

## Appendix 1: Equality Analysis Report Template

<b>Title:</b>	<b>Response to Petition: Steyning Avenue</b>
<b>EA Lead :</b>	<b>Bee Lewis, Head of Property &amp; Facilities</b>
<b>EA Team:</b>	
<b>Date Commenced:</b>	<b>16 November 2015</b>
<b>Target Completion Date:</b>	<b>18 November 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 within the report to Council concerning Steyning Avenue car park in Peacehaven as part of the wider 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 form part of the proposal to deliver affordable housing for households on the Council's housing waiting list. This will be achieved through the sale of some sites with planning permission in order to raise sufficient funds to construct affordable housing.

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 previous decade. The average sale price for a home in the District is 65% higher than the national average. The ratio of average wage to average purchase price has more than doubled since 1997 in the District. The average rent is now £1080 per month, whereas the Local Housing Allowance (LHA) for a 2-bedroom property is set at £769.92. Those who privately rent homes rather than own or rent from social landlords (including the Council) pay a significantly higher proportion of their income on rent – 41% as opposed to 19% for social tenants and 19% for owner-occupiers.

This has a particular impact on younger and lower income households, as increasing rent levels and stagnating wages means that it takes longer and longer to save sufficient amounts for a deposit on a home. Shelter estimate that it would take an average household 17.3 years to save enough to buy a first home in Lewes District. This is 5 years more than the national average.

A lack of homes for sale or for rent in the District is exacerbating this problem. There are approximately 1700 households on the Council's housing register and this number is expected to increase by 549 per year at the same time as only 244 homes become available. The Council's current mix of housing stock does not meet the demand for 1 and 2 bedroom 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. This also means that there are households who are occupying unsuitable homes – overcrowded, under-occupied,



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unsuitable for their access needs – for extended periods and this may have financial implications for low-income households if they are under-occupying.

This project aims to construct new affordable housing, in the majority 1 and 2 bedroom homes, with at least 10% being wheelchair specialised homes. In addition to the new households that will benefit from the high-quality homes built as a result of this project, the Council expects a number of homes in our existing stock to be released that will create more movement and flexibility within the Councils housing system.

Where the delivery of planning permission on sites for sale (such as Steyning Avenue) is compromised, this will result in an according reduction in the amount of affordable housing the Council can construct.

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

In response to the local and national pressures, the Council recognises that the New Homes is an opportunity to close the gap between the current level of housing provision and the anticipated need, through more efficient stewardship of its assets. In addition to this, as the focus and incentives to build housing from national government changes, the Council regards this as a singular opportunity to deliver high-quality, affordable homes for rent in the District in a fiscally neutral manner for the authority.

In addition to this, Government is encouraging all public sector authorities to assess their land holdings, and release or develop these sites where appropriate. In particular the Government is prioritising development of brownfield land.

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



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	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				x						x									x		

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, as they work to enable the wider delivery of the New Homes project, would lead to positive impacts for people with protected characteristics, in particular disability, pregnancy and age. It will also deliver economic support and stability for people on low incomes.

In addition to this, the Council has engaged proactively as part of the consultation on this project with groups representing protected groups such as Seaford Seniors Forum in order to ascertain their views and endeavour to respond to their concerns. As part of these discussions the Council has made a number of amendments to the proposals for both market and affordable housing including amending proposals for accessible toilet facilities near the Buckle car park. The Council will continue to work with these groups to ensure the proposals for housing in this project reach the highest standards of accessibility and deliver tangible financial and quality-of-life benefits for a range of residents in the District.

The Council is seeking to work proactively with stakeholders (including surrounding business owners and representative groups) to assess how parking may be most effectively reprovided and to understand the needs of specific user groups (such as customers with disabilities of surrounding businesses).

## **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 2008-2013

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 – consultation with groups is ongoing.

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 in Peacehaven alongside specific meetings with groups and individuals. More are planned prior to any planning application submissions. Additionally, officers are meeting with local stakeholder groups such as the Peacehaven Chamber of Commerce and others. 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 also 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 stakeholders that the development of the Steyning Avenue site in particular will result in the loss of convenient parking for local businesses and that this will negatively impact trade and business viability in the area. The Council recognises these concerns, but in the light of the real and significant housing need in the District, believes it can achieve a mitigation of the impact of the loss of this parking (with a minimisation of disruption to local residents being the desired outcome) in the light of the parking report that is available publically on our website and deliver much-needed new housing. Proposals for the mitigation of these issues are being developed.

12. What positive outcomes were identified?

In general residents acknowledge the need for more housing and the aim of the New Homes project to deliver affordable housing. The Council believes that in some cases on sites in the District, superior provision of facilities can be achieved, for example the proposed replacement toilets close to the Buckle will be higher quality, more accessible and will attract visitors to that end of the beach and local businesses. In addition to this the Council is achieving this project without significant changes to its own service provision, and alongside a rationalisation of its property assets that will enable it to more efficiently deliver services in the future (for example releasing the site at Robinson Road through moving the depot will enable the Council to prepare to potentially deliver commercial services from this site in accordance with the new waste and refuse strategy).

13. What negative outcomes were identified?

It may not be possible for the Council in all cases to deliver a like-for-like replacement of facilities due to financial or logistical restrictions. As identified above, in these cases the Council will aim to minimise the disruption to residents, and to this end we have undertaken a number of studies using expert consultants to understand usage (parking at the Buckle and Peacehaven sites) and impact on ecology (Meeching Down). The Council has utilised these studies to better understand the minimum re-provision that would be required to ensure that existing residents quality of life is maintained, although the Council will endeavor to exceed this minimum level where possible.

**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 recommendations					



## Summary Statement

Between *(insert start date)* and *(insert end date)* Equality Analysis was undertaken by *(insert Lead Officer)* on the *(insert strategy, policy, service, decision, action, project or procedure)*.

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

The assessment identified: *(\*delete as appropriate)*

\*No major changes are required. The EA demonstrates the service/policy/decision/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	

