

EQUALITY IMPACT ASSESSMENT

Council Loan support PATH: Settled Housing



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<p>What is being assessed - including a brief description of aims and objectives?</p>	<p>The Council has a statutory duty to support people who are homeless or threatened with homelessness. Working with Plymouth Access to Housing to provide Access to good quality and affordable settled accommodation remains challenging in Plymouth. With LHA rates tied to the CPI rather than market rents; means there is a growing gulf between LHA rates and the market.</p> <p>Plymouth has very high numbers of single people in temporary accommodation, in B&B's, hostels, and shared house type temporary accommodation, accessed through the Plymouth Alliance.</p> <p>In order to continue to be able to move people through the system we need to have move-on accommodation that is offered as settled accommodation, with an assured shorthold tenancy for people to move into.</p> <p>In response to this Plymouth City Council is working with PATH to provide financial support in the form of a loan to allow the purchasing of properties to be let as permanent properties for people to move into.</p>
<p>Author</p>	<p>Matt Garrett, Service Director Community Connections</p>
<p>Department and service</p>	<p>Community Connections</p>
<p>Date of assessment</p>	<p>09/11/2021</p>

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
<p>Age</p>	<p>The average age in Plymouth (39 years) is about the same as the rest of England (39.3 years) but less than the South West (41.6 years).</p>	<p>No adverse impact Accommodation will be available for anybody from 16 upwards</p>	<p>This will be monitored through letting arrangements</p>	<p>Ongoing, Community Connections</p>

	<p>Of the 16 South West authorities we have the third lowest percentage of older people (75yrs), and the fifth highest percentage of children and young people (under 18).</p> <p>It is estimated that 6.8% of young people in our city aged between 16 and 18yrs are not in Education, Employment or Training (NEET), (DfE, 2018).</p>	<p>Older people and younger people are recognised as potentially vulnerable groups.</p>		
Disability	<p>A total of 31,164 people (from 28.5% of households) in Plymouth declared themselves as having a long term health problem or disability (national figure 25.7% of households), compared with number of people with disabilities in UK (11,600,000).</p> <p>National evidence suggests:</p> <p>A substantially higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled.</p> <p>19% of individuals in families</p>	<p>No adverse impact</p>	<p>This will be monitored through letting arrangements</p>	<p>Ongoing, Community Connections</p>

	<p>with at least one disabled member live in relative income poverty, on a before housing costs basis, compared to 15% of individuals in families with no disabled member.</p> <p>21% of children in families with at least one disabled member are in poverty, a significantly higher proportion than the 16% of children in families with no disabled member.</p>			
<p>Faith/religion or belief</p>	<p>Christianity is the biggest faith in the city with more than 58% of the population (148,917).</p> <p>Data shows that 32.9% of the Plymouth population stated they had no religion.</p> <p>Hindu, Buddhist, Jewish and Sikh combined totalled less than 1%.</p> <p>0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p> <p>The Council's Policy is to treat all those that apply for</p>	<p>No adverse Impact.</p>	<p>This will be monitored through letting arrangements</p>	<p>Ongoing, Community Connections</p>

	<p>assistance fairly and on an equitable basis founded on case by case needs assessment regardless of 'protected characteristics'.</p> <p>The Council regularly monitors its application for assistance to ensure that policies and procedures comply with current equal opportunities legislation.</p>			
Gender - including marriage, pregnancy and maternity	<p>Overall 50.2% of our population are women and 49.8% are men; this reflects the national figure of 50.7% women and 49.3% men. Of those in receipt of DFG 2014/15 60% were women.</p> <p>The Council's Policy is to treat all those that apply for assistance fairly and on an equitable basis founded on case by case needs assessment regardless of 'protected characteristics'. The Council regularly monitors its application for assistance to ensure that policies and procedures comply with current equal opportunities legislation.</p>	No adverse impact anticipated.	Not applicable	Not applicable.
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level.</p>	No adverse impact anticipated.	Not applicable.	Not applicable.

	<p>However, in a study founded 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>By applying this to Plymouth's 16+ population, it is estimated that there may be somewhere between 1,287 and 2,146 adults in the city that are experiencing some degree of gender variance.</p> <p>National figures (ONS 2013) indicate that up to 10,000 people have gone through this process, with 23 known cases in Plymouth.</p>			
Race	<p>92.9% of Plymouth's population is White British.</p> <p>7.1% are Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common ethnic groups.</p> <p>We are a dispersal area for asylum seekers: up to 350 people will be accommodated in the City at any given time.</p>	No adverse impact anticipated.	This will be monitored through letting arrangements	Ongoing, Community Connections Strategic Manager

Sexual orientation - including civil partnership	Over the last 5 years, the proportion of the UK population identifying as lesbian, gay, bisexual, transgender+ (LGBT+) has increased from 1.5% in 2012 to 2.0% in 2017, although the latest figure is unchanged from 2016. In Plymouth this would mean that around 5,260 residents identify as LGBT+.	No adverse impacts anticipated.	Not applicable	Ongoing, Community Connections Strategic Manager

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
Reduce the gap in average hourly pay between men and women by 2020.	No implications.	Not applicable.
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	No implications.	Not applicable.
Good relations between different communities (community cohesion)	These houses will be parts of the community. They will be managed by Plymouth Access to Housing (PATH). People will live in them as their permanent homes and will become part of the local community. PATH will ensure they have a management plan for the houses.	Not applicable.

<p>Human rights Please refer to guidance</p>	<p>Plymouth City Council recognises Article 14 of the Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>	<p>Not applicable.</p>
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STAGE 4: PUBLICATION

Responsible Officer 

Date

09/11/2021

Strategic Director, Service Director or Head of Service