

Reference:	
Responsible Officer	Bryn Cooke
Cabinet Member:	Hannah Roberts
Support Officer	Tim English

Equality Impact Assessment Tool

Service Area:	Housing, Economy Directorate, People and Place.
Budget Reduction Title:	Not applicable.

Stage 1: Initial Assessment

1a	Which service does this project, policy or proposal relate to?				
	Housing, Economy Directorate, People and Place.				
1b	What is the project, policy or proposal?				
	Adoption of a new Housing Strategy				
1c	What are the main aims of the project, policy or proposal?				
	To refresh the local housing needs assessment evidence base and update the existing housing strategy.				
1d	Who, potentially, could this project, policy or proposal either benefit or have a detrimental effect on, and how?				
	<p>The Strategy aims to increase the choice, quality and access to housing for all residents in the Borough and for people wishing to move into Oldham. The strategy aims to be cohesive and support people from all groups and backgrounds.</p> <p>Any community or cohort of the population may be singled out for preferential treatment due to any evidence based need or historic lack of service and may receive extra support to access services. This may be perceived to be to the detriment of other communities, services and properties need to be provided to all families who need them. Careful and sensitive marketing of properties needs to take place to ensure it is not perceived that some communities are benefitting more than others.</p> <p>Whilst the strategy itself is inclusive and supports equality and good relations, it might be appropriate to undertake EIA's on individual actions or projects, which are implemented to support the overall aims and objectives of the strategy.</p>				
1e	Does the project, policy or proposal have the potential to <u>disproportionately</u> impact on any of the following groups?				
		None	Positive	Negative	Not sure
	Disabled people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Particular ethnic groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men or women (includes impacts due to pregnancy / maternity)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in a Marriage or Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People who are proposing to undergo, are undergoing, or have undergone a	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	process or part of a process of gender reassignment				
	People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Groups with particular faiths or beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Are there any other groups that you think may be affected negatively or positively by this project, policy or proposal?				
	None	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1f	What do you think the overall NEGATIVE impact on groups and communities will be?	None / Minimal	Significant
		<input checked="" type="checkbox"/>	<input type="checkbox"/>

1g	Using the screening and information in questions 1e and 1f, should a full assessment be carried out on the project, policy or proposal?	Yes <input type="checkbox"/>
		No <input checked="" type="checkbox"/>

1h	How have you come to this decision?
	<p>Disabled People</p> <p>The Strategy includes supported housing and the need to continue to develop our services around signposting and advising disabled people and their families on access and the locality of adapted properties. In addition the need to develop more supported accommodation with our Adult Care, Health and Social Care policies and there will be no negative effects as a result of this strategy</p> <p>Ethnic Groups</p> <p>The ethnic diversity of Oldham's residents is acknowledged and addressed throughout the strategy. Ethnicity related demographics form part of the local housing needs assessment which in turn inform the key themes set out within the strategy.</p> <p>Issues such as overcrowding amongst certain ethnic groups are identified. This could present an opportunity to develop a differential impact on different communities. However as the issues raised are about inadequate service provision, it is envisaged that any intervention will provide a positive outcome on communities who may not have had adequate access to services.</p> <p>Issues for Travellers and Gypsies have been addressed in a separate assessment at Greater Manchester level.</p> <p>Specific actions addressing some of the issues identified in the strategy will be picked up within the accompanying delivery plan and it would be appropriate to undertake EIA's on these individual actions when they are brought to fruition and there will be no negative effects as a result of this strategy</p> <p>People on low incomes</p> <p>The income levels of Oldham's residents is acknowledged and addressed throughout the strategy. Income and housing affordability form part of the local housing needs assessment which in turn inform the key themes set out within the strategy.</p> <p>Specific actions addressing some of the issues identified in widening choice and the Oldham Housing offer to people on low incomes in the strategy will be picked up within</p>

the accompanying delivery plan and it would be appropriate to undertake EIA's on these individual actions when they are brought to fruition and there will be no negative effects as a result of this strategy

People in particular age groups

The strategy does draw from the demographic information captured in the local housing needs assessment evidence base. The strategy does not present any negative impact on people due to their age.

Specific actions addressing the ageing population, the affordability and access into housing across the Borough and the need to try and retain and attract young people will be picked up in within the accompanying delivery plan and it would be appropriate to undertake EIA's on these individual actions when they are brought to fruition and there will be no negative effects as a result of this strategy

Stage 2: What do you know?

What do you know already?

The development of the strategy included a wide ranging and extensive collation of primary and secondary data and pulling together evidence from a wide range of sources and consultative events with internal and external stakeholders, key partners and residents of the Borough.

The development of the strategy was phased accordingly

Stage One – Evidence Base and Local Housing Needs Assessment

This stage included a review of secondary data. It looked at data on population, dwelling stock, household characteristics, house prices and rents and income, older people, supported housing, completions and the housing register. A review of the Private Rented Sector was also carried out. Initial findings confirmed what we knew about the housing conditions and how the housing market functioned across the Borough.

A primary survey sent to 15,000 residents was issued to support and inform what we knew further to a more granular level based at district level.

The evidence base gathered at this stage provided detailed insights into the seven districts housing markets plus the town centre. This then formed the basis on which to build a robust housing strategy and delivery plan.

Stage Two – Drafting the key themes and analysis for the Housing Strategy

This second stage overlapped with stage one and involved consultation with a wide range of stakeholders including: Council Members and officers (across disciplines), District Executives, Parish Councils, public health, housing associations, developers, community and voluntary organisations and the GMC. As part of the consultation an all day drop-in event for Members on 20 November 2018 was held to share evidence pertaining to their wards and seek feedback.

Stage Three- Final drafting, production and consultation on the new Housing strategy

This final stage included the writing and production of the draft strategy which had been

informed by the earlier stages. This was presented to the Councils Leadership. Following that, there was a formal public consultation period. This involved a survey that appeared on the Council's website, along with drop in events.

What don't you know?

The delivery plan is set out over the short, medium and long term.

It is not known what particular themes identified in the strategy, such as expanding the Oldham Housing Offer or delivery of more homes will be delivered at this time. As this will be subject to separate business cases, bespoke projects and be subject to the success of external funding and the willingness of partners to support the strategic aims.

Further Data Collection

None required

Summary (to be completed following analysis of the evidence above)

1e	Does the project, policy or proposal have the potential to <u>disproportionately</u> impact on any of the following groups?				
		None	Positive	Negative	Not sure
	Disabled people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Particular ethnic groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men or women (includes impacts due to pregnancy / maternity)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People of particular sexual orientation/s	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in a Marriage or Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People who are proposing to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Groups with particular faiths or beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Are there any other groups that you think may be affected negatively or positively by this project, policy or proposal?				
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Stage 3: What do we think the potential impact might be?

3a	Who have you consulted with?
	See consultation summary and summary table below:-

OLDHAM HOUSING STRATEGY CONSULTATION 2018 - PHASES 2 & 3

Group	Name	Date and Time	Address	Consultant	Deadline for report
District Executives	Shaw and Crompton	4 December 2018 6pm	Shaw Lifelong Learning Centre, High Street, Shaw, OL2 8TB	report only	
	East Oldham	TBC	Crompton Suite, Civic Centre, Oldham OL1 1NL	report only	
	West Oldham	TBC	Crompton Suite, Civic Centre, Oldham OL1 1NL	report only	
	Chadderton	see below	Chadderton Town Hall, Middleton Road, Chadderton, OL9 6PP	report only	
	Chadderton Strategic Briefing - consultation event	13 November 3pm	Chadderton Town Hall, Middleton Road, Chadderton, OL9 6PP	report only	
	Failsworth and Hollinwood	TBC	Failsworth Town Hall, Oldham Road, Failsworth, M35 0FJ	report only	
	Saddleworth and Lees	TBC or see Parish Council	Uppermill Civic Hall, Lee Street, Uppermill, OL3 6AE	report only	
	Royton	26 November 6pm	Royton Town Hall, Rochdale Road, Royton, OL2 6QG	report only	
Parish Councils	Saddleworth	18 October 9:30am	Uppermill Civic Hall, Lee Street, Uppermill, OL3 6AE	CB	
	Shaw and Crompton	17 October 7:30pm	S&C Parish Council Offices, 1 Kershaw Street East, Shaw, OL2 8AB	CB	8 October 2018
Council / Members	Labour Group	10th December 6:30pm		N/A	
	Labour Housing Reference Group	11 October 5pm		MR	
	Labour Housing Reference Group	28 November 3.30pm	webinar	MR, MS	
	Lead Member for Housing Cllr Roberts	26 September 2018	tel con	MR	
	Leader of the Council	25 October 2018 4pm		MR	
	Liberal Democrat Group	17 December 6pm		TS	
	Conservative Group	Not yet arranged			
	Overview and Scrutiny				
	Leadership	28th January 2019 3.30pm	Civic Centre, Oldham		
	Cabinet				
	Full Council				
	All Members Briefing Session	20 November 11am - 7pm	Room 4f, Level 4, Civic Centre, Oldham	HB, MB	
Officers - telephone interviews	Helen Lockwood - Deputy Chief Executive	18 October 10am		MS	
	Roger Frith - Interim Director of Economy and Skills	30 October 12:30pm		MS	
	Neil Crabtree - Head of Service Public Protection	19 October 1pm		MS	
	Stephen Irvine - Head of Planning and Development management	16 October 2pm		MS	
	Helen Ramsden - Interim AD of Joint Commissioning & Safeguarding	12 October 10am		MS	
	Bruce Penhale - Assistant Director Communities and Early Intervention	23 October 2:30pm		MS	
	Bryn Cooke - Head of Strategic Housing and Property Partnerships	9 November 2018		MS	
	Albert Margai - Principal Housing Market Intervention Officer	12 October 2pm		MS	
	Zilur Rahman - Principal Housing Strategy Officer	23 October 2pm		MS	
	Ann-Marie McGinn - Principal Homelessness Strategy Officer	25 October 9am		MS	
	Annee Mank - Principal Housing Energy Officer (maternity cover)	29 October 11:30pm		MS	
	Victoria Wood - Strategic housing	30 October 2018		MS	
	Vicky Walker - Oldham Care	2 November 2018		MS	
	Vicky Sugars - Strategy, Partnerships and Policy Manager, CEX office	25 October 11am		MS	
	Cath Green - Greater Manchester Combined Authority	no response			
	Peter Pausen, Unity Partnership (Thriving Communities)	2 November 2018		MS	
	Community / Residents	Oldham Youth Council - Jodie Barber, Service Manager, Youth Service	19 October 12pm		MS
Age UK Oldham - Nicola Shore - Engagement and Wellbeing Manager		no response			
Action Together - Nyan Joshi - Senior Partnerships and Project Officer		23 October 1pm		MS	
Partners	Landlord Forum	29 November 2018		HB	
	GMCA listening event	25 September 2018, 2-4:30pm	FCHO Board Room	HB / MS	
	Health and ASC listening event	18 October 2018 12.30 - 2.30pm		MS	
	Public health team meeting	29 October 2018 10 - 11:30am		MS	
	OHIP (housing associations) consult	16 October 2018 2-4:30pm		MR	
	Homes England - Ann Siepp	20 November 2018		MR	
	FCHO - Vinny Roche	30 October 2018		MR	
PHASE 3					
Public Consultation	Half day workshop	12 December 2018 - hours to be	Education Suite, Oldham Library / Gallery	CT & Council	surveys to be filled out by hand and uploaded by CT
Survey - public	Council website	04-May-19		CT	return by 4 June 2019
Survey - stakeholder	send to GMCA group	4 February 2019		CT	return by 4 March 2019
Survey - districts	send to Members	4 February 2019		CT	return by 4 March 2019

3b How did you consult? (include meeting dates, activity undertaken & groups consulted)

See section 3a

3c What do you know?

Details of the feedback from the consultation is available through the following link.

The feedback and information gathered through the consultations and events After considering these responses, the themes and priorities identified in the strategy were developed and tested and refined to reflect back what we knew from these events and surveys.

3d What don't you know?

	We will never know everything about the housing market in Oldham, we believe that the extensive household study and subsequent consultation phases have provided a sufficiently robust picture on which to move forward on.	
3e	What might the potential impact on individuals or groups be?	
	Generic (impact across all groups)	The Strategy aims to increase the choice, quality and access to housing for all residents in the Borough and for people wishing to move into Oldham. The strategy aims to be cohesive and support people from all groups and backgrounds.
	Disabled people	The Strategy includes supported housing and the need to continue to develop our services around signposting and advising disabled people and their families on access and the locality of adapted properties. In addition the need to develop more supported accommodation with our Adult Care, Health and Social Care policies and there will be no negative effects as a result of this strategy
	Particular ethnic groups	<p>The ethnic diversity of Oldham's residents is acknowledged and addressed throughout the strategy. Ethnicity related demographics form part of the local housing needs assessment which in turn inform the key themes set out within the strategy.</p> <p>Issues such as overcrowding amongst certain ethnic groups are identified. This could present an opportunity to develop a differential impact on different communities. However as the issues raised are about inadequate service provision, it is envisaged that any intervention will provide a positive outcome on communities who may not have had adequate access to services.</p> <p>Issues for Travellers and Gypsies have been addressed in a separate assessment at Greater Manchester level.</p> <p>Specific actions addressing some of the issues identified in the strategy will be picked up within the accompanying delivery plan and it would be appropriate to undertake EIA's on these individual actions when they are brought to fruition and there will be no negative effects as a result of this strategy</p>
	Men or women (<i>include impacts due to pregnancy / maternity</i>)	No adverse impact
	People of particular sexual orientation/s	No adverse impact
	People in a Marriage or Civic Partnership	No adverse impact
	People who are proposing to undergo, are undergoing, or have undergone a process or part of a	No adverse impact

	process of gender reassignment	
	People on low incomes	<p>The income levels of Oldham’s residents is acknowledged and addressed throughout the strategy. Income and housing affordability form part of the local housing needs assessment which in turn inform the key themes set out within the strategy.</p> <p>Specific actions addressing some of the issues identified in widening choice and the Oldham Housing offer to people on low incomes in the strategy will be picked up within the accompanying delivery plan and it would be appropriate to undertake EIA’s on these individual actions when they are brought to fruition and there will be no negative effects as a result of this strategy</p>
	People in particular age groups	<p>The strategy does draw from the demographic information captured in the local housing needs assessment evidence base. The strategy does not present any negative impact on people due to their age.</p> <p>Specific actions addressing the ageing population, the affordability and access into housing across the Borough and the need to try and retain and attract young people will be picked up in within the accompanying delivery plan and it would be appropriate to undertake EIA’s on these individual actions when they are brought to fruition and there will be no negative effects as a result of this strategy</p>
	Groups with particular faiths and beliefs	No adverse impacts
	Other excluded individuals (<i>e.g. vulnerable residents, individuals at risk of loneliness, carers or service and ex-serving members of the armed forces</i>)	<p>The strategy has a number of key themes that will seek to improve housing services to excluded vulnerable residents.</p> <p>Theme one -An attractive Housing Offer to support an inclusive economy</p> <p>Our aim is to provide a diverse Oldham Housing Offer that is attractive and meets the needs of different sections of the population at different times of their lives. We are being more creative than in the past so people can find solutions that suit them. Our proposals go beyond the projected numbers of new homes and focus on the dynamics between people, homes and the wider economy. The Oldham Housing Offer:</p> <ul style="list-style-type: none"> • Greater diversity in the type of new homes built • More choice in affordable homes and financial products • Attractive homes for young people

- Homes suitable for older people
- Specialised and supported housing for vulnerable people
- More homes accessible to large and intergenerational families to relieve overcrowding
- Options to ‘Do It Yourself’ and support for community-led housing
- Greater choice for existing tenants
- Making better use of existing properties by bringing empty homes back into use
- Changing our governance arrangements so that the Strategic Housing Partnership Board and Oldham Cares work together to consider and make commissioning decisions about how services are organised and funded in order to help people to stay well and living independently in their homes
- Develop a Housing, Health and Care Delivery plan that sets out the full range of actions we will take to ensure that housing-related matters that impact on people’s health and wellbeing are addressed.
- We will provide advice and signposting to the full range of housing options available through the Oldham Housing Offer

Theme Two -Delivering the housing offer

We know we have too much older terraced housing in the central areas, much of which is in poor condition. This means too many residents live in a home that is in poor repair or overcrowded. The Government has set us a challenging annual development target of 716 new homes. This as an opportunity to increase the quality and choice of homes available at different prices, and across tenures including homes for social rent.

Theme 3 Place offer to support the Oldham Plan

Our newly refreshed local housing needs assessment provides evidenced based insights into how our housing economy currently works, forecasts future needs and identifies gaps. These ‘Housing Insights’ will help to contribute to the development of a better Local Plan. Housing insights will help steer the right sort of new development within the borough.

We want to build on the Oldham Model such as the Thriving Communities programme and our Private Sector Housing Selective Licensing Scheme.

These are enabling a proactive approach to solving neighbourhood issues. We want to take further steps and invite residents to work with us

		<p>and co-produce Place Plans that will provide a blueprint for how their neighbourhood might develop over the next 20 years. These will help to explain some of the changes and challenges Oldham is experiencing - they point to land and investment decisions that will need to be taken; and they put forward proposals for the type and size of homes, and specialised/supported housing, that could be built in each district to provide for the high level of housing needs experienced now by Oldham Residents and our projected population increase.</p> <p>Better housing and support to improve people's lives</p> <p>Partners in Oldham share an ambition to achieve and sustain the greatest and fastest possible improvement in the health and wellbeing of Oldham's residents by 2020. Making our homes and neighbourhood healthy places to live is also key to realising this ambition. We intend to work together to develop and implement a comprehensive, coordinated and person-centred approach across health, care and housing to improving people's health and wellbeing through the home.</p> <p>This Housing Strategy and underpinning delivery plan mark a significant change in how we think about, organize for and take decisions and action on housing over the coming years. We have built this strategy on exciting work that is already underway and that is working well. We are not deterred by the significant challenges and a lack of resources, rather we are determined to create and to grasp opportunities to overcome the significant housing, economic and other challenges Oldham faces and work towards achieving our long-term vision for Oldham with Greater Manchester.</p> <p>Greater Manchester</p>
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Stage 4: Reducing / Mitigating the Impact

4a	What can be done to reduce or mitigate the impact of the areas you have identified?	
	Impact 1	Proposal
	Impact 2	Proposal
	Impact 3	Proposal

4b	Have you done, or will you do anything differently, as a result of the EIA?
	We will ensure the importance of completing and continuing to complete EIA's is engrained into the actions/projects or new policies and procedures that arise from the delivery plan.
4c	How will the impact of the project, policy or proposal and any changes made to reduce the impact be monitored?
	The impact of the strategy will be monitored through the Council's Corporate Plan, Economy Directorate Business plan and through the Strategic Housing Partnership.

Conclusion
<i>This section should record the overall impact, who will be impacted upon, and the steps being taken to reduce / mitigate the impact</i>
The overall impact of the Adoption of the Housing Strategy is judged as positive.
Whilst the strategy itself is inclusive and supports equality and good relations, it will be appropriate to undertake EIA's on individual actions or projects, which are implemented to support the overall aims and objectives of the strategy.
The delivery plan will therefore need to be managed and tracked including its impact and this is planned to be done through the Strategic Housing Partnership.

Stage 5: Signature

Role	Name	Date
Lead Officer	Bryn Cooke	12 June 2019
Approver Signatures		

EIA Review Date:	June 2020
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Further guidance and information on Equality Impact Assessments is available here – http://intranet.oldham.gov.uk/downloads/download/35/equality_impact_assessments