

Maldon District Council Equality Analysis

Please complete the questions below as fully as possible - the boxes will expand to accommodate your text. Please include the document version in the footer below.

Specialist Needs Housing SPD	Date 17-04-18	Officer Preparing Karen Johnson
1. Background		
1.1 Description of proposal / policy / service (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format)		
<p>There is a significant need in the District for specialist needs housing (that <i>meets the needs of older people, people with physical disabilities, people recovering from mental illness, people with limited mobility and people with a learning disability</i>): 67.3% of the projected growth of the District's population over the next 15 years (2014-2039) will be people aged 65 and over and that a priority is to ensure that the future supply of homes meet the housing need of this group.</p> <p>The Maldon District Strategic Housing Market Assessment identifies a need for 374 new sheltered units by 2018: of these 254 are in the affordable sector and 120 in the private sector. Since 2014, only 30 private rented properties have been developed, significantly less than the requirement. Additionally, a care home has closed and the District has no independent living schemes in place. There is also a requirement for homes for those with disabilities. This demonstrates an acute need for specialist needs housing in the District and an urgent need for this SPD to be implemented to enable delivery through new development.</p> <p>Paragraph 5.23 of the approved Local Development Plan states that the SPD will support the implementation of Policy H3 by providing further guidance for developers and stakeholders. The SPD will be reviewed and updated as necessary to ensure that it remains relevant and effective. The SPD is also identified in the Maldon District Local Development Scheme, February 2018 as being necessary to help deliver the LDP.</p> <p>The purpose of this SPD is to provide further detailed guidance on LDP policies H3 (Accommodation for 'Specialist' Needs), H2 (Housing Mix), and H1 (Affordable Housing). This SPD provides additional detailed guidance to developers, Providers and the community on the Council's approach to specialist needs housing provision, ensuring that approved LDP policies H1, H2 and H3 are as effective as possible in delivering this type of housing. This includes:</p> <ul style="list-style-type: none">• Providing greater clarity about the different types of specialist needs housing required in the District for older people and for those with disabilities;• Identifying the locational and accessibility requirements for specialist needs housing schemes;• Providing more guidance about what supporting information will be required for different specialist needs housing proposals;• Setting out how the Council expects specialist needs housing to be delivered.		
1.2 Who are the users of the proposal / policy / service (Refer to data held about the users of the service i.e. numbers of users, demographic breakdown. Having this information is important to understand which sectors of the community might be affected. If that is not available refer to the demographic data held on the intranet.)		

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The whole of Maldon community is affected by outcome of Local Development Plan. In addition, 'Users of the Service' include:

- Residents
- Resident groups
- Landowners/developers/Registered providers/providers/agents
- The business community
- Organisations representing the local community e.g. elderly and disabled people
- Statutory bodies
- Care commissioners e.g. Mid Essex CCG and Essex County Council Public Health and Social Care
- Special interest groups e.g. environmental groups, conservation societies, nature conservation bodies and voluntary organisations; and
- Essex County Council – strategic county wide planning advice, consultations, infrastructure, schools, education advice and/or consultations.

1.2 Have users been consulted with? (Have you carried out consultation with users or stakeholders while drawing up the proposal / policy / service? For example, have you carried out a formal consultation, discussed the issue with a Friends/User Group or consulted with stakeholders? If so, outline the results and how it has informed your plans. It's also important to show whether the target audience was reached during the consultation.)

Community engagement is a requirement of the SPD preparation process (in the Town and Country Planning (Local Planning)(England) Regulations 2012). The Council has already undertaken extensive consultation on the Local Development Plan. All planning policy consultations will be in accordance with the Council's adopted Statement of Community Involvement.

A formal 6 week consultation will take place once the Draft SPD is finalised and approved by the Planning and Licensing Committee. At the start of the consultation period, a letter/email promoting the SPD and its consultation period will be sent to all consultees on the SPD consultation list (see 1.1 above). Consultation responses can be completed using a response form, to be returned by email or by post. The draft SPD will also be promoted in the local media, on the Council's and other partner organisation websites and through other multi-media channels.

1.4 If the analysis is regarding an existing Service, what are users' views of that Service? (Base your view on evidence such as satisfaction surveys, levels of compliments and levels of complaints).

The Council's LDP, draft Housing Strategy and Older persons Housing Strategy identifies a significant need for older persons housing and other specialist types of accommodation. All recognise that a detailed planning document is required to properly inform negotiations relating to specialist needs housing delivery. Therefore this draft SPD will be adding value to the service offered to stakeholders and the community: There is a need to have this information available to enable them to make informed decisions relating to specialist needs housing provision, the process that the Council will use and the type of information required for a planning application to be considered effectively and in a timely manner.

All comments received as part of the consultation process will be considered and where appropriate changes made to the draft SPD. The final SPD will then be taken to full Council with a recommendation for adoption as SPD. A Statement on the Consultation will be published and reported to Members.

2. Equality Aims – consider how the proposal / policy / service meets the three Equality Aims listed in the Equality Act.

Aim	How does the proposal / policy / service meet the equality aim?	Action or addition needed in order that the proposal / policy / service meets the aim?
2.1 To eliminate	There are no identified negative impacts relating to	None identified

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unlawful discrimination, harassment and victimisation	unlawful discrimination, harassment and victimisation with regard to the SPD.	
2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not	The draft SPD is written in plain English to help ensure that all users have the ability to understand technical details. The draft SPD can be made available in a range of formats e.g. large print, Braille to address specific needs. Equally responses will be accepted in a range of formats to encourage response from the widest possible group.	None identified
2.3 To foster good relations between those who share a protected characteristic and those who do not	The draft SPD aims to help deliver high quality, accessible and sustainable housing for those with specialist needs including older people and those with disabilities. This should lead to positive impacts relating to the fostering of good relations between those who share a protected characteristic and those who do not in relation to the SPD.	None identified

3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.

Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.1 Age (What will the impact be on different age groups such as younger or older people?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The SPD supports the provision of a suitable mix and range of housing in terms of size, type and tenure to reflect local housing need and demand, particularly the needs of an ageing population and those with specialist needs.</p> <p>The SPD is intended to apply to all age groups (as any age can experience disabilities that require a form of specialist accommodation), with the needs of older people highlighted because of the significant population growth expected in this age group over the plan period to 2029. Sustainable development is at the core of the document</p>	The SPD is expected to generate a positive impact against this criterion. No further action is required although policies will be subject to monitoring and review through the Authority Monitoring Report (AMR).

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				and will help all demographic groups understand and identify which housing may be suited to individual and collective needs. In particular community-led housing schemes are promoted by the SPD and can contribute towards securing affordable housing for particular older people or those with disabilities. The SPD ensures that the design of all homes is equally accessible to all demographic groups.	
3.2 Disability (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The SPD supports the provision of a suitable mix and range of housing in terms of size, type and tenure to reflect local housing need and demand, particularly the needs of an ageing population and for those with disabilities. Community-led housing schemes are promoted by the SPD and can contribute towards securing affordable housing for particular demographic groups. The SPD ensures that the design of all homes is equally accessible to all groups.	The SPD is expected to generate a positive impact against this criterion. No further action is required although policies will be subject to monitoring and review through the Authority Monitoring Report (AMR).
3.3 Pregnancy and Maternity (Think about pregnancy, new and breastfeeding Mums)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The SPD supports the provision of a suitable mix and range of housing in terms of size, type and tenure to reflect local housing need and demand. This will include providing housing for those with specialist needs that are pregnant or with young families. The SPD ensures that the design of all homes is equally accessible to all users.	The SPD is expected to generate a positive impact against this criterion. No further action is required although policies will be subject to monitoring and review as required.
3.4 Sex (is the service used more by one gender and are the sexes given equal opportunity?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The aim of the LDP policies is to promote sustainable development which will benefit all residents, and is consistently referred to within the SPD. However, it is not anticipated that the SPD will give rise to any particular impacts specifically in respect of this protected characteristic.	The SPD is expected to generate a neutral impact against this criterion. No further action is required although policies will be subject to monitoring and review as required.
3.5 Gender Reassignment (Is there an impact on people who are going through or who have completed Gender Reassignment?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The aim of the LDP policies is to promote sustainable development which will benefit all residents, and is consistently referred to within the SPD. However, it is not anticipated that the SPD will give rise to any particular impacts specifically in respect of this protected characteristic.	The SPD is expected to generate a neutral impact against this criterion. No further action is required although policies will be subject to monitoring and review as required.
3.6 Religion or belief (Includes not having a religion or belief)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	It is considered that the SPD will have a neutral outcome to all in regards to religion and beliefs.	The SPD is expected to generate a neutral impact against this criterion. No further action is required although policies will be subject to monitoring as required.

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3.7 Sexual Orientation (What is the impact on heterosexual, lesbian, gay or bisexual people?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	It is considered that the SPD will have a neutral outcome to members of this equalities group.	The SPD is expected to generate a neutral impact against this criterion. No further action is required although policies will be subject to monitoring and review as required.
3.8 Race (Includes ethnic or national origins including Gypsies and Travellers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	It is considered that the SPD will have a neutral outcome to members of ethnic minorities.	The SPD is expected to generate a neutral impact against this criterion. No further action is required although policies will be subject to monitoring and review as required.
3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The SPD seeks to promote housing development and therefore associated jobs to all sections of the community. The LDP also seeks to reduce rural isolation and social exclusion geographically and demographically through encouraging viable and vibrant communities. This can be achieved through the SPD: guidance is given relating to delivering specialist needs housing in the District which includes provision of market and affordable housing to meet the housing needs of rural communities and the encouragement of community-led housing.	The SPD is expected to generate a positive impact against this criterion. No further action is required although policies will be subject to monitoring and review as required.
4. Is there a Cumulative Impact? (If the same group is the subject of many changes or reductions the overall impact is much greater. Consider what else is happening within Maldon District Council that may have an impact and also what we know is happening elsewhere (such as Essex County Council). See Guidance for further advice.)				The impacts as identified above are largely positive or at worst case, neutral. No further change is needed at this stage although all policies will be subject to monitoring and review.	

5. Outcome

5.1 Consider all the analysis and evidence above and indicate

Don District Council Equality Analysis

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(1) No change needed (2) Adjust (3) Adverse impact but continue (4) Stop, remove the proposal / policy / service

5.2 Adjustments

If option (2) above is selected please detail what adjustments are needed, who is responsible and how that will be reviewed. Also outline how that will be agreed (ie Committee, CMT).

5.3 Decision Making (How will this equality analysis be taken into account during the decision making process? For example will it be included with a report to Committee/CMT? Will it be considered at department level or by a Head of Service? How will community/stakeholders views be taken into account?)

The EqIA will be reviewed and updated once the responses for the public consultation have been compiled and assessed. The public consultation will enable an understanding as to whether specific groups or demographic variables are discriminated against.

6.0 Next Steps

6.1 If there was a lack of evidence or data held on which to base this assessment, how will that gap be addressed for the future?

Not applicable

6.2 Summary of actions highlighted within this analysis (Include how this will be picked up within service/work plans)

No actions identified

6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service

The SPD and its equality impacts will be monitored through the annual Authority Monitoring Report. A review could happen should the SPD prove to be ineffective in providing guidance on specialist needs housing, should the higher tier policies of the LDP be revised or should there be a significant change in national planning policy.

6.4 Approved by (Manager or Head of Service signature and date)

Once approved please forward this analysis to Cally Darby to arrange publication.