

Report to Communities Select Committee

Date of meeting: 6 September 2016

Portfolio: Housing – Councillor Syd Stavrou

Subject: Annual Review of Protected Characteristics – Home seekers and Lettings



Officer contact for further information: Roger Wilson extension 4419

Committee Secretary: Mark Jenkins extension 4607

Recommendations/Decisions Required:

That no recommendations be made concerning amendments to the Council's Housing Allocations Scheme, due to the Review of the Protected Characteristics of home seekers on the Housing Register and lettings as current figures do not show a significant disparity between the Protected Characteristics of home seekers on the Housing Register, and those allocated accommodation through the Housing Register.

Report:

1. Following the introduction of the Equality Act 2010, and the Public Sector Equality Duty in 2011, public bodies have to consider all individuals when carrying out their day-to-day work, shaping policy, and delivering services. Under the Act there are nine "Protected Characteristics" which must be considered as follows:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

2. Due to the requirements of the Act, the Communities Select Committee undertakes an annual review of the Protected Characteristics of homeseekers on the Housing Register compared to the Protected Characteristics of those allocated accommodation. This is to consider if there has been any disparity, and to identify whether or not there are any indications to suggest the Council may be discriminating against any one group and if as a result, any changes should be made to the Housing Allocations Scheme.

3. The statistical information set out in the tables below is for the period 27 July 2015 to 27 July 2016, being the first 12 month period under the revised Housing Allocations Scheme.

4. It should be noted that the last report covered the period September 2013 to September 2014. As a major review of the Housing Allocations Scheme was undertaken early 2015 with the new Scheme coming into force on 27 July of that year it was not possible to produce reliable information bearing in mind further applicants being removed from the list, and not having a full 12 month period to measure. Therefore, for comparative purposes, in terms of ethnicity, the figures for the financial year 2013/2014 are provided.

Ethnic origin of applicants on the Housing Register as at July 2016

Ethnic Group	2013/14	2015/16
White British/Irish	1,410 (90.22%)	1,214 (88.3%)
Bangladeshi/Pakistani/Indian	24 (1.54%)	19 (1.3%)
African/Caribbean	35 (2.24%)	45 (3.3%)
Mixed Race	43 (2.75%)	27 (2%)
Other	21 (1.34%)	11 (0.8%)
Not Stated	30 (1.91%)	58 (4.3%)
Total	1,563 (100%)	1,374 (100%)

Ethnic origin of Homeseekers housed in Council accommodation

Ethnic Group	2013/2014	2015/16
White British/Irish	274 (89.25%)	237 (91.8%)
Bangladeshi/Pakistani/Indian	1 (0.33%)	4 (1.5%)

Ethnic Group	2013/2014	2015/16
African/Caribbean	8 (2.61%)	4 (1.5%)
Mixed Race	2 (0.65%)	6 (2.2%)
Other	3 (0.97%)	1 (0.4%)
Not Stated	19 (6.19%)	7 (2.6%)
Total	307 (100%)	259

5. The breakdown of the ethnicity of the population of the District is set out in the table below for information (source EFDC Census 2011):

Ethnic Group	Number	Percentage (%)
White: British/Irish	107,836	86.5
White: Other e.g. European etc.	5,033	4.04
Asian: Bangladeshi/Pakistani/Indian/Chinese/Sri Lankan	5,922	4.76
African/Caribbean	2,404	1.93
Mixed: Multiple Ethnic Groups in one household	2,649	2.12
Other non-British	815	0.65
Total	124,659	100

Other Protected Characteristics

6. The following tables set out the monitoring of six of the remaining Protected Characteristics as at the end of the period 27 July 2015 to 27 July 2016. Statistics are not available for Marriage and Civil Partnership, and Pregnancy and Maternity.

Protected Characteristic - Religion	2013/14 (Housed)	2013/14 (Housing Register)	2015/16 (Housed)	2015/16 (Housing Register)
Buddhist	Nil	5 (0.32%)	nil	10 (0.8%)
Christian	169 (56.10%)	812 (51.95%)	121 (47%)	651 (47%)
Hindu	Nil	2 (0.13%)	Nil	3 (0.2%)
Muslim	3 (1%)	25 (1.60%)	3 (1%)	20 (1.5%)
No Religion	57 (18.9%)	361 (23.09%)	61 (24%)	339 (25%)
Other	30 (10%)	124 (7.93%)	11 (4%)	132 (9.5%)
Not stated	48 (14%)	234 (14.98%)	63 (24%)	219 (16%)
Total	307 (100%)	1563 (100%)	259 (100%)	1,374 (100%)

Protected Characteristic - Gender Re-assignment	2013/14 (Housed)	2013/2014 (Housing Register)	2015/16 (Housed)	2015/2016 (Housing Register)
Gender Re-assignment	Nil	6 (0.38%)	208 (80.5%)	2 (0.1%)
Non- Gender Re-assignment	231 (75.24%)	1,268 (81.12%)	Nil	981 (71.4%)
Not stated	76 (24.76%)	289 (18.50)	51 (19.5%)	391 (28.5%)
Total	307 (100%)	1,563 (100%)	259 (100%)	1,374 (100%)

Protected Characteristic - Sexual Orientation	2013/14 (Housed)	2013/2014 (Housing Register)	2015/16 (Housed)	2015/2016 (Housing Register)
Bi Sexual	4 (1.30%)	11 (0.70%)	nil	12 (0.9%)
Gay/Lesbian	4 (1.30%)	4 (0.26%)	1 (0.4%)	8 (0.6%)
Heterosexual	223 (72.8%)	1,157 (74.02%)	167 (64.5%)	803 (58.4%)
Not stated	76 (24.60%)	391 (25.02%)	91 (35.1%)	551 (40.1%)
Total	307 (100%)	1,563 (100%)	259 (100%)	1,374 (100%)

Protected Characteristic - Disability	2013/14 (Housed)	2013/2014 (Housing Register)	2015/16 (Housed)	2015/2016 (Housing Register)
Physical	42 (13.68%)	203 (12.98%)	47 (18.1%)	136 (9.9%)
Learning	11 (3.58%)	78 (4.99%)	22 (8.5%)	62 (4.5%)
Visual	9 (2.93%)	40 (2.56%)	6 (2.3%)	29 (2.1%)
Mental Health	55 (17.92%)	226 (14.46%)	59 (22.8%)	192 (14%)
Hearing	12 (3.90%)	42 (2.69%)	8 (3.1%)	23 (1.7%)
None or Not stated	178 (57.99%)	974 (62.32%)	117 (45.2%)	932 (67.8%)
Total	307 (100%)	1563 (100%)	259 (100%)	1,374 (100%)

Protected Characteristic - Age (years)	2013/14 (Housed)	2013/2014 (Housing Register)	2015/16 (Housed)	2015/2016 (Housing Register)
18-39	144 (46.9%)	932 (59.63%)	119 (46%)	828 (60.5%)
40-49	46 (14.97%)	249 (15.93%)	42 (16.2%)	199 (14.5%)
50-54	27 (8.8%)	80 (5.12%)	12 (4.6%)	79 (5.5%)
55-59	18 (5.9%)	57 (3.65%)	10 (3.9%)	68 (5%)
60 and over	72 (23.43%)	245 (15.67%)	76 (29.3%)	200 (14.5%)
Total	307 (100%)	1,563 (100%)	259 (100%)	1,374 (100%)

Protected Characteristic - Sex (Lead Applicant)	2013/14 (Housed)	2013/14 (Housing Register)	2013/14 (Housed)	2013/14 (Housing Register)
Male	107 (34.85%)	521 (33.33%)	77 (30%)	425 (31%)
Female	200 (65.15%)	1,042 (66.67%)	182 (70%)	949 (69%)
Total	307 (100%)	1,563 (100%)	259 (100%)	1,374 (100%)

7. Generally, the statistics confirm that the Protected Characteristics of homeseekers housed in Council accommodation is similar to those on the Housing Register. It is therefore recommended that no amendments are made to the Council's Housing Allocations Scheme, due to the Review of the Protected Characteristics of housing applicants and lettings.

Flexible (fixed-term) Tenancies

8. The following table sets out the ethnicity of those allocated Flexible (fixed-term) Tenancies between 27 July 2015 and 27 July 2016.

Ethnic Group	2013/14	2015/16
White British/Irish	18 (62%)	128 (69%)
Bangladeshi/Pakistani/Indian	3 (10%)	2 (1%)
African/Caribbean	1 (3.5%)	2 (1%)
Other	2 (7%)	8 (4.5%)
Not Stated	5 (17.5%)	45 (24.5%)
Total	29 (100%)	185 (100%)

Reason for decision:

9. The reason for the report is to consider if there has been any disparity, and to identify whether or not there are any indications to suggest the Council may be discriminating against any one group and if as a result, any changes should be made to the Housing Allocations Scheme.

Consultation undertaken:

10. The Tenants and Leaseholders Federation will be consulted at their meeting on 31 August 2016 with any comments reported orally.