

EQUALITY IMPACT ASSESSMENT

Place Directorate, Strategic Planning and Infrastructure, Housing



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	We are conducting this equality impact assessment of a housing development scheme. Kings Tamerton is a Plymouth City Council (PCC) led project to deliver 68 net-zero carbon homes including 38 affordable community-led homes. It aims to be a flagship scheme for innovation and to pioneer a new approach to net-zero carbon homes, incorporating Modern Methods of Construction. It will provide a replicable and scalable model and be the catalyst for a future pipeline of net-zero carbon homes across the city.
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Department and service	Place Directorate, Strategic Planning and Infrastructure, Housing
Date of assessment	June 2021 (as part of business case for the development)

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	Age has a significant impact on people's ability to secure a home. Rising house prices, a shortage of properties and changes to housing benefit are making it hard for young people to get on to the housing ladder or achieve independence. This means they are now more likely to live with parents or remain in the private rented sector. This could lead to younger people putting off having children or taking second jobs to help save for their own home.	The scheme is unlikely to have an adverse impact on these protected categories. It is anticipated to have a marginally positive impact on the less well off, as 55% of the housing on offer is for affordable homes, in excess of the minimum standard. The scheme will also increase the overall housing stock of the city,	N/A	N/A

	<p>Housing for older people is also a concern with the Centre for Ageing Better highlighting that more than two million older people live in homes that endanger their health and wellbeing and do not meet basic government standards.</p>	<p>possibly bringing a level of remediation to housing shortages.</p> <p>It will also increase the quality of the housing stock on offer.</p>		
Disability	<p>In Plymouth, a total of 31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability in the 2011 Census. 10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).</p> <p>People with disabilities aged 16 to 64 years in the UK were less likely to own their own home (40.9 per cent) than other people (53.4 per cent), and more likely to have rented social housing (at 24.9 per cent compared with 7.8 per cent) (year ending June 2020).</p> <p>Although the gap in non-decent accommodation has closed over recent years, one in three households with a person with a disability still lives in non-decent accommodation.</p> <p>One in five people with disabilities requiring adaptations to their home believe that their accommodation is not suitable.</p>	<p>The scheme is unlikely to have an adverse impact on these protected categories.</p> <p>Our policy is that 20% of the housing will be accessible to people with limited mobility.</p>	N/A	N/A
Religion or belief	<p>The impact of religious beliefs on people's ability to secure housing are not widely studied and relatively little is known.</p> <p>The 2011 census recorded that Christians are the largest faith community in the city. The majority of people identify themselves with some religion. Islam is the religion with the second largest number of followers and there are small but significant numbers of Buddhists, Hindus, Sikhs, Jews and Ba'hai. Other belief systems with small numbers of followers include Humanists, Pagans and Spiritualists.</p>	<p>The scheme is unlikely to have an adverse impact on these protected categories.</p>	N/A	N/A

<p>Sex - including marriage, pregnancy and maternity</p>	<p>50.3 per cent of the Plymouth population are female and 49.7 per cent are male.</p> <p>In the UK, according to a 2017 study by the Women's Budget Group, women's housing situation differs from that of men, and is generally less good.</p> <p>No region in England is affordable to rent in the private market on women's median earnings. As for buying property, the median home in England costs over 12 times women's median wages (8 times for men).</p> <p>67% of adults in households accepted as statutorily homeless are women [1] , reflecting their risk of loss of secure housing, and their responsibility for caring for children.</p> <p>60% of adults in households claiming housing benefit are women [2] reflecting women's lower incomes.</p> <p>57% of adults in social renting are women, [3] reflecting women's lower incomes.</p> <p>[1] MHCLG livetable 780 for 2017/18. Only 'experimental' data are available for 2018/19. Calculation assumes couple household claimants include an equal total number of men and women, and exclude 'other' households</p> <p>[2] Department of Work and Pensions (2018) Housing Benefit Caseload Statistics: data to May 2018</p> <p>[3] MHCLG livetable FA1221(S108) for 2017/18</p>	<p>The scheme is unlikely to have an adverse impact on these protected categories.</p>	<p>N/A</p>	<p>N/A</p>
<p>Gender reassignment</p>	<p>There are no official estimates for gender reassignment at either national or local level.</p> <p>However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p> <p>Reports from the Out Youth Group in Plymouth show a steady increase in transgender members, particularly transgender men.</p>	<p>The scheme is unlikely to have an adverse impact on these protected categories.</p>	<p>N/A</p>	<p>N/A</p>

	<p>The impact of gender reassignment on people's ability to secure housing is not well known.</p> <p>Trans people experience a lot of social stigma and discrimination. They may be vulnerable to harassment and 'hate crime' in their communities.</p> <p>Trans people may experience poverty due to discrimination in employment or lack of economic support from family or friends.</p> <p>25 per cent of trans respondents surveyed in Scotland in 2007 stated that they had previously had to move out of their home due to the transphobia from families, flatmates or neighbours. 4 per cent of the respondents were homeless at the point of survey [1]</p> <p>[1] Scottish Transgender Alliance (2008) Transgender experiences in Scotland, Edinburgh, Scottish Transgender Alliance</p>			
Race	<p>There is some evidence of the impacts of race on people's ability to secure accommodation.</p> <p>Whilst the proportion of Plymouth residents that are White British remains higher than the UK average, it is decreasing. At the time of the 2001 census, 97 per cent of Plymouth's population was White British. By 2011 this had decreased to 93 per cent. Local population growth between the 2001 and 2011 census had been driven by migration from outside the UK (63 per cent), most commonly from newly admitted EU countries. Our ethnic minority communities are very diverse. The Polish, Chinese and Kurdish communities are amongst the largest. We have a small resident Gypsy and Traveller community. We are also a dispersal area for asylum seekers and around 300 people will be accommodated in the city at any given time. Asylum seekers within the city are accommodated in</p>	The scheme is unlikely to have an adverse impact on these protected categories.	N/A	N/A

	<p>supported accommodation provided by the Home Office.</p> <p>In 2016 to 2018, 17% of households (3.9 million) in England lived in social housing (they rented their home from a local authority or housing association)</p> <p>Black African (44%), Mixed White and Black African (41%) and Black Caribbean (40%) households were most likely to rent social housing out of all ethnic groups</p> <p>Indian (7%), Chinese (10%), and White Other (11%) households had lower rates of renting social housing.</p> <p>Across most income bands, White British households were less likely to rent social housing than households from all other ethnic groups combined.</p> <p>As a group, ethnic minority households are also more likely to rent privately than White British households.</p> <p>Housing quality varies between ethnic groups. Across all socio-economic groups, age groups, most regions and income bands, and regardless of whether they owned or rented their home, White British households were less likely to be overcrowded than households from all other ethnic groups combined.</p> <p>In 2017/18, there were 2.4 homeless households for every 1,000 households in England.</p> <p>In Plymouth in 2019/20, of the 294 households that were decided as being in statutory homeless, 271 were White, 9 from Black ethnic groups, 4 from Asian ethnic groups, 4 Mixed ethnic background, 5 were from other ethnic groups, while the ethnicity was unknown for 1 person.</p>			
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<p>Sexual orientation - including civil partnership</p>	<p>Figures from the annual population survey have revealed that the number of people identifying as lesbian, gay or bisexual in the UK has increased from 1.6% in 2014 to 2.2% in 2018, an increase of more than a third. The Office of National Statistics said that those “in their late teens and early 20s are more likely to identify as LGB than older age groups,” while “more than two-thirds of the LGB population are single and have never married or entered into a civil partnership.</p> <p>Relatively little is known about the challenges LGB people face in relation to housing. In 2007 Stonewall commissioned a poll which revealed 20 per cent of LGB people expected to be treated less favourably than a straight person when applying for social housing.</p>	<p>The scheme is unlikely to have an adverse impact on these protected categories.</p>	<p>N/A</p>	<p>N/A</p>
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STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
<p>Celebrate diversity and ensure that Plymouth is a welcoming city.</p>	<p>Positive implications as the site is community-led and the tenure mixed.</p>	
<p>Pay equality for women, and staff with disabilities in our workforce.</p>	<p>None</p>	
<p>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</p>	<p>None</p>	
<p>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</p>	<p>None</p>	

Plymouth is a city where people from different backgrounds get along well.	Positive implications as the site is community-led and the tenure mixed.	
Human rights Please refer to guidance	We have considered human rights implications and have found that the decision is compliant with the Human Rights Act 1998 (HRA).	

STAGE 4: PUBLICATION

Responsible Officer: Anthony Payne

Date: 12/10/2021

Strategic Director for Place