

## Equality Impact Assessment

Concerning the Local Lettings Plan for new Social Housing in Clutton,  
Maynards Terrace.

<b>Name and role of officers completing the EIA</b>	Mike Chedzoy Laurence Lindsay
<b>Date of assessment</b>	17/5/19

The Equality Act 2010 public sector equality duty requires public authorities to demonstrate that they have paid 'due regard' to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between people

## **Introduction**

### **Maynard Terrace, Clutton**

This EIA is to consider the implications of the Local Lettings Plan for new Social Housing in Clutton, known as Maynards Terrace.

A local letting plan is an agreement between Housing Services and a housing provider. It decides how properties will be allocated in certain defined geographical areas. Local lettings plans will only be used in exceptional circumstances, to meet specific local issues within an area.

Equalities Profile	How the LLP meets any particular needs or helps to promote equality in some way.	How the LLP could have a negative or adverse impact	Comments
<b>Age</b>	Priority is because of housing need regardless of age. The criteria relating to the age of children will help create a mix of different ages, with the intention of having an overall positive impact on the community.		Monitor future lettings to ensure that there is no under or over representation of particular age groups, e.g older or younger people.
<b>Disability</b> - physical, sensory and mental impairments/mental health	People who need adapted properties will be prioritised above existing tenants who do not have adapted property need.	Residents with specific needs will take priority over other people when adapted or specialist properties are allocated.  People with high support needs may be excluded only if it is reasonable.	Impact unknown due to insufficient data.  Information can be made available in suitable accessible formats for people with visual or other reading impairments.  The Homesearch website provides a variety of accessible options.
<b>Economic Inclusion</b>	The LLP is promoting a balance of people employed/unable to work, deemed economically active, that reflects the wider BANES community.  The economic activity criteria will not be applied to disabled people, as they are more likely to be unemployed than non-disabled people.  People who have been made redundant within the previous 6 months will not be included as economically in active.	The LLP seeks to have 60% of working age residents economically active, this however includes people in training, Higher Education and Volunteering, some applicants may be overlooked for properties.	BANES and Curo will be monitoring this on a 6 monthly basis to review progress against the LLP.  Aims to have economically active residents in a proportion of homes reflect the existing parish community, see attached data.
<b>Gender</b>	Allocations will be made based on housing need and all genders will be treated equally.	A higher number of properties may be allocated to Female tenants, based on current trends across BANES, where 66% of tenants are female against 34% male. (Appendix 1 TableA1. 3)	Priority for housing is often awarded to households with children; these are disproportionately headed by females.
<b>Gender Reassignment</b>	We do not have data on the gender identity of those covered by the LLP and therefore cannot measure the impact, but we do not	A person who is transgender may not be in work when they are undergoing gender reassignment.	Within Homesearch, any discrimination, bullying or harassment based upon gender identity should be combatted. This will be

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	envisage an impact on this protected characteristic.	Trans people may not be working because they have experienced discriminatory attitudes when trying to find a job.	monitored and considered at review meetings between Curo and Banes.  The LLP will allow flexibility to take account of people who may not be able to work whilst they are undergoing gender reassignment.
<b>Marriage and civil partnership</b>	Couples in civil partnerships will be treated the same as married couples and cohabitees in relationships.	None	Impact unknown due to insufficient data.
<b>Pregnancy and maternity</b>	The LLP will consider predicted housing need.	Issues around affordability will be discussed pre tenancy.	Impact unknown due to insufficient data.
<b>Race and ethnicity- BAME Groups</b>	Priority is given depending on housing need, regardless of race/ethnicity.	Rural connection gives priority to existing residents of the parish; the parish does not reflect the diversity spread in the wider Banes community.	Homesearch monitors lettings to ensure that there is no under or over representation of different ethnic groups.  Within Homesearch, any discrimination, bullying or harassment based upon race or ethnicity should be combatted.
<b>Religion/belief</b>	Priority is given based on housing need, regardless of religion/belief.	None	Homesearch monitors stated religion/belief. Priority is given depending on housing need, regardless of religion or belief.  Within Homesearch, any discrimination, bullying or harassment based upon religion or belief should be combatted.
<b>Sexual orientation - lesbian, gay, bisexual, heterosexual and others.</b>	Priority is given depending on housing need, regardless of sexual orientation.	None	Homesearch monitors this information to identify and address positive or negative trends.  Within Homesearch, any discrimination, bullying or harassment based upon sexual orientation should be combatted.

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<b>All</b>	This policy seeks to balance between the needs of individuals and the needs of the wider community.	Some individuals may be overlooked for accommodation, where the tenancy would have a detrimental effect on the community.	

**Clutton Parish Local Area Information**

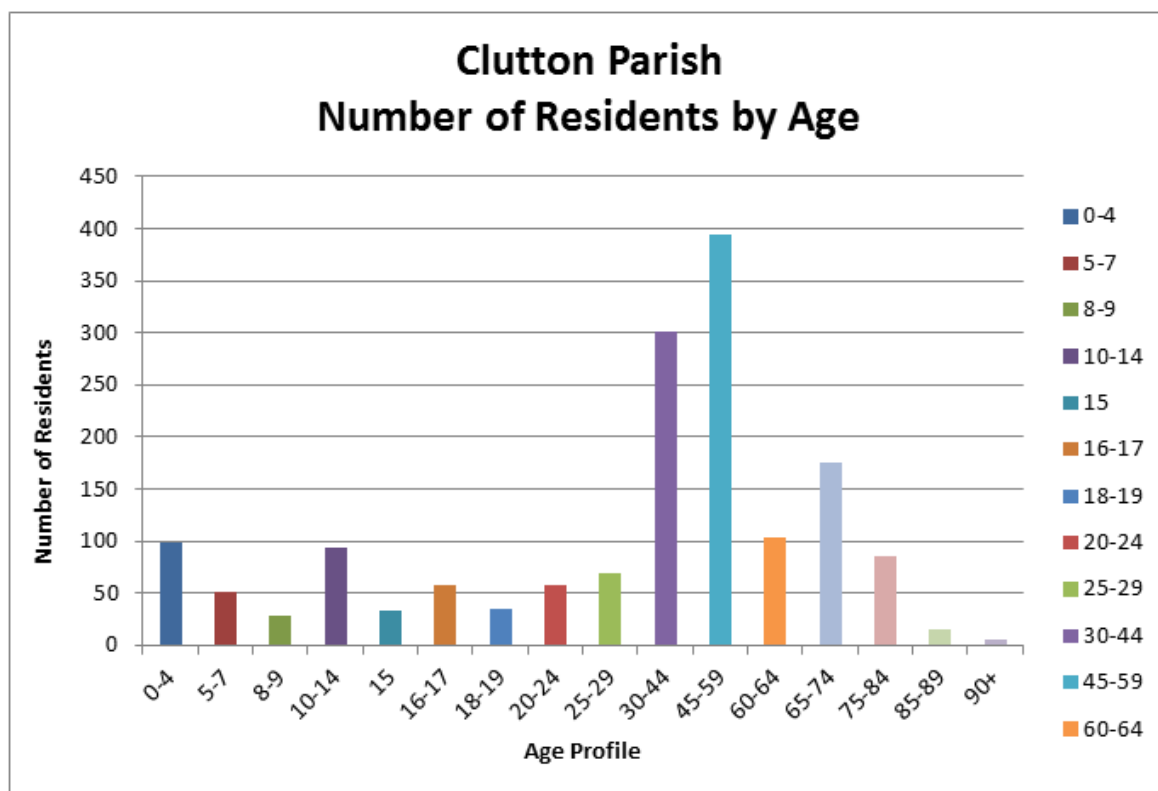
The following data covers the characteristics of people and households in Clutton Parish in Bath and North East Somerset (GSS code E04000960). Figures are sourced from the 2011 Census key statistics.

There were 1,602 usual residents as at Census day 2011. Of these, 100% lived in households and 0% lived in communal establishments. The average (mean) age of residents was 41.1 years.

In total there were 637 household spaces. Of these, 621 (97.5%) had at least one usual resident and 16 (2.5%) had no usual residents.

**Age Profile for Clutton Parish**

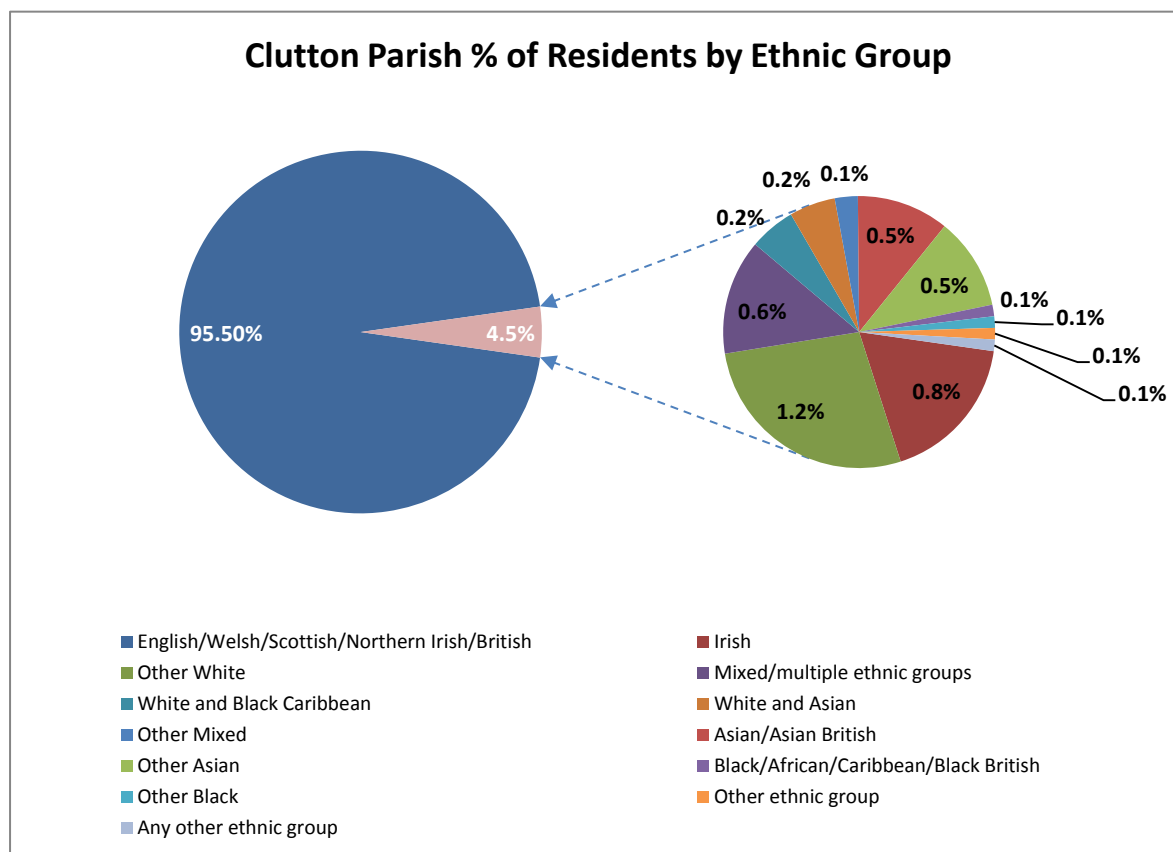
Age	No. Residents	Age	No. Residents	Age	No. Residents
0-4	98	18-19	35	65-74	175
5-7	51	20-24	57	75-84	85
8-9	28	25-29	69	85-89	16
10-14	93	30-44	301	90+	5
15	34	45-59	395		
16-17	57	60-64	103	<b>Total</b>	<b>1,602</b>



**Ethnicity**

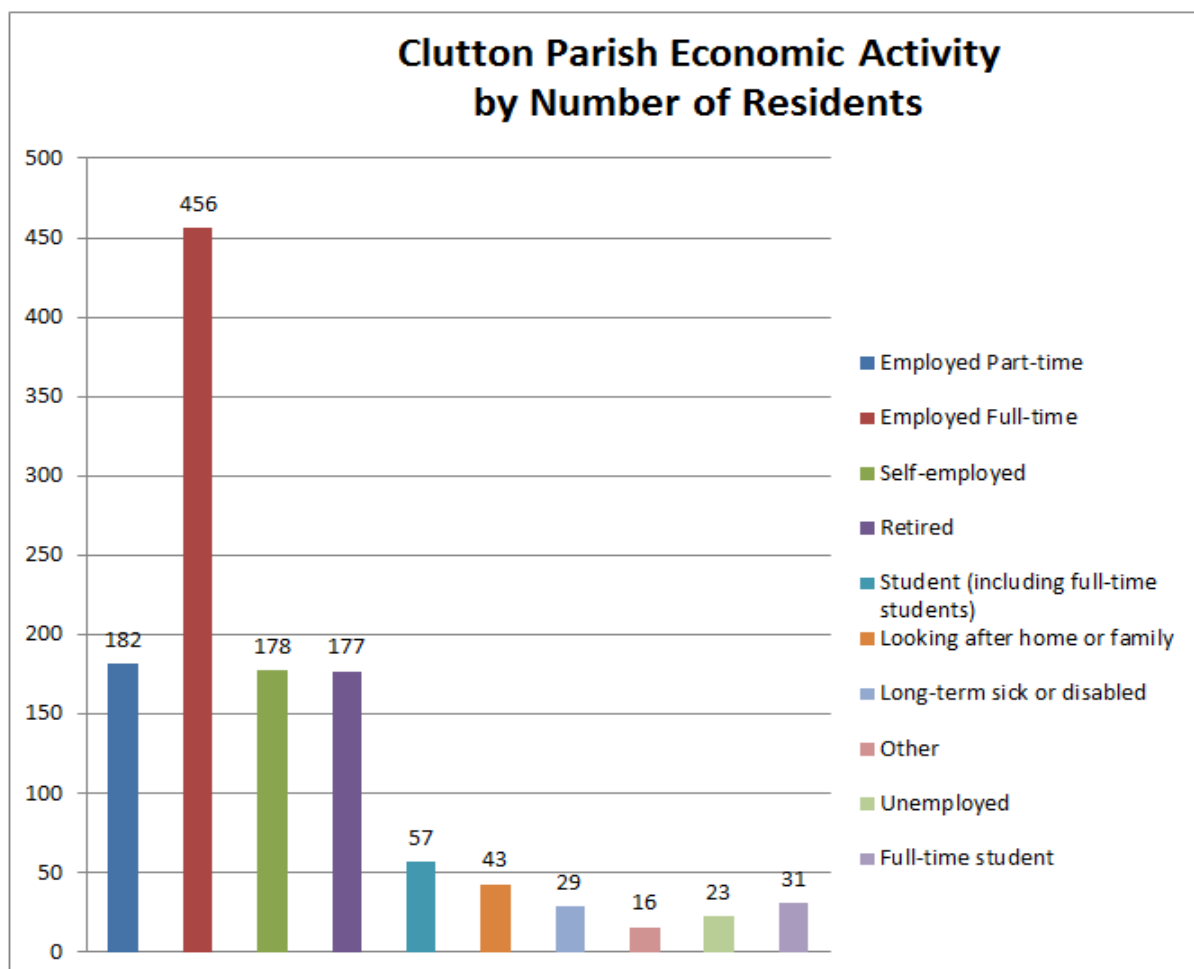
There is currently limited ethnic diversity in the local area, with a breakdown of Ethnic Groups as follows:

<b>Ethnic Group</b>	<b>Number of Residents</b>	<b>% of Parish Population</b>
English/Welsh/Scottish/Northern Irish/British	1,549	96.7
Irish	13	0.8
Other White	20	1.2
Mixed/multiple ethnic groups	10	0.6
White and Black Caribbean	4	0.2
White and Asian	4	0.2
Other Mixed	2	0.1
Asian/Asian British	8	0.5
Other Asian	8	0.5
Black/African/Caribbean/Black British	1	0.1
Other Black	1	0.1
Other ethnic group	1	0.1
Any other ethnic group	1	0.1



**Employment Status & Economic Activity**

Status	Number of Residents
Employed Part-time	182
Employed Full-time	456
Self-employed	178
Retired	177
Student (including full-time students)	57
Looking after home or family	43
Long-term sick or disabled	29
Other	16
Unemployed	23
Full-time student	31
<b>All usual residents aged 16 to 74</b>	<b>1192</b>





## Indices of Deprivation (2015)

The Indices of Deprivation 2015 provide a set of relative measures of deprivation for small areas (Lower-layer Super Output Areas) across England, based on seven different domains of deprivation:

- Income Deprivation
- Economic Deprivation
- Education, Skills and Training Deprivation
- Health, Deprivation and Disability
- Crime
- Barriers to Housing and Services
- Living Environment Deprivation

The area covered by the Local Lettings Plan forms part of a Lower Super Output (i.e. neighbourhood), which is ranked **27,390** out of 32,844 LSOAs in England; where 1 is the most deprived LSOA. This is amongst the 10% least deprived neighbourhoods in the country.

**Total Deprivation**  
(These data are taken from the Indices of Deprivation 2015)

