

## Fairness and Equalities Impact Assessments F&EIA (2013)

This form provides an assessment of a policy or proposed change to see whether it promotes Fairness and Equality, eliminates any unintended discrimination, and has positive outcomes for the population of Newport. This Impact Assessment should be used to affect policy and service planning decisions.

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Our Equalities focus is taken from the Equalities Act 2010: we consider the 9 protected characteristics – age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. We also consider promoting the Welsh language.

This assessment provides evidence that we have considered the General Equality Duty (below) in our decisions.

To:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

<b>Service Area</b> Regeneration, Investment and Housing	<b>Head of Service</b> Beverley Owen	<b>Person responsible for the assessment</b> Acting Housing Strategy Manager	<b>Date of Assessment</b> February 2015 <b>Version (if applicable)</b>
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1. What is the service/policy being assessed?

Local Housing Market Assessment 2015 - 2020
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2. What is the purpose of the policy/service change?

To provide a comprehensive analysis of current and future need for affordable housing in Newport.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users?	If we take this decision what is the potential impact?  This impact may be either positive or negative. Explain in what way they may be affected and the evidence of this.	Action Plan to address issues raised.  What changes or practical measures would reduce adverse impact on particular groups?  What changes would increase positive impacts e.g. improve access or opportunity  May be revisited post consultation.	Who will be responsible?	Timeframe to review
Age	Older people seeking specialist accommodation.  Younger people entering the housing market for the first time.	The local authority will have clear evidence of housing need amongst older and younger people. This need is broken down	When potential development sites are identified the needs of older and younger people, as identified in this assessment, will be considered when negotiating the provision of	Development Manager	2 Years

		<p>by type and by area.</p> <p>The assessment also considers the types of households that will form, including those with dependent children.</p>	affordable housing.		
Gender reassignment	People who express their gender in a way that differs from the physical sex they were born with who are seeking affordable housing.	People who express their gender in a way that differs from their physical sex have an opportunity to disclose this, if they wish to do, as part of the process of applying for affordable housing. We have not identified any specific housing needs related to this group to date.	To continue monitoring of applications for rehousing with regard to gender reassignment. Any identified issues will be fed into the regular updates of this assessment.	Housing Needs Manager	1 Year
Disability	People with a	The local	Work to continue to better	Housing	1 Year

	disability who are seeking affordable housing.	authority will have clear evidence of the current and future need for adapted accommodation. This is broken down into the type of accommodation needed and the level of adaptation.	<p>identify existing units of adapted accommodation and ensure these are matched to applicants most in need of them.</p> <p>The evidence from this assessment will form be used to ensure appropriate levels of adapted accommodation are provided on any new developments.</p>	Needs Manager  Development Manager	2 Years
Marriage/Civil Partnership	People who are married or in a civil partnership that are seeking affordable housing.	The assessment considers the types of different households that will form over the time period it covers. This includes households made up of 2 adults and 2 adults with dependents, many of whom will be married or in a civil partnership. It is anticipated that there will be an	<p>To continue monitoring of applications for rehousing with regard to marriage and civil partnership. Any identified issues will be fed into the regular updates of this assessment.</p> <p>Household size is a key factor in this assessment and this will be taken into consideration when planning any new affordable housing provision.</p>	Housing Needs Manager  Development Manager	1 Year  2 Years

		increase of 1,265 households of this type over the life of the assessment, many of whom who will be seeking affordable housing.			
Pregnancy and Maternity	Women or households that include women who are pregnant or have recently given birth who are seeking affordable housing.	The assessment considers the types of households that will form, including those with dependent children. It is anticipated 918 new households with dependent children will form during the life of the assessment, many of whom will require affordable housing.	To continue monitoring of applications for rehousing with regard to pregnancy and maternity. Any identified issues will be fed into the regular updates of this assessment.  Household size is a key factor in this assessment and this will be taken into consideration when planning any new affordable housing provision.	Housing Needs Manager  Development Manager	1 Year  2 Years
Race	People from different ethnic groups that are seeking affordable	This Assessment highlights the potential need for specialist	To undertake work to assess the need for specific older person's accommodation amongst	Acting Housing Strategy Manager	1 Year

	housing.	accommodation for older Black and Minority Ethnic (BME) people and the need for further research into this area.	some BME groups.  Cultural requirements of any potential residents to continue to be considered during the planning and design of all new affordable housing developments.	Development Manager	2 Years
Religion/Belief (or the absence of)	People from different religious groups or with no religion that are seeking affordable housing.	This assessment helps ensure there will be a sufficient supply of affordable housing for all religious groups.	To continue monitoring of applications for rehousing with regard to religion and belief. Any identified issues will be fed into the regular updates of this assessment.	Housing Needs Manager	1 Year
			Cultural requirements of any potential residents to continue to be considered during the planning and design of all new affordable housing developments.	Development Manager	2 Years
Sex	Men and women seeking affordable housing	This assessment helps ensure there will be a sufficient supply of affordable housing for people of both genders.	To continue monitoring of applications for rehousing with regard to sex. Any identified issues will be fed into the regular updates of this assessment.	Housing Needs Manager	1 Year
Sexual Orientation	People of different sexual orientations seeking affordable	This assessment helps ensure there will be a	To continue monitoring of applications for rehousing with regard to sexual	Housing Needs Manager	1 Year

	housing	sufficient supply of affordable housing for people of all sexual orientations.	orientation. Any identified issues will be fed into the regular updates of this assessment.		
Welsh Language	People who communicate through the medium of Welsh that are seeking affordable housing	This assessment helps ensure there will be a sufficient supply of affordable housing for people who communicate through the medium of Welsh.	To continue monitoring of applications for rehousing with regard to the Welsh language. Any identified issues will be fed into the regular updates of this assessment.	Housing Needs Manager	1 Year

4. Who has the service consulted regarding the proposed change? When should new consultation take place?

As well as significant internal consultation this Assessment has been prepared with regard to detailed advice from Tai Pawb, the national equality and housing organisation for Wales. It will also be submitted to the Welsh Government for approval.

5. What evidence/data has been used to complete this EIA (This will include local and national guidance)

- Data from the Census 2011 as well as applications on Newport's Common Housing Register.
- Consultation report from Tai Pawb.

6. How will the relevant groups be advised of the changes and the F&EIA?

The F&EIA will be published on the local authority website and will also be submitted to the Welsh Government with the completed Local Housing Market Assessment. Data from the Local Housing Market Assessment will also be contained in the ward profiles produced by the spatial data team.

7. How will the policy/practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance Misuse
- Homelessness
- Armed Forces Veterans

- Health Inequalities

The link between housing and health is well established. This Assessment identifies the need for affordable housing in Newport over the next 5 years and will form a crucial part of the evidence base in negotiating new affordable housing provision.

- Child Poverty

The need for accommodation amongst different family types, including those with children, was a major part of the evidence base for this Assessment. The provision of affordable housing for families with children is key to combating child poverty in Newport.

- Skills and Work

Having stable accommodation is a key factor in enabling people to access work and training.

- Tackling Domestic Violence

There are currently 18 crisis intervention units and 44 floating support units for men and women experiencing domestic abuse in Newport. As of February 2015 there were also 151 applicants on the common housing register seeking rehousing due to domestic violence. This Assessment will help ensure there is accommodation for people to move onto when they are ready to leave specialist schemes, helping to ensure spaces are available for other people who need them as well as for people on the general waiting list.

- Alcohol and Substance Misuse

There are currently 36 units of floating support in Newport for people with alcohol and substance misuse issues and 40 units of supported housing. As of February 2015 there were also 32 applicants on the common housing register who indicated that they had substance misuse issues. This Assessment will help ensure there is accommodation for people to move onto when they are ready to leave specialist schemes, helping to ensure spaces are available for other people who need them as well as for people on the general waiting list.

- Homelessness

The needs of homeless people are integral to this Assessment, which seeks to identify housing need in Newport.

- Armed Forces Veterans

As of February 2015 there were 20 applicants on the common housing register who indicated that they were seeking rehousing due to leaving HM forces. This Assessment will help ensure that there is sufficient affordable housing for them.

8. How will the service/policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation?

The Assessment will have a positive impact in terms of fairness and addressing local area deprivation. New affordable housing developments take account of wider community issues and seek to address these where they can.

9. In summary – how does the changed service/policy promote good community relations (cohesion)?

The Assessment identifies need for affordable housing in Newport over a 5 year period. Any new affordable housing developments take account of wider community issues in the planning, development and allocation stages.

10. In summary – how does the changed service/policy promote equality?

The Assessment seeks to identify housing need in Newport, with specific reference to older people and people with a disability. It also seeks to meet any specific needs related to groups with a protected characteristic – such as accommodation for BME older people.

11. In summary – how does the changed service/policy eliminate discrimination?

The Assessment considers evidence of need from all groups with a protected characteristic. Any new affordable housing is allocated in line with the local authority common housing allocation policy which is subject to a separate F&EQIA

Completed by/ Date:

**Signed off by/ Date:**