

Equality Impact Assessment

Affordable Housing Strategy 2020 to 2025



Business unit	Housing
Job title of assessor	Strategic Housing Manager
Strategic Management Lead	Rachel O'Reilly
Date of assessment	30 January 2020, Reviewed 1 February 2022
Is this a new or existing function or policy?	New

Description of the function or policy, including:

- **The aims and scope**
- **The main beneficiaries or users**
- **The main equality issues and barriers, and the protected characteristics¹ they relate to (not all assessments will encounter issues relating to every protected characteristic)**

The Affordable Housing Strategy 2020 to 2025, sets out the Council's plans to deliver new affordable homes and meet its corporate objectives. It also provides an important evidence base for the draft Mole Valley Local Plan 2018 to 2033 on the analysis of housing need and past delivery of affordable homes in the District.

It is a public document and available to all. The main users of the documents are housing associations, other registered housing providers, developers, planning consultants and the voluntary sector.

The beneficiaries of the outcomes from the Strategy are those on low incomes in housing need who cannot afford to buy a home on the open market.

There are no direct equality issues and barriers relating to the Strategy. However, affordable homes are let and sold subject to separate policies. The Council's published Housing Allocations Scheme sets out who is eligible and qualifies for affordable rented homes and how they are prioritised. The policy had its own Equalities Impact Assessment. The Government sets the eligibility rules for affordable homes for sale.

The protected characteristics are age, sex, disability, pregnancy and maternity, race and ethnicity, religion and belief, gender reassignment, sexual orientation, and marriage and civil partnership (Source: Equality Act 2010)

Description of how the function or policy fits into the Council’s Corporate Priorities or other local, regional or national plans and priorities

- The Council has the specific corporate objective that the Strategy is seeking to address – ‘Encourage the creation of affordable housing to meet local needs and explore innovative methods of delivery.’ The strategy also contributes to other Council objectives on wellbeing, the economy, environment, climate change, town centres and rural areas.

Section 2: Analysis and assessment

Indicate for each protected characteristic whether there may be a positive impact, negative impact, a mixture of both or no impact – using a tick in the appropriate columns

Protected characteristics	Positive	Negative	No impact	Reason
Age	✓			The strategy seeks to meet the housing needs of households and identifies the specific need for extra care accommodation for older people
Sex			✓	
Disability	✓			The strategy seeks to meet the housing needs of households that can live independently and identifies the need for those with different types of disabilities that require accommodation with support
Pregnancy and maternity			✓	
Race and ethnicity			✓	
Religion and belief			✓	
Gender reassignment			✓	
Sexual orientation			✓	
Marriage and civil partnership			✓	

Other aspects to consider	Positive	Negative	No impact	Reason
Carers			✓	
Rural/urban access issues	✓			The strategy specifically seeks to meet the housing needs of households in living in rural areas
HR issues (how will staff with protected characteristics be affected?)				Not applicable

What can be done to reduce the effects of any negative impacts?

Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

No negative impacts

Where there are positive impacts, what changes have been or will be made?

Who are the beneficiaries? How have they benefited?

Increased provision of affordable housing for those in housing needs and in those in the protected groups including older people and people with disabilities.

Section 3: Evidence gathering and fact-finding

What evidence is available to support your views above?

Please include:

- A summary of the available evidence
- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

The Affordable Housing Strategy provides an analysis of housing need and performance on the delivery of affordable housing. It is also part of the evidence base for the draft Mole Valley Local Plan 2018 to 2033

How have stakeholders been involved in this assessment?

Who are they, and what is their view?

Consultation was undertaken with housing associations, developers, planning consultants, parish councils, resident groups and local voluntary sector bodies. Comments have been taken into account as appropriate.

The Strategy forms part of the evidence base for the draft Mole Valley Local Plan 2018 to 2033 and was published in draft during the recent consultation for the draft Local Plan.

The Scrutiny Committee considered this report on 10 March 2020.

Recommendations

Summary of the main recommendations (if any) arising from the assessment

None

Section 4: Action Plan

Actions needed to implement the EqlA recommendations (if any)

Issue	Action	Expected outcome	Who	Deadline for action
None				