

Equality Analysis

Directorate: Community Wellbeing Service Area: Housing Strategy & Policy	Lead Officer: Marta Imig Date completed: 11th August 2022
Service / Function / Policy / Procedure to be assessed: Housing Strategy Contract Performance Summary 2021-22	
Is this: New / Proposed <input type="checkbox"/> Existing/Review <input checked="" type="checkbox"/> Changing <input type="checkbox"/>	Review date: Contract terms vary, but performance for all Housing Strategy contracts is reviewed quarterly, and this overall performance evaluation will be undertaken annually.

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 purpose of contract performance management is to monitor the performance of service providers against Key Performance indicators and other specified contract requirements for each of the Housing Strategy contracts, in line with the Council's procurement policies and procedures relating to Contract Management.

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)

<p>What outcomes are sought and for whom?</p>	<p>The outcome is to ensure that the best value services are provided for the Housing Strategy contracts for Spelthorne.</p> <p>Affected groups will include (not exhaustive):</p> <ul style="list-style-type: none"> • All residents in the borough who benefit from the services, primarily households and individuals who are at risk of homelessness or threatened with homelessness, and those with complex support needs who are eligible to be housed in the borough; • Partners involved in the delivery of services, including service providers (advice services, property managers, cleaners, gardeners, housing support charities, etc.) Registered Social Landlords, Adult Social Care, Criminal Justice, and Health services, and internal Spelthorne Borough Council departments
<p>Are there any associated policies, functions, services or procedures?</p>	<p>Corporate Plan 2021-23 Health & Wellbeing Strategy 2022-2027 Housing Act 1996 (as amended by various) Housing Strategy 2020-2025 Homelessness and Rough Sleeping Strategy 2020-2025 Local Plan (and associated planning policies)</p>
<p>If partners (including external partners) are involved in delivering the service, who are they?</p>	<p>The key partners are the service providers for 2021/22:</p> <p>A2 Dominion Citizens' Advice Runnymede & Spelthorne Look Ahead Care and Support Metropolitan Thames Valley Housing Proof Facilities Management Spelthorne Borough Council Neighbourhood Services Spelthorne Rentstart</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

According to the Indices of Deprivation 2019, the most deprived borough in Surrey is Spelthorne. 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.

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%).

We're awaiting the full release of the 2021 census data so existing data is based on the 2011 census. First release of the new census data highlights a population increase in Spelthorne by 7.7%, from around 95,600 in 2011 to 103,000 in 2021. Spelthorne is the 14th most densely populated of the South East's 64 local authority areas with 2,295 of residents per square kilometre. Initial data also provides updates to both categories of age and sex as outlined below.

Gender / gender identity

Census data from 2021 shows that 50.9% of residents in Spelthorne were female, with the remaining 49.1% being male. There is no data known to be held in relation of other gender identities.

Source: ONS Census, 2021 – Population and household estimates, England and Wales: Census 2021

A White Paper published in December 2018 (Help shape our future: the 2021 Census of population and housing in England and Wales) set out the ONS recommendation for what the census should contain and how it should operate. The White Paper recommended that the census in 2021 include a question about gender identity, asking respondents whether their gender is the same as the sex they were registered as at birth. The question is separate from the question about sex (i.e., whether the respondent is male or female), which is 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 and has added a voluntary question on gender identity for people age 16 years and over. The 2021 data set has not yet been published by the ONS.

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

Age

Spelthorne has a slightly lower population of under-30s (33%) compared to the rest of the country (36%), and a slightly higher population of 30-69 year olds (53%) compared with the national average of (51%), The number of 70+ is 14%, which is broadly in line with the rest of the nation. Source: ONCS Census, 2021 – Population and household estimates, England and Wales: Census 2021.

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	%	%	%
Has religion	67,392	70.5%	65.0%	66.7%
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%
No religion	21,511	22.5%	27.7%	26.1%
Not stated	6,695	7.0%	7.4%	7.2%

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.

Marital Status	Spelthorne		England and Wales	
	Count	Percentage	Count	Percentage
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%

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.

Yes, there is ongoing input with service users through satisfaction surveys for contracts for client-facing services. And for the management of White House and Harper House, local residents were informed prior to the openings and neighbours were invited to visit and participate.

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

Yes, there are quarterly contract review meetings and performance reports, plus additional meetings and reports for some contracts depending on the contract and service requirements. Details are included in the Housing Strategy Contract Performance Summary 2021-2022 report.

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)
Age (including children, young people and older people)	<p>Young people aged 16-17 cannot hold tenancies and so housing options are severely limited.</p> <p>Families are excluded from Floating Support, Housing First and Spelthorne Rentstart, these services are only for single people and childless couples, and White House is only for single people.</p>	<p>Young people aged 16-17 receive enhanced services via the Surrey Joint Protocol. They have access to specialist young peoples' homelessness accommodation.</p> <p>Families facing homelessness receive advice and assistance via the Council's Housing Options team who will assess their needs and offer support to find and secure alternative accommodation. Families that require additional help are referred to North East Surrey Family Support Team who work with the family as a unit and the children individually to understand and address support needs. Safeguarding of children is a priority.</p>
Disability (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 potential property adaption requirements.</p> <p>Harper House and White House have some specifically-designed disabled accommodation units and communal kitchens, but the provision remains limited.</p>	<p>The Council offers Disabled Facilities Grants which can be used to enable property aids and adaptations to ensure independence is retained.</p> <p>Spelthorne Personal Alarm Network enables residents to live at home independently with the confidence to know that if they fall or have a medical emergency that help is at hand.</p> <p>The Council has also recently reviewed the availability of accessible accommodation options for this affected group and are working with Knowle Green Estates on future developments to ensure future homes meet resident needs.</p>
Gender (men and women)	No negative impacts have been identified.	Please note data collection through monitoring of outcomes (as mentioned below) for the Council to better understand if there are any differences in success rates between different genders.

		The service should aim to be wholly inclusive for people who identify as non-binary or gender fluid.
Race (including Gypsies & Travellers and Asylum Seekers)	No negative impacts have been identified.	For contracts which provide a service directly to residents (for example, Citizens' Advice or Spelthorne Rentstart, rather than general services such as cleaning or grounds maintenance) outcomes should be monitored by the service provider and shared with Spelthorne Borough Council on a regular basis, data returns should be completed by the service provider detailing both the outcomes and information relating to equality and diversity. The Council aims to use this data to inform future policy improvements and will be able to determine success rates between different groups, e.g. genders, people of different ethnic origins, etc.
Religion or belief (including people of no religion or belief)	No negative impacts have been identified.	Please note data collection through monitoring of outcomes (as mentioned below) for the Council to better understand if there are any differences in success rates between different groups.
Gender Reassignment (those that are going through transition: male to female or female to male)	No negative impacts have been identified.	Please note data collection through monitoring of outcomes (as mentioned below) for the Council to better understand if there are any differences in success rates between different groups.
Pregnancy and Maternity	Families are excluded from Floating Support, Housing First and Spelthorne Rentstart, these services are only for single people and childless couples, and White House is only for single people.	Families facing homelessness receive advice and assistance via the Council's Housing Options team who will assess their needs and offer support to find and secure alternative accommodation. Families that require additional help are referred to North East Surrey Family Support Team who work with the family as a unit and the children individually to understand and address support needs. Safeguarding of children is a priority.
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	No negative impacts have been identified.	Please note data collection through monitoring of outcomes (as mentioned below) for the Council to better understand if there are any differences in success rates between different groups.

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 ?

Contract performance will continue to be monitored through quarterly contract review meetings and performance reports, plus additional meetings and reports for some contracts depending on the contract and service requirements.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
N/A	N/A	N/A	N/A

Equality Analysis approved by:

Group Head:

Date: