

Equality Impact Assessment

Section 1: Identifying details

Your function, service area and team: Communities Support, Communities Directorate

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Housing Strategy 2017-22

Officer completing the EqlA: Mary Masterson **Tel:** X2132 **Email:** mmasterson@eppingforestdc.gov.uk

Date of completing the assessment: 16th June 2017

Section 2: Policy to be analysed

2.1 Is this a new policy (or decision) or a change to an existing policy, practice or project?

The Housing Strategy 2017-22 replaces the Housing Strategy 2009-2012.

2.2 Describe the main aims, objectives and purpose of the policy (or decision):

This strategy is a framework setting direction for everyone involved in housing in the District, to do what we can to provide the homes needed and ensure that housing delivers a clear social value.

The purpose of the Housing Strategy is to assess the District's current and future housing needs, and to set out the Council's approach to meeting those needs. The Strategy sets out a suggested overall vision for housing in the District, the Council's key housing objectives and the aims and objectives relating to individual housing issues.

This Housing Strategy has six key objectives. These are:

1. To ensure that plans are in place and sufficient land is allocated to meet the assessed housing need for the District, including the need for affordable housing;
2. To ensure that the growth in the number of homes in the District is properly planned, along with adequate infrastructures such as roads, health facilities, and schools (i.e sustainable);
3. To make affordable housing available – both for rent and for low cost home ownership - in rural and urban locations, for people who want to live in the District;
4. To ensure that people with special needs are able to live in suitable accommodation with appropriate levels of support;
5. To quickly accommodate homeless people in suitable, permanent accommodation; and
6. To ensure that all homes in the District, in both the public and private sector, are in a decent condition.

It also provides a Key Action Plan for the first year of the Strategy, which will be updated on an annual basis. It is proposed that progress with the Key Action Plan continues to be reviewed by the Communities Select Committee every 6 months.


Some actions will require a specific equalities impact assessment in order to fully evaluate the effect the changes could have on equalities groups. Therefore this impact assessment is intended to give an overview of the potential impacts based on proposals set out within the Housing Strategy 2017 – 2022 and is not intended to fully assess the impacts of subsequent actions set out within the action plan.

	<p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>That the Epping Forest District will be a district that has safe, decent and attractive housing that meets the needs of those who want to live in the District.</p>
<p>2.3</p>	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? <p>Yes – all of the above.</p> <p>Will the policy or decision influence how organisations operate?</p> <p>Possibly. This will become apparent as the key actions are carried out over the five year period.</p>
<p>2.4</p>	<p>Will the policy or decision involve substantial changes in resources?</p> <p>None of the proposals within the Draft Housing Strategy have budgetary implications that have not already been included within the Council's budgets or Capital Programme. However, any additional budgetary requirements that do flow from the Housing Strategy in the future will be considered and approved on their own merits by the Cabinet in the usual way.</p>
<p>2.5</p>	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>This Housing Strategy is only one of a range of complementary and inter-related strategic documents and plans produced by the Council. It is also influenced by a number of strategies produced by other agencies. In formulating the Housing Strategy, careful regard has been given to relevant corporate objectives and strategies:</p> <p>EFDC Corporate Plan (2015-20) - the Council's prime strategic document, that sets out the Council's priorities for the planning and delivery of services over a five-year period.</p> <p>District Local Plan - the Council's prime town planning document that sets out all the Council's town planning policies and land allocations. The current Local Plan is in the process of being updated. A new Draft Local Plan was published for consultation in October 2016 and, following analysis and consideration of the comments received, a Pre-Submission Local Plan will be produced in Spring 2018.</p> <p>Government housing policy and legislation - clearly, the Council must comply with legislation, which is often updated and influences and affects the Council's delivery of its Housing Strategy. Similarly, Government housing policy (which often results in legislation) has an influence on the Housing Strategy as well. The Government's latest housing policy was set out in its White Paper "Fixing our broken housing market" published in February 2017, which has influenced this Housing Strategy.</p> <p>EFDC Business Plans - each of the Council's Directorates produces an annual Business Plan, in support of the EFDC Corporate Plan, setting out the key actions and resource requirements for the forthcoming year.</p>

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.0 Reference Material

Age	Disability	Gender	Gender reassignment	Marriage / civil partnership	Pregnancy / maternity	Race	Religion/belief	Sexual orientation	other																																																
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ONS Census Data 2011	Homeless (Statutory) 2017 Total as of 31 March 2017 (all age ranges) 116 - Temporary accommodation 31 - B&B 45 – Hostel 40 – Other																																																								
EFDC KPI COM004 - How many households were housed in temporary accommodation																																																									
The number of households in temporary accommodation provided under homelessness legislation has increased: - 2016-17 (all age ranges) Q1 – 103 Q2 – 111 Q3 – 101 Q4 - 116																																																									
ONS Subnational population projections for England 2012 – based on 2011 Census																																																									
<ul style="list-style-type: none"> 22.3% of the EFD population is aged 65 years and over and life expectancy is increasing; 5% population growth rate for the Epping Forest District. 																																																									
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<https://www.gov.uk/national-minimum-wage-rates>
www.livingwage.org.uk

National Living Wage and the National Minimum Wage changed in April 2017.

National Minimum wage

The national minimum wage is based on a target to reach 60% of median earnings by 2020. Under current forecasts this means a rise to less than £9 per hour by 2020.

Year	25 and over	21 to 24	18 to 20	Under 18	Apprentice
April 2017	£7.50	£7.05	£5.60	£4.05	£3.30

The Living wage

UK rate - £8.45 London rate £9.75

The living wage is independently-calculated each year based on what employees and their families need to live. The employers choose to pay the real living wage on a voluntary basis.

Impact of an ageing population study Epping Forest District

- Between 2015 and 2025 it is anticipated that the number of over 65's in Epping Forest will increase from 25,400 to 30,000 and over 50's – 64's, from around 24,200 to 27,400.
- Services in preventative healthcare and activities to help people to remain active and health in later life, could help increase the proportion of life spent in good health and reduce costs to a wide range of organisations.
- Loughton Alderton is one of the wards that have some of the lowest life expectancy and this is identified as being linked to deprivation and less positive lifestyles.
- It is evidenced that good physical and mental health are essential to living longer and having a better quality of life.
- 2013 there were 1,855 Dementia sufferers, by 2025 the number is expected to be 2,553 (37.6%).



Epping-Forest-Draft
Local-Plan-SINGLE

**& BGP1
Housing
Background
Paper**

Ageing population – will require dwellings that are adaptable and accessible for disabilities/ Pg 13 Paragraph 2.4 states:

“The District’s population increased by almost 17,000 between 1961 and 2011. Government estimates that the District’s population had risen by just over 5,000 since 2011.”

“In 2011, compared to the rest of England, the District had smaller proportions of people aged under 30 and a larger proportion of people aged 45 to 64 years and 65 years and over.”

“by 2033, projections suggest the proportion of people aged over 65 years will rise sharply compared to the other age bands”

	Affordable Housing Need (in households)*				
	East Herts DC	Epping Forest DC	Harlow DC	Uttlesford DC	HMA Total
Unmet need for affordable housing in 2011					
Total unmet need for affordable housing	1,632	1,171	1,597	818	5,218
Supply of housing vacated	471	544	849	242	2,106
Overall impact of current affordable housing need	1,161	627	748	576	3,112
Future need for affordable housing 2011-33	4,128	3,152	3,289	2,724	13,291
Percentage of overall housing need	31%	34%	67%	27%	35%

The above table (Epping Draft Local Plan) shows the projected need for affordable housing (measured in households) in the District from 2011-2033 (for households not dwellings). These figures take into account current unmet need for affordable housing and starter homes, projected future need arising from new households which will form in the future, and also the number of existing households which are likely to fall into need in the future.

‘3,152 of the new homes need to be affordable’

Ageing population. Demand on health services. Need dwellings that are accessible and adaptable.

Strategic Housing Market Assessment for West Essex & East Herts 2015 Pg101 & 108

- ECC demand analysis assessment - identified a shortfall in independent living units.
- EFDC needs to provide approximately 11,300 (market housing & affordable) new homes over the

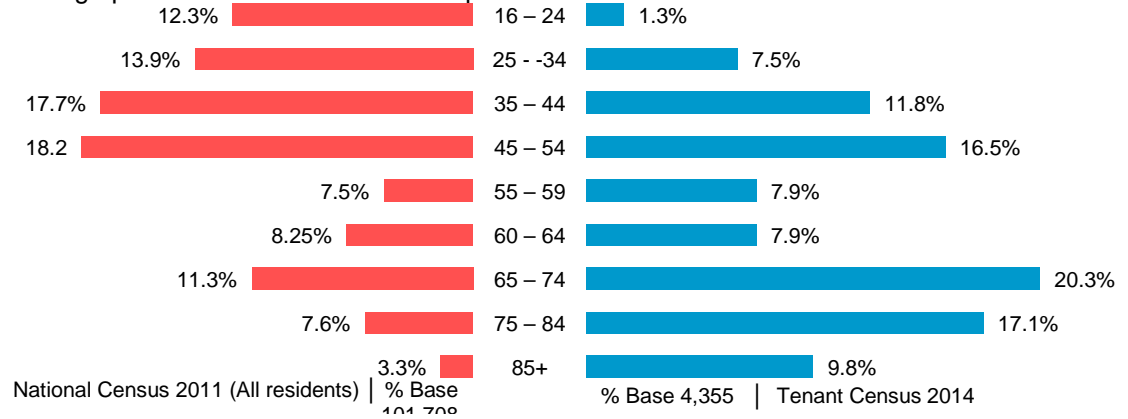
- Local Plan period (up to 2033) (specific split of houses vs. flats, numbers of bedrooms etc).
- Older people are living longer, healthier lives and specialist housing offered today may not be appropriate for the future years.
- Accessible housing in the district is needed with a view of adaptable lifetime homes.
- Government's reform of Health and Adult Social Care is underpinned by sustaining people at home for as long as possible. Dwellings to meet cat. 2 requirements (dependent on viability).



1236 Epping Forest
Tenant Census 2014

Over half of all tenants (57%) responded
At the time of the Tenant census the respondents were older than the wider EFD population, with a median age of tenants being 63 compared to 48 for the overall population of EFDC.

- Age profile of those tenants that replied: -



- Wards with an elderly population with a median age over 70:
 - Lower Nazeing (median age 71)
 - Waltham Abbey North East (71)
 - North Weald Bassett (72)
 - Moreton and Fyfield (73)
- Wards with the youngest tenants: -
 - Grange Hill (47)
 - Loughton Fairmead (56)
 - Loughton Roding (56)
 - Waltham Abbey Honey Lane (57)
 - Waltham Abbey South West (58)

Age group	Yes	No
16-24 yrs	76.8	23.2
25-34 yrs	64.0	36.0
35-44 yrs	67.1	32.9
45-54 yrs	62.9	37.1
55-59	61.8	38.2
60-64 yrs	67.5	32.5
65-74	72.5	27.5
75-84 yrs	75.1	24.9
85 yrs and over	77.2	22.8

Household size	Yes	No
One	77.0	23.0
Two	67.4	32.6
Three	63.4	36.6
Four	56.7	43.3
Five	58.2	41.8
Six or more	59.8	40.2

- The youngest and oldest age groups were more likely to be claiming housing benefit (HB).
- Middle age groups - less likely to be receive financial support, as economically active.
- Lone tenants more likely to receive HB (77%) compared to any other households sizes.

[EFDC Housing Register & housing-allocations-scheme-2015-v3](#)



Total number of applicants on Epping Forest District Council's Housing Register

*Priority Bands	Q1	Q2	Q3	Q4	
Housing Register	1531	1515	1477	1462	
Band A*	135	134	120	125	Urgent medical grounds/disability
Band B*	526	534	516	538	Existing Council tenants aged over 60yrs
Band C*	706	700	706	683	moderate medical grounds relating to disability
SWL	164	147	134	116	

[Careline Annual Report](#)

Epping Forest Careline currently has approximately 2,500 clients. Years of experience managing a community alarm service and enabling independent living. Customers to feel more secure in their home, as help is at the press of a button. The service is beneficial to those that feel vulnerable in some

<p>2015-16</p>	<p>way: they are unwell, may have previously fallen, been injured, experienced an intruder in their property or garden or have an on-going illness or been recently discharged from hospital.</p> <ul style="list-style-type: none"> • A new Careline call handling provider will be used to enable the service to facilitate the demand from an increasing older generation living longer healthier independent lives. <p>Nov 2016 random Careline survey of 300 clients (12% of the user base).</p> <ul style="list-style-type: none"> • 99.3% satisfied with the quality of service; • 99.3% happy with time taken to respond to calls; • 100% found Epping Forest Careline staff helpful; • 98% service was good value for money – this was a reduction from 99.2% in 2015. <i>There was a marginal rise in monitoring fees for the 1st time in 3 years which may account for this.</i> • 99.3% found equipment easy to use; • 100% would recommend Epping Forest Careline to friends and family; • 347 new installations across the district in 2016. Yearly call total - 61,162, averaging 168 daily;
<p>Sheltered Housing Guide</p>	<ul style="list-style-type: none"> • EFDC provides sheltered housing for older residents that are capable of living on their own but feel more secure with the support of a visiting Scheme Manager; • Self-contained flats, bungalows and studios. Housing with communal lounge -social activities; • Currently located in Loughton, Watham Abbey, Buckhurst Hill and Epping. • Once the new Careline provider is agreed a Sheltered Housing Review will be undertaken to identify all future options for the current properties and provide recommendations.
<p>Downsizing Scheme</p>	<ul style="list-style-type: none"> • EFDC enables older residents to downsize to a smaller more manageable property; • Financial incentive as they could be eligible for a lower rent and receive up to £4,000; • £1000 for each room "released", plus £500 for removal expenses and £500 to meet decoration costs. • Younger larger families will benefit from these properties becoming available.
<p>C.A.R.E Home Improvement Agency Handyperson Scheme EFDC</p>	<ul style="list-style-type: none"> • Through the Caring and Repairing in Epping Forest (C.A.R.E) Home Improvement Agency, the Council seeks to assist older people and disabled home owners to improve, repair or adapt their houses. They may also assist with home improvements to: - <ul style="list-style-type: none"> § prevent hospital admission; § support prompt discharge from hospital. • C.A.R.E. provides a handy person service to retired home-owners / private tenants over the age of 60 years. Vetted contractors carry out small, low cost repairs / home security work, fall prevention measures. Chargeable service (lower for those on means tested benefits).
<p>The Health Impacts of Cold Homes and Fuel Poverty leaflet (2011)</p>	<ul style="list-style-type: none"> • Countries which have more efficient housing have lower Excess Winter Deaths (EWDs) • Link between EWDs, low thermal efficiency of housing / low indoor temperature (SAP rating). • EWDs are almost three times higher in the coldest quarter of housing than in the warmest. • 21.5% of all EWDs are linked to the coldest quarter of housing. • Around 40% of EWDs are attributable to cardiovascular diseases. • Around 33% of EWDs are attributable to respiratory diseases. • Strong relationship between cold temperatures and cardio-vascular and respiratory diseases. • Cold housing negatively affects: - <ul style="list-style-type: none"> ○ dexterity and increases the risk of accidents and injuries in the home ○ children's educational attainment, emotional well-being and resilience & ○ twice likely to suffer from a variety of respiratory problems • Fuel poverty negatively affects dietary opportunities and choices. <p><i>“The annual cost to the NHS of treating winter related disease due to cold private housing is £859 million. This does not include additional spending by social services, or economic losses through missed work. The total costs to the NHS and the country are unknown. A recent study showed that investing £1 in keeping homes warm saved the NHS 42 pence in health costs...”</i> [Chief Medical Officer Report, 2009]</p>
<p>private-sector-housing-strategy-2012-2015 housing-</p>	<p>EFDC meets the Decent Home Standard for all their housing stock.</p> <ul style="list-style-type: none"> • The Decent Home Standard originally applied to housing stock owned by Local Authorities and Registered Social Landlords, in 2007 the Government applied the standard to vulnerable households in the private sector by Target 7 of the Public Services Agreement (PSA7). Vulnerable groups were those that suffered health problems as a result of living in poor housing conditions which they do not have the resources to remedy themselves e.g. those over 60, people with a long term illness or a disability or families with children. In addition they will be in receipt of income or disability related benefits. • EFDC Housing Assistance Policy 2012-2017 provides guidance on how EFDC will offer

assistance-policy-15-17	financial assistance (Housing Assistance) (subject to funds) for work or repair, renewal or adaptation in the private sector housing.																																				
EFDC Youth Conference																																					
	Research: 11-17 age group: Biggest issues facing young people today was, 28% said alcohol.																																				
Disability																																					
 1236 Epping Forest Tenant Census 2014	<ul style="list-style-type: none"> • 30.2%% stated they had a disability • 34% of households contained at least one person who had a disability • North Weald Bassett Ward contained the highest proportion of tenants with a disability (39%), followed by Waltham Abbey North East (38%). <i>These Wards had a higher than average number of older residents.</i> • Grange Hill Ward - youngest population, smallest proportion of tenants with a disability (1.4%) • Under a third of tenants stated they had a disability (30.2%), higher than the overall population of EFDC (15.7%). • Of those tenants with hearing difficulties, 14 use British Sign Language, 45 use lip reading. 																																				
EFDC Housing Register & housing-allocations-scheme-2015-v3	Total number of applicants on Epping Forest District Council's Housing Register <table border="1" data-bbox="320 770 1474 949"> <thead> <tr> <th>*Priority Bands</th> <th>Q1</th> <th>Q2</th> <th>Q3</th> <th>Q4</th> <th></th> </tr> </thead> <tbody> <tr> <td>Housing Register</td> <td>1531</td> <td>1515</td> <td>1477</td> <td>1462</td> <td></td> </tr> <tr> <td>Band A*</td> <td>135</td> <td>134</td> <td>120</td> <td>125</td> <td><i>Urgent medical grounds/disability</i></td> </tr> <tr> <td>Band B*</td> <td>526</td> <td>534</td> <td>516</td> <td>538</td> <td><i>Existing Council tenants aged over 60yrs</i></td> </tr> <tr> <td>Band C*</td> <td>706</td> <td>700</td> <td>706</td> <td>683</td> <td><i>moderate medical grounds relating to disability</i></td> </tr> <tr> <td>SWL</td> <td>164</td> <td>147</td> <td>134</td> <td>116</td> <td></td> </tr> </tbody> </table>	*Priority Bands	Q1	Q2	Q3	Q4		Housing Register	1531	1515	1477	1462		Band A*	135	134	120	125	<i>Urgent medical grounds/disability</i>	Band B*	526	534	516	538	<i>Existing Council tenants aged over 60yrs</i>	Band C*	706	700	706	683	<i>moderate medical grounds relating to disability</i>	SWL	164	147	134	116	
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 Strategic-Housing arket-Assessment	<ul style="list-style-type: none"> • Pg 108: Report supports the need for 15% of affordable housing to meet Category 3 requirement to aid accessibility for wheelchair users. • Currently, 1-30 households in England (3.3%) have at least one wheelchair user. These proportions are likely to increase over the period to 2033. • Therefore, adaptable accessible housing is needed. 																																				
Local Authority District - Indices of Deprivation via www.gov.uk Mental Health JSNA	<p><u>Mental Health JSNA Page 31</u></p> <p>"...70% of people accessing homelessness services have a mental health problem. Many of these people do not receive the support they need to overcome their mental health and substance misuse problems."</p> <p>Within this document it states:-</p> <p>"a survey of 152 homeless people in Essex.." "...the majority suffered from stress, anxiety or depressions. 84% of participants experienced at least 1 of these and 63% experienced all three."</p> <p>Nearly half reported using drugs and alcohol as coping mechanisms. Approx. 41% had been diagnosed with a mental health condition (0.7% of the Essex population is on a GP Mental Health Conditions Register). Approx. 1 third with mental health issues are currently receiving support.</p>																																				
Decent Home Definition	EFDC meets the Decent Home Standard. To meet the Decent Homes Standard the Council or Housing Association home must: - <ul style="list-style-type: none"> • Meet the HHSRS minimum safety standards for housing • Be in a reasonable state of repair • Have reasonably modern facilities and services • Have efficient heating and effective insulation. If the property does not meet all four of the criteria it will fail the Decent Home Standard.																																				
C.A.R.E Home Improvement Agency, disabled-facilities-grant, decent-homes-repayable-assistance, & small-works-repayable-assistance																																					
	Financial assistance and grants to home owners, private tenants and landlords: - <ul style="list-style-type: none"> • Disabled Facilities Grant up to £30,000; adapting to the homes of disabled owner-occupiers / private tenants are governed by the 'Housing Grants Construction and Regeneration Act 1996' • Decent Homes Repayable Assistance up to £10,000; financial assistance (loan) to bring private sector dwellings up to the 'Decent Homes Standard', introduced by the Government to assess the condition of homes. Assistance may be available where there is a significant hazard 																																				

- within the property, or disrepair, which breaches the standard.
- **Small Works Repayable Assistance up to £3,000**; financial assistance may be available where there is a hazard as defined under the Housing Health and Safety Rating System (HHSRS) or a defect which is likely to damage the fabric of a property unless it is repaired.
- Empty Homes Repayable Assistance up to £10,000.
- Energy efficiency works; Limited funding available for EFDC homeowners / private tenants who are disabled / over 60 and on a means tested benefit to assist with energy efficiency measures.

EFDC Repairs and Improvements & Repairs recharge costs 2017

Council residents are able to report the faults by phone, email or via the mobile app.

ECC Independent Living Programme Position Statement (published Oct2016)

Pg 7:ECC's most recent assessment of need for Independent Living Accommodation in the Epping Forest District shows a shortfall of 44 rental units and 143 market ILA homes are required by 2020.

Essex coalition of disabled people (ECDP)

- Disabled people are underrepresented in the workplace and work with employers is required to increase the number of disabled adults in the work place.
 - Almost half (48%) of disabled people were dissatisfied with access to high street services in general. This is despite the view that 'things are slowly getting better' 65% of respondents felt that there had been no improvement to disabled access in the past five years.
- <http://www.ecdp.org.uk/> & <http://www.bluebadgestyle.com/>

The Health Impacts of Cold Homes and Fuel Poverty leaflet (2011)

- Mental health is negatively affected by fuel poverty and cold housing for any age group.
- More than 1 in 4 adolescents living in cold housing are at risk of multiple mental health problems compared to 1 in 20 adolescents who have always lived in warm housing.
- Cold housing increases the level of minor illnesses such as colds and flu and exacerbates existing conditions such as arthritis and rheumatism.
- Improving the energy efficiency of the existing stock is a long-term, sustainable way of ensuring multiple gains, including environmental, health and social.

Gender



ONS Data for Epping.xlsx

Epping Forest district population: -

- 64219 – 51.5% - female
- 60440 – 48.5% - male

Chapter 2 Setting the Scene - EFDC

		Epping Forest (%)	East of England (%)	England (%)
All people aged 16-64	Economically Active	80.4	80.2	78
	In Employment	76.9	77	73.9
	Employees	63	66.4	63.1
	Self Employed	13.9	10.3	10.4
	Unemployed	3.4	3.8	5.1
Males aged 16-64	Economically Active	86.6	86.2	83.6
	In Employment	80.4	82.7	79.2
	Employees	59.5	68.7	64.7
	Self Employed	20.9	13.8	14.1
	Unemployed	#	3.9	5.1
Females aged 16-64	Economically Active	74.5	74.3	72.5
	In Employment	73.5	71.4	68.8
	Employees	66.2	64.3	61.6
	Self Employed	#	6.8	6.8
	Unemployed	#	3.8	5

These numbers are not available as Government's sample size is too small to provide an estimate, or because the numbers are so small they would disclose personal data.

Gender	All persons	Males	Females
Occupation			

All categories: Occupation	61,609	32,614	28,995
1. Managers, directors and senior officials	9,051	6,071	2,980
2. Professional occupations	10,107	5,112	4,995
3. Associate professional and technical occupations	9,039	5,265	3,774
4. Administrative and secretarial occupations	9,269	1,624	7,645
5. Skilled trades occupations	7,167	6,481	686
6. Caring, leisure and other service occupations	4,845	766	4,079
7. Sales and customer service occupations	3,681	1,261	2,420
8. Process plant and machine operatives	3,839	3,521	318
9. Elementary Occupations	4,611	2,513	2,098

Economic Activity – Epping Forest District Council	Total	Male	female
All usual residents aged 16-74	90,622	44,089	46,533
Economically active	65,304	34,651	30,653
In employment	59,936	31,837	28,099
Employee: Part-time	12,023	2,105	9,918
Employee: Full-time	34,722	19,966	14,756
Self-employed	13,191	9,766	3,425
Unemployed	3,259	1,819	1,440
Full-time student	2,109	995	1,114
Economically inactive	25,318	9,438	15,880
Retired	12,746	5,308	7,438
Student (including full-time students)	4,055	2,005	2,050
Looking after home or family	4,459	261	4,198
Long-term sick or disabled	2,378	1,189	1,189
Other	1,680	675	1,005
Unemployed: Age 16-74	922	563	359
Unemployed: Age 50-74	655	418	237
Unemployed: Never worked	438	250	188
Long-term unemployed	1,298	672	626

[Safer-Places](#)

Independent domestic abuse charity supporting adults and children affected by domestic abuse.

- Offers advice and information, safe refuge accommodation, community-based floating support, counselling, legal services, training and access to work.

Marriage / Civil Partnerships




NOMIS Data.xlsx

		All persons	Males	Females
All categories: Living arrangements		100,672	48,322	52,350
Living in a couple		60,592	30,292	30,300
Married or in a registered same-sex civil partnership		49,472	24,745	24,727
Living arrangements				
Age	All categories:	couple	Married/in a registered same-sex civil partnership	
16-19	5,862	72	1	
20-24	6,652	870	127	
25-29	6,614	3,005	1,223	
30-34	7,506	4,923	3,295	
35-39	8,367	6,107	4,614	
40-44	9,630	6,996	5,524	
45-49	9,909	7,378	6,104	
50-54	8,609	6,414	5,526	
55-59	7,602	5,707	5,101	
60-64	8,266	6,278	5,769	
65-69	6,394	4,683	4,371	
70-74	4,980	3,314	3,158	
75-79	4,193	2,547	2,451	
80-84	3,294	1,536	1,482	
85+	2,794	762	726	


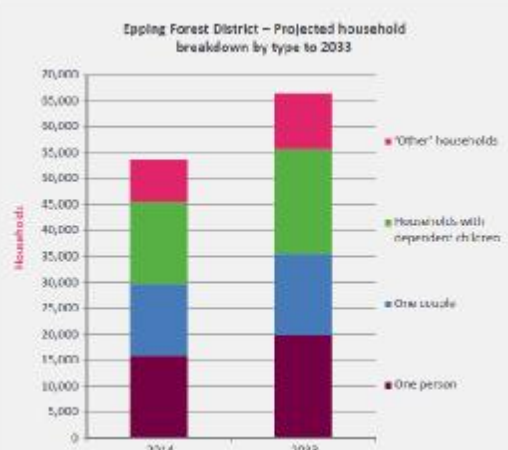
Safer-Places	<ul style="list-style-type: none"> • Independent domestic abuse charity dedicated to supporting adults and children affected by domestic abuse. Provides a range of services to support and respond to individual's needs and circumstances, either in refuge accommodation or in the community. A holistic approach to empower individuals enabling an independent life free from domestic abuse. • Offers advice and information, safe refuge accommodation, community-based floating support, counselling, legal services, training and access to work. Specialist support for young people, the over 60's, the LGBT and the BMER community and for victims/survivors with substance misuse or mental health problems. • Located in West Essex, Mid Essex, Hertfordshire and the Southend district, providing supported accommodation for male or female victims/survivors and their children who have experienced domestic abuse. Support service on all projects includes: • After leaving Safer Places, families are referred to the Outreach Team for continued support.
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[Equality Careline Data](#)


	0.8% of Careline Clients are connected due to threats of domestic violence
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 Strategic-Housing arket-Assessment	<ul style="list-style-type: none"> • Population projection information gathered from the census shows the changing of household trends and provision for the future needs for existing families and new family unit trends. • EFDC needs to provide approximately 11,300 (as mentioned above) • The approximate affordable housing need by tenure and dwelling size 3,200.
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Pregnancy / maternity & Dependents/Carers

 Epping-Forest-Dra Local-Plan-SINGLE		<p><i>'It is expected that the total number of households (a household being a single person who lives alone, or a group of people who live together) in 2011 was roughly 52,000. This is expected to rise to approximately 66,460 by 2033. The household projections suggest that by 2033, there will be proportionately more households consisting of one person, or a family with dependent children, and proportionately less households consisting of one couple.'</i></p>
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Affordable Rents Policy	<p>The Council Housebuilding Cabinet Committee approved the recommendations to: -</p> <ol style="list-style-type: none"> 1. Charge affordable rents for Council properties built under the Council's Housebuilding Programme be re-affirmed; 2. Properties (re)let, the Council's affordable rents be set at a level equivalent to the lowest of: - <ol style="list-style-type: none"> a. 80% of market rents for the locality in which the property is situated, as assessed by the Council's Estates and Valuations Division; b. The Local Housing Allowance level for the Broad Market Rental Area (BMRA) in which the property is situated; and c. A rent cap of £180 per week, irrespective of the size of the property. 3. Affordable rent be increased annually by the Retail Price Index (as at the preceding September) + 0.5% (or any other maximum increase determined by the Government), until the tenant vacates, when the affordable rent will be re-based in accordance with the Homes and Communities Agency's (HCA's) Affordable Rent Model and the policy at (2) 4. Council's rent cap level be reviewed annually by the Council Housebuilding Cabinet Committee; and 5. That the Director of Housing be authorised to enter into Short Form Agreements with the Homes and Communities Agency for all developments, to enable affordable rents to be charged for the properties built under the Housebuilding Programme, and the 'Provider Representative' names in the Agreements be a senior figure at East Thames Group.
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EFDC – HRA Business Plan 2016	<p>Within the Housing Service the ratio of staff is: -</p> <ul style="list-style-type: none"> • Around 60% are women • Over 70% are over 45 years of age • 10% are under 35 years of age 																																																						
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Migrant trends.	EFDC has housed two Syrian families in the district so far. Introductory information has been translated into Arabic.																																																						
EFDC Gypsy and Traveller Accommodation Assessment - Sept 2016 public-register-of-licensed-gypsy-sites-may-2017 :standard-licence-conditions-for-grt-sites-sept-2014 'Interim Briefing Note'	<table border="1"> <thead> <tr> <th>Site status</th> <th>Meets new definition</th> <th>Does not meet new definition</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>Gypsies and Travellers</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Public sites</td> <td>0</td> <td>3</td> <td>0</td> </tr> <tr> <td>Private sites</td> <td>13</td> <td>15</td> <td>56</td> </tr> <tr> <td>Temporary sites</td> <td>1</td> <td>0</td> <td>14</td> </tr> <tr> <td>Unauthorised sites</td> <td>3</td> <td>0</td> <td>3</td> </tr> <tr> <td>Sub Total</td> <td>17</td> <td>18</td> <td>73</td> </tr> <tr> <td>Travelling Show people</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Private Yards</td> <td>1</td> <td>1</td> <td>8</td> </tr> <tr> <td>Sub-total</td> <td>1</td> <td>1</td> <td>8</td> </tr> <tr> <td>Total</td> <td>18</td> <td>19</td> <td>81</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Local Plan Need 2011-2033</th> <th>Pitches</th> </tr> </thead> <tbody> <tr> <td>No of Pitches required 2011-2033</td> <td>38 pitches and 1 yard</td> </tr> <tr> <td>Completions</td> <td>16</td> </tr> <tr> <td>Commitments</td> <td>4</td> </tr> <tr> <td>Remaining requirement to be identified</td> <td>18 pitches and 1 yard</td> </tr> </tbody> </table> <p>The above was undertaken to provide a robust revised assessment of current and future need for Gypsy, Traveller and Travelling Showpeople accommodation for the period of 2016-2033.</p>	Site status	Meets new definition	Does not meet new definition	Unknown	Gypsies and Travellers				Public sites	0	3	0	Private sites	13	15	56	Temporary sites	1	0	14	Unauthorised sites	3	0	3	Sub Total	17	18	73	Travelling Show people				Private Yards	1	1	8	Sub-total	1	1	8	Total	18	19	81	Local Plan Need 2011-2033	Pitches	No of Pitches required 2011-2033	38 pitches and 1 yard	Completions	16	Commitments	4	Remaining requirement to be identified	18 pitches and 1 yard
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EFDC – HRA Business Plan 2016	<ul style="list-style-type: none"> Over 90% of the EFDC Housing service staff are white. Pg 11 Para 19 - EFDC Council Housing Services compares the protected characteristics of those people who we have housed with those people on the Housing Register. This exercise showed that generally the 'protected characteristics' of housing applicants and those that have been given council accommodation are similar. No amendments to the Housing Allocations Scheme have been necessary to avoid discrimination.
Glasshouse-Industry-Report 2003	<p>Report highlighted that seasonal / casual workers posts have been difficult to recruit to. As a result the horticultural industry has turned increasingly to employment agencies to source workers from abroad. Accommodation is a problem for employers of numbers of seasonal workers and local planning authorities. Most seasonal workers live in mobile homes or caravans on site.</p>


Nursery Worker Accommodation – 2015 Survey

	<ul style="list-style-type: none"> EFDC 2015 survey identified 59 of 73 commercial growing sites identified had employees living in accommodation on site, on a permanent basis –incl. families and young children. Accommodation varied, worst conditions were mostly holiday style caravans due to risks of fire and explosion, electrocution, excess cold, insanitary drainage and poor drinking water. Overcrowding was a concern especially for young families. Nursery Worker Accommodation Task Group formed to address issues identified.
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Sanctuary scheme	<ul style="list-style-type: none"> Sanctuary Schemes helps families to stay in their homes if they have become victims of domestic violence or hate crime. EFDC Sanctuary Scheme is for people that live in the Epping Forest District. Set up by the Council's Housing Services, and group members of the Crime and Disorder Partnership. A safe room is created in the home, security measures are provided, internal fire doors, additional locks into the premises and firefighting equipment. The Scheme is available to homeowners, occupiers, council tenants, housing association tenants and people living in private rented accommodation.
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Religion / belief


 <p>ONS Data for Epping.xlsx</p>	<p>Of the EFDC Population</p> <table border="0"> <tr> <td>• Christian - 61.8%</td> <td>• Jewish – 3.2%</td> <td>• Other religion – 0.3%</td> </tr> <tr> <td>• Buddhist – 0.3%</td> <td>• Muslim – 1.9%</td> <td>• No religion –22.5%</td> </tr> <tr> <td>• Hindu – 1.4%</td> <td>• Sikh – 1%</td> <td>• Do not wish to disclose – 7.6%</td> </tr> </table>	• Christian - 61.8%	• Jewish – 3.2%	• Other religion – 0.3%	• Buddhist – 0.3%	• Muslim – 1.9%	• No religion –22.5%	• Hindu – 1.4%	• Sikh – 1%	• Do not wish to disclose – 7.6%
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The Crime Survey for England and Wales (CSEW)

	<p>The second most common motivating factor in hate crime incidents (2011/12 and 2012/13) was religion (70,000 incidents per year).</p>
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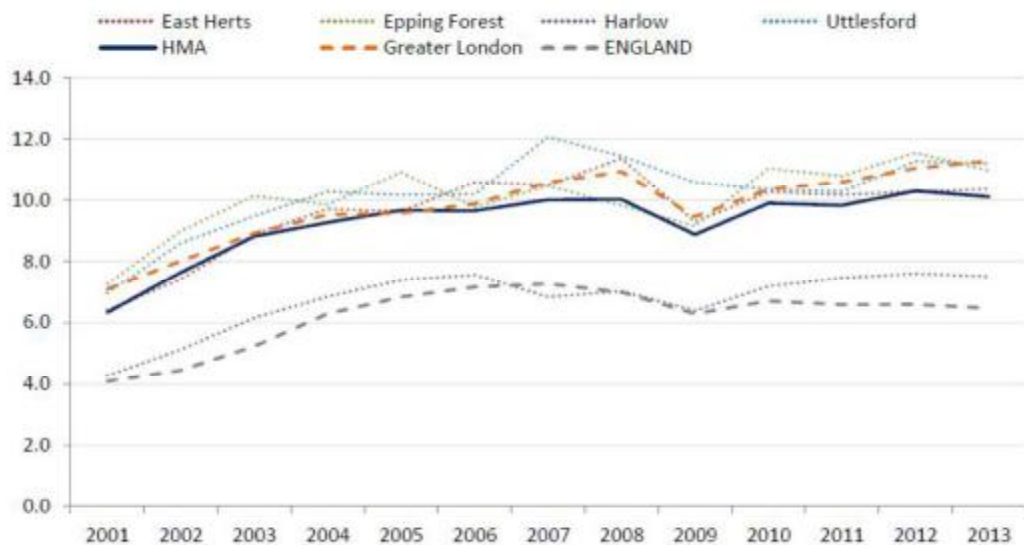
Home Office, Hate Crime, England and Wales 2014/15

	<p>In 2014/15, there were 52,528 hate crimes recorded by the police, an increase of 18% compared with the 44,471 hate crimes recorded in 2013/14, of which: 3,254 (6%) were religion hate crimes.</p>
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EFDC hate crime stats June 2016	
	EFDC hate crime statistics show some religiously motivated racial abuse hate crime in the district
Interfaith network	Focus is on the impact of Brexit on faiths including Muslim and Sikh; concerned about the increase in racially motivated hate crime. Asylum claims on religious grounds – concerned that the picture on the ground is not what is officially recognised.
Sexual orientation and Gender reassignment	
 1236 Epping Forest Tenant Census 2014	57% of all tenants responded stating – <ul style="list-style-type: none"> • 62.2% were heterosexual • 0.6% were gay or bisexual • 26% did not state their sexuality • 10% did not specify
Safer-Places	Independent domestic abuse charity supporting adults and children affected by domestic abuse. <ul style="list-style-type: none"> • Offers advice and information, safe refuge accommodation, support, counselling; • Specialist support for young people, the over 60's, the LGBT and the BMER community and for victims/survivors with substance misuse or mental health problems.
EFDC Tenant Census 2014	57%of all tenants responded stating - <ul style="list-style-type: none"> • 62.2% were heterosexual • 0.6% were gay or bisexual • 26% did not state their sexuality • 10% did not specify.
The Government Equalities Office (GEO)	
	10% (4,622) of recorded hate crimes in 2013/14 were identified to be related to sexual orientation, with an additional 1% (555) related to the victim being transgender
http://www.outhouseeast.org.uk/	Registered charity providing opportunities for LGBT (lesbian, gay, bisexual and transgender) people in Essex. Based in Colchester they offer help, support, advice and information. The Outhouse East is also a Hate Incident Reporting Centre (HIRC) so they will support the victim in report the hate crime (homophobic/transphobic) they have suffered.
EFDC Hate Crime	Data does not indicate that sexual orientation is a focus for hate crime in the district.
Inequality among lesbian gay bisexual and transgender groups in the UK - A review of evidence by Nathan Hudson-Sharp & Hilary Metcalf, National Institute of Economic and Social Research July 2016	The evidence base is insufficient to properly assess inequality and relative disadvantage by sexual orientation and gender identity <ul style="list-style-type: none"> • Homophobic bullying in schools • LGBT people are at greater risk of crime, particularly gay men, young people, and BME groups • LGBT people's health is worse than heterosexual people • LGBT people prefer and are more engaged with specialist rather than mainstream services • Discrimination in the workplace • LGBT familial rejection resulting in mental health problems and homelessness • LGBT housing needs not addressed with homelessness services • Improvement in acceptance of LGBT people in public positions however fear or abuse and expectation of discrimination are barriers to engagement in public and political life. • Improvement in public acceptance of LGB people • LGBT asylum seekers face additional barriers to securing housing employment and financial stability • Young LGBT people face hostility in education, at home, and in wider society. • Older LGBT people have more concerns than heterosexual people about moving into care homes, independence, mobility, health, housing, and mental health.

Other	
Draft-OAHN-MoU-v8 Chapter-3-2016-08-18-OAN-update-based-on-2014-based-projections – August 2016	
	Page 8 - The revised OAN shows that the full objectively assessed need for housing 2011-33 was 46,058 but is now 54,608.
 ONS Data for Epping.xlsx	In 2011 the census showed the following tenure: - <ul style="list-style-type: none"> • Social rented – 7802 • Private rented – 5472 • Owned outright – 18069 • Owned with a mortgage – 19699 • Living rent free - 675
 6. HRA + Business + Plan 2016	The housing register is assessed and housing need is reflected in the new build plans.
EFDC – HRA Business Plan 2016	The above includes the Repairs and Maintenance Business Plan 2016 - Sets the Council's standards, Policies, strategies and targets for all Responsive Repairs, Voids and Planned Maintenance programmes.
https://www.gov.uk/government/publications/national-planning-policy-framework-2-(NPPF)	The report highlights the important of quality open spaces for sport and recreation as this has a positive effect on the health and well-being of communities. Deliver a wide choice of high quality homes, widen communities for home ownership and create sustainable, inclusive and mixed communities local planning authorities should: <ul style="list-style-type: none"> • Plan for a mix of housing based on current and future demographic trends, market trend and the needs of different groups in the community (including but not limited to those with protected characteristics). • Identify the size, type, tenure and range of housing that is required in particular locations, reflecting local demand.
www.turn2us.org.uk/What-is-fuel-poverty	In June 2013 Department-of-Energy-and-Climate-Change-(DECC) published a 'framework for Energy and Climate Change'. Definition states that a household is said to be in fuel poverty if: - <ul style="list-style-type: none"> • they have required fuel costs that are above the average (the national median level); and • were they to spend that amount they would be left with a residual income below the official poverty line
The Health Impacts of Cold Homes and Fuel Poverty leaflet (2011)	<ul style="list-style-type: none"> • Investing in the energy efficiency of housing can help stimulate the labour market and economy, as well as creating opportunities for skilling up the construction workforce. • Estimated half of homes in sparsely populated English communities have an energy efficiency rating of below SAP30, (considered a significant health hazard). In 2006, 21% in rural areas were in fuel poverty compared with 11% in suburban and 10% in urban areas. • Rural homes are likely to be detached, larger in size than urban homes, more difficult and more expensive to heat, or to make more energy efficient. • Access to mains gas is rare (about 5 or 10 miles from an urban area). Rural homes pay more for their fuel leading to a high percentage in fuel poverty. Heating by electric, oil or solid fuel, tends to be more expensive and less efficient. • Many rural homes are older buildings. Likely to have solid walls (almost all homes built before 1919 are solid walled), which are generally less well-insulated than cavity walls (as can be found in nearly all homes built after 1945). Over 60% of homes in urban areas and rural towns are cavity walled and on mains gas, 32% in villages and 21% in hamlets. • These factors mean that it is on average more difficult and more expensive to improve the energy efficiency of a rural home and need to be considered when developing policies and interventions aimed at reducing fuel poverty.
Draft-local-plan	<ul style="list-style-type: none"> • None of the areas within the District ranked within the 10% most deprived nationally • Parts of Loughton Alderton and Waltham Abbey Paternoster wards were ranked within the 20% most deprived (2nd decile), with parts of Grange Hill, Waltham Abbey North East and Waltham Abbey High Beach wards in the 30% most deprived (3rd decile). • Housing affordability in the District has been a significant problem in more recent times.

- Areas situated on the border of Greater London, are attractive to city commuters.
- 2001-2013 housing was less affordable in the District than in England as a whole, and broadly comparable to that in East Herts District, Uttlesford District and Greater London as a whole.
- Ratio of Lower Quartile House Price to Lower Quartile Earnings 2001-2013**
Source – West Essex and East Hertfordshire Strategic Housing Market Assessment 2015



[Enjoy good health wellbeing - Essex County Council \(2010\)](#)

Fuel Poverty in Local Authorities

LA Code	LA Name	English region	All Households	Fuel Poor Households	Percent Fuel Poor
22UB	Basildon	East of England	72,359	4,997	6.9%
22UC	Braintree	East of England	60,447	5,520	9.1%
22UD	Brentwood	East of England	30,708	3,144	10.2%
22UE	Castle Point	East of England	36,789	3,493	9.5%
22UF	Chelmsford	East of England	70,896	6,347	9.0%
22UG	Colchester	East of England	73,275	7,666	10.5%
22UH	Epping Forest	East of England	53,235	5,257	9.9%
22UJ	Harlow	East of England	35,191	2,196	6.2%
22UK	Maldon	East of England	25,740	2,393	9.3%
22UL	Rochford	East of England	33,675	3,195	9.5%
22UN	Tendring	East of England	65,180	7,777	11.9%
22UQ	Uttlesford	East of England	31,139	3,441	11.1%

The data in the above table with the EFDC Home Energy Conservation report 2017 table (below) it shows the number of households in the district has increased 224 but the number of households in fuel poverty has reduced from approx. 5,257 to approx. 4,185 (2.1%)

2017 EFDC Report	Epping Forest	53,459	4,185	7.8%
2010 Essex County Council Report	Epping Forest	53,235	5,257	9.9%

[EFDC Home Energy Conservation Act 1995 - progress report 2017](#)

Number of fuel poor households and residents in Essex

County / LA	Est no. of households	Est no. of fuel poor	%
Essex	597510	44726	7.5
Basildon	74711	4725	6.3
Braintree	62687	5237	8.4
Brentwood	31462	2196	7.0
Castle Point	37438	2382	6.4
Chelmsford	71553	4906	6.9
Colchester	73643	5766	7.8
Epping Forest	53459	4185	7.8
Harlow	35561	2531	7.1
Maldon	26517	2422	9.1
Rochford	34475	2128	6.2
Tendring	63823	5128	8.0
Uttlesford	32181	3120	9.7

- Epping Forest District residents are experiencing more fuel poverty than across Essex.
- The Private Sector House Condition Survey of 2011 included ward level data for fuel poverty

by this is no longer current. The Council is: -

- o Currently adding data to the GIS to accurately identify where fuel poverty exists; and
- o Commissioned a housing stock analysis project that will identify broader areas where fuel poverty is likely to exist and recommend solutions.

EFDC plans to develop a strategic approach to the alleviation of fuel poverty by the end of 2017, once the above data is collated and additional information is provided by the Government.

Currently the Council provides help to residents in fuel poverty, or those on low incomes before they become fuel poor, by: -

- Providing small grants (under £500) to residents in the private sector on low incomes for low-cost energy efficiency interventions;
 - Small Works / Decent Homes Repayable Assistance to eligible residents in the private sector whose homes that fail the Decent Homes Standard;
 - All the EFDC officers in the Private Sector Housing teams are trained to provide advice on heating, insulation and energy efficiency;
 - Bringing the condition of as many as possible of our Council-owned residential properties up to a standard in excess of the Decent Homes Standard in order to avoid high energy use;
 - Providing budgeting support and advice through specialty trained officers to help those who are concerned about paying for their fuel, or other budgeting and money matters.
-
- The EFDC area covers an area of approximately 130 square miles.
 - 2011 census population for district – 124,660 people living in close to 54,400 dwellings.
 - Approx 54,400 homes, around 6,500 are managed and maintained by the Council
 - Private Sector Housing (owner-occupied and privately rented properties) are approx. 82% and 3% respectively (Total 85% of the Districts Housing stock);
 - 2011 Private House Condition Survey indicated that the SAP rating of owner-occupied properties was 54 and privately rented was 51.
 - 70% of the Council owned stock of social housing (6,500 properties – 12% of total housing stock) had surveys carried out on them and it found that the average SAP rating was 71. When properties become available an Energy Performance Certificate (EPC) is produced.
 - EFDC plans to improve SAP ratings: -

[Private Sector House Condition Survey 2011](#)

- EFDC District has an ageing population with a higher rate of heads of household aged 65 and over than that found nationally (30.0% compared with 25.1%). This will potentially place increasing demands on the authority for adaptations and works to allow frail and vulnerable occupiers to live in their own homes, with the current potential cost for Disabled Facilities Grant being estimated at £3.6 million.
- Given the findings in relation to energy efficiency, vulnerable occupiers and Fuel Poverty, a logical approach to private sector housing assistance and enforcement would include a focus on energy efficiency.
- The survey found that in the District there were an estimated 1,020 long-term vacant dwellings. This represents a wasted resource, which the authority is tackling the Private Lease Agreements Converting Empties (PLACE) initiative.

Table 8.3 Thermal Comfort failure by social characteristics

Group	Thermal Comfort Failure
Income under 10k	14.7%
On Benefit	17.1%
Under 25	31.9%
65 and Over	9.6%
65 and over on benefit	12.3%
Resident with disability	13.2%
Percentage for Whole District	12.4%

Source: 2011 House Condition Survey

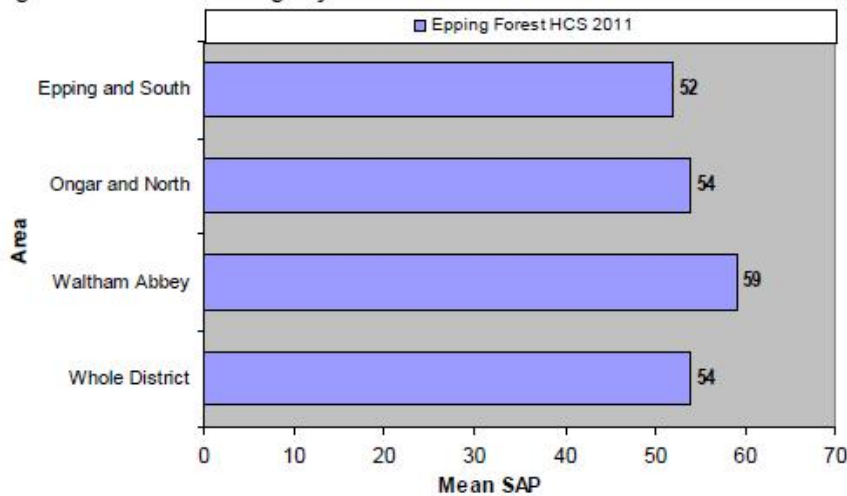
12.4% or 5,560 properties in the District failed the Thermal Comfort Criterion of the Decent Homes Standard compared with 10.9% nationally.

Key findings from the House Condition Survey

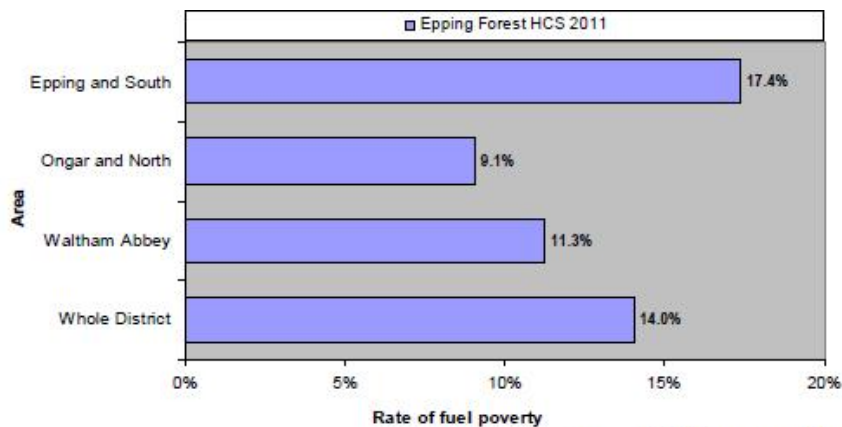
Characteristic	Owner occupied	Privately rented	All private sector stock	England
Dwellings <i>Per cent of stock¹</i>	36,920 70%	7,750 15%	44,670 85%	83.0%
Non-Decent <i>As a % of each tenure</i>	7,840 21.2%	3,850 49.7%	11,690 26.2%	31.5%
Vulnerable in Decent Homes ² <i>% vulnerable households in Decent Homes</i>	4,280 75.2%	1,320 49.1%	5,600 66.8%	77.3%
Category 1 Hazard <i>As a % of each tenure</i>	4,130 11.2%	1,880 24.3%	6,010 13.5%	22.0%
In Fuel Poverty <i>As a % of each tenure</i>	5,700 15.9%	310 4.4%	6,010 14.0%	17.9%
Mean SAP ³	54	51	54	51
Residents aged 60+ <i>As a % of each tenure⁴</i>	11,960 33.5%	890 12.6%	12,850 30.0%	25.1%
Households in receipt of benefit <i>As a % of each tenure⁴</i>	5,690 16.0%	2,690 38.0%	8,380 20.0%	20.0%

1. Percentages given as a proportion of total housing stock, the remaining 15% is all social housing, which was not surveyed as part of this study
2. Refers to households in receipt of an income or disability benefit, as defined under former Public Service Agreement 7 objectives
3. SAP is the government's Standard Assessment Procedure for rating energy efficiency on a scale of 1 (poor) to 100 (excellent)
4. As a percentage of occupied dwellings, not all dwellings

Mean SAP ratings by sub area



Source: 2011 House Condition Survey



Source: 2011 House Condition Survey

<p>Housing Service Strategy on Energy Efficiency - 2015</p>	<p>Provision of energy efficiency advice and measures in residential properties across the district;</p> <p>a) Improving SAP ratings: Currently the number of properties in the lowest SAP Bands is:</p> <ul style="list-style-type: none"> • Band G = 0 properties • Band F = 6 properties • Band E = 393 properties <p>Over the next two years, the Council aims to undertake energy efficiency measures on low SAP properties such that there:</p> <ul style="list-style-type: none"> • Are no Council properties with inefficient gas boilers in SAP bands E, F and G; • Is an annual reduction in properties in SAP band D; and, • Is an increase in the number of properties in SAP bands C and B. <p>Between 2014 and 2017 percentage of properties in bands D, E, F and G have been reduced by:</p> <ul style="list-style-type: none"> • Band G 100% • Band F 92% • Band E 31% • Band D 16% <p>and properties in bands C and B have increased as follows:</p> <ul style="list-style-type: none"> • Band C 73% • Band B 58% <p>b) Installing energy efficient boilers</p> <ul style="list-style-type: none"> • Currently the total number of properties in our own housing stock with inefficient boilers is: • SEDBUK Band G = 85 properties • SEDBUK Band F = 56 properties • SEDBUK Band E = 298 properties
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<p>3.1</p>	<p>What does the information tell you about those groups identified?</p> <p>The Epping Forest District has an increasing population, especially an older healthier generation. Increase in the number of types of accommodation required. Adaptable accessible dwellings are required to suit the owners requirements: disability and age related disabilities. Fuel poverty can be an issue for those with protected characteristics especially those based in a rural area as this can have a detrimental impact on both physical and mental wellbeing.</p> <p>The strategy does not disproportionately affect any group more than another. It aims to have a positive impact on households/individuals from protected characteristic groups identified above, especially those who may have particular issues accessing and maintaining tenancies/homes. All opportunities to promote equality have been taken.</p>
<p>3.2</p>	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>Consultation of the Draft Local Plan has taken place. The outcome of the consultation is due to be published in Spring 2018. The strategy aims to encourage private landlords to offer greater security and stability for tenants and families.</p>
<p>3.3</p>	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p>

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	Positive:	M
Disability	<ul style="list-style-type: none"> • Increase dwellings numbers across the district. • New builds will be built to Lifetime Homes Standard so will be adaptable to suit occupier's needs. • Better quality housing (Decent Homes Standard) has a beneficial impact for physical and mental well-being. Reduces the chance of falling into 'fuel poverty'. Colder homes have a detrimental effect on a family's health and development. • EFDC Careline enables independent living for longer. <p>Adverse:</p> <ul style="list-style-type: none"> • Those on low incomes may not be able to afford new affordable rents. • Temporary access restrictions and noise while homes are under development but will include methods to manage works to reduce impact. 	M
Gender	Neutral	L
Gender reassignment	<ul style="list-style-type: none"> • EFDC works with Sanctuary helping those of domestic abuse or hate crime. 	L
Marriage/civil partnership	Neutral – the Housing Strategy would not affect this group	L
Pregnancy/maternity	<p>Positive :</p> <ul style="list-style-type: none"> • Council tenants can downsize enabling larger families to be housed. Also enables families to stay in the community and provide support. • The strategy aims to encourage private landlords to offer greater security and stability for tenants and families 	L
Race	<p>Positive:</p> <ul style="list-style-type: none"> • Improving services and housing within the community enables people from different backgrounds to form relationships with one another and improve social interaction. Breaks down barriers. • Ethnic minority groups – improving 	L

	standards of nursery worker accommodation /site licensing. Gypsies and travellers (site licence conditions variations take account of cultural and lifestyle differences).	
Religion/belief	Neutral – the Housing Strategy would not affect this group.	L
Sexual orientation	Neutral – the Housing Strategy would not affect this group.	L

Section 5: Conclusion			
		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input type="checkbox"/>	
		Yes <input checked="" type="checkbox"/>	If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
Temporary access restrictions and construction noise during council house-building.	To communicate with residents through-out the building process	Ongoing
Affordable rent – the most significantly impacted will tend to be those with lower incomes. They will be unlikely to afford the new affordable rent.	Affordable rent prices will be made clear to tenants when properties are advertised.	Ongoing

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service: Alan Hall	Date: 16 th June 2017
Signature of person completing the EqlA: Mary Masterson	

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.