

Initial Screening Equality Impact Analysis Tool

Section 01	Details of Initial Equality Impact Screening Analysis
Financial Year and Quarter	2013-2014 – Q2
Name of policy, strategy, function, project, activity, or programme	Housing Development Programme – Business Plan 2013 - 2017
Q1 What are you looking to achieve?	<p>The Council recognises that there is an imbalance of tenures in the borough with a high proportion of both social (31 per cent) and private (23.4 per cent) rented accommodation and a low percentage of homeownership (44 per cent) when compared to London and England averages (Census, 2011).</p> <p>The Quarterly House Price Index produced by the Land Registry puts the average house price in Hammersmith and Fulham, as the 3rd highest in London and the 4th highest in the England, at £646,000 (Dec, 2012). A similar picture exists in the private rental sector with the average weekly rental for a three bedroom property costing over £500p/w. (Borough Profile, 2010)</p> <p>The high cost of market housing, both for owner occupation and for private rent, impacts on who can afford to live in the Borough. The household income required to rent a 2 bedroom property (lowest quartile rent) in the Borough is £56,100 and to purchase (lowest quartile market purchase) is £91,400. It is estimated that 58 per cent of younger working households (age 20-39 years) in H&F cannot afford to buy a 2/3 bedroom dwelling and private sector rents to earned income ratios are over 30 per cent. (Local Development Framework, 2010)</p> <p>The Council’s HomeBuy register has over 5,000 applicants (May 2013) with a range of incomes from under £11,000 to over £60,000 wishing to move into homeownership in the Borough. The largest proportion has annual household incomes of between £20,000 and £40,000. Currently, the Borough’s housing stock comprises circa 2 per cent affordable housing, excluding the social rented sector that would be affordable to this group.</p>

	<p>The Council has an aspiration to develop new affordable housing, as set out in the housing development programme business plan, to increase housing options for households on low to middle incomes. The Council will also encourage a reduction in Anti-Social Behaviour and crime by identifying areas, prone to these issues, as potential sites for the new housing development.</p> <p>The Council is concerned that the option to dispose of land to developers, be they housing associations or private sector developers, fails to maximise the financial return, gives limited control over what is built and takes away Council control of any affordable housing on the site.</p> <p>Further to the freedoms and flexibilities introduced by the Localism Act 2011 and the Housing Revenue Account Reform – together with the Council’s adopted Housing Strategy (2012) – recent legal and financial advice has confirmed that it is appropriate that the housing development programme can be undertaken directly by the Council, details of which are presented in the Business Plan 2013 – 2017.</p> <p>An Equality Impact Assessment (EqIA) is a process designed to ensure that a policy or project does not discriminate against any disadvantaged or vulnerable people. This assessment considered whether the Housing Development Programme Business Plan (2013 – 2017) is likely to have a positive or negative impact across the diverse communities in the borough. It concludes that the Housing Development Programme will have a positive impact on the following groups:</p> <ul style="list-style-type: none"> - Age (especially younger age groups) - Disabled people (and the Council recognises that some disabled people may require more assistance to benefit) - Race groups (BME in particular) - Women. 			
<p>Q2 Who in the main will benefit?</p>	<p>Age</p>	<p>The Council will be in compliance with the duty to which it is subject. In particular the Council recognises:</p> <ul style="list-style-type: none"> • The positive benefit for those on lower and mid-income to move into homeownership or provide more affordable housing products. • That younger households proportionately have a lower income and may require greater assistance to benefit from increased housing options. • Analysis from the Council’s HomeBuy register applicants supports this and demonstrates that a high proportion of households on low-middle incomes are from younger age groups. 	<p>M</p>	<p>+</p>

		<ul style="list-style-type: none"> The development of new affordable housing would directly benefit these groups. 		
	Disability	<p>The Council will be in compliance with the duty to which it is subject. In particular the Council recognises:</p> <ul style="list-style-type: none"> The positive benefit for those on lower and mid-income to move into homeownership or provide more affordable housing products. That disabled groups proportionately have a lower income and may require greater assistance to benefit from the increased housing options. That all new homes will be required to be built to life time homes and London Housing Design Guide Standards That, in line with planning policy, 10 per cent of the properties to be built will be wheelchair accessible, or easily adaptable for residents that are wheelchair users. 	L	+
	Gender reassignment	The Council will be in compliance with the duty to which it is subject.	L	+
	Marriage and Civil Partnership	The Council will be in compliance with the duty to which it is subject.	L	+
	Pregnancy and maternity	<p>The Council will be in compliance with the duty to which it is subject. In particular the Council recognises:</p> <ul style="list-style-type: none"> That the development of new affordable homes may cause the temporary loss of pram sheds. That this is likely to have a disproportionately greater effect on families with young children. That where possible the Council will attempt to provide new pram sheds, prior to the loss of any old pram sheds or agree a temporary alternative solution. 	L	+

	Race	The Council will be in compliance with the duty to which it is subject. In particular the Council recognises: <ul style="list-style-type: none"> • The positive benefit for those on lower and mid-income to move into homeownership or provide more affordable housing products. • Households from BME groups proportionately have a lower income and may require greater assistance to benefit from increased housing options. • That the analysis from the Council's HomeBuy register applicants supports this and demonstrates that a high proportion of households on low-middle incomes are from BME backgrounds. • That the delivery of new affordable homes would directly benefit these groups. 	M	+
	Religion/belief (including non-belief)	The Council will be in compliance with the duty to which it is subject.	L	+
	Sex	The Council will be in compliance with the duty to which it is subject. In particular the Council recognises: <ul style="list-style-type: none"> • The positive benefit for those on lower and mid-income to move into homeownership or provide more affordable housing products. • Single households, particularly females, have a disproportionately lower income. • That analysis from the Council's HomeBuy register applicants demonstrates that a high proportion of single households, particularly females, are disproportionately represented. • That the delivery of new affordable homes would directly benefit these groups. 	M	+
	Sexual Orientation	The Council will be in compliance with the duty to which they are subject.	L	+
Human Rights and Children's Rights				

	The development and operation of both companies will not affect Human Rights, as defined by the Human Rights Act 1998 or Children's Rights, as defined by the UNCRC (1992).
Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?	Yes, through increased housing opportunities within the Borough, in particular affordable homes.
Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?	No