

## Equality Analysis

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| <b>Directorate:</b> Community Wellbeing<br><b>Service Area:</b> Housing Strategy & Policy   | <b>Lead Officer:</b> Marta Imig<br><b>Date completed:</b> 21 October 2022   |
| <b>Service / Function / Policy / Procedure to be assessed:</b><br>Housing Register Applications by Housing Register Banding and Calculated Bedroom Need – 22 September 2022 |   |
| <b>Is this:</b><br>New / Proposed <input type="checkbox"/><br>Existing/Review <input checked="" type="checkbox"/><br>Changing <input type="checkbox"/>                      | <b>Review date:</b> The figures are reviewed every 6 months for inclusion on the Spelthorne Borough Council website or otherwise available for information purposes as may be required. |

**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 the report is to summarise the number of applicants on the Housing Register by their Housing Register Banding and calculated bedroom need, to be included on the Spelthorne Borough Council website and otherwise available for information purposes as may be required.

**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)

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|--|---|
| <b>What outcomes are sought and for whom?</b>  | The outcome is to ensure that up-to-date figures for the demand for social housing through the Housing Register, banded according to need as per the Council's Housing Allocations Policy, are available for inclusion of the Spelthorne Borough Council website and otherwise for information purposes as may be required. |
| <b>Are there any associated policies, functions, services or procedures?</b>                           | Corporate Plan<br>Health & Wellbeing Strategy<br>Local Plan<br>Economic Development Strategy<br>Housing Act 1996 (as amended by various)<br>Housing Strategy<br>Homelessness and Rough Sleeping Strategy  |
| <b>If partners (including external partners) are involved in delivering the service, who are they?</b> | Spelthorne Borough Council is reliant on the provision of social housing by registered providers, primarily by A2 Dominion, for the properties available through the Housing Register.  |

### 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 14<sup>th</sup> 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%          |
| <b>Total</b> | <b>95,598</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |

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%  |

**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.

No, the report is for information purposes only

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

No, the report is for information purposes only

## 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.

| <b>Equality Themes</b>   | <b>Barriers/Impacts identified</b>   | <b>Solutions<br/>(ways in which you could mitigate the impact)</b>   |
|--|--|--|
| <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.<br><br>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 |

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|   |   | to understand and address support needs. Safeguarding of children is a priority.   |
| <b>Disability</b> (including carers)  | 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.                 | The Council is responsible for administering Disabled Facility Grants. Where appropriate and households are allocated properties that do not meet current needs relating to physical disabilities, Disabled Facility Grants or solutions under the principles of the Better Care Fund will be utilised to adapt properties |
| <b>Gender</b> (men and women)   | Within the Housing Allocations Policy, sex is included within the calculation of assessing bedroom need. This is governed by the Governments guidance on calculating bedroom need for benefit entitlement purposes. | The Policy aims to be inclusive as possible for people who identify as non-binary or gender fluid.<br><br>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.                    |
| <b>Race</b> (including Gypsies & Travellers and Asylum Seekers)   | 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.                                  | N/A  |
| <b>Religion or belief</b> (including people of no religion or belief)                                   | No negative impacts have been identified.   | Information is collected on ethnicity and diversity within the Housing Register application forms.<br><br>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.              |
| <b>Gender Re-assignment</b> (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 above) for the Council to better understand if there are any differences in success rates between different genders.  |
| <b>Pregnancy and Maternity</b>  | No negative impacts have been identified.   | 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.  |



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| <b>Sexual orientation</b> (including gay, lesbian, bisexual and heterosexual) | No negative impacts have been identified. | Please note data collection through monitoring of outcomes (as mentioned above) for the Council to better understand if there are any differences in success rates between different genders. |
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### 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?**

There are no changes necessary based on this assessment, but the Banding system will be changed in line with the updated Housing Allocations Policy to include only 5 Bands for the level of need (Bands A1 and A2 will be combined into a single Band A for “Emergency/Priority” need, and Bands B1 and B2 will be combined into a single Band B for “Urgent need to move”).

### Step 5 – Monitoring

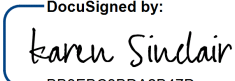
**How are you going to monitor the existing service, function, policy or procedure ?**

The numbers of households on the Housing Register are regularly monitored as part of the existing ongoing regular reporting process, and all households on the Housing Register will be asked to re-apply when the new Homes4Spelthorne Locata system is implemented.

### 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: 24 October 2022   12:40 PM BST |
|---|--------------------------------------|

**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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