



# Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

## 1. RESPONSIBILITY

<b>Department</b>	Adult Care Services	
<b>Service</b>	Performance & Housing Strategy	
<b>Proposed policy</b>	Housing Strategy 2014-24	
<b>Date</b>	31 <sup>st</sup> January 2014	
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	Marcus Connor
	<b>Post Title</b>	Head of Performance & Housing Strategy
	<b>Contact Number</b>	0161 253 6252
	<b>Signature</b>	
	<b>Date</b>	31 <sup>st</sup> January 2014
<b>Equality officer consulted</b>	<b>Name</b>	Mary Wood
	<b>Post Title</b>	Principal Officer – Equalities
	<b>Contact Number</b>	0161 253 6795
	<b>Signature</b>	 01/2014
	<b>Date</b>	31 <sup>st</sup> January 2014

## 2. AIMS

<b>What is the purpose of the policy/service and what is it intended to achieve?</b>	<p>The Housing Strategy 2014-24 is intended to provide direction to organisations working in the Borough on housing priorities for the next ten years. This document has been subject to extensive public and stakeholder consultation, and has been presented to Overview and Scrutiny Committee on 14<sup>th</sup> January 2014.</p> <p>It will help focus where all resources available will need to be used, maximising the benefits to customers and the Council.</p> <p>The Strategy covers the provision of all housing types, sizes and tenures in the Borough. As such, it is an important tool for a number of Council service areas, such as Planning, Urban Renewal and Assessment and Care Management, to support their policies and decision-making processes.</p>
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	<p>The Strategy looks at delivering against five key objectives: Delivering a sufficient and suitable supply of housing in the Borough; Affordability; Fewer Empty Properties; Good Quality Accommodation; and Partnership Development.</p>
<p><b>Who are the main stakeholders?</b></p>	<p>Residents of the Borough  Tenants in the Borough  Elected Members  Strategic Housing Planning  Adult Care Services  Legal Services  Joint Commissioning Partnership  Housing Association Liaison Group  Registered Providers  Private Developers  Department of Communities &amp; Local Government  Homes and Communities Agency  Service Users  Overview and Scrutiny Committee</p>

### 3. ESTABLISHING RELEVANCE TO EQUALITY

**3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.**

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	The Strategy will seek to provide housing options to meet specific housing needs. This will include looking at the size, design and location of housing to meet the needs of different BAME groups.
Disability	Yes	No	The Strategy will seek to provide housing options to meet specific needs, by looking at supporting the provision of housing that is both adapted and adaptable, allowing people to remain in their homes and be independent as long as possible.
Gender	No	No	
Gender reassignment	No	No	
Age	Yes	No	The Strategy will consider the need to provide specific housing to meet both older and younger persons' needs, such as through associated minor strategies like those dealing with young people (currently in production) and the Housing Strategy for Older People (HSOP) The HSOP aims to keep people living independently and in their own homes longer, and provide a range of housing options which meet current expectations and future needs.
Sexual orientation	No	No	
Religion or belief	Yes	No	In particular, the needs of the Muslim and Jewish communities in the Borough will be addressed, for example through appropriate design, size and location of housing.

Caring responsibilities	Yes	No	The Strategy will seek to provide housing options to meet specific housing needs, by giving direction on housing matters to any strategies looking at meeting the needs of carers.
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.**

<b>General Public Sector Equality Duties</b>	<b>Relevance (Yes/No)</b>	<b>Reason for the relevance</b>
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	The Strategy will seek to meet the specific housing needs of customers from the identified equality characteristics, thus, avoiding them from being excluded from accessing housing due to the design or accessibility.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	Yes	Some of the initiatives contained in the Strategy will help to promote good relations. For example, sheltered / extra care housing schemes will seek to become an integral part of the community by making services they provide more widely available and encouraging relationships with the local community.

**If you answered 'YES' to any of the questions in 3a and 3b**

**Go straight to Question 4**

**If you answered 'NO' to all of the questions in 3a and 3b**

**Go to Question 3c and do not answer questions 4-6**

**3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.**

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**4. EQUALITY INFORMATION AND ENGAGEMENT**

**4a.** For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

<b>Details of the equality information or engagement</b>	<b>Internet link if published</b>	<b>Date last updated</b>
<a href="#">Housing Need &amp; Demand Assessment 2011/12</a>	<a href="http://www.bury.gov.uk/CHttpHandler.ashx?id=9830&amp;p=0">http://www.bury.gov.uk/CHttpHandler.ashx?id=9830&amp;p=0</a>	
<a href="#">Strategic Housing Land Available Assessment</a>	<a href="http://www.bury.gov.uk/index.aspx?articleid=4451">http://www.bury.gov.uk/index.aspx?articleid=4451</a>	
<a href="#">Housing Waiting List</a>		
<a href="#">Affordable Housing Waiting List</a>		
<a href="#">Private Sector Stock Condition Survey</a>		
<a href="#">National Housing Strategy</a>	<a href="https://www.gov.uk/government/publications/laying-the-foundations-a-housing-strategy-for-england--2">https://www.gov.uk/government/publications/laying-the-foundations-a-housing-strategy-for-england--2</a>	
<a href="#">CACI data</a>		
<a href="#">Census 2011 data</a>		
<a href="#">Housing Strategy for Older People</a>	<a href="http://www.bury.gov.uk/CHttpHandler.ashx?id=5333&amp;p=0">http://www.bury.gov.uk/CHttpHandler.ashx?id=5333&amp;p=0</a>	
<a href="#">Affordable Housing Strategy</a>	<a href="http://www.bury.gov.uk/CHttpHandler.ashx?id=8795&amp;p=0">http://www.bury.gov.uk/CHttpHandler.ashx?id=8795&amp;p=0</a>	
<a href="#">Homelessness Strategy</a>	<a href="http://www.bury.gov.uk/CHttpHandler.ashx?id=7706&amp;p=0">http://www.bury.gov.uk/CHttpHandler.ashx?id=7706&amp;p=0</a>	
<a href="#">Analysis of the responses to the consultation held in October and November 2013</a>		

**4b.** Are there any information gaps, and if so how do you plan to tackle them?

Identified within the Strategy.

**5. CONCLUSIONS OF THE EQUALITY ANALYSIS**

<p><b>What will the likely overall effect of your policy/service plan be on equality?</b></p>	<p>The Strategy will help to ensure equality of access to housing for all customers. It will look to ensure that there is a balance of housing provision in the Borough to meet the needs of all residents. It recognises the specific housing needs of a number of customer groups, including BAME, older people and people with disabilities.</p>
<p><b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b></p>	<p>Not applicable.</p>
<p><b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b></p>	<p>Schemes, such as the extra care facility at Redbank, have become integral to the community, with the services offered there, such as the bistro and hairdressers, available to the wider community. This model can be rolled out where communal facilities exist.</p>
<p><b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b></p>	<p>This strategy has been subject to an extensive consultation programme with stakeholders during October and November 2013. The comments received have been analysed and are contained in a separate report. These results generally support the original recommendations of the draft Housing Strategy, however, where appropriate amendments have been incorporated into the document. The comments received have also influenced the content of the new accompanying Action Plan. These documents have been presented and discussed at Overview and Scrutiny Committee. Subject to Cabinet approval the new Housing Strategy and Action Plan can be implemented.</p>

## **6. MONITORING AND REVIEW**

**If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.**

Delivery against the Strategy and Action Plan will be monitored by Housing Operations Board on a regular basis, with exception reporting of areas of concern or significant achievements being presented to Housing Strategy Programme Board as necessary.

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX ([equality@bury.gov.uk](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**