

## Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

### Section 1 – Analysis Details (Page 5 of the guidance document)

<b>Name of Policy/Project/Decision</b>	Extra Care Housing Strategy 2026-2036
<b>Lead Officer (SRO or Assistant Director/Director)</b>	Adrian Crook (Director of Adult Social Services and Community Commissioning)
<b>Department/Team</b>	Health and Social Care - Community Commissioning Division
<b>Proposed Implementation Date</b>	January 2026
<b>Author of the EqlA</b>	Stephanie Boyd and Victoria Crookes (Commissioning Managers)
<b>Date of the EqlA</b>	15 December 2025

#### 1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?

## Summary

'Extra care' housing are developments that comprise of self-contained homes with design features and support services available to enable self-care and independent living. This model has a variety of forms, and services may be designed to meet the needs, demand and aspirations of local communities.

This housing model is particularly attractive to older people, as it allows them to maintain their independence while having access to the care and support services they may need as they age.

From an Adult Social Care perspective, there is a recognition that we must have a range of housing options for older people who need support to live well in their communities, to enable them to maintain their independence and exercise choice and control for as long as they are able to do so.

The Community Commissioning Division has produced this strategy to outline to our partners:

- The strategic context in which we are working
- The current 'extra care' housing market in Bury
- Our commissioning priorities and intentions for extra care housing from 2026 to 2036

## Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

### 2.1 Who could the proposed policy/project/decision likely have an impact on?

Employees: **Yes**

Community/Residents: **Yes**

Third parties such as suppliers, providers and voluntary organisations: **Yes**

If the answer to all three questions is 'no' there is no need to continue with this analysis.

### 2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

**Documentary Evidence:**

A range of research exercises have been completed, including linkage to the below key strategic plans and data sets to ensure the Strategy aligns to the wider objectives of Bury Council:

- Let's Do It... Bury 2030 Strategy
- Bury Housing Strategy 2021 to 2025
- Bury Adult Social Care - Housing for Those with Additional Needs Strategy 2021 – 2025
- Bury Draft Local Plan
- Bury Market Position Statement 2025 -2027 Older People, Ageing Well & Dementia
- Bury Joint Strategic Needs Assessment
- Bury Draft Health and Adult Care Ageing Well Strategy 2025 – 2030
- Bury Prevention and Wellbeing Strategy - Health and Social Care 2025-2030
- Bury Equality, Diversity, and Inclusion Strategy 2024 – 2028
- Bury Adult Carers Strategy 2025-2029
- Bury Sensory Impairment Strategy 2025 to 2029
- Bury Dementia Strategy 2024 to 2029
- Bury Council Housing Register
- Several local and national documents outlining principles, standards, guidance, and best practice

**Data:**

Protected Characteristic	Bury Population Data (from the JSNA in November 2025 unless stated otherwise)	Extra Care Resident Data (December 2025)
Age	<p>Bury has 114,526 (59.1%) working age adults (18-64 years).</p> <p>There are 35,447 (18.3%) older adults in Bury (65 years and over).</p>	<p>In extra care housing there are 33 (20%) working age adults (18-64 years).</p> <p>There are 132 (80%) older adults (65 years and over).</p>
Disability	19% of the population report having a disability.	67.8% report have a disability.

Gender Reassignment	The question on gender identity was new for Census 2021. It was a voluntary question only asked of those aged 16 years and over. The question asked, “Is the gender you identify with the same as your sex registered at birth?” with 3 answer options of Yes, No or to write in their gender identity. 94.4% of the population aged 16 years and over in Bury answered Yes.	No data available.
Marriage and Civil Partnership	45.3% of the population are married or in a civil partnership (2021 census data – Office of National Statistics).	20.6% are married or in a civil partnership.
Race	White groups – 81% Mixed – 2.9% Asian – 9.7% Black – 4.2% Others – 2.2%	White groups – 88.4% Black – 1.2% Others – 10.3%
Religion and Belief	Buddhist - 0.3% Christian – 48.8% Hindu – 0.5% Jewish – 5.5% Muslim – 9.9% Sikh – 0.3% Other religion – 0.3% No religion – 29.4% Not answered – 5%	Christian – 61.2% Other religion – 2.4% No religion – 21% Not answered – 15.4%
Sex	The population of Bury is 51% female and 49% male.	52.7% female and 42.7% male. Unknown 4.6%

Sexual Orientation	The question on sexual orientation was new for Census 2021 and was voluntary only asked of those aged 16 years and over: Heterosexual/Straight – 90.6% Gay/Lesbian – 1.6% Bisexual – 1% All other sexual orientations – 0.3% Not answered – 6.5%	Heterosexual/Straight – 80.6% Gay/Lesbian – 1% Not known – 12.2% Refused to answer – 6%
Carers	The percentage of people providing unpaid care in Bury is 9.3%.	Limited data.
Socio-economically vulnerable	52.5% of households are deprived in at least one of the dimensions described: <a href="#">Household Deprivation   Bury Directory</a>	No data available.
Veterans	The percentage of people who have previously served in any UK armed forces in Bury is 3.3%.	No data available.

#### Stakeholder information/consultation:

The Community Commissioning Division has developed this strategy by consulting with the following stakeholders who have contributed to shaping the document and agreeing its 10 priorities:

- Bury Older People's Network (BOPN)
- Bury Older People and Ageing Well Partnership Group
- Bury Extra Care Housing Steering Group
- Bury Registered Housing Provider Partnership Framework
- Bury Housing Growth Group
- Healthwatch Bury
- Age UK Bury
- Bury Voluntary Community and Faith Alliance (VCFA)
- Several Bury Council Departments including Adult Social Care, Housing Services, and Planning Department

- Local Councillors

Over summer 2025, face-to-face conversations took place, and an online survey was available for stakeholders to provide feedback.

More recently, a 4-week public consultation was published on the Council's consultation page running from 27<sup>th</sup> October until 21<sup>st</sup> November 2025.

We will continue to consult with and involve the above groups to co-deliver our priorities and ensure our work considers the needs and aspirations of our older population, future generations, and diverse communities.

**2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.**

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	We have an ageing population and the demand for extra care housing is likely	As expected, a disproportionate cohort of older people are more likely to live in extra care housing.	We aim to create a range of housing options for older people who need support to live well in their communities, to	Positive.

	to increase going forwards.		<p>enable them to maintain their independence and exercise choice and control for as long as they are able to do so.</p> <p>As people often move from family homes into extra care housing, the model can also help strengthen the local housing market and the social rented sector, by freeing up family homes for younger families or first-time buyers.</p>	
<b>Disability</b>	People are living longer but not always in good health. Some people will develop care needs as a result of disabilities.	As expected, a disproportionate cohort of people with disabilities are more likely to live in extra care housing.	Properties should be designed and built to standards that mean should a person's needs increase overtime then aids and adaptations can be installed at their property and care and support provided to	Positive.

			ensure their needs can be met.	
<b>Gender Reassignment</b>	No identified impact.	Data unavailable.	N/A	Neutral.
<b>Marriage and Civil Partnership</b>	Risk of couples being split up if one of them develops care needs.	Whilst there are some variations between Bury population data and Extra Care Customer data there is nothing to suggest a significant disproportionate impact.	If people are living together as a couple, and one of them has care needs, the extra care housing model could make it possible for them to continue to live together.	Neutral.
<b>Pregnancy and Maternity</b>	No identified impact.	N/A	N/A	Neutral.
<b>Race</b>	Risk of people being isolated from the community they are part of.	Whilst there are some variations between Bury population data and Extra Care Customer data there is nothing to suggest a significant disproportionate impact.	It is important that housing options for older people are reflected in location and service delivery. Therefore, there will be consultation practices for specific localities to identify opportunities.	Neutral.
<b>Religion and Belief</b>	Risk of people being segregated from their places of worship and/or congregation.	Whilst there are some variations between Bury population data and Extra Care Customer data there is nothing to suggest a	As a culturally rich borough, it is important that extra care provisions reflect the cultural needs of localities, especially for	Neutral.



		significant disproportionate impact.	<p>our Jewish and Muslim residents. Therefore, there will be consultation practices with the faith sector.</p> <p>We will ensure that provision is developed in at least 2 of the following areas: Prestwich, Whitefield, Tottington, Ramsbottom.</p>	
<b>Sex</b>	No identified impact.	Whilst there are some variations between Bury population data and Extra Care Customer data there is nothing to suggest a significant disproportionate impact.	N/A	Neutral.
<b>Sexual Orientation</b>	No identified impact.	Whilst there are some variations between Bury population data and Extra Care Customer data there is nothing to suggest a significant disproportionate impact.	N/A	Neutral.
<b>Carers</b>	No identified impact.	Limited data.	N/A	Neutral.
<b>Looked After Children and Care Leavers</b>	No identified impact.	N/A	N/A	Neutral.

<b>Socio-economically vulnerable</b>	Data from the Council's Housing Register shows us that current supply of extra care housing in Bury is not meeting demand.	Data unavailable.	This strategy will ensure affordable housing options for our ageing population. This will include older people that are able to pay their own rent, or those that are eligible for Housing Benefit.	Neutral.
<b>Veterans</b>	No identified impact.	Data unavailable.	N/A	Neutral.

#### Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date
N/A			

### Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

#### 3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score	Likelihood			
	1	2	3	4

			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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<b>3.2 Level of risk identified</b>	Low risk
<b>3.3 Reasons for risk level calculation</b>	<p>A low risk level has been calculated for the recommendation to approve the Extra Care Housing Strategy and agree that the ownership for delivery and governance is with Bury Council's Extra Care Housing Delivery Group</p> <p>The reasons for the low risk are:</p> <ul style="list-style-type: none"> <li>➤ The ownership for delivery and governance of this strategy will sit with Bury Council's 'Extra Care Housing Delivery Group'. The group will develop an action plan and will regularly review progress on the actions required to achieve our 10 commissioning priorities and intentions.</li> <li>➤ The Community Commissioning Division will submit a bi-annual highlight report to the following groups to report on progress and escalate any risks identified to delivering our commissioning priorities and intentions for extra care housing in Bury: <ul style="list-style-type: none"> <li>• Adult Social Care Senior Leadership Team</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Older People and Ageing Well Partnership Board</li> <li>• Housing Services Senior Leadership Team</li> <li>• Housing Growth Group</li> <li>• Housing Advisory Board</li> </ul>
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#### Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed		
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed	x	The main risk for the work is lack of ownership and delivery for the strategy and priorities; however, mitigations (as above) are in place for this. No negative impact identified relating to equalities.
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

#### Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager			
Responsible Asst. Director/Director			
EDI	L. Cawley	17/12/25	QA Complete: The analysis has identified impacts across many characteristics which this strategy seeks to address and fully mitigate. Most impacts are neutral however some are likely to have a positive outcome based on age and disability. The

			characteristics most likely to be in need of extra care accommodation.
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### EqlA Revision Log

5.2 Revision Date	Revision By	Revision Details