

## Appendix 1: Equality Analysis Report Template

<b>Title:</b>	<b>Response to Petition: Meeching Down</b>
<b>EA Lead :</b>	<b>Bee Lewis, Head of Property &amp; Facilities</b>
<b>EA Team:</b>	
<b>Date Commenced:</b>	<b>15<sup>th</sup> September 2015</b>
<b>Target Completion Date:</b>	<b>22<sup>nd</sup> September 2015</b>
<b>Reason for assessment:</b>	<b>Report to Council</b>

### **Context and Scope**

1. What are the main purposes and aims of the service/project/decision?

To assess the equalities impact of the recommendations contained within the report to Council concerning Meeching Down in relation to the New Homes project.

2. What effect does it have on how other organisations operate and what commitments of resources are involved?

The recommendations, if approved, will enable the delivery of affordable housing in Newhaven

3. How does it relate to the demographics and needs of the local community?

Purchasing or renting a home has become unaffordable for a significantly larger number of residents over the years. The average sale price for a home 65% higher than the national average. The average rent is now £1,080 per month, whereas the Local Housing Allowance (LHA) for a 2-bedroomed property is set at £769.92. A lack of homes for sale or rent is exacerbating the problem.

Residents within Lewes District have vastly different experiences of finding decent, affordable and secure homes. The Council is committed to increasing affordable housing and must look at the current asset base to deliver efficiencies.

There are approximately 1,700 people on the Housing Register and this number is forecast to grow by 549 per year, when only 244 homes become available in that time. The Council's current mix of housing stock does not meet the demand for one and two bedroomed homes and the lack of availability means that the Council cannot offer housing within the short term to anyone but those in the most difficult circumstances.

4. How does it relate to the local and national political context?

In response to the local and national pressures, the Council recognised that there was an opportunity to close the gap between the current level of housing provision and the anticipated need, through more efficient stewardship of its assets.

5. Is there any obvious impact on particular equality groups?

	Race (includes ethnic or national origins, colour, & nationality)			Disability (includes mental & physical)			Gender (includes gender reassignment)			Pregnancy (includes maternity & paternity)			Sexual Orientation (includes heterosexual, homosexual & bisexual)			Religion & Belief (includes all faiths, beliefs & agnostic)			Age (includes all age groups)		
Impact	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None	Positive	Negative	None
Tick if relevant				Y						Y									Y		

6. How does it help to us meet our general duties under the Equality Act 2010?

The New Homes project aims to deliver affordable housing across Lewes District in line with current Housing Needs and Allocations policies. The policies do not discriminate against any people with protected characteristics.

7. What is the scope of this analysis?

Adopting the recommendations would lead to positive impacts for a number of people with protected characteristics, in particular disability, pregnancy and age. It will also deliver economic support and stability for people on low incomes.

## Information gathering and research

8. What existing information and data was obtained and considered in the assessment?

Housing Strategy 2012-16

Choice-Based Lettings Allocation Policy

Homelessness Strategy 2008-13

Older Persons Strategy 2011-15

Tenancy Strategy

Housing Needs Assessment

9.

What gaps in information were identified and what action was undertaken/is planned to address them?

None identified

10. What communities and groups have been involved and what consultation has taken place as part of this assessment?

A number of community consultation events have taken place (Peacehaven, East Chiltington, Lewes, Newhaven, Seaford). More are planned later in the year and prior to any planning application submissions. Additionally, officers are meeting with local interest groups such as Sussex Wildlife Trust, Seaford Seniors Forum and Seaford Resident's Voice. There is extensive information on the council's website relating to the scheme and people are encouraged to write in to share their thoughts and concerns. Homes in the area have been leafleted and there has been considerable press coverage.

## Analysis and assessment

11. What were the main findings, trends and themes from the research and consultation undertaken?

There are concerns from the community about building on Meeching Down and the impact on a much-loved open space and wildlife habitat. Additionally, people are concerned about the amount of affordable housing that is proposed for Newhaven, together with the impact on local infrastructure.

12. What positive outcomes were identified?

In general, people are positive about the need for more housing. The proposed scheme at Meeching Down would deliver new housing for those in need, at affordable rents. The housing will be designed to appeal to people of all ages and in a mix of circumstances. The homes will be adaptable to take account of changes of circumstances.

13. What negative outcomes were identified?

Residents have demonstrated their clear concern for the disruption to wildlife and the changes that are proposed for Meeching Down.

## Action planning

14. The following specific actions have been identified: *(see paragraph 25 of the guidance)*

Issue Identified	Action Required	Lead Officer	Required Resources	Target Date	Measure of Success
Please see the body of the report for the recommendations					

## Summary Statement


Between 15<sup>th</sup> September and 22<sup>nd</sup> September an Equality Analysis was undertaken by Bee Lewis, Head of Property & Facilities on the proposals for Meeching Down in relation to the New Homes project.

Due regard was given to the general equalities duties and to the likely impact of the project on people with protected characteristics, as set out in the Equality Act 2010.

The assessment identified:

No major changes are required. The EA demonstrates the project is robust, there is little potential for discrimination or adverse outcomes, and opportunities to promote equality have been taken.

## Approval

Director/Head of Service	Gillian Marston
Signed	
Dated	22 <sup>nd</sup> September 2015