

Initial Equalities Screening Record Form

Date of Screening:	Directorate: People	Section: Early Help and Communities	
1. Activity to be assessed	Preparation of a new Housing Strategy.		
2. What is the activity?	X Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
3. Is it a new or existing activity?	X New <input type="checkbox"/> Existing		
4. Officer responsible for the screening	Ian Stone		
5. Who are the members of the screening team?	Ian Stone, Brian Daly, Sarah Baynes		
6. What is the purpose of the activity?	<p>The development of a new housing strategy has been identified as a priority within the People Directorate. The Housing Strategy brings together in a single document the various elements that make up the council's strategic housing function. The purpose of the Housing Strategy is to identify the key housing issues and challenges facing the borough over the next five years and to set high level priorities and objectives for the future across the full range of housing-related areas.</p> <p>The development of the strategy will include a period of consultation to enable stakeholders to give their views on the key local housing issues and to shape the priorities and actions needed to deliver the objectives of the strategy.</p>		
7. Who is the activity designed to benefit/target?	All local residents, through activities intended to enable people to access and sustain a range of good quality, affordable housing options, with support where needed		
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y ✓	N	Positive. The strategy proposes to increase the development of new accessible and adapted housing, focusing on meeting the need of households on the housing register for affordable rented wheelchair accessible homes. A number of priorities and actions are proposed to increase the provision of specialist housing and support for older people who experience dementia and limited mobility and working age adults with a learning disability, physical and sensory impairment
			Homelessness review identified about a quarter of applicants having a disability or health condition. Analysis of the Housing Register shows the level of demand for specially adapted homes for rent. The Housing Needs Assessment concludes that the need for wheelchair user dwellings equates to about 5% of total housing need The review of older people's housing needs undertaken by Housing LIN provides evidence of future unmet needs for specialist housing provision.

			<p>and mental ill-health, and for people with more complex and high level needs.</p> <p>The strategy also outlines proposals to increase assistance and adaptations to enable people with disabilities to remain living in their own home.</p> <p>The strategy proposes new support services for former rough sleepers and single homeless people, among whom a high proportion have mental health issues and other health issues. This will include a new mental health outreach service and specialist supported accommodation for rough sleepers.</p>	<p>The review of the future needs of people with a learning disability, also undertaken by Housing LIN highlights the need for specialist provision for people with higher and more complex needs.</p> <p>The draft Care and Accommodation Strategy provides a review of current demand for provision for adults with social care needs across all groups.</p> <p>The Housing Assistance Policy highlights the need for assistance with aids and adaptations for people with reduced mobility.</p>
9. Racial equality	Y ✓	N	<p>Positive. The strategy outlines recommendations to deliver positive housing outcomes for all groups, including people from different ethnic groups. The strategy identifies that people from some BAME groups have a higher risk of homelessness and focuses on building closer working relationships and referral pathways with local service providers to promote early help and prevention. It also sets out measures designed to target financial assistance to the most vulnerable households which will benefit those from BAME groups.</p> <p>The strategy contains actions to address housing standards including: greater investigation and intelligence gathering to target HMOs and other properties that fall below housing standards and ensuring that fuel poverty advice and funding to improve the condition and the energy efficiency of homes is available to more vulnerable households. These initiatives will benefit BAME households who are more likely to live in homes in the poorest condition.</p> <p>The strategy highlights the proposal to increase the number of pitches for gypsies and travellers.</p>	<p>Monitoring of Homelessness and other applications for the Homelessness Review identified that those who are White or Asian are under-represented in the homelessness statistics. People from Black African, Caribbean and Black British groups are at a significantly higher risk of homelessness than any other group.</p> <p>The Gypsy and Traveller Accommodation Assessment identifies a need for additional pitches</p>
10. Gender equality	Y ✓	N	<p>Positive. The strategy outlines recommendations to deliver positive housing outcomes for all groups. The strategy identifies that women and single female households are at a higher risk of homelessness and focuses on building closer working relationships and referral pathways with local service providers to promote early help and prevention. It also sets out measures designed to target financial assistance to the most vulnerable households which will benefit women and single female households.</p>	<p>Monitoring of Homelessness and other applications for the Homelessness Review identified that women are over-represented in the homelessness statistics, indicating that as a group, women are at higher risk of homelessness in Bracknell Forest, with a very high number of these being single female households.</p> <p>The Needs assessment conducted for the Domestic Abuse Safe Accommodation Strategy Data identified that the majority of victims of domestic abuse in housing need are women.</p>

			The Domestic Abuse Safe Accommodation Strategy recommends actions to improve housing and support for victims, including the establishment of an outreach support service, a dedicated DA housing specialist within the Council and funding a Sanctuary Scheme to support female victims to live safely in their own home and to avoid homelessness.	
11. Sexual orientation equality	Y ✓	N	No specific impact identified. The strategy outlines recommendations to deliver positive housing outcomes for all groups, including lesbian, gay, and bisexual people.	In 2018 the Office of National Statistics estimated that 2.2% of the population in the South East of England were gay, lesbian or bisexual. Local recording of sexual orientation indicates only a very small number of lesbian, gay, bisexual or transgender people with a high proportion of 'prefer not to say' responses so it is not easy to determine if lesbian, gay, bisexual or transgender people are over-represented in monitoring of services.
12. Gender re-assignment	Y ✓	N	No specific impact identified. The strategy outlines recommendations to deliver positive housing outcomes for all groups, including trans-gender people.	No data is available on gender re-assignment.
13. Age equality	Y ✓	N	Positive. The strategy outlines recommendations to increase the provision of housing with support and care for older people and to provide assistance and support to enable older people to remain living in their own home if they can. Energy efficiency grants and improvements target the most vulnerable, including older people. For younger people, there are recommendations aimed at improving access to resettlement and tenancy support, a commitment to review and re-commission services for young people in housing need, and to develop a joint protocol with Children's Services to reduce the risk of care leavers making homelessness applications. Affordable Home ownership options will target younger households unable to afford to buy their own homes.	The Care and Accommodation Strategy and Housing LIN review of older people's housing needs identifies the need for additional housing and support provision for older people. The review of homelessness identifies that 18 – 34 year olds are significantly over represented in homelessness figures, with the 35 – 45 year old age group also over represented, but not to the same extent. Young people aged 18 – 24 are almost 3 times more likely to become homeless than those aged 45 – 54 in Bracknell Forest. This over-representation of young people is also found nationally, although to a slightly lesser degree.
14. Religion and belief equality	Y ✓	N	No specific impact identified. The strategy identifies recommendations to deliver positive outcomes for all groups, including people from different religious groups.	Limited evidence is available on the religion of housing register applicants. Data on religion is available in relation to housing register applicants.

15. Pregnancy and maternity equality	Y ✓	N	Positive. The strategy identifies recommendations to deliver positive outcomes for all groups, including pregnant women. This includes continuing support for a specialist supported housing provision for young pregnant women and mothers.	Limited data is available on the number of homelessness cases that involve pregnant women
16. Marriage and civil partnership equality	Y ✓	N	No specific impact identified. The strategy identifies recommendations to deliver positive outcomes for all groups, including people from different religious groups.	No data is collected specifically in relation to homelessness on marriage or civil partnership. Data on marriage and civil partnership is available in relation to housing register applicants.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	The strategy brings forward recommendations that seek to improve housing outcomes for all groups, identifying and targeting those most at risk of homelessness and financial hardship, delivering homes to meet a wide range of needs, including those with support and care needs, and driving forward improvements to the quality of existing homes. The priorities in the strategy seek to promote better outcomes for people with mental health issues; low income households, care leavers, and victims of domestic abuse.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	No negative impacts of the strategy have been identified.			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	The impact of the strategy is considered to benefit all of the equality groups above.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N ✓		
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	The initial equalities screening concludes that the strategy will not have a negative impact on any particular groups of people. Consultation with a wide range of organisations and stakeholders will help in understanding whether there are any additional equalities issues and impacts that need to be addressed.			
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N ✓	Subject to any issues raised in relation to groups with protected characteristics as part of the consultation on the strategy.	If you think you may need to produce a full equality impact assessment, please contact Abby Thomas.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.				

Action	Timescale	Person Responsible	Milestone/Success Criteria
<p>24. Which service, business or work plan will these actions be included in?</p>	<p>The housing strategy is a high-level strategic document and as such it does not include a detailed action plan. Instead, the housing strategy draws on and is supported by a range of individual plans and strategies such as the homelessness and rough sleeping strategy and the domestic abuse safe accommodation strategy. Any actions required will be delivered primarily through these plans and strategies.</p>		
<p>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</p>	<ul style="list-style-type: none"> • Establishment of a homelessness forum with wide involvement from a range of groups representing different cohorts • Development of a care and accommodation strategy to review the need for specialist housing and support among older people and people with disabilities • Development of young people and care leavers protocols with Children's Social Care and provision of commissioned supported bedspaces for young people. • Initiatives focusing on improving energy efficiency and the quality of housing and assisting the most vulnerable groups affected by the cost of living crisis. • Development of affordable housing priorities and enabling work to deliver more larger family homes for affordable rent and affordable home ownership options. • Review of the housing allocations policy to ensure that local residents in the greatest need, including those from groups with protected characteristics, are prioritised for the available housing. 		
<p>26. Assistant director's signature.</p>	<p>Signature: Date:</p>		