

H&F Equality Impact Analysis Tool

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2024/25 / Q4
Name and details of policy, strategy, function, project, activity, or programme	<p data-bbox="490 264 1041 300">Title of EIA: Family Housing Strategy</p> <p data-bbox="490 339 2130 523">Short summary: The purpose of the Strategy is to set out actions the Council with its partners can take to increase the supply of genuinely affordable family homes for rent available to households on the Housing Register. The focus is on increasing the number of 3 Bedroom homes for genuinely affordable rent. By achieving this outcome, fewer families requiring 3 bedrooms will remain on the housing register, usually in temporary accommodation. This has negative impacts on such families' well-being and a high additional cost to the council's General Fund.</p> <p data-bbox="490 563 1637 598">Production of this Strategy meets an LBHF 2023-26 Corporate Plan commitment.</p> <p data-bbox="490 638 2056 778">It should be noted that the adoption of this strategy will not directly lead to specific actions being taken up (eg, commissioning projects at a financial cost), but will entail policy actions being considered in more detail that will realise the overall objective of more genuinely affordable family homes for rent available to households on the housing register.</p> <p data-bbox="490 818 2018 930">The equalities information drawn is from the Housing Register on 20 August 2024 when there were 2,782 households registered. The figure in March 2025 is c 2900 and it is considered unlikely that the profile of the protected groups has significantly changed since then.</p> <p data-bbox="490 970 2130 1337">This Family Housing Strategy focuses on increasing supply of 3 Bedroom homes for genuinely affordable rent. Officers recognise that families can be accommodated in 2-bedroom homes which will meet smaller household family needs. However, in 2023/24, 155 no 2-bedroom homes were let to households from the Housing Register, compared to just 52 no 3 bedroom homes let. And in 2024/25 (up to 1 March 2025), 188 no 2 Bedroom homes were let to households on the Housing Register, with just 61 no 3 Bedroom homes let. As of 1 March 2025, Housing Register demand for 2 Bedroom for genuinely affordable rented family homes was 1,159 households, but demand for 3 Bedroom genuinely affordable rented family homes was 907 households. Therefore, the need for more 3 Bedroom homes is considered acute. Overall, the council wishes to increase the amount of genuinely affordable rent for all bedroom needs and does not anticipate that those requiring smaller accommodation will be disadvantaged by the adoption of this Family Housing Strategy.</p> <p data-bbox="490 1377 1877 1412">The equalities impacts on the groups with protected characteristics are likely to be largely positive.</p>

	Note: If your proposed strategy will require you to assess impact on staff, please consult your HR Relationship Manager.
Lead Officer	Name: Aaron Cahill Position: Housing Strategy Policy Lead Email: aaron.cahill@lbhf.gov.uk Telephone No: 07776 673096
Date of completion of final EIA	17/ 03 / 25

Section 02	Scoping of Full EIA		
Plan for completion	Timing: Complete within 3 days. Resources: Officer time and data provided by BiWork officers.		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.		
	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
	Age	Housing Register Applicants who are over the age of 65 are likely to be prioritised for homes from the Council's Sheltered Housing stock, therefore increasing the supply of more genuinely affordable family homes for rent is unlikely to have a negative impact on applicants over the age of 65 years old (Note: Applicants for sheltered housing should be 60 years or over. The Strategy makes reference to creating new incentives to encourage under-occupying older households living in council accommodation to downsize to sheltered housing or other council accommodation. Households giving up 2 bedrooms for a smaller property already have Band 1 status in the current Housing Allocation Scheme (2021). For children, the equality impacts are likely to be positive. Of the 2,782 households on the Housing Register, 1,974 (71%) had one child or more.	Positive

		Therefore, the increase in the supply of genuinely affordable rented housing will have positive impacts for the cohort of children in households needing 3 bedroom genuinely affordable rented homes.	
	Disability	Of the 2,782 households on the Housing Register, 201 (7%) are recorded as requiring an adapted property, either required full wheelchair adapted, limited mobility or some wheelchair use or poor mobility (eg, difficulty with stairs). Give the design limitations of most local authority and housing association housing stock, most new opportunities to house/re-house households with a member who uses a wheelchair, will be drawn from new build genuinely affordable rented housing. The adoption of this Family Housing Strategy will not hinder the supply of accessible housing for Disabled people. Clearly there are other impairments/long term health conditions beyond those applicants who use a wheelchair (or member of household), but it is not envisaged that increasing the supply of genuinely affordable rented housing will harm this cohort of need's prospects of rehousing.	Neutral
	Gender reassignment	No data is currently available from the Housing Register on applicants who have undergone gender reassignment.	N/K
			N/K
	Marriage and Civil Partnership	Of the 2,782 households on the Housing Register, 537 (19%) were couples with children and a further 42 (2%) were couples with no children. Increasing the supply of more genuinely affordable family homes for rent is likely to have a positive impact on applicants who are married or in a civil partnership.	Positive
	Pregnancy and maternity	Increasing the amount of genuinely affordable family housing for rent is likely to improve equality impacts for those who are pregnant or in maternity in the medium to long term, but in the short term is likely to have a neutral equalities impact.	Neutral
	Race	Of the 2,782 households on the Housing Register, 1,449 (52%) were identified as coming from a multiethnic background. The increase in supply of genuinely affordable family housing for rent is considered to have a positive equalities impact on households on the Housing Register.	Positive
	Religion/belief (including non-belief)	Of the 2,782 households on the Housing Register, 2,023 (73%) chose not to answer the question on their religion. The increase in supply of genuinely affordable family housing for rent is considered to have a neutral equalities impact on households on the Housing Register.	Neutral
	Sex	Of the 2,782 households on the Housing Register, approximately 50%/50% between male and female applicants. Of the 2,782, the lone parent cohort of need comprised 1,437 (52%), whose head of household is likely to be female.	Positive

		The increase in supply of genuinely affordable family housing for rent is considered to have a marginally positive equalities impact on households on the Housing Register.	
	Sexual Orientation	Of the 2,782 households on the Housing Register, 8 (main applicant) defined themselves as gay or lesbian. This is not considered statistically significant enough to analyse whether there will be positive or negative equalities impacts.	Neutral
<p>Human Rights or Children's Rights</p> <p>If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998?</p> <p>No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)?</p> <p>No</p>			

Section 03	<p>Analysis of relevant data</p> <p>Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.</p>
Documents and data reviewed	Equalities Comparison for the Housing Register and Permanent Allocations (20 August 2024)
New research	A full review of equalities data on allocations from the Housing Register from 1 April 2024 to 31 March 2025 will be undertaken during the Spring/Summer 2025 to inform the development of the 2026-31 Housing Strategy and associated documents.

Section 04	Consultation
Consultation	Ultimately this Strategy document is providing new impetus to what the Council should be doing to deliver more family housing, so consultation was not planned as part of the strategy development process. It should be noted that the 2021-26 Housing Strategy is expected to be subject to review and update later in 2025/early 2026. This Family Housing Strategy will be incorporated as part of that consultation process. In addition, the Local Plan review process has begun and the need for family housing for affordable and market purposes will feature in a Local Housing Needs Assessment which has been commissioned. The new Local Plan will be subject of public consultation and public inquiry and is currently scheduled to be adopted in Summer 2027. The council will ensure the consultation process is inclusive and groups that share protected characteristics that are most likely to be impacted are consulted as part

	of the process
Analysis of consultation outcomes	N/A

Section 05	Analysis of impact and outcomes
Analysis	<p>What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal, or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).</p> <p>Not Applicable at this stage but will feature in the consultation process referenced in Section 04 above.</p>

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	<p>Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for LBHF, and the overall outcome.</p> <p>Officers do not anticipate negative impacts by adopting the Family Housing Strategy.</p>

Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan

Section 08	Agreement, publication and monitoring
Senior Manager's sign-off	<p>Name: Adele Cooper Position: Assistant Director, Housing Improvement & Governance Email: adele.cooper@lbhf.gov.uk</p>

	Telephone No: 07810 507241 Considered at relevant DMT:
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 14 th July 2025 Key equalities issues have been included:
Equalities Advice (where involved)	Name: Yvonne Okiyo Position: Strategic Lead, Equity, Diversity and Inclusion Date advice / guidance given: 18.03.25 Email: Yvonne.okiyo@lbhf.gov.uk Telephone No: 07824 866 012