

# Equality Impact Assessment Form



<b>Section 1 - What is the policy or activity trying to achieve?</b>	
<b>Describe the policy/strategy/procedure/function which is the subject of this impact assessment.</b>	The Affordable Homes Delivery Strategy sets out our priorities and objectives for the development of new affordable homes by the Council and our partners for the next 3 years.
<b>Name and telephone number of officer completing assessment</b>	Esther Lyons <a href="mailto:esther.lyons@waverley.gov.uk">esther.lyons@waverley.gov.uk</a> 01483 523430
<b>Date completed</b>	07.03.2022
<b>What outcomes are wanted from this policy/activity, what are you trying to achieve?</b>	
To build more homes to buy or rent for households from all income levels, that are affordable to people working locally, and sustainable in order to meet our climate change commitments and to keep residents' bills down. A key change to be introduced in this strategy is to reduce Affordable Rent levels from 80% of market rent to 70% (1 and 2 beds) and 65% (3 and 4 beds)	
<b>Who is affected by this policy/activity?</b>	<ul style="list-style-type: none"> <li>• Households in housing need including low income households</li> <li>• Older people</li> <li>• Younger people</li> <li>• Women, including young pregnant women</li> <li>• Households with disabilities</li> <li>• LGBTQ+ households</li> <li>• Gypsy and Traveller households seeking settled accommodation in the form of social housing</li> <li>• Tenants of affordable housing seeking to transfer</li> </ul>
<b>Who are the main people involved in this activity?</b>	Officers in the Housing Strategy and Enabling Team and the Housing Development Team will lead on implementing the Strategy. Key partners involved in the delivery of the strategy include housing associations, developers, Town and Parish Councils, Surrey County Council Adult Social Care Commissioning Team, Homes England, the Surrey Rural Housing Enabler and local community groups.
<b>Is the responsibility for the proposed policy/activity shared with another department, authority or organisation? If so, what responsibility and with whom is it shared?</b>	No.

## Section 2 - Information Gathering and Consulting Stakeholders

**Do you have any monitoring data available on the number of people (from protected characteristic groups) who are using or are potentially impacted upon by your policy/activity?**

Data from Housing Affordability Study, Strategic Housing Market Assessment, WBC tenant profile, JSNA 2013; Census 2011; ASC Commissioning: Statement Accommodation with care, residential & nursing care for older people, 2019.

The data on our growing elderly population supports the action to develop suitable housing for older people, including Extra Care and dementia specialist housing.

The proportion of women and ethnic minority groups living in social housing in Waverley is higher than the proportion of women and ethnic minority groups who live in the borough, reflecting the nationwide trend that women and ethnic minority groups are more likely to access social housing.

### **Waverley BC tenants – protected characteristics**

- 35% of tenants are aged 65 or above
- 25% have recorded a disability
- 60% of tenants are female
- 90% of tenants are white British
- 30% of tenants provided information on their sexual orientation:
  - 3% of tenants who provided information identify as LGBTQ+ (0.9% of all tenants)
  - 94% of residents who provided information identify as heterosexual (28.2% of all tenants)

### **Waverley BC tenants – socio economic disadvantage**

- 17% of tenants receive full housing benefit
- 23% receive Universal Credit
- 40% of tenants do not receive any benefits for housing costs
- 20% receive partial housing benefit

### **Older people**

The 2011 Census shows us that the total population in Waverley is 121,572, of which 49% are men and 51% are women. Approximately 20% of people are older adults, aged 65 years and older, with 3.2% of people aged 85 years and over. 51% of Waverley's economically inactive population is retired. 14% of households are occupied by people over 65 living on their own. Waverley has the largest older population in Surrey and a growing over 85 year old population. The borough has the second highest number of residents over 65 years of age who have suffered a stroke. Dementia also poses a significant challenge, with Waverley having the highest number of residents predicted to have dementia in Surrey.

**If monitoring has NOT been undertaken or information is not available, specify the arrangement you intend to make; if not please give a reason for your decision.**

Lack of readily reportable data on protected characteristics of households in housing need on the Housing Register. Future Service Improvement project to improve inputting and reporting of this data in Orchard.

<p><b>What research or consultation has been undertaken to understand the impacts of the strategy/policy/procedure/project/function?</b></p>	<p>Consultation was carried out via Waverley Homes and People, social media and in person with Landlord Services Advisory Board and Tenant Panel representatives between 27.01.22-24.02.22. Residents, Town and Parish Councils, partner organisations, developers and affordable housing providers were consulted.</p> <p>Monitoring data of respondents (those responding as individuals, rather than organisations) suggests that the response rate was very low for those aged 85+ despite our elderly population. Several responses were received from organisations working to meet the needs of older people and people needing supported accommodation. Over 95% of respondents were white, which reflects the local population but not the makeup of WBC tenants. The Tenants' Panel, representing all tenants, was also consulted.</p>
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### Section 3 – Assess the Impact on Protected Characteristic Groups

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<b>Sex</b>				
	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
Women	Data shows that women are more likely to access social housing. Developing new affordable housing therefore benefits this group.			
	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
Men		✓		
<b>Gender Reassignment</b>				
	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
Transgendered Men/Women	Trans people face challenges such as homelessness and lack of work opportunities related to their characteristics. More affordable housing may therefore benefit Trans people.			
<b>Race</b> - The categories used in the Race section are those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories.				
	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact (it could disadvantage)</b>	Additional Comments
Asian	Our data shows that when compared to the population of the borough as a whole, ethnic minority groups are more likely to access social housing. Developing new affordable housing therefore benefits this group.			
Black				
Mixed race				
White		✓		
Chinese	✓ see comment above on ethnic minority groups			
Gypsy, Roma, Traveller	The need for pitches for Gypsy, Roma & Traveller groups is being met through Local Plan Part 2. However, this Affordable Homes Delivery			

	Strategy may benefit those Gypsy, Roma & Traveller households seeking settled accommodation in the form of social housing.			
Other racial or ethnic groups - specify				
<b>Disability</b> - Long term health impairment could include, mental health problems, asthma, heart conditions, chronic fatigue etc.				
	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
Physical	As set out in the action plan, Waverley BC will work with Adult Social Care Commissioners to meet the specific housing needs of those with physical, sensory or learning disabilities, long term health impairments or mental health issues.			.
Sensory				
Learning				
Long Term Health Impairment				
Mental health				
<b>Sexual orientation</b>				
	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
Heterosexuals, lesbians, gay men and bisexuals	LGBTQ+ people face challenges such as homelessness and lack of work opportunities related to these characteristics. More affordable housing may therefore benefit LGBTQ+ people.			
<b>Age</b>				
	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
Older people	✓			
Younger people and children	✓			
<b>Religion or belief</b> – Faith or belief groups cover a wide range of groupings, the most common of which are Buddhists, Christians, Hindus, Jews, Muslims, and Sikhs. Consider faith or belief categories individually and collectively when considering positive and negative impacts.				
	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
Faith or belief groups		✓		
<b>Pregnancy and Maternity</b>				

Pregnancy and Maternity	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
	Young pregnant women and families with children on low incomes will benefit from more affordable housing.			

**Marriage and Civil Partnership**

Marriage and Civil Partnership	<b>Positive impact</b> (it could benefit)	Neutral	<b>Negative impact</b> (it could disadvantage)	Additional Comments
		✓	<b>LOW IMPACT</b> Impact on single people – affordability pressures are more severe for single person households. The proposal to reduce affordable rents to 70% for 1 and 2 bed homes, but 65% for 3 and 4 bed homes, may disproportionately impact single people. However, the priority to enable more social rented homes will help to mitigate this. Single person households receiving full housing benefit would be unaffected by the new cap. Overall, the policy to cap rents below 80% still benefits single person households, albeit to a lesser extent than the larger families in 3 / 4 beds.	The caps set are linked to the average incomes of households working in the borough. The open market values of 3 / 4 beds in Waverley is so high that even 70% of the market rent, when compared to the incomes of households needing 3 or 4 bed homes, is unaffordable, hence the lower cap for these larger homes.

**Other groups**

	<b>Positive impact</b> (it could benefit)	Neutral	Negative impact (it could disadvantage)	Additional Comments
Carers	✓			A broader offer of affordable housing suitable for those needing a carer may positively impact carers.
Socio-economic disadvantage	Delivery of new affordable housing actively promotes equality, reduces economic and social disparities and helps to ensure an adequate standard of living for all, regardless of income or background.			

If you have indicated there is a potential negative impact on any group, are these intentional and of a high impact?

**Intended** – i.e. can be justified in terms of legislation  
e.g. concessionary fares for over 60s  
Yes  No

**High Impact?** – i.e. it is or may be discriminatory against some groups  
Yes  No

If there are no potential negatives impacts on any groups go to section 6

#### Section 4 - Consider Alternatives or Changes

Change - Explain how policy/activity has changed/needs to change	Reasons for the Change

#### Section 5 - Action Planning

Issue	Action required	Officer	Timescale	Resource implications	Comment

Section 6 Sign off	Name	Date
<b>Name of Assessor:</b>	Esther Lyons	07.03.2022
<b>Signed off by:</b>	Louise Norie	17.03.2022
<b>Name of HOS or Director</b>	Andrew Smith	17.03.2022

#### Further guidance

If you need more advice and guidance, you may find the following sources useful:

- [Government Equality Office: Equality Act guidance](#)
- [Equality and Human Rights Commission; Public Sector Duty](#)

- [Equality and Human Rights Commission: \*Protected Characteristics\*](#)