

## Equality Analysis

<b>Directorate:</b> Community Wellbeing <b>Service Area:</b> Housing Strategy & Policy	<b>Lead Officer:</b> Marta Imig <b>Date completed:</b> 06 December 2021
<b>Service / Function / Policy / Procedure to be assessed:</b>  Key Worker Housing Policy	
<b>Is this:</b> New / Proposed <input type="checkbox"/> Existing/Review <input checked="" type="checkbox"/> Changing <input type="checkbox"/>	<b>Review date:</b> 5 years from date of inception.

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

**What are the aims and objectives/purpose of this service, function, policy or procedure?**

The Housing Strategy 2020-25 sets the strategic direction for the Council in its ambition that local residents have access to suitable and affordable housing options locally.

The final strategy contains three strategic priorities, and an associated Action Plan:

1. Enabling the delivery of more affordable homes across a range of tenures.
2. Promote independence and wellbeing to enable residents to remain living independently.
3. Prevent homelessness and rough sleeping.

Within the Housing Strategy, there is an action under priority 1 that specifically focuses on key worker accommodation. This action indicates that Spelthorne Borough Council will work with Knowle Green Estates to establish the demand for key worker accommodation locally, to address both current and future needs. This policy is to ensure that key workers are prioritised for good quality, affordable, local housing. It is framed around the broad principles of what Spelthorne Borough Council wants to deliver as part of a key worker housing scheme and forms a policy that will be reviewed and improved as Knowle Green Estates homes are delivered. This policy was initially designed for Benwell Phase 1, following a 12 month period of reflection and learning, it has been reviewed in preparation for the Victory Place Scheme.

**Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?**

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment	✓	
Advancing equality of opportunity	✓	
Fostering good community relations	✓	

**If not relevant to any of the three equality duties and this is agreed by your Head of Service**, the Equality Analysis is now complete - please send a copy to **NAMED OFFICER**. **If relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

## PART B: Full Equality Analysis.

### Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<b>What outcomes are sought and for whom?</b>	<p>The main outcome of the policy is to ensure key workers who live or work in the borough have access to good quality, affordable, local homes.</p> <p>Affected groups will include (not exhaustive):</p> <ul style="list-style-type: none"><li>• All adults (and associated dependants) who are defined as a Key Worker within Spelthorne Borough Councils definition (outlined in detail in the proposed policy);</li><li>• Those who are unable to access the housing market locally due to high property prices and increasing rents;</li><li>• Partners involved in the delivery of affordable key worker housing, such as Registered Providers, property developers, private landlords, health and social care providers;</li><li>• Housing Options Staff at Spelthorne Borough Council.</li></ul>
<b>Are there any associated policies, functions, services or procedures?</b>	<p>Corporate Plan Capital Strategy Health &amp; Wellbeing Strategy Local Plan Economic Development Strategy Asset Management Plan Housing Act 1996 (as amended by various) Housing Strategy Homelessness Strategy</p>
<b>If partners (including external partners) are involved in delivering the service, who are they?</b>	<p>Whilst Knowle Green Estates and potential other partners have a role in delivering key worker housing, the overall policy is the responsibility of Spelthorne Borough Council.</p>

## Step 2 – What does the information you have collected, or that you have available, tell you?

**What evidence/data already exists about the service and its users?** (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

### General Spelthorne context

Almost half of Surrey’s 20 most deprived super output areas are in Spelthorne. Three are in the ward of Stanwell North, two in Ashford North and Stanwell South and one in each of Ashford East and Sunbury Common. Spelthorne has the highest number of lone parent families and the highest level of child poverty in Surrey; it also has the highest under-18 conception rate in the county. That said, residents are largely healthy, with life expectancy for both males and females slightly above the national average.

Although the number of VAT and/or PAYE-registered business has fallen slightly over the past four years, Spelthorne has a low rate of unemployment: 1.4% of those economically active aged 16 to 64, compared to the South East (2.2%) and UK as a whole (3.5%). Heathrow Airport is a significant local employer, with 8.3% of Spelthorne’s working population employed there. Significantly, 21.5% of those in work in Stanwell North are in low level employment compared to an average of 11.6% in Surrey. Average wages are slightly above regional averages at £630 per week for full-time employees.

Whilst house prices remain well above the national average, most residents are owner-occupiers (73%), followed by private rented (13%) and social rented (12%).

### Gender / gender identity

Census data from 2011 shows that 50.5% of residents in Spelthorne were female, with the remaining 49.5% being male. There is no data known to be held in relation of other gender identities.

Source: ONS Census, 2011 - neighbourhood statistics for residents aged 16 to 74

*A White Paper published in December 2018 (Help shape our future: the 2021 Census of population and housing in England and Wales) sets out the Office for National Statistics’ (ONS) recommendations for what the census should contain and how it should operate. The White Paper recommends that the census in 2021 includes a question about gender identity, asking respondents whether their gender is the same as the sex they were registered as at birth. The question will be separate from the question about sex (i.e., whether the respondent is male or female), which will be phrased in the same way as previous years. There is currently no official data about the size of the transgender population (the word ‘transgender’ is used here to describe people whose gender identity does not match the sex they were assigned at birth). The Government Equalities Office (GEO) has said that there may be 200,000 to 500,000 transgender people in the UK, but stresses that we don’t know the true population because of the lack of robust data. The ONS has identified user need for official estimates in order to support policy-making and monitor equality duties.*

Source: <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-8531>

## Age

Spelthorne has a slightly lower population of under-30s (34%) compared to the rest of the country (37%), and a slightly higher population of 30-69 year olds (42%) compared with the UK average of (40%), The number of 70+ is 23%, which is broadly in line with the rest of the UK (24%).

Source: <https://commonslibrary.parliament.uk/local-data/constituency-statistics-population-by-age/>

## Ethnicity

The ethnic make-up of Spelthorne is largely in line with the UK average, although we have more residents who identify as Asian and fewer residents who identify as Black than the national average.

Ethnic group	Spelthorne		Region	UK
	Number	%	%	%
White	83,455	87.3%	90.7%	87.2%
Mixed	2,382	2.5%	1.9%	2.0%
Asian	7,295	7.6%	5.2%	6.9%
Black	1,545	1.6%	1.6%	3.0%
Other	921	1.0%	0.6%	0.9%
Total	95,598	100.0%	100.0%	100.0%

Source: <https://commonslibrary.parliament.uk/home-affairs/communities/demography/constituency-statistics-ethnicity/>

## Disability

*As of July 2019 there were around 2,020 PIP claimants in Spelthorne constituency. In comparison, there was an average of 2,500 claimants per constituency across the South East. Within Spelthorne, psychiatric disorders were the most common reason for claiming PIP. They accounted for 37% of awards, compared to 36% in Great Britain. 'Psychiatric disorders' include anxiety and depression, learning disabilities and autism. The second most common reason for awards was musculoskeletal disease (general), which accounted for 17% of awards within the constituency and 21% in Great Britain. Musculoskeletal disease (general) includes osteoarthritis, inflammatory arthritis and chronic pain syndromes.*

Source:

<http://data.parliament.uk/resources/constituencystatistics/personal%20independence%20payment/PIP%20claimants%20in%20Spelthorne.pdf>

## Religion

Residents of Spelthorne predominately identify themselves as either Christian or having no religion. There is a smaller Muslim population compared with the national average, but a larger Hindu and Sikh population.

	Constituency		Region	UK
	Number	%	%	%
<b>Has religion</b>	<b>67,392</b>	<b>70.5%</b>	<b>65.0%</b>	<b>66.7%</b>
of which				
Christian	60,954	63.8%	59.8%	58.8%
Muslim	1,808	1.9%	2.3%	4.5%
Hindu	2,332	2.4%	1.1%	1.4%

Buddhist	420	0.4%	0.5%	0.4%
Jewish	206	0.2%	0.2%	0.4%
Sikh	1,325	1.4%	0.6%	0.7%
Other	347	0.4%	0.5%	0.4%
<b>No religion</b>	<b>21,511</b>	<b>22.5%</b>	<b>27.7%</b>	<b>26.1%</b>
<b>Not stated</b>	<b>6,695</b>	<b>7.0%</b>	<b>7.4%</b>	<b>7.2%</b>

Source: <https://commonslibrary.parliament.uk/home-affairs/communities/constituency-data-religion/>

### Sexual orientation

*There is no accurate dataset which can be used to reflect solely Spelthorne. The White Paper recommends asking a new question about sexual orientation. The ONS has identified a user need for better data on sexual orientation – particularly for small areas – to inform policy-making and service provision, as well as monitoring equality duties. The ONS has previously used the Annual Population Survey (APS) to estimate the size of the lesbian, gay and bisexual (LGB) population in the UK. According to these estimates, just over 1 million people identified as LGB in 2016 (around 2% of the population). However, the sample population used in the APS isn't big enough to provide robust estimates of the LGB population in smaller areas.*

Source: <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-8531>

### Marriage / Civil Partnership

More people in Spelthorne are married compared to the rest of England and Wales, and fewer people identify as single.

<b>Marital Status</b>	<b>Spelthorne</b>		<b>England and Wales</b>	
All usual residents aged 16+	78,089		45,496,780	
Single (never married or never registered a same-sex civil partnership)	24,562	31%	15,730,275	35%
Married	38,984	50%	21,196,684	47%
In a registered same-sex civil partnership	153	0%	104,942	0%
Separated (but still legally married or still legally in a same-sex civil partnership)	2,042	3%	1,195,882	3%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6,870	9%	4,099,330	9%
Widowed or surviving partner from a same-sex civil partnership	5,478	7%	3,169,667	7%

## Key Workers

The Council commissioned a piece of research regarding the likely demand for accommodation amongst key workers, and the sectors in which those key workers are employed. This research provided valuable insight into the demand particularly for key workers in education, health and social care, and public safety and national security.

Based on the Council's definition, 24% of employed Spelthorne residents aged 16-64 are key workers (12,000 people).

<b>Approximate key worker figures in Spelthorne:</b>	<b>Health</b>	<b>Education</b>	<b>Social Care</b>	<b>Public Order</b>
	3,480	4,800	1,920	1,440

<b>Estimated age distribution of key workers in Spelthorne</b>	<b>Aged 20-29</b>	<b>Aged 30-39</b>	<b>Aged 40-49</b>	<b>Aged 50-64</b>
	19%	24%	25%	27%

The majority (71%) of key worker housing need in Spelthorne relates to women.

<b>Married / Civil Partnership status of key workers in Spelthorne</b>	<b>Single, never married</b>	<b>Married, living with spouse</b>	<b>Other</b>
	32%	56%	12%

<b>Household make-up of key workers in Spelthorne</b>	<b>No Children</b>	<b>1 Child</b>	<b>2 Children</b>	<b>3 Children</b>	<b>4+ Children</b>
	51%	21%	22%	4%	1%

<b>Housing status of key workers in Spelthorne</b>	<b>Owner occupier</b>	<b>Local Authority</b>	<b>Registered Provider</b>	<b>Private rental sector</b>	<b>Employer and other</b>
	73%	4%	4%	16%	3%

Overall, 2,100 (17.5%) is an estimate of the volume of key workers in Spelthorne that likely have some propensity to consider rental accommodation. The propensity to take up renting is particularly high in Health and Social care.

As a result of Covid-19, demand for key worker roles may increase in the future due to reduction in employment elsewhere in Spelthorne, for example, BP and Heathrow airport redundancies. The potential impact of Brexit and the need to make key worker jobs attractive (particularly health and social care) will also have an effect. The short property market boom is also likely to drop when stamp duty exemption is lifted. There has been a rise in the proportion of those looking for accommodation with a garden, close access to green spaces and with space for homeworking. Many key workers have roles that are 'frontline' and therefore do not work from home, but consideration must be given to those in couples. Gross median annual earnings within Spelthorne are approximately £30,000 p.a. Taking this in to consideration, 50% of those in

Health; 100% in Social Care; 80% in Education; approximately 80% across Public Services and Transport; and 30% in Public Order are potentially needing of support (i.e. they are in key worker posts and earning below the median wage for the area). Two- bedroom units seem a relatively central offer (Spelthorne has significant proportions of young couples with and without children) and multiple occupancy involving 3 or 4 adults. The research does not detail analysis of the commuting patterns of key workers into and out of Spelthorne. However, the 2020 survey of Surrey and Sussex Police suggests that, of those who do not live in the County in which they work, around 45% would prefer to do so.

Based on all data, the research arrived at an estimated key worker housing need figure of 1,400 in Spelthorne. The figure of 1,400 is partly based on need, in terms of identifying early career key workers with lower earnings. Demand will partly reflect awareness of opportunities, and across respondents to the Surrey and Sussex Police study, less than 50% were aware of key worker housing.

**Has there been any consultation with, or input from, customers / service users or other stakeholders?** If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

A consultation with Knowle Green Estates has been carried out on the policy.

**Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?**

None



### Step 3 – Identifying the negative impact.

#### a. Is there any negative impact on individuals or groups in the community?

##### **Barriers:**

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

\* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

##### **Solutions:**

What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

Equality Themes	Barriers/Impacts identified	Solutions (ways in which you could mitigate the impact)
<b>Age</b> (including children, young people and older people)	Young people aged 16-17 cannot hold tenancies and so housing options are severely limited.	Young people aged 16-17 receive enhanced services via the Surrey Joint Protocol. They have access to specialist young peoples homelessness accommodation.

	<p>Older people may be less likely to access our services when needed. This includes those that are retired from employment and will be excluded from key worker accommodation.</p> <p>Those aged 18-39 may have reduced access to social housing as a result of welfare policies as well as local landlord policies (age restrictions)</p>	<p>Older people have greater access to social housing via age restrictions across the A2Dominion stock. This includes sheltered and extra care homes.</p> <p>Spelthorne Borough Council has a Discretionary Housing Payment pot which this group can access in case of hardship. Under the Spelthorne Borough Council Housing Strategy 2020-25, A2Dominion have agreed to a comprehensive review of age restrictions in Spelthorne.</p>
<b>Disability</b> (including carers)	<p>Anecdotally we know that physically disabled people accessing settled accommodation in Spelthorne have much more limited options available to them due to property adaptation requirements.</p>	<p>See action 1.3 of the Homelessness and Rough Sleeping Strategy action plan – we will review the availability of accessible accommodation options for this affected group. Spelthorne Borough Council also offers Disabled Facilities Grants and handy person services to help residents live independently in their current home.</p>
<b>Gender</b> (men and women)	<p>As noted above from the independent research, the majority (71%) of key worker housing need in Spelthorne relates to women which may consequently see the housing of more female key workers than males.</p>	<p>Male key workers will still have the same access opportunities as female key workers but due to less male uptake in these roles, females will most likely make-up the majority of key worker nominations.</p>
<b>Race</b> (including Gypsies & Travellers and Asylum Seekers)	<p>Accommodation for people seeking asylum is the responsibility of the Home Office. Provision for pitches for gypsies and travelling showpeople are dealt with under the Local Plan.</p>	n/a
<b>Religion or belief</b> (including people of no religion or belief)	<p>No negative impacts have been identified.</p>	n/a
<b>Gender Re-assignment</b> (those that are going through transition: male to female or female to male)	<p>Where individuals are transitioning, they may be impacted if they are placed into accommodation with shared facilities.</p>	<p>It is intended for key worker accommodation to be self-contained units.</p>
<b>Pregnancy and Maternity</b>	<p>As part of the key worker policy, it is a requirement for residents to have at least one tenant in the household who remains eligible under the policy. If nobody is eligible as a key worker at the point of the 12-month tenancy review, possession action</p>	<p>After a period of maternity leave, if a resident does not return to their key worker employment (or similar under the policies eligibility criteria) and becomes ineligible for key worker housing, Knowle Green Estates Ltd. and the Council's Housing Options service will work together to prevent and relieve</p>

	<p>will commence. This group may be impacted if a tenant decides not to return to their key worker employment after a period of maternity leave.</p> <p>Furthermore, depending on the family make-up, the tenants may also become overcrowded depending on the size of the property.</p>	<p>homelessness amongst households whose tenancies are not being renewed.</p> <p>If the keyworker's household composition has changed since the last review which would otherwise make the household ineligible for the size of home they occupy, then they may be required to transfer to a larger property. Furthermore, tenants may make an application to the Council's housing register where their housing need will be assessed for overcrowding as outlined in Part 10 of the Housing Act 1985 and in line with the Council's Housing Allocation's Policy.</p>
<p><b>Sexual orientation</b> (including gay, lesbian, bisexual and heterosexual)</p>	<p>No negative impacts have been identified.</p>	<p>n/a</p>

#### Step 4 – Changes or mitigating actions proposed or adopted

**Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?**

No changes required.

#### Step 5 – Monitoring

**How are you going to monitor the existing service, function, policy or procedure ?**


The Housing Strategy 2020-25 including the action plan and tasks within it will be monitored by the Council's Strategic Housing Group who meet monthly.

This policy will be reviewed and improved as Knowle Green Estates key worker homes are delivered. The next review is anticipated to be due 5 years from inception. Any required changes to the policy will be recommended to elected members (where required) as a result.

## Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a

Equality Analysis approved by:

Group Head: 	Date: 04/02/2022
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Please send an electronic copy of the Equality Analysis to the Equality & Diversity Team and ensure the document is uploaded to the EA Register which will be available to the public:

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