

Appendix 3



Winchester
City Council

Equality Impact Assessment (EIA) Housing Strategy

Section 1 - Data Checklist

		Yes/No	Please provide details
1	Have there been any complaints data related to the strategy you are looking to implement?	No	Housing is broad and complaints are actively monitored. No specific complaints relating to the strategy have been received
2	Have all officers who will be responsible for implementing the strategy been consulted, and given the opportunity to raise concerns about the way the strategy has or will be implemented?	Yes	<ul style="list-style-type: none"> • Regular updates through the housing Divisional Management Team • Business and Housing Policy committee briefings • Commissioned consultants met with all the service leads/staff focus groups Full details are set out the Cabinet Housing report CAB3410
3	Have previous consultations highlighted any concerns about the strategy from an equality impact perspective?	No	
4	Do you have any concerns regarding the implementation of this strategy?	Yes	<p>The housing strategy is a 5-year plan. Over that period there will many variables outside of the control of the service that could have an impact such as Government changes, grant funding, cost of living/economic environment and national policy developments.</p> <p>However, throughout the life of the Strategy, it is expected that the key objectives will remain the same regardless of these changes.</p>

		Yes/No	Please provide details
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	The overarching objective of this strategy is to create a fairer environment for all groups to access suitable housing.
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	
7	Are there any other issues that you think will be relevant?	No	

Section 2 - Your EIA form

Directorate: Services	Service Area: Housing	Team: Cross section of teams from across the council.	Officer responsible for this assessment: Gillian Knight	Date of assessment: 31/10/2023
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	Question	Please provide details
1	What is the name of the project that is being assessed?	Housing Strategy 2023 - 2028
2	Is this a new or existing policy?	Refreshed strategy
3	Briefly describe the aim and purpose of this work.	The Housing Strategy 2023 – 2028 is a high-level strategic plan that sets out the council’s vision and housing objectives to ensure we meet the housing aspirations and needs of our residents.
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> • More homes for all • Greener homes • Homes that better meet different needs • Better managed homes, better neighbourhoods
5	Who is intended to benefit from this work and in what way?	<ul style="list-style-type: none"> • All residents of Winchester by being able to access housing to meet their needs that the local housing market can’t provide for. • Officers benefit from a clear objective

		<ul style="list-style-type: none"> Stakeholders, to help plan their local housing offer to meet identified local housing need .
6	What are the outcomes sought from this work?	To successfully implement the objectives set out in the strategy – see question 4 above.
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> Changes in national policy Reduction in grant funding Global international relations Economic climate Further risks are set out in committee report CAB(H)3410
8	Who are the key individuals and organisations responsible for the implementation of this work?	Simon Hendey (Director) Gillian Knight (Corporate Head of Housing)
9	Who implements the policy or project and who or what is responsible for it?	Divisional management team (DMT) as set out in the strategy delivery plan.

		Please select your answer in bold . Please provide detail here.	
10a	Could the strategy have the potential to affect individuals or communities on the basis of race differently in a negative way?	N	The Strategy objectives are designed to deliver a positive impact for all residents regardless of race or ethnicity.
10b	What existing evidence (either presumed or otherwise) do you have for this?		<ul style="list-style-type: none"> Signed up to the principles of the City of Sanctuary and are actively welcoming refugees to the district High number of Ukrainian and Afghan refugees supported LAHF property acquisition programme Strategy aims and tasks around tackling anti-social behaviour, improving race relations ad reducing hate crime in Winchester communities
11a	Could the strategy have the potential to affect individuals or communities on the basis of sex differently in a negative way?	N	The Strategy objectives are designed to deliver a positive impact for all residents regardless of sex or gender identity.
11b	What existing evidence (either presumed or otherwise) do you have for this?		It is acknowledged that domestic abuse affects all sexes, although predominantly women. There are strategy objectives around supporting people

		escaping domestic abuse including seeking the DAHA accreditation.	
12a	Could the strategy have the potential to affect individuals or communities on the basis of disability differently in a negative way?		N The Strategy objectives are designed to deliver a positive impact for all residents regardless of disability.
12b	What existing evidence (either presumed or otherwise) do you have for is?	<ul style="list-style-type: none"> • Discretionary (Disabled facilities Grants) policy for disabled residents in private housing accommodation. • Council DFG adaptations service for its housing stock • Lifetime homes standards • Provision of homes that meet different needs • Future proofing existing housing stock • Investing in developing specialist accommodation • Providing new extra care housing incorporating Technology Enabled Care solutions to enable and support older persons and those living with disabilities to live independently in their own homes • The consultation process included measures and support to ensure all were able to feedback their views. Stakeholders that represent vulnerable households were also invited to give views • Implementation plan includes developing a Supported Housing Accommodation Strategy 	
13a	Could the strategy have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?		N The Strategy objectives are designed to deliver a positive impact for all residents regardless of sexuality.
13b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Strategy tackles anti-social behaviour, fostering community relations, and dealing with hate crime. • Systems / data bases have been adapted to ensure that data collection is possible and appropriate 	

14a	Could the strategy have the potential to affect individuals on the basis of age differently in a negative way?		N	<p>The Strategy objectives are designed to deliver a positive impact for all residents of all ages.</p> <p>It recognises both that there is an ageing population in the area along with the difficulties younger single households and families have in accessing the local housing market. Several tasks on the implementation plan are centred around addressing these issues.</p>
14b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Older Persons strategy • Providing new extra care housing incorporating Technology Enabled Care solutions to enable and support older persons and those living with disabilities to live independently in their own homes • Next generation Winchester – consultation exercise used to inform objectives and implementation • Student housing and work on Houses of Multiple Occupation • Support provided to HCC children services in housing for care leavers. • Resident and tenant consultation surveys. 		
15a	Could the strategy have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?		N	<p>The Strategy objectives are designed to deliver a positive impact for all residents regardless of religion or belief.</p>
15b	What existing evidence (either presumed or otherwise) do you have for this?	<p>The strategy sets aims and tasks around tackling anti-social behaviour, improving community relations and reducing hate crime.</p>		
16a	Could this strategy have the potential to affect individuals on the basis of gender reassignment differently in a negative way?		N	<p>The Strategy objectives are designed to deliver a positive impact for all residents regardless of gender identity.</p>
16b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Government HCLIC and council housing register data on gender identity 		

			<ul style="list-style-type: none"> • Actions around reducing hate crime and fostering good community relations in communities.
17a	Could this strategy have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?		<p>N</p> <p>The Strategy objectives especially the Homes for all objective are designed to deliver a positive impact for all residents.</p>
17b	What existing evidence (either presumed or otherwise) do you have for this?		
18a	Could this strategy have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?		<p>N</p> <p>The Strategy objectives especially the Homes for all objectives are designed to deliver a positive impact for all residents. The Strategy recognises the affordability issues for families in the area and the opportunities to progress onto larger accommodation.</p>
18b	What existing evidence (either presumed or otherwise) do you have for this?		

As well as the protected groups listed above, the Housing Strategy also has positive impacts on other minority groups such as those in housing need, homeless, or at risk of becoming homeless. The needs of these vulnerable groups are addressed by the “homes that better meet different needs” objective. For example:

- Homelessness Strategy
- Rough Sleeping Strategy
- Supported Housing Strategy

Furthermore, working to diversify housing choice as part of this Housing Strategy will also benefit people on low incomes, people living in rural areas, and former armed service personnel.

19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the strategy to discriminate against certain groups on the		<p>N</p> <p>This assessment has identified that the Housing Strategy will positively impact groups with the protected characteristics, as well as those facing multiple disadvantages that may not be legal protected (such as the homeless,</p>
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	basis of protected characteristics?			care leavers, and people with a dependency on alcohol/drugs).
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.		N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	n/a – no negative impacts have been identified by this assessment.		
22	Do any negative impacts that you have identified above impact on your service plan?		N	

Signed by completing officer(s)	Karen Thorburn 31/10/2023 Janette Palmer 31/10/2023 Anna Bodman 31/10/2023
Signed by Corporate Head of Service	Gillian Knight 31/10/2023