

## Appendix E – Housing Development Company – Equalities Impact Assessment

Question	Response
Q1) Name of the strategy, policy, programme or project being assessed.	<b>Council-owned Housing Development Company</b>
Q2) In no more than five lines and using Plain English, summarise the purpose of the policy or proposal, and its desired outcomes.	Production of a robust, financial business case to establish a legally compliant trading company owned jointly and in the first instance exclusively by Forest Heath District Council, St Edmundsbury Borough Council, and Suffolk County Council (herein termed 'the Councils') with the primary aim of generating both capital and revenue income through the development of new housing in West Suffolk.
Q3) Who should benefit from the proposal and in what way?	Residents of West Suffolk and those wishing/needing to live in West Suffolk including those currently unable to afford to rent or buy a home in the open market.
Q4) Is there any evidence or reason to believe that in relation to this proposal, there may be a difference in: <ul style="list-style-type: none"> <li>• Levels of participation</li> <li>• Uptake by different groups</li> <li>• Needs or experiences of different groups</li> <li>• Priorities</li> <li>• Other areas?</li> </ul>	<p>The Development Company will provide housing of different tenures and for different groups.</p> <p>Analysis of the Forest Heath DC's and St Edmundsbury BC's Housing Registers indicates that applicants with a disability are likely to have lower incomes than those without – (56% of applicants on the two Registers taken together report a gross annual income from all sources of below £10,000, compared with 50% of those without a disability). People with a disability will be assisted by provision of specialist housing for rent.</p> <p>Reported gross incomes vary by ethnic background. Taking £20,000 as perhaps the lower threshold for home ownership on a shared ownership basis indicates different levels of access between groups, with those on the lower income benefitting particularly from rented options:</p> <ul style="list-style-type: none"> <li>• Mixed background – 96% on Register with income below £20,000</li> <li>• Black background – 85%</li> <li>• Gypsy / traveller – 89%</li> </ul>

	<ul style="list-style-type: none"> <li>• White British – 84%</li> <li>• White Irish – 82%</li> <li>• Asian background – 79%</li> <li>• White Other – 74%</li> <li>• Chinese / Other background – 70%.</li> </ul> <p>The affordable housing will help those on lower incomes. Certain other groups may also have lower incomes, including younger people, including young families and people with caring responsibilities. While these groups will have lower access to the market housing, with again affordable options benefitting them.</p>
<p>Q5) Using the evidence listed above, fill in the table below to highlight the groups you think this policy or proposal has the potential to impact upon:</p> <p>(i) Is there any potential for negative impact? Yes or No</p> <p>(ii) Are there opportunities for positive impact or to promote equality of opportunity?</p>	<p>Disabled people – potential for a positive impact as the aspiration will be to build homes to the lifetime homes standards. Furthermore, where a need is demonstrated, specialist housing such as bungalows will be developed.</p> <p>Older people – where a need is demonstrated, specialist housing such as bungalows will be developed.</p> <p>BME groups – people from BME groups are slightly over-represented on the Housing Registers of both Forest Heath and St Edmundsbury – 24.0% and 12.2% on the registers respectively compared with making up 22.8% and 8.8% of the population (Census 2011). Increasing the supply of affordable housing will have a positive impact on providing housing for those in housing need and thus will have a positive impact on assisting people from BME backgrounds into suitable housing.</p>
<p>Q6) Considering your answers to questions 1-5, do you believe a Full Equality Impact Assessment is needed?</p>	<p>No, the proposal to build new homes in line with local needs and across a variety of tenures and price points will be beneficial to the widest range of local residents. No particular group will be disadvantaged by the proposed Housing Development Group.</p>
<p>Q7) Considering our duty to proactively tackle disadvantage and promote equality of opportunity, list the actions required.</p>	<p><b>Actions to maximise the positive impacts of the Housing Development Company</b></p> <ul style="list-style-type: none"> <li>• wherever viability allows provide the full quota of affordable</li> </ul>

	<p>housing required by planning policy</p> <ul style="list-style-type: none"><li>• unless it would incur such a high cost so as to render a particular scheme financially unviable build most/all homes to the Lifetime Homes Standards</li><li>• prior to finalising the exact housing type and tenure mix on a particular site, establish the potential to provide specialist housing for older, disabled and/or other specialist housing needs groups</li><li>• provide shared ownership homes to enable those on lower incomes to purchase</li><li>• provide homes on sites across West Suffolk</li><li>• maximise the potential for apprenticeship and training opportunities through the construction procurement process.</li></ul>
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<b>Impacts Table</b>				
	<b>Is there potential for negative impact? YES or NO</b>	<b>Are there opportunities for positive impact? YES or NO</b>	<b>If YES, please provide details of the impact below</b>	
			<b>Positive Impact</b>	<b>Negative Impact</b>
<b>All groups or society generally</b>				
<b>Age</b> - Older or younger people	No	Yes	Older – there is the potential to build bungalows and other specialist older persons accommodation. Younger – some homes developed will be for shared ownership purchase, affordable rent and market rent. Such homes will enable younger people, typically with lower incomes, to access quality housing.	
<b>Disability</b> - People with a disability	No	Yes	There is the potential to build bungalows and other specialist accommodation. Unless it would incur such a high cost so as to render a particular scheme financially unviable build most/all homes will be built to Lifetime Homes Standards.	
<b>Sex</b> - Women or men	No	No		
<b>Pregnancy or maternity</b> - including expectant or new parents i.e. pregnancy and maternity	No	Yes	There will be homes built for shared ownership purchase and market rent. These homes in particular will enable expectant / new parents on lower	

			incomes to rent/buy a home with space to 'grow into'.	
<b>Marriage and civil partnership</b> – including same sex couples	No	No		
<b>Race</b> - People who are black or from a minority ethnic background (BME)	No	Yes	People from all backgrounds will benefit from development of new, energy efficient homes. Analysis of the Housing Register indicates that those other mixed, black or gypsy/traveller backgrounds have lower incomes than people of other backgrounds. These groups could in particular benefit from the provision of affordable homes.	
<b>Religion</b> - People with a religion or belief (or who choose not to have a religion or belief)	No	No		
<b>Sexual Orientation</b> - People who are lesbian, gay or bisexual (LGB) or in a Civil Partnership	No	No		
<b>Gender Reassignment</b> - People who are transitioning from one gender to another	No	No		
<i>Families and those with parenting or caring responsibilities (The Families Test)</i>	No	Yes	There will be homes built for shared ownership purchase and market rent. These homes in particular will enable expectant / new parents on lower incomes to rent/buy a home with space	

			to 'grow into'.	
<i>Individuals on low income</i>	No	Yes	Affordable rented and shared ownership homes will be developed.	
<i>Those suffering rural isolation</i>	No	Yes	There is the potential to build homes in rural areas thus enabling families and/carers to remaining in the same communities.	
<i>Those who do not have English as a first language</i>	No	No		

<b>Action Plan</b>				
<b>Equality group/ characteristic</b>	<b>Action/milestone</b>	<b>Responsibility</b> (Project manager or partner organisation)	<b>Achievement date</b>	<b>Monitoring arrangements</b>
Disabled people	On a site-by-site basis establish the need for / feasibility of providing homes to the Lifetime Homes Standard and/or specialist accommodation	FHDC, SEBC and SCC Housing Development Company	Varies for each site First site likely to be Wamil Court, Mildenhall; establish need/feasibility by December 2015	Housing Development Company's annual report will report on the number and type of homes developed / to be developed
Older people	On a site-by-site basis establish the need for / feasibility of providing bungalows and/or specialist accommodation	FHDC, SEBC and SCC Housing Development Company	Varies for each site First site likely to be Wamil Court, Mildenhall; establish need/feasibility by December 2015	Housing Development Company's annual report will report on the number and type of homes developed / to be developed
BME groups	On a site-by-site basis maximise the number of affordable homes within planning policy	FHDC, SEBC and SCC Housing Development Company	Varies for each site First site likely to be Wamil Court, Mildenhall; establish viability of affordable housing by September 2015	Housing Development Company's annual report will report on the number and type of homes developed / to be developed
Younger people	On a site-by-site basis maximise the number of affordable homes including shared ownership homes within planning policy	FHDC, SEBC and SCC Housing Development Company	Varies for each site First site likely to be Wamil Court, Mildenhall; establish viability of affordable	Housing Development Company's annual report will report on the number and type of homes developed / to be developed

			housing by September 2015	
Pregnant women / families	On a site-by-site basis maximise the number of market rented and shared ownership homes within planning policy as these will allow rent/purchase of home larger than the immediate need	FHDC, SEBC and SCC Housing Development Company	Varies for each site First site likely to be Wamil Court, Mildenhall; establish viability of market rented housing by September 2015	Housing Development Company's annual report will report on the number and type of homes developed / to be developed
People on low incomes	On a site-by-site basis maximise the number of affordable homes including shared ownership homes within planning policy	FHDC, SEBC and SCC Housing Development Company	Varies for each site First site likely to be Wamil Court, Mildenhall; establish viability of affordable housing by September 2015	Housing Development Company's annual report will report on the number and type of homes developed / to be developed
Rural exclusion	On an ongoing basis, identify sites in rural locations	FHDC, SEBC and SCC Housing Development Company	First annual plan to include potential sites and commitment to identify sites across West Suffolk	Housing Development Company's annual report will report on the number, type and location of homes developed / to be developed



**On completion, please submit this document with the policy or proposal. Guidance and advice on draft and final versions can be obtained from:**

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**Sign off section**

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