

# Appendix 1

## CYC Equalities Impact Assessment High Level Strategies

<b>Name of Strategy</b>	<b>Who is conducting this EIA?</b>
Private Sector Housing Strategy 2008-2013	Name: Paul McCabe
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<b>Describe the Strategy:</b>	
What is the purpose of the strategy (describe in simple, easy to understand terms)	
The strategy sets out what the council and its partners will do to help improve the standard of private sector homes in the city, including the management and maintenance of privately rented dwellings. A key focus is to address those dwellings that fail to meet the Decent Homes Standard and/or present a risk to a person's health and safety.	

## Equality Aims in the Strategy

	Yes	No	Explanation and Evidence
<p>Does the Strategy have an equalities statement (or vision / policy) that specifically mentions the 6 strands?</p> <p>(race, disability, gender, sexual orientation, religion and belief and age)</p>	✓		<p>The strategy contains a statement about how the council and its partners will seek to work with everyone, regardless of ethnic background, age, disability, gender, religion or sexual orientation to address poor conditions with the private sector housing stock.</p> <p>It also says the council and its partners will continually strive to ensure that services are accessible and relevant to the increasing diverse communities of York and seek to ensure the specific needs or particular groups are fully understood.</p>
<p>How did you decide what went into this statement?</p>	Identified through discussion at the multi agency steering group developing the strategy		
<p>Has it been agreed by all partners?</p>	✓		<p>Agreed by members of the multi agency steering group behind the strategy.</p>
<p>What processes are in place to monitor progress on achieving this statement?</p>	<p>Progress against the strategy will be undertaken at regular intervals and reported to the multi agency steering group and elected members annually. This will include an opportunity for annual review of the key aims and objectives.</p> <p>The council will commission a private sector house condition survey at regular intervals (every 5 years) to include an assessment of the needs of households within the six equality strands and develop a strategy around these needs.</p>		

Whom will this be reported to?	The multi agency steering group and elected members.
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## Development of the Strategy

Has the Strategy considered:	Yes	No	Explanation and Evidence
The make up of the local population as the time of writing the strategy?	✓		The strategy provides a section outlining key facts about York and points to increasing diversity within the city, and especially the growth in the number of older households and younger (largely student) households. It also points to the larger proportion of people with a disability and/or longer term care need (as a result of people living longer).
Potential changes to the local population over the life of the strategy?  e.g. aging population (and therefore an increase in disabled people), increasing Black and minority ethnic population etc.	✓		The aging population is a key theme within the strategy and measures have been set out specifically to address the future needs of such households. Similarly, specific actions and targets have been designed around the needs of disabled households and younger households. There were no ethnically specific actions as there was no evidence of ethnically specific needs relating to housing conditions in the private sector.
How information on different communities' needs is collected and used by the council and partners. E.g. to:  a. plan and manage services b. develop indicators/targets	✓		The survey research on which the strategy is based included an assessment of the household characteristics based around the six equality themes (except sexual orientation).  The key findings from the survey were used to identify the strategic aims and objectives within this strategy.

c. monitor progress			These include objectives to address the needs of older households, vulnerable households and disabled households. No specific needs were found for the other equality strands relating to housing conditions in the private sector.
Any limitations of current data and what will be done to address this?	✓		<p>We recognise that our knowledge of the needs of relatively small BME groups in the city can always be improved and may not always be adequately captured within the context of a quantitative survey such as the one underpinning this strategy.</p> <p>We have recently commissioned (along with other local authorities in the sub region) a BME / Migrant worker housing and housing related support needs assessment that will take a more qualitative approach. We are hoping this will give us new insights into the needs of these groups that will compliment the survey findings we already have.</p>

## Community Cohesion

Has the Strategy considered:	Yes	No	Explanation and Evidence
Any past and current community tensions in the local area?	✓		<p>The strategy recognises that community tensions can, and have been, created between the settled community and transient student households in certain parts of the city. The strategy seeks to improve management of shared housing to minimise potential problems.</p> <p>There was no other evidence of any community tensions arising between any of the other equality strands arising</p>

			from the house condition survey.
Neighbourhoods / wards on which to focus community cohesion/building initiatives?		✓	Outside the remit of this strategy
Development and capacity building of appropriate local organisations which could assist with developing and improving community cohesion?			Outside the remit of this strategy
What actions are being taken to promote community cohesion?			

## Equality Legal Duties

What actions are in the strategy to promote our legal duties to:	Yes	No	Explanation and Evidence
Eliminate <u>discrimination and harassment</u> on the grounds of race, disability, gender, age, sexual orientation and religion and belief?	✓		<p>The strategy contains a statement about how the council and its partners will seek to work with everyone, regardless of ethnic background, age, disability, gender, religion or sexual orientation to address poor conditions with the private sector housing stock.</p> <p>It also says the council and its partners will continually strive to ensure that services are accessible and relevant to the increasingly diverse communities of York and seeks to ensure the specific needs of particular groups are fully understood.</p>

			A specific BME and Migrant worker housing and housing related support needs study has recently been commissioned and is due May 2009.
Promote <u>equality of opportunity</u> between Black and minority ethnic (BME) and white British people, disabled and non-disabled and men and women?	✓		The strategy sets out objectives to help households who may be vulnerable or disabled to remain in their own homes and in their own community. Its aim is to prevent customers becoming depressed and socially isolated, giving them back their independence and confidence and helping them to set up coping mechanisms which will hopefully stop them becoming ill and needing a more formal care package.
<u>Promote good relations</u> between different ethnic groups (not just BME and white British people)		✓	Outside the specific remit of this strategy
Promote <u>positive attitudes</u> towards disabled people (and other communities)	✓		The answer to the 2 <sup>nd</sup> duty (and the one below) also covers this.
Promote <u>participation by disabled people</u> in public life?	✓		See comment above. Also the strategy sets out objectives to help households who may be vulnerable or disabled to remain in their own homes and in their own community. Its aim is to prevent customers becoming depressed and socially isolated, giving them back their independence and confidence and helping them to set up coping mechanisms which will hopefully stop them becoming ill and needing a more formal care package.
N.B. These duties apply to everyone – private, public and voluntary and community sectors. Therefore they apply to organisations providing services or goods on our behalf (and it's our responsibility to make sure they are complying with equalities legislation in this capacity).			

## Links from this Strategy to other Strategies or Policies / Working Practices

	Yes	No	Explanation and Evidence
Do any policies or other strategies need to be changed to reflect the objectives or actions in this strategy?	✓		Grants and assistance policy (older households, vulnerable households, disabled households, households with children) Policies to do with the regulation of shared housing
Do any policies or other strategies that sit under this strategy need to be Equality Impact Assessed?	✓		Any changes to policy will be subject to EIA
Who will do this?	Ruth Abbott, Housing and Adult Social Services.		



## Implementation

	Yes	No	Some	Explanation and Evidence
Do staff / partners have the skills and capacity to achieve the equality aims and actions in this strategy?	✓			The skills and capacity required to take forward the strategy and the specific equality aims are already present in the organisations that will be taking them forward.
If not, how is this being addressed?				

## Involvement & Consultation

	Yes	No	Explanation and Evidence
What consultation mechanisms are in place to engage the views of communities on this strategy?			<p>The strategy is primarily concerned with addressing poor conditions with the private sector housing stock. It is based upon a large scale survey of private sector dwellings selected at random across the city. The survey is statistically robust.</p> <p>The survey questionnaire provided households with an opportunity to indicate their ethnicity, age of head of household, disability, gender and economic status. It also asked households about what their first language is.</p>
Are consultation methods inclusive and accessible?	✓		<p>The survey research on which the strategy was based, was largely quantitative and therefore there is a possibility that it did not adequately reach some of the smaller equality groups in the city. However, it was a statistically robust piece of work. The survey was offered in a range of formats and languages and telephone support was available.</p> <p>We have recently commissioned a supplementary piece of research to help fill any gaps in knowledge of BME / migrant worker housing needs and this will take a more qualitative approach.</p>
Have you actively sought the views of groups from the 6 equality strands on this strategy?	✓		<p>The survey questionnaire provided households with an opportunity to indicate their ethnicity, age of head of household, disability, gender and economic status. It also</p>



<p>(either individuals or community or voluntary groups)</p> <p>If so, which groups?</p>			<p>asked households about what their first language is.</p> <p>There was evidence of a growing need for aids and adaptations to help people stay in their own homes for longer.</p>
<p>Are there arrangements in the strategy for on-going dialogue with groups from the 6 equality strands?</p>			<p>No plans to report directly back to households from the six equality groups but will be reporting regularly to the multi agency steering group comprising agencies that support and represent the views of people from the equality strands like York Racial Equality Network</p>
<p>How are these views used in the strategy decision making processes?</p>	<p>N/A</p>		
<p>Will groups from the 6 strands be involved in setting priorities or targets in the strategy and assessing progress on these?</p>			<p>We consulted households taking part in the research survey on the key findings and asked for help in setting future priorities.</p>

## Communication

	<b>Explanation and Evidence</b>
How has the Strategy been communicated to partners and the public?	The strategy was developed through a multi agency steering group (which included representatives from Age Concern, York Racial Equality Network, City of York Council Children’s Services). Findings from the survey were reported back to households taking part in the survey and extensively covered in the local media. The strategy was approved at a public meeting of the Housing and Adult Social Services EMAP in December 2008.

## Partnerships

<b>Has this strategy stimulated any specific areas for partnership development or improvement?</b>	<b>Yes</b>	<b>No</b>	<b>Explanation and Evidence</b>
Community involvement?		✓	Outside the remit of the strategy
Consultation mechanisms?		✓	Outside the remit of the strategy
Community cohesion and equality (e.g. fulfilling legislative duties)?		✓	Outside the remit of the strategy

Assessment and analysis of specific community needs?	✓		The strategy set specific objectives to address the needs of: Older households Younger households Disabled households
Development or improvement of data and profiling of data?	✓		Follow up research recently commissioned to help find out the needs of the harder to reach (i.e. smaller in number) groups.
Monitoring and evaluation of the strategy?	✓		Unlike previous years we will regular monitor progress through an ongoing multi agency steering group
Equalities Impact Assessments?	✓		First year one has been carried out for this area of work.
Priority setting?	✓		The strategy set specific objectives to address the needs of: Older households Younger households Disabled households