

Equality Impact Analysis Form

1. Equality Impact Analysis (EqIA) Form

Title of EqIA (policy/change it relates to)	East Herts Council Tenancy Strategy 2021 to 2026	Date	18 August 2021						
Team/Department	Housing and Health								
<p>Focus of EqIA</p> <p>What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?</p>	<p>Under the Localism Act 2011 each local authority has an obligation to produce a tenancy strategy which sets out the matters to which providers of affordable housing must have regard when they develop their own tenancy policies. The new East Herts Housing Strategy contains a set of recommendations to which registered providers are expected to have regard under each of the following themes:</p> <ul style="list-style-type: none"> • Rent levels • Tenancy types • The needs of specific groups. <p>The aim of the East Herts Tenancy Strategy 2021 to 2026 is to ensure that the rents of homes owned by registered providers (housing associations) in the East Hertfordshire District are affordable to households on low incomes, and that the tenancies which are offered provide long-term stability to these households.</p> <p>Registered providers are responsible for ensuring that the recommendations of in the East Herts Tenancy Strategy 2021 to 2026 are implemented. Registered providers were consulted on the strategy in June and July 2021.</p> <p>A profile of East Herts Council affordable housing for rent (September 2020) by the size of property (number of bedrooms) shows that larger households, i.e. containing children, are likely to be disproportionately highly concentrated in the social housing sector (this does not take account of the number of single people or couples who may be under-occupying a home):</p> <table border="1" data-bbox="640 1401 1995 1514"> <thead> <tr> <th></th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Studio or 1 bedroom</td> <td>2,468</td> <td>31.8%</td> </tr> </tbody> </table>				Number	Percentage	Studio or 1 bedroom	2,468	31.8%
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Studio or 1 bedroom	2,468	31.8%							

2 bedroom	2,690	34.6%
3 bedroom	2,480	31.9%
4+ bedroom	126	1.6%
Total	7,764	

Homes with 2, 3 or 4 bedroom compose 68.2% of the affordable housing stock for rent in East Hertfordshire.

Certain protected characteristic groups, as defined under the Equality Act 2010, are more likely to be in need of affordable housing when living in East Hertfordshire. According to a study carried out in July 2021, the following groups, related to Protected Characteristics, are more likely to be represented on the East Herts Council housing register:

- Households headed by a person aged between 18 and 44
- Households headed by a female.
- Households headed by a lone parent or consisting of a single person.
- Households with a pregnant member and/or children
- Households with a member who is in poor health and/or has a disability.

Age	Total population of East Hertfordshire – number and percentage of persons aged 18+ (Census 2011)	Housing register – household heads in East Hertfordshire aged 18+, July 2021
Total	106,152	1,627
18 – 25 years	9,166 8.6%	164 10.1%
25 – 44 years	37,779 35.6%	803 49.4%
45 – 59 years	29,608 27.9%	355 21.8%
60+ years	106,152 27.9%	305 18.7%

Gender	Total population of East Hertfordshire – number and percentage of persons aged 18+(Census 2011)	Housing register – persons living in East Hertfordshire aged 18+ (<i>This includes persons applying as a single person and also persons in a couple</i>), July 2021
Total	106,152	2,019
Males	51,574 48.6%	800 39.6%
Females	54,578 51.4%	1,219 60.4%

Marriage and Civil	Total number of households	Housing register – households living
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Partnership	living in East Hertfordshire (Census 2011)	in East Hertfordshire, July 2021
All households	56,577	1,627
One person household	15,722 27.8%	689 42.3%
Couple (married, same sex, co-habiting)	34,727 61.4%	453 27.8%
Lone parent	4,821 8.5%	478 29.4%
Multi-person household	1,307 2.3%	7 0.4%

Pregnancy and Maternity	Total number of households living in East Hertfordshire (Census 2011)	Housing register – households living in East Hertfordshire, July 2021
All households	56,577	1,627
Households with children and/or a pregnant member as a % of the total number of households	17,569 31.1%	748 46.0%
Married couple with children and/or pregnant	14,389 25.4%	270 16.6%
Same sex couple with children and/or pregnant		
Cohabiting couple with children and/or pregnant		
Lone parent with dependent children	3,180 5.6%	478 29.4%

Disability and Health	Total number of households living in East Hertfordshire (Census 2011)	Housing register – households living in East Hertfordshire, July 2021
Total	137,687	1,627
Very good health	72,332 52.5%	No medical points 914 56.2%
Good health	46,399 33.7%	
Fair health	14,325 10.4%	5 points slight impact on health 115 7.1%
Bad health	3,678 2.7%	10 points moderate impact on health 323 19.9%
		15 points chronic health condition 213 13.1%
		25 points serious detriment to health 59 3.6%

Very bad health	953	0.7%	50 points urgent priority on health grounds	3	0.2%
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The following statistics on homeless households for whom the prevention or relief duty was brought to an end between April 2020 and June 2021 shows the high percentage of single person households and households in housing need who were in need of affordable housing:

	1 April to 30 June 2020	1 July to 30 Sept 2020	1 Oct to 31 Dec 2020	1 Jan to 31 March 2021	1 April to 30 June 2021
Single person	58%	55%	61%	58%	53%
Couple no children	7%	5%	5%	3%	5%
Households with children	35%	40%	34%	30%	425

The protected characteristic groups which are disproportionately highly likely to be either a tenant of a registered provider or in need of affordable housing for rent are likely to be impacted by the Tenancy Strategy in the following ways:

- Rents are affordable to them so that they do not exceed 40 per cent of their household income.
- Their tenancies are either long-term or a fixed term of at least five years, to enable them to be settled in their homes and communities.

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	Data is from: <ul style="list-style-type: none"> • Census 2011 • Housing register snapshot • Homelessness application data 	A survey of service users was not required.	Positive	The East Herts Tenancy Strategy 2021 to 2026 is relevant to advancing equality of opportunity.
Disability	Data is from: <ul style="list-style-type: none"> • Census 2011 • Housing register snapshot • Homelessness application data 	A survey of service users was not required.	Positive	The East Herts Tenancy Strategy 2021 to 2026 is relevant to advancing equality of opportunity.
Gender reassignment	Information not available			
Pregnancy and maternity	Data is from: <ul style="list-style-type: none"> • Census 2011 • Housing register snapshot • Homelessness 	A survey of service users was not required.	Positive	The East Herts Tenancy Strategy 2021 to 2026 is relevant to advancing equality of opportunity.

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	application data Records of affordable housing for rent by ward			
Race	Information not available			
Religion or belief	Information not available			
Sex/Gender	Data is from: <ul style="list-style-type: none"> • Census 2011 • Housing register snapshot • Homelessness application data 	A survey of service users was not required.	Positive	The East Herts Tenancy Strategy 2021 to 2026 is relevant to advancing equality of opportunity.
Sexual orientation	Information not available			
Marriage and civil partnership	Data is from: <ul style="list-style-type: none"> • Census 2011 • Housing register snapshot • Homelessness 	A survey of service users was not required.	Positive	The East Herts Tenancy Strategy 2021 to 2026 is relevant to advancing equality of opportunity.

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	application data			

Assessment of overall impacts and any further recommendations

The section of the Public Sector Equality Duty to which the East Herts Tenancy Strategy has most relevance is:

[Advance equality of opportunity between people who share a protected characteristic and those who do not.](#)

The East Herts Tenancy Strategy will promote the ability of households on low incomes to acquire good quality and affordable housing, therefore promoting their wellbeing and access to opportunities.

3. List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)

Census 2011	March 2011	This is the main source of comprehensive data on the population of the East Hertfordshire district. However, the relevance of the data is now lessened although it can still be used for population profile comparisons.	The data from the Census 2021 should be available from early 2022 and will be used for revised equality impact assessments
The East Herts Housing Register snapshot	July 2021	Further information is needed on protected characteristics of households, particularly ethnicity.	To be confirmed
Applications for assistance under the Homelessness Reduction Act 2018	April 2020 to July 2021	Further information is needed on protected characteristics of households.	
Housing stock by size (number of bedrooms) by ward	September 2020	To be updated.	

4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
All groups	We will continue to monitor rent levels and tenancy types offered by registered providers through the Locata system.	A high level of awareness of rent levels and tenancy types, and knowledge of when to engage if they are not meeting the housing needs of East Herts residents.	A higher level of acceptance of households in housing need for social housing tenancies, and a higher rate of sustaining social housing tenancies.	Ongoing
All groups	We will continue to work in partnership with registered providers through meetings of the East Herts Housing Forum which take place 3 or 4 times each year.	A good level of engagement with registered provider partners on how housing needs in East Hertfordshire can be met by satisfactory rent levels and tenancy types	A higher level of acceptance of households in housing need for social housing tenancies, and a higher rate of sustaining social housing tenancies.	Ongoing

EqIA sign-off: (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Directorate Management Team rep or Head of Service: Jonathan Geall **Date:** 19 August 2021

Author of Equality Impact Analysis: Helen George **Date:** 19 August 2021