



Stevenage Borough Council

Equality Impact Assessment Toolkit



What is the legal background of equality and diversity?

The Equality Act 2010

Everyone's right to be treated fairly is covered in law by the Equality Act 2010, which came into force in October 2010. The Act protects nine characteristics and they are:

Age	Disability	Gender reassignment
Marriage or civil partnership	Pregnancy and maternity	Race
Religion or belief	Sex	Sexual orientation

When a person feels that they have not been treated fairly because of any of these characteristics it is called unlawful discrimination.

The Public Sector Equality Duty

Section 149 of The Equality Act 2010 is called the Public Sector Equality Duty. Stevenage Borough Council has a statutory obligation to comply with the requirements of the Duty which are to carry out our functions in a way that gives due regard to the need to:

- **Remove discrimination, harassment, victimisation** and any other conduct that is unlawful under this Act
- **Promote equal opportunities** between people who share a protected characteristic and those who don't
- **Encourage good relations** between people who share a protected characteristic and those who don't.

What is an Equality Impact Assessment (EqIA)?

A process that helps us to evidence and understand the impacts that our decisions might have on different types of people, and improve them where we can. These decisions can relate to existing services, policies and functions, procurement exercises, plans for future changes and new projects.

It is designed to help us think about both positive and negative impacts on people and look at how to avoid disadvantage or further improve our services.

The aim is to make sure that we plan, develop and deliver fair and inclusive services and that we promote equality and positive relationships between the different communities that we serve.

Although the assessment of any socio-economic impact has been removed from the Act, officers at Stevenage are encouraged to use their discretion in assessing impact on people who are less fortunate because of their social and / or economic background.

Why do we do them?

EqlAs have been used at Stevenage for a number of years and are a really useful way of showing how we consider the needs of our diverse communities and staff. And by using them effectively, we'll be able to mitigate any potential legal challenge of discrimination under the Equality Act 2010. EqlAs help us to:

- Consider the differing needs of people in our community and workforce
- Demonstrate to all of our stakeholders that we place great importance on meeting and understanding the needs of different residents and employees
- Ensure that decisions are made in a fair, transparent and accountable way
- Focus our activity on delivering positive outcomes for our communities instead of being process-driven
- Meet our legislative requirements under the Equality Act 2010 and Public Sector Equality Duty.

Who should complete EqlAs?

Anyone who has to develop and deliver policy, strategy, projects, and services, or make decisions that could impact on people. There should be more than one officer involved in developing the EqlA so that a range of views can be considered. For example a:

- Project manager and lead officers involved in the project
- Service manager and staff involved in delivering the service
- Policy / strategy developer and representatives from other SDUs who will be delivering the function.

How do I complete it?

This toolkit should provide you with most of the information you need to get started, including a few pointers to help you to decide which level of EqlA will be most useful. The two options are a Brief EqlA and a Full EqlA.

You'll see as you go through the toolkit that in addition to using your expertise, the decisions and potential impacts identified should be evidenced as far as possible. A great way of evidencing is by way of consulting with people who are likely to be affected by the outcome, and by analysing local data.

You may find that you complete a Brief EqlA and identify a need to further analyse the impact in a Full EqlA. This is a great example of how it can help to inform and guide decision-making, and demonstrates to our customers, staff and stakeholders that we take equality and inclusion seriously.

When should an EqlA be started?

In the early stages of your activity and certainly before any decision is made. It's very unlikely that it will be completed in one go – you'll find it useful to keep coming back to it, updating as new evidence comes to light, or as different viewpoints are taken into account.

It's a good idea to keep copies of previous versions – not just to help you to keep track, but it can also demonstrate where we have changed a decision or planned direction in light of a potential impact on particular groups.

Your EqlA should not be completed at the end of the process as:

- Your decision could cause discrimination, or benefit certain equality groups more than others
- Time and resource could be used inefficiently if the decision has to be reviewed
- You could miss an opportunity to further promote equality and inclusion
- Your decision could fail to meet the council's statutory requirements and create a risk of legal challenge.

What kinds of things should I consider?

When completing an EqlA it's helpful to think about the following:

Negative / Positive / Unequal impact

It's unlikely that a decision will impact on people in light of every characteristic. Where there is no impact or actions identified, feel free to add N/A (not applicable).

Please be aware that where there is a negative impact, you will not necessarily be expected to mitigate this. The aim of the EqlA is to demonstrate that we have given due regard to the potential impact on people and have taken action as far as is practical and reasonable.

- How will different groups of people be affected if the decision is implemented as planned?
- Does the data and evidence collected highlight problems that need to be addressed, such as disadvantage, discrimination and harassment?
- Does the evidence suggest increased or lower than expected (unequal) uptake, access or participation by different groups?
- Are there any rules, requirements or regulations around it that might affect accessibility?
- Is there evidence of better outcomes for different groups?
- Are current measures in place and having a positive impact on particular groups?

Evidence of potential impact

Collect, analyse and record information and data relating to the protected characteristics or any other groups that may be affected. Examples could include:

- Service user data
- Results of consultation, involvement activities or surveys
- Feedback from service users on their outcomes and experiences
- Information about the town, its wards and local communities such as Census data
- Comparisons made with similar policies / services in other departments or authorities
- Recommendations from inspections, audit reports and reviews
- National, regional and local research findings
- Information from partners, trade unions and local groups from the voluntary and community sector.

Opportunities to promote equality and inclusion

- What more can we do to positively impact on these groups?
- Is there an opportunity to improve access and outcomes for different groups?
- How can communications be used more effectively?
- Is there an opportunity to promote positive attitudes and good relations between different groups?

What do we still need to find out?

- What gaps in evidence and information have been found?
- How can these be filled?
- When will this information be captured and reviewed in completing this EqIA?

You should collate and assess all the information you need **before a decision** on your activity is made. If you don't there is an increased risk of exposing the council to legal challenge, if a wrong, inappropriate or ineffective decision is made.

Consultation

As a co-operative council, we aim to involve our staff, communities and stakeholders in decision-making as much as possible. This should always be proportionate to the scale of the decision being made, how many people might be affected or interested and the level of impact it will have.

- How have the views and knowledge of staff who will be delivering the service been considered? Have staff more generally been able to contribute?
- What have your customers fed back?
- Have you consulted the voluntary and community sector in making your decision? How will they be engaged in future?
- Have you drawn on the knowledge of partnering organisations?
- How have other stakeholder been able to contribute and what have they said?

Conclusion and actions

- Have inequalities, inclusions issues or opportunities to further improve equality and inclusion been identified?
- What adjustments have been made to your initial plan as a result of this EqIA?
- If you are continuing as planned or are stopping altogether, what are the reasons?
- What can be done to prevent, minimise or mitigate any negative or unequal impacts identified?
- How can you help people who are vulnerable, stereotyped or marginalised?
- What opportunities are there to remove discrimination and harassment, promote equal opportunities and encourage better relations amongst our communities?
- How could your function be more accessible to people who are underrepresented or don't currently use your service?

Where can I find more information?

Our intranet has lots of useful information, or you can email equalities@stevenage.gov.uk for help and guidance.

We also have a network of Equality Champions across the council – please ask your Head of Service for information on who your representative is.

How do I get started?

By turning over the page!



First things first: does this activity need an EqlA?

Subject of the assessment:	Housing for Older People In Stevenage (HOPS) survey and strategy	
Please answer Yes or No to the following questions:		
Does it affect staff, service users or the wider community?		Yes
Has it been identified as being important to particular groups of people?		Yes
Does it or could it potentially affect different groups of people differently (unequal)?		Yes
Does it relate to an area where there are known inequalities or exclusion issues?		Yes
Will it have an impact on how other organisations operate?		Yes
Is there potential for it to cause controversy or affect the council's reputation as a public service provider?		Yes

Where a positive impact is likely, will this help to:	Please tick all that apply (✓)
Remove discrimination and harassment?	✓
Promote equal opportunities?	✓
Encourage good relations?	✓

If you ticked or answered Yes to one or more of these questions you should carry out an EqlA. There are two levels of analysis (Brief and Full) and in deciding which to go for, you should think about not just the number of people affected but the significance of the effect on them – both positive and negative.

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If you answered No to all of the questions and decide that your activity doesn't need an EqlA you must explain below why it has no relevance to equality and diversity. You should reference the information you used to support your decision and seek approval from your Head of Service or Strategic Director before sending this to equalities@stevenage.gov.uk.

I determine that no EqlA is needed to inform the decision on the (insert name of subject being assessed).

Name of assessor:
 Role:
 Date:

Decision approved by:
 Role:
 Date:



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Brief Equality Impact Assessment

For a minor operational change / review / simple analysis

What is being assessed?		What are the key aims of it?			
Who may be affected by it?					
Date of full EqlA on service area (planned or completed)					
Form completed by:		Start date		End date	
		Review date			

What data / information are you using to inform your assessment?		Have any information gaps been identified along the way? If so, please specify	
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Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:			
Age		Race	
Disability		Religion or belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual orientation	
Pregnancy & maternity		Socio-economic ¹	
Other			

Where there is a likely positive impact , please explain how it will help to fulfil our legislative duties to:					
Remove discrimination & harassment		Promote equal opportunities		Encourage good relations	

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline
If a negative or unequal (high or low) impact has been identified, you should assess this further in a Full EqlA			

Approved by Assistant Director/ Strategic Director:

Date:

Please send this EqlA to equalities@stevenage.gov.uk

Full Equality Impact Assessment

For a policy, project, service or other decision that is new, changing or under review

What is being assessed?		Project – Housing for Older People in Stevenage (HOPS)		
Lead Assessor	Kate Ford, Research Officer, Stevenage Borough Council		Assessment team Alison Spalding, Business and development Programme Manager, Adult Care Services, Hertfordshire County Council Karen Long, Operations Manager (Managing Homes), Stevenage Borough Council Kelly Potts, Specialist Support Services and Contracts Manager, Stevenage Borough Council	
Start date	14-Feb-2019	End date		November 2020
When will the EqIA be reviewed?	December 2021			

Who may be affected by it?	<p>Older people over the age of 55 including those who will reach 55 during the strategy’s lifespan</p> <p>Adults with disabilities, including learning disabilities</p> <p>People with caring responsibilities</p> <p>Older people who are married, co-habiting or in civil partnerships</p> <p>Families waiting for social housing</p> <p>Our Staff</p> <p>Our Internal and external partners</p>
What are the	To assess the current provision of housing for older people living in Stevenage, the aspirations of future residents needing specialist housing for older people, and to bring forward recommendations to improve

key aims of it?	<p>the housing offer to older people, including potential incentives and approaches to support to enable them to move to more suitable accommodation in the Borough thereby releasing family housing back into the general needs stock.</p> <p>This is a tenure neutral project, so will relate to all sections of society, although it is expected that the greatest benefit will be felt by those on low incomes.</p>
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What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	Well-designed specialist older persons housing, such as extra care, allows older people to live in safe environments while still maintaining social and community links. This reduces vulnerability to criminal, discriminatory or anti-social behaviour.	Promote equal opportunities	This Strategy will be tenure blind and will assess the needs of all older people in Stevenage regardless of differences in social, economic, or physical characteristics.	Encourage good relations	Well-designed older persons' housing promotes community relationships and reduces social isolation and maintains existing relationships as well as promoting new friendships.

What sources of data / information are you using to inform your assessment?	<p>To develop this EqlA, we have undertaken a structured research programme, using a variety of methods to gather evidence and information from older people, their families and carers, and professionals who work with them. We have used data available both locally and nationally and our assessment has been underpinned by up to date and reliable information about the different groups this strategy is likely to affect. Our research programme consisted of;</p> <p>2011 Census information on population structures, household composition, tenure and ethnicity</p>
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	<p>a review of general health profiles</p> <p>a Borough wide service user survey of those aged 45 and over (to determine needs of people who will be approaching 55 over the plan period, and as recommend by planning policy guidance)</p> <p>a professionals survey for those working with older people in the Borough</p> <p>stakeholder events inclusive of groups representing those from minority groups</p> <p>the review of other Strategies for Older People</p> <p>benchmarking against other authorities recognised for delivering best practice</p> <p>desktop review of data held by SBC inclusive of waiting lists and voids, under occupation in council homes and stock condition</p> <p>desktop review of data held by HCC inclusive of DFGs, falls and frailty data and health and care packages</p> <p>analysis of Central Government guidance</p>
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<p>In assessing the potential impact on people, are there any overall comments that you would like to make?</p>	<p>It is important that, as a Local Authority, we monitor and assess the impact this strategy may have on older people that fall within the protected groups. We need to ensure that there is no indirect discrimination contrary to our public sector equality duty. An action of the Strategy is to improve our monitoring and statistical recording of this group.</p>
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Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact	✓	Negative impact	✓	Unequal impact	
<p>Please evidence the data and information you used to support this assessment</p>	<p>There is expected to be a positive impact on older people who need access to more suitable housing. Appropriate housing is seen as an integral part of keeping people safe, well and independent which leads to better health and wellbeing outcomes.</p> <p>Specialist housing is generally perceived to be safer for vulnerable people, who might otherwise fall victim to targeted crime (such as doorstep distraction burglary) or abuse, or dangers in the home such as falls and fire.</p> <p>Specialist housing for older people should reduce social isolation but allowing people to make new friends with other residents in the scheme, while also being able to keep links to their existing communities and friendships. Social isolation has a detrimental effect on health and wellbeing and can shorten mortality by some 26% (https://www.campaigntoendloneliness.org/threat-to-health/)</p> <p>For younger people, providing a good alternative to family-sized housing for older residents may encourage more general needs housing to be available. This will positively impact on younger adults and children in homeless or insecurely housed families. Currently, evidence does not show a great movement of people downsizing in this way, but this could be to a lack of suitably attractive homes, and a poor perception of specialist housing in the wider community.</p> <p>Specialist housing for older people can reduce pressure on working-age people who may be supporting older relatives to the detriment of their own families or careers.</p> <p>There is a potential negative aspect of providing housing specifically for older people, in that they may feel pressured to move from their existing homes into smaller specialist homes which move them away from their existing communities and require them to dispose of their possessions and pets to do so.</p> <p>Also loss of amenity, such as gardens, full-sized kitchens and rooms for visitors and family to stay (especially grandchildren) could lead to sadness or in some cases depression or anxiety.</p> <p>Older people may not wish to live in a single age group community (although this could still be over a range of 40+ years) and may prefer to live in communities where there are mixed ages and families with</p>				

	<p>children. For some people, 'staying put' may be the right option.</p> <p>The HOPS stakeholder event feedback shows that older people do not want to be treated as being incapable, and that housing has to reflect their aspirations and continued participation in the community.</p> <p>The ONS population pyramids of 2016 estimate that there are significantly more women in higher ages than men – as high as 2/3s of the 90+ population, and a higher proportion than England as a whole. With this, the ONS report a higher social care dependency from older women, with 42% of women compared with 34% of men have at least some problems with washing or dressing, at the age of 85+.</p> <p>https://www.ons.gov.uk/visualisations/dvc411/pyramids/pyramids/pyramids.html?initialWidth=944&childId=67d-411e-8d75-7cbb68ac2b44%20-%2015/389/131/null/null/false/false/na/1#15/389/352/null/null/false/false/na/1</p> <p>The ExtraCare Charitable Trust (2019) <u>Integrated Homes Care and Support: measurable outcomes for a Healthy Ageing</u> https://www.extracare.org.uk/media/1169231/full-report-final.pdf</p> <p>House of Commons Communities and Local Government Committee, <u>Housing for Older People, Second Report of the Session 2017-19</u> (2018) available at: https://publications.parliament.uk/pa/cm201719/cmselect/cmcomloc/370/370.pdf</p> <p>https://www.campaigntoendloneliness.org/loneliness-research/</p>		
<p>What opportunities are there to promote equality and inclusion?</p>	<p>A good older person's scheme should provide a good link between community and residents. This could be through including commercial or community facilities within the scheme, for example shops, cafes, meeting rooms etc, and by encouraging activities that brings the outside in. examples could include charities bringing in cats, rabbits and dogs for residents to groom or walk, schools bringing in children for intergenerational learning – helping</p>	<p>What do you still need to find out? Include in actions (last page)</p>	

	<p>older people use modern technology for example, or older people telling students about their lives and experiences from recent history (war years, the 60s etc.)</p> <p>Well planned intergenerational communities are seen as one way of tackling loneliness across all age ranges, and social groups: https://www.housinglin.org.uk/blogs/Intergenerational-Living-a-new-way-of-living-the-old-way/</p>		
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Disability e.g. physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	✓	Negative impact	✓	Unequal impact	
Please evidence the data and information you used to support this assessment	<p>Providing specialist housing for older people, including increasing the ability for them to access adaptation services to make their home environment more suitable for their needs, should have a positive effect on those with disabilities.</p> <p>Age related disability, such as mobility, sight and other sensory loss, and frailty can have significant impacts on people’s ability to use their homes as they are designed to be used (for example not being able to get to the bathroom or bedroom if upstairs), which in turn can lead to poor health outcomes, loss of independence and confidence, and isolation. Specifically designed older persons housing, which will be accessible, often wheelchair compliant, and usually on a single storey, helps people navigate more easily and can allow them more dignity in their own homes.</p> <p>General needs housing that is built specifically with the needs of people with disabilities is general good practice, as anyone with a physical, mental or age-related condition will still be able to live there. Not all people with disabilities will be eligible for or want to live in supported housing schemes.</p>				

	<p>An ageing population will see the numbers of disabled people continuing to increase. This strategy will help us to plan to meet the needs of Stevenage residents by influencing an increase in the supply of accessible and adaptable housing, reducing the risk of people with disabilities facing discrimination and disadvantage in housing.</p> <p>Older persons housing, such as extra care, helps reduce social isolation and anxiety, as such schemes encourage socialisation and community activities. As care provision is often on site 24/7, anxiety over falls or other issues is significantly reduced which helps with mental health and depression.</p> <p>Extra Care also is flexible enough to accommodate older people with cognitive impairments and early signs of dementia.</p> <p>It is not unusual for extra care schemes to also allow middle aged adults with learning disabilities to be residents, although they will usually be allocated homes in a separate block from the older residents, due to differences in care requirements and behaviour (on both sides).</p> <p>As with age, specialist housing is generally perceived to be safer for vulnerable people who have disabilities, who might otherwise fall victim to targeted crime (such as doorstep distraction burglary) or abuse, or dangers in the home such as falls and fire.</p> <p>A potential negative impact may be that people with disabilities may feel that schemes such as extra care – which can be quite large – mean that they should not be living in their own homes in the community. Specialist housing for older people with or without disabilities may be delivered in different ways however, and this includes accessible general needs housing.</p>		
<p>What opportunities are there to promote equality and inclusion?</p>	<p>Creating a housing market which encourages and supports affordable, accessible housing suitable for all people who have disabilities in all age ranges will encourage communities to remain together, and not to consider people with disabilities as any different to anyone else living in the community.</p>	<p>What do you still need to find out? Include in actions (last page)</p>	

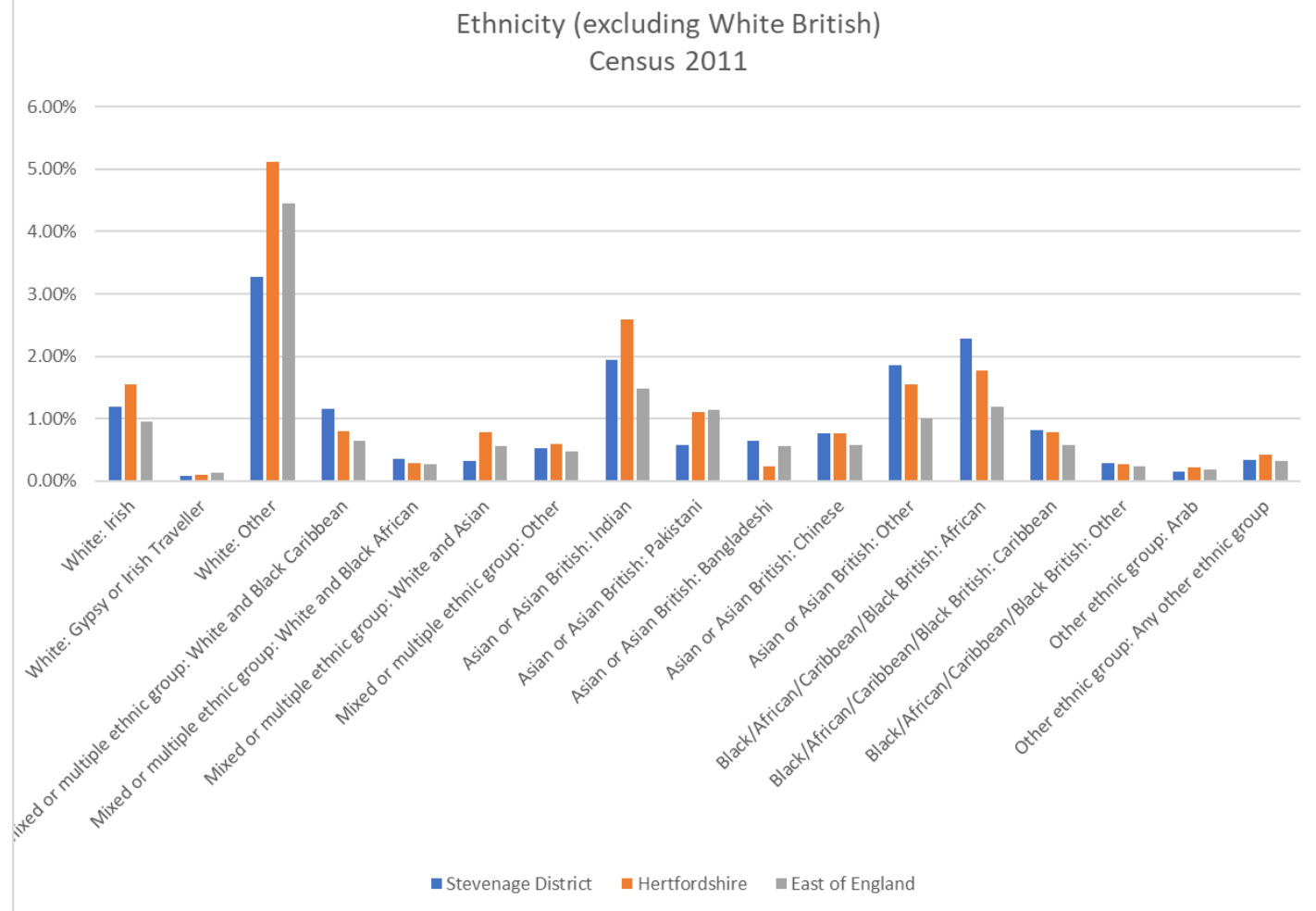
Gender reassignment				
Positive impact		Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment	<p>We recognise the profile of gender reassignment and how this intersects with issues of equality. Our data shows that this group is too small to offer any meaningful trend analysis at this time and it is felt that the project does not have any impacts on the specific requirements of people who are experiencing gender reassignment.</p> <p>However, staff are aware of this particular group and are committed to ensuring that no group is disadvantaged and that no-one falls through the safety net.</p>			
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)	

Marriage or civil partnership				
Positive impact	✓	Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment	<p>Specialist housing for older people can help couples stay together when one of them develops a care need, and this should be for couples of the same sex as well as those of different sexes.</p> <p>When developing new housing for older people, consideration must be given to size and layout to enable couples to live together. This includes providing some homes with two bedrooms for where spouses or partners cannot, or do not choose to, sleep in the same room. Health considerations or care needs for example, may make sharing a room difficult for some, and some older people may be married for companionship reasons where sleeping in the same room is not preferred.</p> <p>The ONS suggests that, as people are living longer, more older people are getting married or entering</p>			

	<p>civil partnerships. The number of marriages or civil partnerships of people over 65 has increased by some 46% between 2004 and 2014, against a backdrop of the number of people aged 65 and over increasing by over 20%. ONS marriage and divorce 2017-07-18 This could indicate that the need for homes suitable for older couples will also increase.</p> <p>This should be balanced, however, against the opposing statistic that divorce rates among the over 65s is also on the increase: Between 2005 and 2015 the number of men over 65 divorcing increased by 23%, while the number of women over 65 divorcing rose by 38%, although this trend seems to be now on the decline again. Feedback from a local housing association indicates that a number of applications for extra care or other older peoples housing is from people (most notably men) who are coming out of relationships (HOPS Stakeholder Event feedback, 2019).</p> <p>Almost all of the new couples forming within the over 65 age group during this period were divorced or widowed (92%), so it can be reasonably expected that there would be some overlap between these two sets of data.</p>		
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Pregnancy & maternity				
Positive impact	✓	Negative impact	Unequal impact	
Please evidence the data and information you used to support this assessment	Increasing the supply of good quality housing suitable for older people to move to when their needs of larger family homes are no longer a factor, may help towards balancing the housing market for younger families. Under-occupation particularly in limited social housing, impacts on the ability for the Council to allocate suitable properties to families in need, including pregnant and nursing women.			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)		

Race					
Positive impact	✓	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	<p>The ONS Census (2011) shows that when compared with Hertfordshire and the East of England, Stevenage has a higher than average population of Asian or Asian British (other), and Black African, Caribbean or Black British, and mixed white and Caribbean. It also has high populations of people from Irish, Indian, and white other communities. In total, the population of people who are not white British is comparatively low at only 16.53% (Hertfordshire 18.91%; east of England 14.72%).</p>				



National research shows that older people from BME communities may find it difficult to access affordable housing, and research from the Housing LIN and the Race Equality Foundation suggests that there is an increasing proportion of BME groups living in the private rented sector together with higher levels of housing deprivation. [HLIN Briefing BME Housing.pdf](#) This was supported further in a local SBC study of 2013 into the condition of private sector housing where it was found that the private rented sector exhibits a higher concentration of BME households at 17.6% compared to 4.6% in the owner

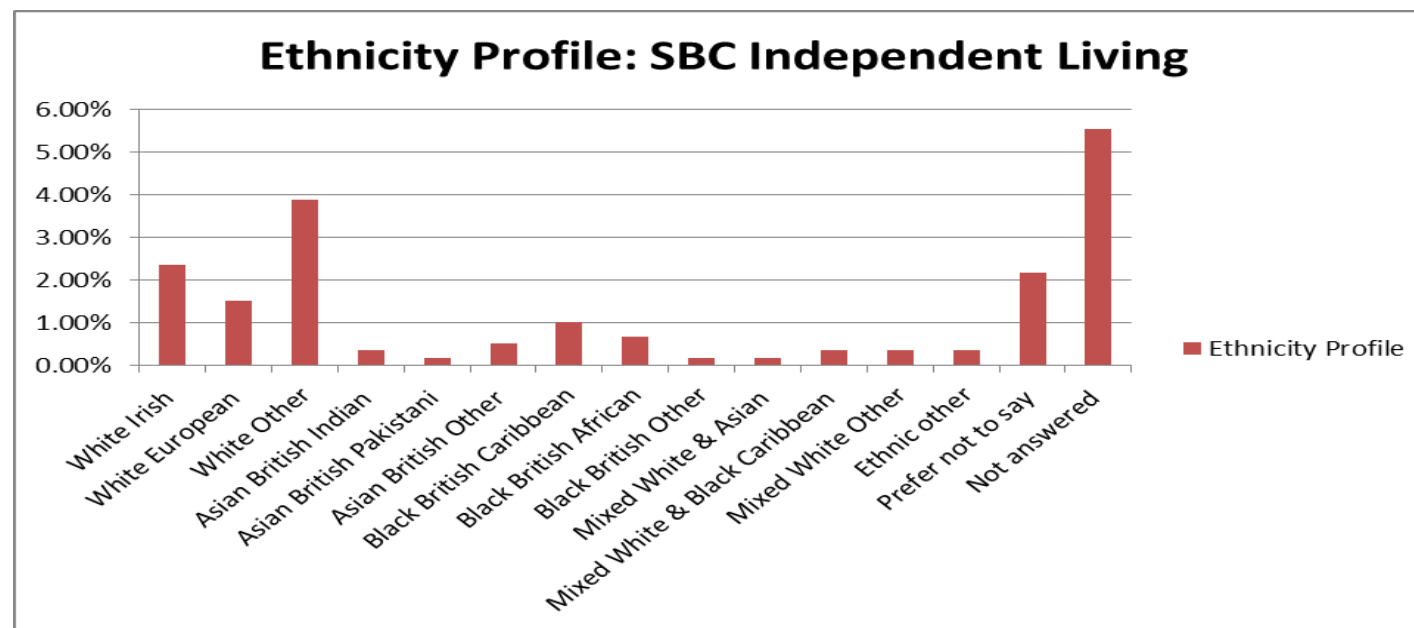
occupied sector. Also, BME households were five times more likely to live in over-crowded circumstances than white households, with black households particularly adversely affected.

Overcrowding, caused by the choice of some families to live within extended families, possibly exacerbated by high housing costs as well as cultural norms, is higher in BME families, and any new housing development must be sensitive to this. The development of older persons housing generally can help alleviate some of this overcrowding by allowing movement within the wider housing market.

Furthermore, it is important to note that Black/African/Caribbean/Black British ethnic groups had the highest levels of living alone in 2011 Census (17%) while Asian/Asian British ethnic groups were the least likely to live alone at 7%.

At the time of the 2011 Census, the White ethnic group made up 97.7% of households with a pensioner couple and 96.7% of the single pensioner households - by comparison, the same ethnic group made up 86.0% of the general population of England and Wales.

<https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/families-and-households/latest#ethnic-groups-by-household-type>



	<p>A review of the ethnicity data held in respect of tenants of specialist accommodation for older people, across SBC's 16 Independent Living Schemes established that White Irish may be overrepresented in comparison to the Stevenage population as a whole. Whereas Mixed White and Black Caribbean, Asian British Indian, Asian British Other and Black British African may be underrepresented.</p> <p>It is important to note that this question was unanswered by nearly 6% of those tenants that were asked, with an additional 2% of tenants selecting 'prefer not to say'. As such, any comparisons drawn to the Census 2011 using this data, could vary significantly from the true ethnicity mix within our schemes.</p> <p>This is an area that should be explored further so as to gain a more detailed understanding of the ethnicity mix of all our tenants of Independent Living Schemes and why some tenants may prefer not to disclose their ethnicity, thus ensuring that an opportunity to promote equality has not been lost.</p> <p>We will also work to align our data relating to ethnicity groupings with that of the Census 2021, if appropriate. This will make it easier to identify under/over representations to explore further.</p>		
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Religion or belief																			
Positive impact		Negative impact		Unequal impact					✓										
Please evidence the data and information you used to support this assessment	<p>The majority of people in Stevenage identify as Christian (54%) with the next largest group being those who hold no religious belief (34%)</p> <p>Stevenage – Census 2011</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="background-color: #fff9c4;">Christian</td> <td style="background-color: #fff9c4;">Buddhist</td> <td style="background-color: #fff9c4;">Hindu</td> <td style="background-color: #fff9c4;">Jewish</td> <td style="background-color: #fff9c4;">Muslim</td> <td style="background-color: #fff9c4;">Sikh</td> <td style="background-color: #fff9c4;">Other religion</td> <td style="background-color: #fff9c4;">No religion</td> <td style="background-color: #fff9c4;">Religion not stated</td> <td style="background-color: #fff9c4;"></td> </tr> </table>									Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated	
Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated											

	count	45694	442	996	147	1654	303	460	28606	5644
	%	54.43%	0.53%	1.19%	0.18%	1.97%	0.36%	0.55%	34.08%	6.72%
<p>In the HOPS User Survey, one respondent suggested that new schemes should be sited close to a church, and one suggested that a chapel should be incorporated into the design. This could be interpreted as a contemplation space to accommodate a range of faiths. A conversation with the Imram from a local mosque suggested access to Sharia compliant mortgage options may be helpful to support home ownership and promote equal opportunities.</p>										
What opportunities are there to promote equality and inclusion?	Promote Sharia-compliant mortgage products to support access to property purchases (based on comment made by Imran of the Mosque located in St Nicolas) and in turn promote equal opportunities.	What do you still need to find out? Include in actions (last page)								

Sex				
Positive impact	✓	Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment	<p>The life expectancy of women is on average 4 years longer than that of men living in Stevenage, with women over the age of 65 living an additional 20 years, and men living an additional 17.6 years (2015-17 average: Public health profiles)</p> <p>There is a bank of evidence and research around gender and loneliness, although much of the results are ambiguous or even contradictory. A 2014 report by Bristol City Council suggests that while women's tendency to outlive men and other family members, coupled with their traditional caring roles, makes</p>			

	<p>women more vulnerable to isolation in later life, other studies point to men declining more sharply after the loss of a spouse than women (including through divorce). Men were also found to score more highly on global, social and emotional loneliness than women (Wittenburg,1987). Studies have also found, however, that men are less likely to admit to being lonely than women. The Bristol study also cites ONS data which suggests a quarter of all suicides in Britain in 2012 were by men aged between 44-59. Social isolation is cited as a major contributor for this.</p> <p>Thoughtfully designed and marketed older persons housing which allows men to be part of a new community can potentially help to reduce this hidden isolation, as new friendships of both sexes can be encouraged with other residents and people can look out for each other. Ensuring that facilities offered are able to attract both men and women, for example access to gardening, sports and activities, and possibly even a bar, which reflect traditional male roles, may encourage men to move before they hit crisis.</p>		
<p>What opportunities are there to promote equality and inclusion?</p>		<p>What do you still need to find out? Include in actions (last page)</p>	

<p align="center">Sexual orientation e.g. straight, lesbian / gay, bisexual</p>				
Positive impact		Negative impact	Unequal impact	✓
<p>Please evidence the data and information you used to support this assessment</p>	<p>A 2010 YouGov survey commissioned by the LGBT campaigning organisation Stonewall compared the experiences of just over a thousand heterosexual and a similar number of lesbian, gay and bisexual people over the age of 55 across Britain. It found that lesbian, gay and bi people are more likely to be single and to live alone and less likely to have children or see family members. Lack of support from conventional family can lead to greater dependence on statutory or voluntary health and care services. Yet 61% of LGBT people in the Stonewall survey were concerned about whether those services are properly able to meet their needs. And one in six lesbian or bi women and one in nine gay or bi men reported discrimination, hostility or poor treatment because of their sexual orientation when using GP services.</p>			

<p>Some studies suggest that LGBT people living with dementia may worry that they will experience discrimination or abuse from other residents and staff when living in ‘care homes’, and that their privacy will be breached when their dementia develops to a greater extent. Recognition of this group of people’s additional and personal needs is important and person-centred approach is paramount - http://www.ageuklondonblog.org.uk/2017/05/19/dementia-care-lgbt-community/</p> <p>‘Safety’ and ‘security’ are often interpreted as meaning physical safety or security. However, psychological safety is equally important for a person who has experienced prejudice in the past and may automatically anticipate negative reactions in new situations. This can be especially true of an LGBT person living with dementia or who is very dependent on others for aspects of their care.</p> <p>By showing that we are committed to LGBT inclusion, by actively communicating our commitment to inclusion, we will help service users feel confident and comfortable accessing our service, without fear of discrimination and with reassurance that their needs will be considered. Such communication, in the form of clear statements on our commitment to LGBT inclusion and the celebration of the diversity of our communities, should be aimed at reaching all services users.</p> <p>Frontline staff must be equipped with the knowledge and confidence to deliver an LGBT-inclusive service.</p>			
What opportunities are there to promote equality and inclusion?	As above.	What do you still need to find out? Include in actions (last page)	

<p align="center">Socio-economic²</p> <p align="center">e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement</p>					
Positive impact	✓	Negative impact		Unequal impact	
Please evidence the data and information you	<p>The Public Health profiles show that in 2015, income deprivation score for older people in Stevenage was 16.1 which is the lowest quintile in the east of England. Public Health Profiles, Productive Healthy Ageing</p>				

²Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

used to support this assessment

Specialist housing for older people has a number of benefits in terms of being easier to manage and maintain, and cheaper to run and keep warm. Also, specialist housing for older people is exempt from LHA housing caps, and therefore less likely to incur additional rent requirements.

Social housing is a tenure of choice for many people in Stevenage, partly due to its status as a New Town and its retention of its extensive housing stock. However, a range of tenures that encourages home ownership or other forms of renting might be suitable for older people. More research needs to be done on this, however results of the HOPS Service User survey appear to support the idea that people would consider moving to different tenures if a suitable option were available to them.

Would move to	Buy outright or with a mortgage	Rent from SBC	Rent from a housing association	Shared Ownership	Not sure
Existing					
A home you own with a mortgage	13	12	1	1	8
A home you own without a mortgage	41	11	2		15
Rented from the Council (SBC)	1	40	3		
Rented from a Housing Association	1	6	3		2
Extra Care or sheltered / independent living scheme		6	1		1
Rented from a private landlord		8	2		
Living with Friends and Family	2				2
Granny Annex					1

What opportunities are there to promote equality and inclusion?

What do you still need to find out? Include in actions (last page)

Other				
please feel free to consider the potential impact on people in any other contexts				
Positive impact		Negative impact		Unequal impact
Please evidence the data and information you used to support this assessment				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)	

What are the findings of any consultation with:

Staff?	Staff recognise the lack in the supply of housing and how a more attractive accommodation offer for older people could promote active ageing and make available family accommodation.	Residents?	Our consultation with residents highlighted a consensus amongst many that they aspire to remain located in the area in which they are currently living and familiar with, amongst friends and family. This was a finding mirrored in informal staff consultation.
Voluntary & community sector?	Our consultation with the voluntary and community sector, by way of both surveys and inclusion at stakeholder events, highlighted issues as a result of the lack of decent and accessible homes.	Partners?	Our consultation with partners at our stakeholder event highlighted the need to consider the caring responsibilities of our client group with a direct reference to adult children with learning disabilities.

	<p>The preferred feature of specialist accommodation was confirmed amongst professionals as storage for mobility equipment.</p>		
<p>Other stakeholders?</p>	<p>We have consulted with our stakeholders at scheduled events associated with this project. Our stakeholders shared our concerns in respect of the ageing population and the current housing offer. There is a consensus on the need for a more collaborative approach with protocols for information sharing.</p>		

Overall conclusion & future activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :		
1. No inequality, inclusion issues or opportunities to further improve have been identified		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	<p>The project is to continue as planned as in the main it will have positive impacts on residents of Stevenage. However, in areas where there is a risk of a negative impact, steps will be taken to eliminate/reduce such risk wherever it is possible and economical to do so:</p> <p>Age: whilst this project will promote specialist housing and the active ageing environment it brings, we aim to ensure that older people do not feel pressured to move from their existing homes and this project recognises that 'staying put' may be the right option for some people. Additionally, we seek to support older people in overcoming the barriers they may associate with a move to specialist housing, to ensure they are not excluded from accessing the housing options on offer.</p> <p>Disability: this project identifies that there is a need for a varied accommodation offer that includes a range of different accommodation types and tenures. This offer should include accessible general needs accommodation to meet the needs of those with disabilities and in turn should eliminate any sense of obligation felt by customers to move into specialist schemes if they would prefer to remain in their homes in the community.</p>
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
The adoption of the principles of coproduction when planning/designing the actions to be undertaken to achieve the strategic aim.	By involving our service users, ensuring the inclusion of representatives related to the protected characteristics, in service design, we can remove discrimination, promote equal opportunities and/or encourage good relations.		End of strategy lifespan	Strategy Action Plan
Confirm ethnic mix of SBC's current older people's housing and evaluate how it compares with the population.	It may bring to our attention unparalleled ethnic mixes within our stock and highlight the need for review of current practices with the promotion of equal opportunities and the encouragement of good relations in mind.	Kate Ford – Policy and Research Officer	December 2020	It will form part of normal monitoring systems and the strategy review.
Ensure the range of housing options on offer does not exclude options for those service users who chose to 'stay put'.	It will help to remove any discrimination experienced by older people and people with disabilities who make the decision to remain in their existing homes.	HOPS Project Team	October 2020	It will form part of the strategy and action plan This action is recognised in the strategy and captured in one of its key themes – support, and assistance to help people move. Consideration of the future needs of residents will be factored into new developments, so homes

				<p>are future-proofed should resident's wish to remain in place as they age.</p> <p>Furthermore, the expansion of current community support services and its offer, accounts for this aspiration and will be reviewed in line with this strategy to ensure it promotes the independence and support of those who take the decision to age in place.</p>
<p>Review the way in which we capture and store data relating to ethnicity groups, to ensure it aligns with ONS/Census 2021 ethnicity groupings.</p>	<p>It will make it easier to compare the ethnic mix of our service users and tenants and to recognise unparalleled ethnic mixes.</p>	<p>Charlotte Smith – Business Support Officer</p>	<p>Dec 2021</p>	<p>It will form part of normal monitoring systems and the strategy review.</p>

**Approved by Assistant Director / Strategic Director:
Date:**

Please send this EqIA to equalities@stevenage.gov.uk