

Appendix C

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(form updated June 2023)

Draft Housing Strategy 2024-29

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email communications@northyorks.gov.uk.



যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people find completed EIAs, we also publish them in our website's Equality and Diversity section. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

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| Name of Directorate and Service Area | Community Development - Housing |
| Lead Officer and contact details | Hannah Heinemann – Head of Housing Delivery and Partnerships |
| Names and roles of other people involved in carrying out the EIA | John Burroughs – Housing Strategy and Development Officer Vicky Young – Housing Policy and Strategy Officer Sharon Graham – Housing Strategy Manager |
| How will you pay due regard? for example, working group, individual officer | This overarching EIA has been carried out by the Housing Strategy working group. Full public consultation was undertaken. Individual EIAs will be carried out on each of specific projects and decisions required to achieve our strategy goals and the methods used will vary appropriately. |

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| When did the due regard process start? | Summer 2022 |
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Section 1. Please describe briefly what this EIA is about. (for example, are you starting a new service, changing how you do something, stopping doing something?)

Adoption of a North Yorkshire Housing Strategy 2024-29.

To adopt a housing strategy is good practice, providing an agreed strategic approach to improving the quality of housing, delivering affordable housing and housing services.

The Housing Strategy is the Council's overall high-level strategic plan. It is the public facing document expressing the Council's vision and priorities for housing delivery over the next five years.

The Housing Strategy is also the key strategic document which sets the framework for our housing services. As such the strategy does not contain detailed information about specific service delivery.

Individual elements of the strategy will be subject to specific and separate impact assessments as part of the decision-making process.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (for example, to save money, meet increased demand, do things in a better way.)

The purpose of the strategy is to inform stakeholders including elected members, officers, partners and residents about the Council's vision for housing, our key objectives and the priorities for the organisation as the strategic housing authority.

The strategy identifies the priorities of the authority and the framework for delivering improvements to housing and housing services.

The strategy has been drafted in the context of public sector financial restraint, and unprecedented service demand pressures. Funding provided by central government to local authorities to deliver services has been reduced significantly in recent years. The cost of living rises have only exacerbated this.

Section 3. What will change? What will be different for customers and/or staff?

. The Housing Strategy provides the framework for the housing service, its ambitions and priorities. Adoption of the strategy will signify the council's commitment to delivering what is set out. Action plans will be developed to improve our offer to residents and enhance our services.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

June – September 2023 – Internal consultation on the draft document

October – December 2023 – External public consultation on the draft document, public and key stakeholders.

January 2024 – analysis of responses and amendments to draft document.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

Adoption of the strategy and its priorities will not have an immediate budget implication. Delivery of the action plans and individual projects will have budgetary implications which will be assessed and agreed on a case by case basis.

In January 2023 the Executive agreed the HRA business plan which allows significant investment into the HRA stock.

| Section 6. How will this proposal affect people with protected characteristics? | No impact | Make things better | Make things worse | Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc. |
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| Age | | ✓ | | <p>North Yorkshire has a lower proportion of young people than the national average- 24.5% under 25 compared to 29.2% nationally.</p> <p>In 2021, 25% of the county's adult population was over the age of 65. This is higher than the national percentage of 18.4%.</p> <p>By 2035, 32.60% of North Yorkshire's total population will be aged 65+ and 5.97% will be aged 85+.</p> <p>Nationally 23.26% will be 65+ and 4.05% will be 85+ by 2035.</p> <p>By recognising the needs of our residents at different life stages we will be able to identify opportunities to tailor our services to specific age groups. Detailed EIAs will</p> |

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| | | | | <p>be undertaken on specific projects implemented to realise these ambitions.</p> <p>The strategy recognises differing demographic needs across North Yorkshire including both the ageing population and also the needs of younger persons and families.</p> |
| Disability | | ✓ | | <p>North Yorkshire has a lower proportion (19.3%) of people with a disability or long-term limiting illness whose day-to-day activities are limited a lot- against the national average of 23.69%.</p> <p>However, this will rise to 20.89% of the 65+ population in North Yorkshire, against a national average of 24.86%.</p> <p>By recognising the needs of our residents who may be more vulnerable or have specific accessibility and adaptability requirements we will improve access to housing for these groups. Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p> <p>Consultation has taken place with Health and Adult Services and with wider Health Services to help determine wider strategic approaches, which is reflected within the strategy; e.g. ensuring that new housing is adaptable and accessible</p> |
| Sex | ✓ | | | <p>The proportion of females is slightly higher (51%) than that of males (49%).</p> <p>This pattern is reflected across all localities, with the exception of Richmondshire where the large number of predominantly male military personnel have the effect of reversing the proportions.</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> |
| Race | ✓ | | | <p>North Yorkshire has a much lower proportion (4.77%) of people who identify</p> |

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| | | | | <p>with a non-UK identity than the national average (12%).</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> |
| Gender reassignment | ✓ | | | <p>In the 2021 census 1478 (0.28%) of residents across North Yorkshire identified themselves as transsexual or with a gender identity different to that registered at birth.</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> |
| Sexual orientation | ✓ | | | <p>In the 2021 census 11,291 (2.2%) of residents across North Yorkshire identified themselves as Lesbian, Gay, Bisexual, or Other (LGB+).</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> |
| Religion or belief | ✓ | | | <p>North Yorkshire has higher levels of Christians (55.6%) than the national average (46.2%), and lower levels of all other religions than the national average. Percentages of those with no religion or not stating their religion are broadly similar to the national average.</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> |
| Pregnancy or maternity | ✓ | | | <p>In 2021 there were 5133 live births in North Yorkshire.</p> <p>In 2020 the conception rate per 1000 for under 18's was 10.9. This is below the rate for England (13).</p> <p>In 2020/21 4.2% of deliveries in North Yorkshire were to mothers from ethnic</p> |

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| | | | | <p>minorities, compared to the England value of 21.6%.</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> |
| Marriage or civil partnership | ✓ | | | <p>A higher percentage of North Yorkshire's population is married or in a civil partnership (53.7%) than the national average (46.8%)</p> <p>Our ambitions will not have any anticipated impacts on people specifically due to them sharing this particular protected characteristic.</p> |

| Section 7. How will this proposal affect people who... | No impact | Make things better | Make things worse | Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc. |
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| ..live in a rural area? | | ✓ | | <p>The population in North Yorkshire is generally sparser than the national average (77 people per square kilometre as opposed to 434 nationally). In some parts of the county this is lower still (Ryedale 36, Richmondshire 38, Craven 48, Hambleton 69).</p> <p>Distance travelled to access services is further than the national average. The Lower Super Output Area (LSOA), which covers the Dales ward in Ryedale, is in the 10% most deprived in England for Geographical Barriers to Services.</p> <p>Rurality can also mean higher costs for such things as fuel for heating.</p> <p>Our ambitions will make things better for people living in rural areas, addressing affordability and supply of housing in rural areas.</p> <p>The strategy highlights rural housing as a key priority, and will seek to develop more affordable housing in rural areas, and also</p> |

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| | | | | look at improving energy efficiency of existing housing in rural areas. |
| ...have a low income? | | ✓ | | <p>The proportion of households in deprivation in North Yorkshire reduced between 2011 and 2021. In 2011 52.1% of households in North Yorkshire were deprived in at least one of the four dimensions (employment, education, health and disability, housing).</p> <p>By 2021 this had fallen to 46.7%. This 5.4 percentage point reduction in North Yorkshire compared with a 5.9 percentage point reduction across England as a whole, with the proportion of households in deprivation in North Yorkshire remaining below the national average.</p> <p>Scarborough is the only North Yorkshire district above the national average level of deprivation. 9 out of the 10 most deprived neighbourhoods in North Yorkshire in 2021 were in Scarborough district.</p> <p>North Yorkshire also has a number of lower super output areas within the 20% most deprived in England (23 in 2019, rising from 18 in 2010) and three LSOAs in Scarborough town are within the most deprived 1% in England.</p> <p>Figures for long-term unemployment in North Yorkshire (0.8%) are lower than the national average (1.9%).</p> <p>The percentage of children in absolute low-income families is 11.3%, compared to the England value of 15.1%.</p> <p>The percentage of the population who claim out of work benefits in North Yorkshire is 2.0%, compared to a Great Britain percentage of 3.7% (Nomis – ONS September 2022).</p> <p>Percentage of people in North Yorkshire unemployed (June 2021 – June 2022) 3% - Great Britain 3.8%.</p> |

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| | | | <p>Our ambitions will make things better for those on a low income, increasing access to affordable homes, improving the quality of stock across all tenures to improve energy efficiency and directly delivering more homes into the HRA.</p> <p>Detailed EIAs will be undertaken on specific projects implemented to realise these ambitions.</p> <p>The strategy highlights Neighbourhood Renewal and Regeneration, particularly in deprived areas, as a key priority. The strategy also has decarbonisation and improving the energy efficiency of the housing stock as a key priority, which would result in more affordable energy for lower income households</p> |
| ...are carers (unpaid family or friend)? | ✓ | | <p>Carers' allowance claimants make up 0.98% of North Yorkshire's population.</p> <p>This is lower than the average for England (1.42%) but there are variations across the county. It is likely, however, that these figures do not reflect the true number of people carrying out caring roles in the county as many do not claim allowances.</p> <p>Our ambitions will not have any specific impact on carers.</p> |
| are from the Armed Forces Community | ✓ | | <p>North Yorkshire has 29,831 Armed Forces Veterans. Richmondshire has the highest proportion of Armed Forces Veterans in North Yorkshire at 9.5% (3,962), which is the third highest nationally.</p> <p>The proportion of veterans in Richmondshire is more than double the national average rate, which is 3.8%.</p> <p>Harrogate has the highest number of Armed Forces Veterans in North Yorkshire with 7,076 (5.2%).</p> <p>Our ambitions will not have any specific impact on those from the armed forces</p> |

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| | | | | community and we will deliver services in line with the Armed Forces Covenant. |
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Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)

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| North Yorkshire wide | ✓ |
| Craven district | |
| Hambleton district | |
| Harrogate district | |
| Richmondshire district | |
| Ryedale district | |
| Scarborough district | |
| Selby district | |

If you have ticked one or more districts, will specific town(s)/village(s) be particularly impacted? If so, please specify below.

The Housing Strategy is the Council's overall high-level strategic plan. However, the strategy does refer to specific projects which will have an impact on certain areas in North Yorkshire, where this is the case detailed EIAs will be undertaken on these specific projects.

Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (for example, older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.

The proposal will not affect anyone more because of a combination of protected characteristics.

| Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us) | Tick option chosen |
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| 1. No adverse impact - no major change is needed to the proposal. There is no potential for discrimination or adverse impact identified. | ✓ |
| 2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people. | |
| 3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not | |

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| make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services) | |
| 4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped. | |
| Explanation of why the option has been chosen (include any advice given by Legal Services.) | |
| Our ambitions and high level outcomes as detailed in the Housing Strategy aspire to improve housing outcomes and service delivery for everyone in North Yorkshire. | |

Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

We will use service data; customer contact, complaints, North Yorkshire Home Choice applications to ensure that services are not negatively impacting on any protected characteristic.

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

| Action | Lead | By when | Progress | Monitoring arrangements |
|--|--|--|----------|-------------------------|
| Ensure that individual plans relating to the specific service changes contributing to achieving the broad outcomes of the Housing Strategy are appropriately assessed to identify any potential equality impacts on people with protected characteristics before specific decisions are taken. | Assistant Director for Housing and Heads of Service. | As plans are developed and before specific decisions taken | | |
| Ensure that equalities information databases for the housing service are brought up to date and compliant with the requirements of the Social Housing Regulator. | Service Improvement Manager | | | |

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

Our ambitions in the Housing Strategy are for better outcomes for all North Yorkshire residents despite a tough financial climate and unprecedented service demand pressures.

The anticipated impacts of our ambitions are therefore positive ones.

Due regard to equalities will be paid when making decisions on actions to realise these ambitions and, where appropriate, these will be subject to full EIAs.

Section 14. Sign off section

This full EIA was completed by:

Name: Vicky Young

Job title: Housing Policy and Strategy Officer

Directorate: Community Development

Signature:

Completion date: 6th February 2024

Authorised by Assistant Director: Andrew Rowe

Date: 29th February 2024