

Equality Impact Assessment

See the *How to make an Equality Impact Assessment* leaflet for help to complete this form. You are also welcome to contact Delyth Gadlys Williams, Policy and Equality Officer on ext. 32708 or DelythGadlysWilliams@gwynedd.llyw.cymru, for further assistance.

It is necessary for the Council (under the Equality Act 2010) to consider the effect any change in policy or procedure (or the creation of a new policy or procedure), has on people with protected equality characteristics. The Council also has a general duty to ensure fairness and foster good relations. A timely Equality Impact Assessment must be made before making any decision on any relevant change (i.e. which has an effect on people with protected characteristics).

I Details

I.1. What is the name of the policy / service in question?

Gwynedd Housing Strategy 2019-2024

I.2 What is the purpose of the policy / service that is being created or amended? What changes are being considered?

The Gwynedd Housing Strategy sets the long-term Housing ambition, and clear priorities for Gwynedd over the next 5 years.

The purpose of this Strategy is to set a framework to ensure that we focus on the correct priorities to provide homes for the people of Gwynedd and to make the best use of scarce funds to improve housing support and provision across the County

I.3 Who is responsible for this assessment?

Aled Humphreys
Strategic Housing Manager
Adult, Health and Well-being

I.4 When did you commence the assessment? Which version is this?

22.03.19

Version 0.01

2) Action

2.1 Who are the partners it will be necessary to work with to undertake this assessment?

The Strategy was developed with input from Housing Service managers, the Head of Adult, Health and Well-being, the Corporate Director and Cabinet Member.

2.2 What measures have you taken to engage with people with equality characteristics?

Relevant managers were given regular opportunities to feed into the Strategy as it was being developed.

The Strategy was influenced by the results of previous consultations, such as the Gwynedd Local Well-Being Assessment and the Supporting People and Regional Homelessness Strategies.

2.3 What was the result of the engagement?

The Housing Partnership (who represent the key stakeholders) were given an opportunity to offer their feedback on the synopsis, and comments were received that were addressed in the main document.

The results of the engagements provide a clear picture of the current situation in Gwynedd, and what we are trying to achieve. This is clearly shown in 'The Challenge' section of the Strategy, which leads to Our Ambition to be addressed.

Amongst other things, the main messages include the lack of properties for single people under 35, the population growth for the over 80's, bringing properties back into use, supply, affordability and homelessness.

2.4 On the basis of what other evidence do you operate?

A detailed Local Housing market Analysis (LHMA) was undertaken to review the level of need of housing in Gwynedd. The LHMA assessed the current need and the need into the future. In doing this, it was possible to identify the housing tenure present across the county, and which tenures would be developed into the future.

2.5 Are there any gaps in the evidence that needs to be collected?

A draft version of the Strategy will shortly be open for consultation and will be revised following feedback.

3) Identifying the Impact

3.1 The Council has to give due regard to the effect any changes will have on people with the equality characteristics noted below. What impact will the new policy/service or the proposed changes in the policy or service have on people with these characteristics? You are welcome to any other characteristics if you wish.

Characteristics	What type of impact?*	In what way? What is the evidence?
Race (including nationality)	Positive	<p>The Council addressed the need of Gypsy and Travellers in accordance with Part 3 of the Housing Act (Wales) 2014.</p> <p>The Council have committed to receive 40 Syrian refugees and to support them in contributing to the local community.</p> <p>The Council can provide relevant information in a range of languages.</p>
The Welsh language	Positive	The Strategy will correspond to the Welsh Language Policy
Disability	Positive	All new social housing will comply with Development Quality Requirements that take into consideration specific considerations such as space, accessibility, energy efficiency and safety. This can address mental health, learning difficulty and physical needs.
Sex	Positive	A high percentage of the social housing waiting list are single males under 35. There is an emphasis to develop smaller units (with respect to bedroom numbers) in order to address this need.
Age	Positive	<p>It is challenging for young people to gain access into the housing market. The expected rise in the over 80s population is also a substantial challenge.</p> <p>The Strategy will try and address this by promoting various ways young people can access housing that is affordable, and also by developing more extra care units.</p>
Sexual orientation	none	
Religion or belief (or non-	none	

belief)		
Gender reassignment	none	
Pregnancy and maternity	none	
Marriage and civil partnership	none	This is not considered within the Strategy – married and unmarried couples are not treated differently.

3.2 The Council has a duty under the 2010 Equality Act to contribute positively to a fairer society by promoting equality and good relations in its activities regarding the following characteristics – age, gender, sexual orientation, religion, race, gender reassignment, disability and pregnancy and maternity. The Council must give due attention to the way any change affects these duties.

General Duties of the Equality Act	Does it have an impact?*	In what way? What is the evidence?
Abolishing illegal discrimination, harassment and victimisation	Yes	The Strategy doesn't discriminate between different characteristics. The purpose of the Strategy is to set a direction to provide a range of homes for the people of Gwynedd that addresses different and varying needs.
Promoting equal opportunities	Yes	The Strategy identifies the need to assist a wide range of people with varying needs, and to offer support according to their requirements. It also identifies vulnerable groups, and aims to give them the relevant support.
Encouraging good relationships	Yes	The Strategy looks favourably at local people so that they can remain in their area and keep their local links.

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duty and what is the reason for this?

The Strategy will aim to ensure that older people are given specific consideration, that fair opportunities are given to all and that we encourage and support developments that adhere to the Governments specific standards (to ensure adaptations are possible should they be needed).

4.2 Is the policy therefore likely to have a significant, negative impact on any of the equality characteristics or the General Duty and what is the reason for this?

The Strategy will not have a negative impact on any of the characteristics

4.3 What should be done?

Choose one of the following:

Continue with the policy / service as it is robust	X
Adapt the policy to delete any barriers	
Suspend and delete the policy as the detrimental impacts are too big	
Continue with the policy as any detrimental impact can be justified	

4.4 What steps will you take to reduce or mitigate any negative impacts?

We do not foresee any negative impact but we will be monitoring and dealing with any negative impacts that may arise.

4.5 If you are not taking any further action to delete or reduce the negative impacts, explain why here.

None

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

The draft Strategy will shortly be published for consultation and will be reviewed following this.

The Strategy will need to be a live document in order to respond to change and adapt to any developing needs. We will also be looking out for any opportunities that may arise that can help us to achieve our objectives.