

APPENDIX 3

Housing Strategy to 2043- Equality Analysis

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Housing Strategy to 2043		
Equality analysis author	Claire Linnane		
Strategic Director:	Graeme Gordon		
Department	Corporate Strategy	Division	
Period analysis undertaken			
Date of review (if applicable)	November 2014		

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan
<p>Introduction</p> <p>The council's new long-term housing strategy to 2043 is a cross-tenure housing strategy covering all forms of housing in the borough, including private, housing association and council housing. It includes the provision of both new housing and existing housing, and also the housing needs of the borough. The housing strategy sets out our long-term ambitions for the future of housing in the borough. We want our strategy to be about more than just bricks and mortar; to be about demonstrating the strong connections between housing and other services which are important to improving people's day to day lives. We want housing in Southwark to contribute to delivering jobs and growth, and helping to make the borough a healthier and more Age Friendly place to live.</p> <p>The strategy sets the vision, commitments and objectives and provides a long-term strategic framework. However as such a long-term strategy we are fully aware that there will be a need for further work to deliver its objectives, and to review progress on a regular basis.</p> <p>This equality impact analysis</p> <p>The housing strategy is a high-level document that sets out the ambitions of the council and its long-term plans. The key to ensuring equity will lie in the implementation of the strategy, where equality assessments will be carried out for specific projects. This equality assessment highlights</p>

anticipated positive impacts and serves as a guide to highlight areas where we do not have sufficient knowledge or evidence of the impact at this stage.

Evidence base

In late 2013 Southwark and its sub-regional housing partners commissioned Cobweb Consulting to carry out a strategic housing market assessment (SHMA) of the local housing market on our behalf. This forms part of the evidence base underpinning our new housing strategy. This included the following findings:

Housing needs of particular groups

Southwark is projected to experience a 63% increase in the number of people aged 65 or more between 2012 and 2032.¹ There is projected to be a 73% rise in the population aged 85 + during the same period. Set against this Southwark has a below average supply of elderly-focused accommodation (relative to other local authorities in our housing sub-region). To the best of our knowledge there is no leasehold, shared ownership or owner-occupied sheltered or extra care sheltered housing in the borough. 61% of the 65+ age group live in the social/affordable rented sector.

The number of older people with mobility difficulties is projected to increase by 17% between 2012 and 2020.

The number of working age people with serious physical disabilities is projected to increase by 23% over the same period, from 3,620 to 4,446. Current unmet wheelchair housing need stands at 543 households.

Southwark has a very ethnically diverse population. There are significant variations in ethnicity by tenure, with 38% of White households, 24% of Asian households and 17% of Black households are housed in owner occupied homes. 35% of White households live in social rented homes, compared with 70% of Black households and 29% of Asian households according to the 2011 census.

In addition we reviewed relevant housing data from the 2011 census, data from our own housing register and homelessness information.

A summary of key population data for Southwark is set out below which has also been used to inform Southwark's Joint Strategic Needs Assessment, which itself underpins our Health and Wellbeing Strategy.

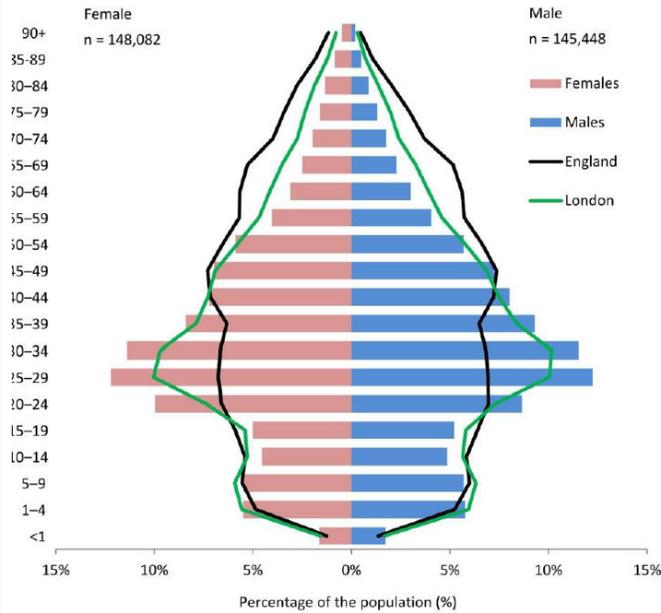
The JSNA factsheet can be accessed here:

http://www.southwark.gov.uk/download/downloads/id/10832/southwark_demography_bulletin_2014

¹ GLA 2013 Round central trend household projection

Population Structure

2012, Male / Female Population Pyramid, Southwark Vs London & England



Southwark resident population **293,530**, evenly split between males and females.

Younger population, **42%**, aged 20 to 39 years old compared with **35%** in London and **27%** in England.

Smaller population aged 50 to 64 years old, **13%**, compared with **14%** in London and **18%** in England.

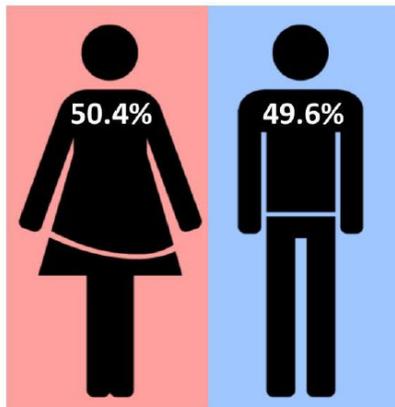
Smaller older population aged 65 or older, **8%**, compared with **11%** in London and **17%** in England.

Source: ONS, Mid Yearly Estimate (MYE)

5,030 Live births per year
ONS, 2012

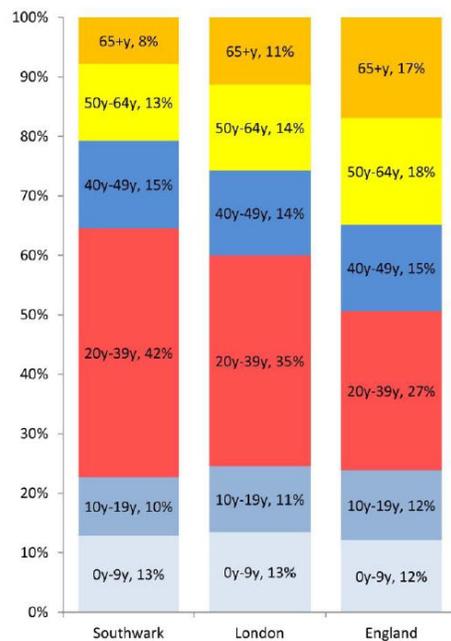
1,277 deaths per year
ONS, 2012

2012, Gender Split, Southwark



Source: ONS, Mid Yearly Estimate (MYE)

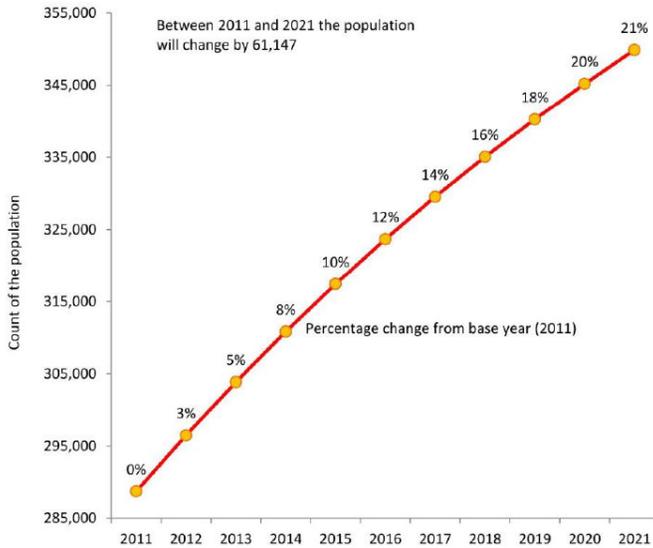
2012, Population Age Structure, Southwark Vs London & England



Source: ONS, Mid Yearly Estimate (MYE)

Population Change

Population Change, Southwark, Person, All ages, 2011 to 2021



Southwark resident population is estimated to increase by **61,147** persons over the next 10 years.

This equates to a **21%** increase, compared to a **14%** increase in London and a **9%** increase in England.

Estimated **21%** increase across all age bands.

Source: ONS, Subnational Population Projections (SNPP)

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<p>Key users of the department or service</p>	<p>Internal departments of the council, strategic partners such as housing associations and developers.</p>
<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<p>Internal and external stakeholders including tenants and leaseholders as part of the community conversation on the future of council housing, Future Steering Board, housing associations and developers, advice agencies, and private landlords.</p>

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Potential impacts (positive and negative) of proposed policy/decision/business plan

This is our first housing strategy to state that it is Age Friendly. We will be seeking to increase the range of housing, housing options and support for older people to enable them to stay in their own homes for as long as possible, and as an alternative to residential care. This will include increasing the supply of extra care sheltered housing-specialist sheltered housing which provides support and care in the same premises, while enabling older people to retain their independence. We will also develop more cross-tenure housing options where there is evidence of demand.

We will also provide high quality homes and tailored support to enable downsizers to move, many of whom will be older people. This will free up much needed larger homes for younger families, many of whom are experiencing overcrowding.

Many of the benefits of an Age Friendly housing strategy, such as more integrated communities, better designed homes and neighbourhoods, benefit everyone, whatever their age group, and not just older people. There is, however, a slight risk that focusing on age-friendly housing if solely looking at the needs of older people, may overlook some specific needs of younger populations, likely to be young families with children, or vulnerable groups. The strategy acknowledges the needs of families specifically in principle 2 ('Improving housing quality'), through encouraging private landlords to offer greater security, certainty and stability for their tenants, especially families with children), and we believe that our strategy overall will help people across all age bands.

Equality information on which above analysis is based

Southwark is projected to experience a 63% increase in the number of people aged 65 or more between 2012 and 2032.² There is projected to be a 73% rise in the population aged 85 + during the same period. Set against this Southwark has a below average supply of elderly-focussed accommodation (relative to other local authorities in our housing sub-region). There is no leasehold, shared ownership or owner-occupied sheltered or extra care sheltered housing in the borough. 61% of the 65+ age group live in the social/affordable rented sector.

The number of older people with mobility difficulties is projected to increase by 17% between 2012 and 2020.

² GLA 2013 Round central trend household projection

Southwark also has a relatively young population compared to London and nationally. In 2011, 21.8% were aged 20-29 years compared to 17.9% in London, and 13.7% nationally. In Southwark, 27.9% of the population are aged 30 to 44 compared to 25.3% in London and 20.6% nationally.³

Mitigating actions to be taken

We will monitor the implementation of key actions in our housing strategy through the Council Plan alongside any relevant action plans.

During implementation, it will be key to balance the needs of the ageing population against the demographic churn and continued population growth across all age bands, and to assess how younger groups and children will be impacted by the individual new housing developments and housing projects that will derive from this strategy.

Specific work streams, such as the development of 11,000 new homes, are subject to detailed programmes of resident engagement and reports to Cabinet, which will include equality assessments.

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Possible impacts (positive and negative) of proposed policy/decision/business plan

Through the new housing strategy and the new Southwark Plan we will increase the supply of wheelchair housing and other specialist and adapted housing for those with disabilities. We will also ensure that all new housing is built to Lifetime Homes standards, easily adaptable as households' needs change over time.

Poor quality housing is known to affect both physical and mental health. As well as building new homes to high quality standards we also have a programme of improvement works to our own housing stock. While we will achieve the decent home standard by 2016, the housing strategy is more ambitious for the quality standards to be achieved for our housing in future, such as improvements in energy efficiency measures which will in turn help to combat fuel poverty. This will have positive health benefits for those with disabilities and chronic illnesses.

Additionally through the new housing strategy we will develop our housing services to be 'more than a landlord'. That will include 'going the extra mile' for our residents including providing more individualised advice and support to our vulnerable tenants and residents. However it is our belief that for most residents, the best route to health and

³ 2011 Census

<p>wellbeing is through employment, and the strategy is designed to strengthen links between housing and relevant services that can assist in this goal.</p> <p>There is a small risk that focus on age-friendly developments may overlook the needs of particular groups, such as those with learning disabilities. Principle 4 (Being more than a landlord) gives scope to also include housing support for people with learning disabilities and other vulnerable groups by connecting them to relevant services and contribute to helping them to live independent lives.</p>
<p>Equality information on which above analysis is based</p>
<p>The number of older people with mobility difficulties is projected to increase by 17% between 2012 and 2020.</p> <p>The number of working age people with serious physical disabilities is projected to increase by 23% over the same period, from 3,620 to 4,446. Current unmet wheelchair housing need stands at 543 households.</p>
<p>Mitigating actions to be taken</p>
<p>At this stage, we do not know how many disabled people (physically, with learning disabilities, or both) and people with chronic illnesses will be affected by housing developments. Implementation of the strategy will need to ensure a consistent approach for these groups.</p> <p>We will monitor the implementation of key actions in our housing strategy ultimately through the Council Plan, alongside relevant action plans. Specific work streams, such as the development of 11,000 new homes, are subject to detailed programmes of resident engagement and reports to Cabinet, which will include equality assessments.</p>

<p>Gender reassignment - The process of transitioning from one gender to another.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>People in the process of gender reassignment can face discrimination in local communities. Providing more, better quality housing will benefit all communities in Southwark, irrespective of their gender, which will be positive for this group. Again under principle 4 ('Being more than a landlord'), the strategy can work towards linking with community organisations that seek to support people undergoing gender reassignment, and towards reducing prejudice and stigma in the community.</p> <p>There may be additional issues around the needs of the ageing LGBT population, especially those living with HIV. As the housing strategy is age-friendly, implementation will consider the needs of this population.</p>

Equality information on which above analysis is based.
<p>We do not know at this stage how many people will be affected, as prevalence of gender dysphoria is uncertain. A Hate crime report by Galop (2013) shows only 50 recorded transphobic crimes in London, however, many will go unreported. http://www.galop.org.uk/wp-content/uploads/2013/08/The-Hate-Crime-Report-2013.pdf).</p> <p>For the needs of an ageing LGBT population, please see: http://www.tht.org.uk/myhiv/Your-rights/Ageing/50-plus.</p>
Mitigating actions to be taken
<p>The impact of the housing strategy on transgender people is likely to be low, and under principle 4 ('Being more than a landlord'), the strategy encourages linked services, helping the affected group to access services. Therefore, we do not expect mitigating action to be required at this stage of research, however, the needs of an ageing LGBT population will need to be considered.</p>

<p>Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.</p>
Possible impacts (positive and negative) of proposed policy/decision/business plan
<p>Providing more, better quality housing will benefit all communities in Southwark, irrespective of their relationship status. Same-sex couples may be discriminated against in the private rented sector and in some local communities. Once more, principle 4 ('Being more than landlord') of the housing strategy will work towards supporting all residents regardless of their marital status to access support and services, which can help to reduce discrimination in the community.</p>
Equality information on which above analysis is based
<p>Again, the extent of discrimination against same-sex couples in the private rented sector is unknown; however, there are still incidents of homophobia in some parts of the community. Southwark has a higher share of LGBT population than other boroughs, which means that potentially more people may be affected.</p>
Mitigating actions to be taken
<p>None at this stage.</p>

<p>Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>The housing strategy seeks to support families, and this includes support during paternity and maternity. Principle 4 ('Being more than a landlord') can serve to build services close to where people are during implementation phase. Principle 2 ('Improving housing quality') also supports this group by giving children the best start in life. We therefore expect there to be a positive impact on this group.</p>
<p>Equality information on which above analysis is based</p>
<p>There is evidence that housing quality, including overcrowding, can have detrimental impact on maternal and child health during pregnancy and the newborn.</p>
<p>Mitigating actions to be taken</p>
<p>None at this stage.</p>

<p>Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>Policies to increase the supply of family sized homes and encourage downsizing by under-occupiers will benefit overcrowded households, amongst whom black and minority ethnic households (BME) are over-represented. Southwark has the 6th highest number of overcrowded households in England and Wales (2011 census).</p> <p>The proportion of people in the social housing sector who are BME is greater than their representation in the borough as a whole. This population group may be disproportionately affected by any regeneration that targets areas with higher concentrations of social housing. The Council is therefore mindful of the impact of any such schemes on communities and it has listened to the feedback from residents who have been affected by regeneration and renewal programmes in the past to help inform future delivery. We recently engaged with residents on how best to engage with them in</p>

<p>future on the delivery of 11,000 new homes and major works programmes on a using a draft 'Charter of Principles'. This resulted in over 2000 responses. This will be fed into our approach to future engagement.</p>
<p>Equality information on which above analysis is based</p>
<p>Southwark has a very ethnically diverse population. There are significant variations in ethnicity by tenure, with 38% of White households, 24% of Asian households and just 17% of Black households are housed in owner occupied homes. 35% of White households live in social rented homes, compared with 70% of Black households and 29% of Asian households according to the 2011 census. The borough also has emerging Latin American and Eastern European communities.</p>
<p>Mitigating actions to be taken</p>
<p>As part of the 11,000 new homes and housing investment work streams, there is a very detailed resident engagement process in place, as set out in the Charter of Principles. This approach will take account of residents' specific needs. There will also be a specific engagement process on an estate by estate basis, and an equality assessment of the planned Local Lettings Policy for the 11,000 new homes. These engagement processes will take into account issues such as the ethnic mix on an estate where regeneration and /or improvements are planned.</p>

<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>We expect the housing strategy to have a positive impact on religion and belief, as providing more, better quality housing will benefit all communities in Southwark, irrespective of their religion or belief status.</p> <p>Southwark's hate crime strategy seeks to address harassment and crime on religious or belief grounds, and Principle 4 ('Being more than a landlord') gives management of estates a remit to address any incidences occurring in council's property as well.</p>
<p>Equality information on which above analysis is based</p>
<p>No specific data is available.</p>

Mitigating actions to be taken
As part of the 11,000 new homes and housing investment work streams, there is a very detailed resident engagement process in place, as set out in the Charter of Principles. This will take account of residents' specific needs. There will also be a specific engagement process and an equality assessment of the planned Local Lettings Policy for the 11,000 new homes.

Sex - A man or a woman.
Possible impacts (positive and negative) of proposed policy/decision/business plan
The housing strategy aims to increase the supply of housing across all tenures which will benefit both genders. While women-headed households are likely to earn less over the duration of their life-times, the housing strategy includes measures for the provision of housing for those on a range of incomes, including 11,000 new council homes on target rents.
Equality information on which above analysis is based
No specific data is available.
Mitigating actions to be taken
None at this stage.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
Possible impacts (positive and negative) of proposed policy/decision/business plan
Providing more, better quality housing will benefit all communities in Southwark, irrespective of their sexual orientation. For risks of discrimination in the private rental sector and in the community, and mitigating actions, please see evidence in "marriage and civil partnerships".

<p>There may be additional issues around the needs of the ageing LGBT population, especially those living with HIV. As the housing strategy is age-friendly, implementation will consider the needs of this population.</p>
<p>Equality information on which above analysis is based</p>
<p>For evidence on an ageing LGBT population and those living with HIV/AIDS, please see : http://www.tht.org.uk/myhiv/Your-rights/Ageing/50-plus</p>
<p>Mitigating actions to be taken</p>
<p>None at this stage, although please also refer to the section on 'marriage and civil partnerships.'</p>

<p>Human Rights</p> <p>There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>We do not expect the housing strategy to have an impact on human rights.</p>
<p>Information on which above analysis is based</p>
<p>None.</p>
<p>Mitigating actions to be taken</p>
<p>None at this stage.</p>