

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>New Homes Programme Delivery Strategy</p>
<p>Brief Service Profile (including number of customers)</p>	
<p>The council has plans for a new homes programme, which began in 2018 that aims to deliver 1000 homes by 2025. To date, 274 homes have either been delivered, or are under construction, and approval is now being sought to fund the remaining 726 homes.</p> <p>The aim is for all of these to be affordable homes, there will be a mix of council rented and shared ownership properties.</p> <p>Currently the council owns around 16,000 homes. The waiting list as of April 2019 is 8,605 residents, so the delivery of new affordable homes by the end of 2025 will contribute towards satisfying this demand for much needed affordable housing in the city. The provision of good quality housing also brings a range of social and health benefits to residents and communities.</p> <p>The new affordable homes will be allocated according to the council’s Allocation policy approved in September 2019.</p> <p>The Allocations Policy sets out Southampton City Council’s (the council) approach to allocating social housing homes in Southampton pursuant to Section 166A of the Housing Act 1996. It sets out how the council determines priorities and the procedure for allocating housing accommodation in Southampton. As mentioned above there is a huge demand for affordable rented homes in Southampton and this demand continues to considerably outstrip supply.</p> <p>In order to ensure that resources are being allocated effectively and efficiently the council must have an Allocations Policy which defines a consistent framework, which can be used to allocate the limited number of vacancies that are available.</p> <p>The council aims to:</p>	

- provide affordable housing, for local residents, in housing need;
- Ensure homes are allocated fairly and efficiently, considering the applicant's individual needs;
- Make best use of all the available social housing homes; and
- give people the opportunity to express preferences about housing accommodation to be allocated to them

Summary of Impact and Issues

As at 1st April 2019 the Council's Housing Register waiting list had 8,605 applications and the New Homes Programme Delivery Strategy report illustrates the distribution of demand for property size and the average wait time experienced in 2018/19. The information provided shows that there is a wait for all property types ranging from an average of 4 months for sheltered accommodation through to 7.6 years for a 3-bed property.

In support of the evidence of the existing characteristics and future housing needs in the city the New Homes Programme Delivery Strategy (see 5.50 to 5.57) has identified the following key considerations when developing and delivering the housing programme:

- General needs reflect the greatest demand for accommodation across all property sizes however average wait is particularly high for 3 and 4+ bed accommodation.
- General need demand for 1-bedroom properties is the most in demand property type.
- Increasing the supply of 1-bedroom and 3-bedroom properties may result in 2-bedroom properties becoming available as a result of housing applications from existing tenants.
- Based on overall demand, the proportions of accommodation size for delivery have been investigated.
- A lack of dwellings suitable for wheelchair users (both current and future) is evident which needs to be addressed.
- Supported accommodation for LD clients is required to meet a growing need within the city. The configuration of such accommodation differs depending on the tenant group and will require specific input to ensure the need is met.
- Extra care has a growing need for additional units to support the strategy of increasing the use of this property type instead of residential care.
- Accessible and adaptable properties are a key consideration across all demand areas, recognising the aging demographic, homes for life, and increased independence which may postpone/avoid the use of extra care in later life.

Several sites are subject to decommissioning of existing properties. The decommission programme is carefully managed and monitored to minimise disruption for residents and the community. Any significant changes to the

decommission programme will have an impact on the overall timeframe to build the new homes.

The council will let the new affordable homes according to the 2019 Allocations policy. The policy was updated in 2019 to reflect the council's latest position in terms of regulation and processes. The updated policy did not represent any fundamental changes to the policy or service, but instead clarified what the council is already doing. The policy also reflects the latest legislation in terms of the allocation of social housing.

This policy does not include applications in respects of homelessness or lets of caravan pitches to gypsies and travellers, as this is dealt with under different legislation and policies.

Potential Positive Impacts

The positive outcomes outlined in the New Homes Programme Delivery Strategy (in 4.5) are listed below:

- Southampton develops new housing to support the economic growth of the city
- Southampton is a city with a mix of homes that meet the needs of the residents
- Residents have access to information and advice to help them towards home ownership
- Homes in Southampton are green and sustainable
- People in Southampton live in good quality, safe and healthy homes
- Residents and communities are engaged and work together to improve neighbourhoods
- Southampton is a city with a range of housing options and support for people with additional needs
- Southampton is a city which prevents homelessness and provides support for rough sleepers
- Residents have access to the right information, advice and guidance about their housing options

The council has also considered what will be the important characteristics of the future council Southampton Home.

The Council leading on the delivery of new housing is an exciting opportunity to shape the future of the city and leave a legacy of homes which are fit for the environmental and social challenges that lie ahead. As the custodian of the properties delivered, having the level of control over design and specification will help ensure that the life time costs of properties remain low whilst providing properties that people are proud to call their homes.

The Designers' Manual will be a key tool to support the achievement of these goals. It will help to keep designs focused on key issues that have been identified as

significant to the Council as well as signposting designers towards longer term aspirations.

Community and stakeholder engagement will be an important part of the new homes programme and for each project:

- The stakeholders will be identified
- An action plan will be developed to ensure that communities and stakeholders are effectively engaged
- There will also be a separate communication plan developed for the whole programme and each individual project

New affordable homes under this programme will be allocated according to the council's Allocation policy (2019)

In the accompanying ESIA potential impacts of this were identified:

As a social landlord the council has a number of objectives to shape the way in which housing services are delivered. Meeting the greatest possible degree of housing demand is a key objective but to do this in a way which supports individual households, enhances community stability and recognises the difficulties parts of our community face.

The council will also use its role as the largest landlord in the city to improve the lives of our residents wherever possible. This includes not only paying attention to the physical environment but also taking action to address issues affecting our residents.

The Allocations Policy will allow the council to continue to allocate the city's social housing stock and ensure it is used to its best effect so that homelessness is avoided wherever possible and allow the council to maximise the opportunity for Southampton residents to access housing suitable for their needs.

Responsible Service Manager	John Maillard
Date	30 th June 2020
Approved by Senior Manager	Tina Dyer-Slade
Date	30 th June 2020

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The longest wait for homes is currently for 3	The significant benefit of the council delivering its own housing development

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	and 4- bedroom family homes. This results in families across the city living in accommodation that is too small for their needs. The greatest demand is for 1- bedroom homes.	programme is that the new homes will be designed to reflect the demand on the housing.
Disability	<p>There is unmet demand for a range of suitable accommodation to meet the needs of disabled people on the housing register.</p> <p>As a reflection of demand, currently, there are 62 applicants (under the direct let category) who require wheelchair accessible accommodation</p>	<p>Accessibility of the properties will be considered in the design. For example, some properties will be designed to be wheelchair accessible, others being designed to meet specific adult social care client group needs. The Designer's Manual addresses design issues for accessibility.</p> <p>The council have specialist officers that assess whether applicants require urgent re-housing on disability, medical or welfare grounds. They will also assess the type of housing needed and the urgency of any need. A very small proportion of applicants are assessed as having an urgent need to move because of disability, medical or welfare grounds.</p>
Gender Reassignment	Statistical evidence for this is not available	The new affordable rent properties will be allocated under the council's approve Allocation policy (Sept 2019). The ESIA for the policy did not identify any specific aspects for this group.
Marriage and Civil Partnership	Statistical evidence for this is not available	However, from the analysis of known data there is a shortage of 3 bed homes and the proposed strategy for new homes will take this into account and increase the provision of 3 bed homes where possible
Pregnancy and Maternity	Statistical evidence for this is not available	The new affordable rent properties will be allocated under the council's approve Allocation policy (Sept 2019). The ESIA for the policy did not identify any specific aspects for this group.
Race	Statistical evidence for	The new affordable rent properties will be allocated under the council's

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	this is not available	approve Allocation policy (Sept 2019). The ESIA for the policy did not identify any specific aspects for this group.
Religion or Belief	Statistical evidence is not available	The new affordable rent properties will be allocated under the council's approve Allocation policy (Sept 2019). The ESIA for the policy did not identify any specific aspects for this group.
Sex	Statistical evidence is not available	The new affordable rent properties will be allocated under the council's approve Allocation policy (Sept 2019). The ESIA for the policy did not identify any specific aspects for this group.
Sexual Orientation	Statistical evidence is not available	The new affordable rent properties will be allocated under the council's approve Allocation policy (Sept 2019). The ESIA for the policy did not identify any specific aspects for this group.
Community Safety	Where sites are currently vacant, they look unsightly and can attract anti-social behaviour	To develop homes on these sites will, once completed improve the quality of the local environment. New residential proposals will comply with secure by design guidelines and s.17 of the Crime and Disorder Act 1998 or equivalent. Appendix 1 - Designer's Manual also addresses designing for safety.
Poverty	There are currently insufficient affordable homes in the city and as a result there are approximately 8,600 households on the housing register.	This programme will provide a significant number of affordable homes. Moving people out of temporary accommodation and into their home has the potential to significantly improve the quality of life of those residents. An assessment has been undertaken of the impact of offering some properties at Affordable Rent This indicates that some tenants may be able to afford these properties, particularly those who are in existing tenancies whose income has increased during the lifetime of the tenancy. These tenants opting to move into new Affordable Rent properties would make more social rent properties

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		<p>available to new tenants.</p> <p>The council would like to provide a proportion of new build homes at social rent, which is lower than 'affordable rent', but this will depend on the financial viability of each scheme and the possible levels of grant achieved. Currently, Homes England are supportive of grant aid for social housing, but each scheme is judged individually.</p> <p>In Allocation policy terms: Applicants with a priority need, who have not contributed to their homelessness and meet the main homelessness duty within the meaning of Part 7 of the Housing act 1996/ Homelessness Act 2002 (S193).</p>
Health & Wellbeing	Some of our residents live-in poor-quality accommodation which can have an adverse effect on health and well being	The quality of design promoted in the Designer's Manual aims to deliver benefits in energy efficiency and build quality which provide opportunities to realise benefits in health and wellbeing.
Other Significant Impacts	<p><u>Decommissioning</u></p> <p>The decommissioning of existing poor stock in order to develop new homes is disruptive for residents who are required to move.</p>	<p>The established decommissioning process and support from the council's dedicated Resident Liaison Officer, seek to reduce the impact of the decommissioning.</p> <p>The new homes aim to be more energy efficient, and of improved quality.</p> <p>The council's policies on Decommissioning and Letting provide an equitable framework for tenants.</p>
Other Significant Impacts	<p><u>Construction Period</u></p> <p>There will be some noise and inconvenience caused by the construction and traffic to and from the site during construction</p>	Contractors will be required to operate under the 'Considerate Construction Scheme', or equivalent, to mitigate the impact as far as possible. There will be regular communication with local residents, with project updates, programmes and key contact details for

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	<p>Special categories under the Allocation's policy</p>	<p>escalating any issues of concern.</p> <p>Covered under the council's Allocation policy:</p> <p>The law requires Local Authorities to give extra help to certain categories of armed forces personnel. The council meet this requirement through allowing relevant applicants to join the Housing Register and to be treated as if they were 'qualifying' applicants under the scheme.</p> <p>Applicants meeting one or more of the following criteria will be admitted to the Housing Register and awarded 90 housing need (reasonable preference) points to bring them in line with other qualifying applicants</p>