | # (6%) | 30 (25%) | 92 (75%) |

| | Number | Number by Ethnic Origin | Number by Ethnic Origin | Number by Ethnic Origin | Number by Ethnic Origin | Number by Ethnic Origin | Number by Ethnic Origin |
|---|----------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | | White | Black | Asian | Mixed | Chinese or Other | Not Stated |
| Approaches for housing advice | 2192 (100%) | 1604 (74%) | 72 (3%) | 52 (2%) | 53 (2%) | 38 (2%) | 373 (17%) |
| New Applications (Prevention & Relief Duty) | 943 (100%) | 735 (78%) | 22 (2%) | 23 (2%) | 24 (3%) | 17 (2%) | 122 (13%) |
| Main Duty Accept Decisions | 122 (100%) | 93 (76%) | # (7%) | # (7%) | # (2%) | # (3%) | 16 (5%) |

NB. Data highlighted in green are those where the proportion of people in the group significantly exceeds the proportion in South Gloucestershire.

The data above shows that the following groups approaching for housing advice, new applications and duty acceptance decisions are disproportionately over-represented:

- People aged 25 – 44
- Females
- Disabled People
- People from Black, Asian and Minority Ethnic (BAME) backgrounds

These findings mirror national information. Data is not available in regard to sexual orientation or gender reassignment; however, national data shows that people identifying with these groups are more likely to be homeless and to approach for advice.

Operating a housing register

The tables below set out age, disability, gender and ethnicity data in relation to the housing register in South Gloucestershire based on data from 2021.

NB. Data highlighted in green are those where the proportion of people in the group significantly exceeds the proportion in South Gloucestershire.

| Gender | Number registered | Percent |
|--------|-------------------|---------|
| Male | 1257 | 29.6% |
| Female | 2982 | 70.4% |

Disability

| Yes | No | Prefer not to say |
|-------|-------|-------------------|
| 1384 | 2703 | 152 |
| 32.6% | 63.8% | 3.6% |

Age

| 16-24 | 25-44 | 45-59 | 60-64 | 65-74 | 75+ |
|-------|-------|-------|-------|-------|------|
| 560 | 2452 | 732 | 157 | 190 | 148 |
| 13.2% | 57.8% | 17.3% | 3.7% | 4.4% | 3.5% |

| Ethnicity | Number | Percent |
|---|--------|---------|
| Asian/Asian British - Bangladeshi | 11 | 0.25% |
| Asian/Asian British - Indian | # | 0.16% |
| Asian/Asian British - Pakistani | 13 | 0.30% |
| Asian/Asian British - Chinese | # | 0.16% |
| Asian/Asian British - Other | 24 | 0.56% |
| Black/African/Caribbean/Black British - African | 69 | 1.62% |

| | | |
|--|------|-------|
| Black/African/Caribbean/Black British - Caribbean | 42 | 0.99% |
| Black/African/Caribbean/Black British - Other | # | 0.23% |
| Mixed/Multiple Ethnic Groups - White & Asian | 19 | 0.44% |
| Mixed/Multiple Ethnic Groups - White & Black African | # | 0.16% |
| Mixed/Multiple Ethnic Groups - White & Black Caribbean | 73 | 1.72% |
| Mixed/Multiple Ethnic Groups - Other | 27 | 0.63% |
| White - English/Welsh/Scottish/Northern Irish/British | 3503 | 82.6% |
| White - Irish | 10 | 0.23% |
| White - Gypsy or Irish Traveller | 37 | 0.87% |
| White - Other | 227 | 5.35% |
| Other Ethnic Group - Arab | # | 0.16% |
| Any Other ethnic group | 38 | 0.89% |
| Prefer not to say/Not answered | 108 | 2.54% |

The above data from the housing register gives a snap shot of applicants at a point of time. The data shows that the following groups are disproportionately over-represented:

- Females
- Disabled People
- People aged 25 – 44
- Asian/Asian British – Bangladeshi
- Black/African/Caribbean/Black British – African
- Black/African/Caribbean/Black British - Other
- Mixed/Multiple Ethnic Groups - White & Black Caribbean
- Mixed/Multiple Ethnic Groups - Other
- White - Gypsy or Irish Traveller
- White – Other
- Any Other ethnic group

Current and former Armed Forces personnel and their families

Some service personnel are required to move across the country and, where applicable, they may be accompanied by their family. Due to the regularity and frequency of moves around the country, personnel and their families may experience challenges in settling down and establishing roots in the areas they find themselves in. Based on data gathered during November 2021 there were 105 applicants registered declaring the applicants were veterans; this makes up 2.47% of those registered.

In England, in 2012, the Government changed the law through regulations to ensure that 'additional preference' – high priority – for social housing is given to serving members of the Armed Forces suffering from a serious injury or disability, and Veterans with urgent housing needs.

At the same time, the Government introduced regulations which ensure that serving personnel and who have left the Armed Forces within the last five years cannot be disqualified from social housing because of a local connection requirement.

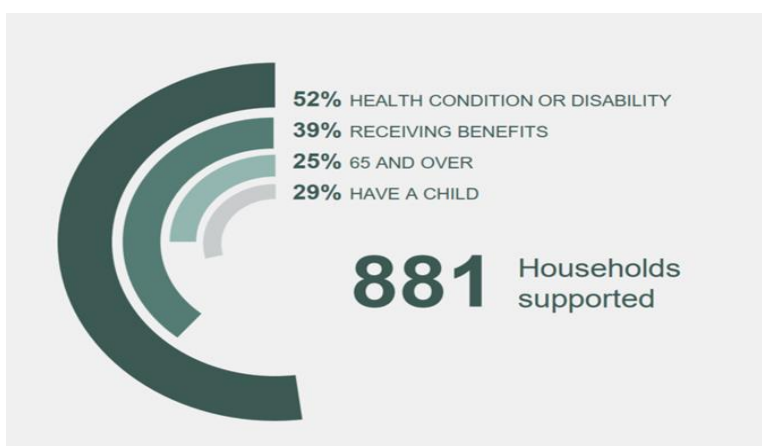
Both provisions also apply to seriously injured and disabled Reservists and bereaved spouses of Service personnel.

We currently commission an advice service for veterans from ASSISTPLUS and SSAFA which can signpost to housing services and support personnel. Along with all local authorities we have pledged to uphold the Armed Forces Covenant and are committed to the implementation of the Armed Forces Act.

Adapting homes for disabled or elderly residents in South Gloucestershire and providing a range of support and advice to private landlords, tenants, and homeowners in South Gloucestershire

Warm and Well

The following data has been gathered from 2020/21 datasets. This data collated from Warm & Well shows a high proportion of those helped had a health condition, 52%, with 39% in receipt of benefits and 25% aged over 65.



Disabled Facilities Grants

The below data has been gathered from the Disabled Facilities Grant Customer satisfaction survey in 2019.

Respondent Profile

Property Type data

| | Q1 | Q2 | Q3 | Q4 |
|-------------------------------------|-----------|-----------|-----------|-----------|
| Base | 28 | 29 | 47 | 18 |
| Housing Association | 21% | 38% | 15% | 6% |
| Tenant with private landlord | 7% | 7% | 9% | 6% |
| Owner occupied | 68% | 48% | 74% | 89% |
| Living with family members | 4% | 7% | 2% | - |

| | | Quarters 2019 | Quarters 2019 | Quarters 2019 | Quarters 2019 |
|--------------------------|--------------|------------------|------------------|------------------|------------------|
| Respondents | Total | Q1 | Q2 | Q3 | Q4 |
| Base | 99 | 27 | 28 | 44 | 18 |
| Sex | | | | | |
| Female | 63% | 52% | 61% | 70% | 61% |
| Male | 20% | 37% | 18% | 11% | 39% |
| Age | | | | | |
| Under 65 | 25% | 26% | 36% | 18% | 17% |
| 65-74 | 16% | 11% | 14% | 20% | 22% |
| 75+ | 56% | 63% | 43% | 59% | 61% |
| Disability | | | | | |
| Disabled | 41% | 44% | 43% | 39% | 67% |
| Not Disabled | 9% | 7% | 7% | 11% | - |
| Ethnicity | | | | | |
| BAME & White non-British | 8% | 11% | 7% | 7% | 17% |
| White British | 86% | 70% | 89% | 93% | 83% |

The data above shows a high proportion of individuals identifying as female. 41% consider themselves to have a disability with those over 75 making up 56% of those recorded. There is currently no data in respect of LGBTQ+ groups.

Enabling the building of new, affordable homes

Between April 2006 and April 2019, 13,980 new homes were built in South Gloucestershire, including 3,933 Affordable Homes. We know that the average house price is 8.7 times the average pay (£31,609). This is above the national average (8.0) and the same as the Southwest average. In December 2019, the average price paid for a residential property in South Gloucestershire was £275,000, which is considerably higher than the regional (Southwest) and national (England) averages (£253,000 and £243,950 respectively).

We are currently using data produced from the Strategic Housing Market Assessment 2019 for South Gloucestershire which sets out the tenure split and housing mix for delivery of affordable housing, with a requirement for 35% affordable housing provision on new housing developments above appropriate thresholds.

Age of Household Representative

| | 15-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65-74 | 75-84 | 85+ | TOTAL |
|-------------------------------------|---------------|---------------|----------------|---------------|---------------|----------------|----------------|----------------|----------------|
| TOTAL HOUSEHOLDS | | | | | | | | | |
| 2016 | 17,430 | 65,600 | 70,350 | 75,680 | 61,010 | 56,320 | 37,140 | 16,630 | 400,170 |
| 2036 | 19,260 | 66,990 | 84,840 | 79,730 | 68,350 | 71,370 | 52,920 | 33,630 | 477,090 |
| TREND-BASED CHANGE 2016-2036 | +1,830 | +1,400 | +14,480 | +4,050 | +7,340 | +15,050 | +15,780 | +17,010 | +76,930 |
| Impact of OAN Uplift | +380 | +1,470 | +1,850 | +1,320 | +760 | +600 | +360 | +260 | +7,000 |
| TOTAL CHANGE 2016-2036 | +2,210 | +2,860 | +16,340 | +5,370 | +8,100 | +15,650 | +16,140 | +17,260 | +83,930 |

| Annual Income Needed to Own at Lower Quartile Prices | Bristol | North Somerset | South Gloucestershire |
|--|---------|----------------|-----------------------|
| 1 BEDROOM PROPERTIES | | | |
| Existing dwelling | £34,300 | £25,500 | £32,700 |
| Newly built dwelling | £41,100 | £38,600 | £42,000 |
| 2 BEDROOM PROPERTIES | | | |
| Existing dwelling | £43,400 | £38,600 | £44,400 |
| Newly built dwelling | £53,000 | £54,000 | £50,400 |

Providing housing options for those who we have a corporate responsibility for looked after children

The ethnicity of looked after children in South Gloucestershire is as follows: white or white British 82% (85% in March 19), mixed ethnicity 5%, (5% in March 19) Asian or Asian British 2%, (2% in March 19) Black or Black British 3% (5% in March 19) other ethnic origin or ethnicity not recorded 9% (3% in March 19). This shows us that children looked after from 'Black' and 'Dual/mixed heritage' are over-represented.

The Provision of Gypsy and Traveller Accommodation

The [Gypsy and Traveller Accommodation Assessment](#) (GTAA) was completed in 2017 to provide a robust assessment of current and future need for Gypsy, Traveller and Travelling Showpeople accommodation in South Gloucestershire (2017-2032).

SECTION 3 - IDENTIFICATION OF DISPARITIES, IMPACTS AND ISSUES

Everyone should have the freedom to enjoy an adequate standard of housing with independence and security. There is a key link to housing across all strands of opportunities through health, education, work and participation in society. The evidence both nationally and in South Gloucestershire shows, and we understand, that some groups are proportionately more impacted by opportunities for housing.

Housing Need

The evidence set out in Section 2 of this EqIAA in relation to South Gloucestershire shows that the following groups are disproportionately over-represented in the housing need data:

- Females
- Disabled People
- People aged 25 – 44
- Asian/Asian British – Bangladeshi
- Black/African/Caribbean/Black British – African
- Black/African/Caribbean/Black British - Other
- Mixed/Multiple Ethnic Groups - White & Black Caribbean
- Mixed/Multiple Ethnic Groups - Other
- White - Gypsy or Irish Traveller
- White – Other
- Any Other ethnic group
- There is no local data regarding LGBTQ+ groups – however there is national evidence to suggest that this is a group more likely to be in housing need this is also the case for lone parents, young care leavers, young offenders, people with mental health conditions and women at risk of domestic abuse

Key Issues Emerging

Research engagement has found a developing and growing population in South Gloucestershire which brings a range of important information to be considered within the Housing Strategy:

- Aging population - this also links to a growing proportion of disabled people in the population, this data should be considered in the housing strategy setting out how the council will tackle significant and growing need for accessible housing.
- Greater diversity within the population especially in terms of growing BAME communities and faith communities, the issue for the housing strategy will be to consider housing needs, including the location of communities and their access to community services and facilities (such as community groups, faith buildings, open space, leisure)
- Affordability - considering the over representation of many groups as set out above
- Armed forces community – meeting the needs of the armed forces community - South Gloucestershire has the 4th highest population of armed forces (current and former nationally).
- Ensuring people who live in rural areas are still connected to services and facilities.
- LGBTQ+ - there is no hard data on the number of LGBT+ people in the UK. However, the Government is using the figure of 5-7% of the population. This means that across the area, we have approximately 15,000 residents who identify as being LGBT.
- People from minority ethnic backgrounds are:
 - more likely to live in overcrowded households and in intergenerational households. more likely than white British to be renting accommodation and not own their own home. In the South West, 70% of white British households own their home versus 40% of BAME households.
 - Social renting is particularly high among people from some ethnic minority groups.

- Poor housing and neighbourhood conditions for gypsy and traveller groups are a serious concern raised by the Equality and Human Rights Commission (EHRC).
- Homelessness disproportionately affects people from some ethnic minority groups. Between 2006/07 and 2016/17, people from ethnic minorities accounted for 28.4% of all homeless households in England. Of homeless households in 2016/17, 16% were black, 9% were Asian, 3% were from a mixed ethnic background, and 5% were from another ethnic minority group.
- In South Gloucestershire, our data tells us that the majority of those seeking housing and homelessness advice and assistance are: women with dependent children, young people, disabled people and people from BAME backgrounds.
- Ensuring that we acknowledge and plan for the housing needs of refugees and asylum seekers.
- Ensuring we continue to work with colleagues and wider partners to develop a range of supported housing, ensuring people can access the right type of housing at the right time with the right support.
- Embedding the South Gloucestershire Council prevention work programme to reduce inequalities, to improve the health and wellbeing of those with the poorest outcomes and narrow the gap between different population groups.
- Poverty and Financial Hardship - in South Gloucestershire, we know that the average house price is 8.7 times the average pay (£31,609). This is above the national average (8.0) and the same as the Southwest average. In December 2019, the average price paid for a residential property in South Gloucestershire was £275,000, which is considerably higher than the regional (Southwest) and national (England) averages (£253,000 and £243,950 respectively). Our data show that BAME population groups are just over 3 times more likely to apply for a Community Resilience and Household Support fund with people from Pakistani, Black African, Mixed ethnicity and White Other heritage being significantly over-represented in the Fund data. These same groups, along with Gypsy, Roma Traveller and Bangladeshi heritage people are also significantly over-represented in South Gloucestershire Free School Meals uptake data. Further, analysis of the last 6 years of data relating to access to welfare and debt advice services show that females, people in younger years, disabled people and people from BAME backgrounds are consistently, significantly more likely to access the services. We also know that people from LGBTQ+ communities are over-represented in homelessness data nationally and this is likely to be mirrored in South Gloucestershire.

SECTION 4 - ACTIONS TO BE TAKEN

The key findings provide clear information around the importance of:

Affordability:- Affordability remains a key issue intrinsically linked to housing in South Gloucestershire and disproportionately affects groups identified within this EqIAA.

Accessibility:- Disabled people face a shortage of accessible and adaptable homes which is also affordable.

Meeting need:- Particular need is identified and includes meeting the needs of, for example, people with learning disabilities, Looked After Children, Gypsy, Roma and Traveller communities, older people, the Armed Forces Community, victims of domestic violence and abuse, homeless households.

The Aims and actions set out in the Strategy clearly seek to continuously identify need and deliver against these 3 core issues. The following table identifies key actions within the Strategy where clear potential to advance equality of opportunity exists.

Aim 1: A Home for everyone that meets their needs

1. Better understand the need for all housing
2. Increase the supply of high-quality housing to meet identified need
3. Explore new approaches and interventions to generate an increase in housing delivery
4. Ensure choice, support and good management for tenants
5. Review the effectiveness of our re-housing policy
6. Promote and deliver Older People's housing which provides choices and independence later in life
7. Supported Housing to improve outcomes for our priority need groups

This over-arching Aim, brings together actions including:

- Undertaking regular housing needs assessments and surveys to inform understanding of what is needed in the district. The Strategy is clear that these actions will include the specific needs of those groups identified within this EqIAA.
- Work in partnership with Registered Providers and other specialist housing providers to ensure a supply of:
 - Affordable Housing
 - Extra Care Housing
 - Supported housing
 - Rural housing
 - Housing for older and disabled people (built and adapted to meet needs)
- Maximise all opportunities to deliver Affordable Housing through Planning obligations to deliver the following standards for all Affordable Housing:
 - NDSS
 - M4(2) (accessible housing)
 - Secured by Design (Silver)
 - A proportion of the Affordable Housing will be built to M4(3) standard (wheelchair adaptable housing)
- Provision of a variety of house types and sizes to suit a range of households and income levels.
- Working in partnership on additional Affordable Housing opportunities.
- Specialist supported housing for people with complex learning difficulties.

- Supporting people through grants and loans to improve and adapt their homes to meet need now and in the future.
- The use of social value as a method to quantify the benefits of delivering different housing schemes

And as such bring significant potential to deliver positive impacts.

Aim 2: Sustainable homes for the future

1. Reduce fuel poverty by providing home improvements for low-income households
2. Support homeowners to retrofit their properties to enable carbon reduction and energy efficiency measures
3. Support people to maintain and adapt their homes to meet current and future needs (age well at home)
4. Improve the quality of housing in the private rented sector including Houses in Multiple Occupation (HMOs)
5. Increase the use of Modern Methods of Construction (MMC) where appropriate

This over-arching Aim, brings together actions including:

- Delivery of the Warm and Well Scheme;
- Working in partnership to provide loans to enable people to improve insulation and upgrade heating systems
- Delivery of the Disabled Facilities Grants (DFGs) and Care Act Grants to provide adaptations to enable people to remain safely in their home and maintenance services to homeowners such as the HandyVan service;
- All Affordable Housing will be built to M4(2) as a minimum standard;
- Secure adapted and accessible properties on large developments to provide a proportion of wheelchair adaptable units M4(3);
- Operating the Celestine Centre, an aids and adaptations demonstrator house which shows how disability, frailty and age is no barrier to independent living.

And as such bring significant potential to deliver positive impacts.

Aim 3. Thriving communities and neighbourhoods

1. New neighbourhoods that people want to live in
2. Ensure adequate infrastructure and access to amenities
3. Deliver Sustainable Rural Development
4. Enhance community cohesion and safety
5. Regeneration of Existing Neighbourhoods
6. Reduce long term empty properties
7. Creating nature rich neighbourhoods where people and nature thrive

This over-arching Aim, brings together actions including:

- Distribution of Affordable Housing
- Ensuring access to employment opportunities, transport and local amenities.
- Making it easier for people of all ages and ability to be able to safely access their local centres or high streets.
- Ensuring the provision of sufficient and accessible green infrastructure, walking and cycling, transport links, open spaces and public spaces.
- Ensuring accessible health services.
- Opportunities for physical activity.
- Community Led Housing and Neighbourhood Planning

- community cohesion and safe neighbourhoods and improve wellbeing.
- Regenerating neighbourhoods where the housing stock requires extensive refurbishment and retrofitting is uneconomical to repair and needs replacing, contributing to the national Levelling Up agenda
- Optimisation of green infrastructure in our plans and designs to deliver benefits, including adaptation and resilience to the changing climate, improving biodiversity, health, social and amenity benefits.

And as such bring significant potential to deliver positive impacts.

Monitoring

In addition, a suite of Key Performance Indicators which allow for measurement of success have been developed as part of the strategy (see Appendix 1 of the Housing Strategy).

All relevant KPIs will be monitored in respect of performance for people with Protected Characteristics and in respect of the Armed Forces Community in order to ensure positive impact and progress for all.

SECTION 5 - EqIAA OUTCOME

This is an initial EqIAA and therefore, there is no outcome at this stage. All consultation feedback will be analysed and will be used to inform a full EqIAA post consultation.

| Outcome | Response | Reason(s) and Justification |
|---|----------|-----------------------------|
| Outcome 1: No major change required. | | |
| Outcome 2: Adjustments to remove barriers or to better promote equality have been identified. | | |
| Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality. | | |
| Outcome 4: Stop and rethink. | | |

SECTION 6 - SOURCES OF EVIDENCE INFORMING THIS EqIAA

- [“Is Britain Fairer? \(2018\)”](#), the Equality and Human Rights Commission (EHRC), 2018
- [Race Disparity Audit](#), October 2017 (revised March 2018)
- Senior Officer and Member Engagement feedback
- South Gloucestershire Housing data
- South Gloucestershire Warm and Well data
- South Gloucestershire Disabled Facilities Grants data, 2019
- Strategic Housing Market Assessment, 2019
- Council Plan 2020 – 2024
- South Gloucestershire Looked After Children data
- Gypsy and Traveller Accommodation Assessment
- Draft Housing Strategy document
- [Ethnicity, health and the private rented sector](#), Race Equality Foundation