
<table>
<thead>
<tr>
<th>Service</th>
<th>Housing &amp; Health</th>
<th>Section: Housing</th>
<th>Person responsible for the assessment</th>
<th>Helen George</th>
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</thead>
<tbody>
<tr>
<td>Name of the Strategy to be assessed</td>
<td>The Housing Strategy 2009-2014</td>
<td>Date of Assessment</td>
<td>2/7/2012</td>
<td>New</td>
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1. Briefly describe the aims, objectives and purpose of the strategy

- To enable all residents of Hertsmere to have a decent home that meets their needs and enhances their quality of life.
- To continue to maximise the delivery of new affordable homes
- To work with partners towards a socially inclusive sustainable communities through holistic regeneration projects.
- To improve the condition of housing stock in the private sector.
- To ensure housing needs of vulnerable people are met
- To ensure best use is made of existing housing stock.
- To set out a plan for working with stakeholders.
- To maximise resources for preventing and tackling housing need and to present a case for increasing resources.
- To prioritises resources for the groups most in need of assistance.
- To use resources more effectively.

2. Are there any associated objectives of the strategy, please explain

To ensure that the strategy is linked to other initiatives, policies and strategies related to housing across Hertsmere Council, and other partnership arrangements including:

- The Homelessness Strategy
- Choice-based lettings
- The Private Sector Housing Strategy
- The Empty Homes Strategy
- The Community Strategy
- The Corporate Plan
- The medium-term Financial Strategy.
### 3. Who is intended to benefit from the strategy and why?

- People/households in housing need.
- Residents of the more deprived communities in the borough who will receive assistance targeted to their needs and aspirations.
- People who own accommodation in the borough, including owner-occupiers and private landlords.
- Vulnerable people who require special accommodation and services to live independently.
- People whose existing accommodation is no longer suitable for their needs.

### 4. What outcomes are wanted from this strategy?

- Best use is made of all housing stock.
- The quality of life of residents of the borough is enhanced through a good standard of new and existing accommodation.
- Improved levels of health through the provision of good quality housing.

### 5. What factors/forces could contribute/detract from the outcomes?

**Positives:**
- Successful partnership working, and commitment and co-operation from partners.
- Improved publicity and communication for the strategy and the services for people in housing need.
- Stable or increased supply of resources to provide new affordable housing.
- Stable resources to make best use of existing stock e.g. the private rented sector.
- Continued commitment and innovation from all members of the Housing Team.

**Negatives:**
- Changes in legislation, Government policy and Government initiatives
- A lack of commitment and co-operation from stakeholder organisations.
- A decrease in the level of resources
- A sharp increase in housing need in the borough
- An increase in the negative effect of the economic recession upon Hertsmere
- A decrease in the availability of privately rented accommodation for homeless households.
28 June 2012

6. Who are the main stakeholders in relation to the strategy?
Households in housing need, the Research and Development Team, the Homelessness Team, the Allocations Team, the Private Sector Housing Team, the Energy Conservation Officer, the Planning Team, the Asset Management Team, the Housing Benefit Team, the Tenancy Liaison Officer, Adult Care Services, Children Schools and Families, The Independence Support Service, Herts Young Homeless Group, registered social landlords, the Police, the Citizens’ Advice Bureau, private landlords, private developers, the Primary Care Trust, Home Start, Anchor Home Improvement Agency.

7. Who implements the policy and who is responsible for the strategy?
The Council, Members, Council Officers (primarily the Housing Strategy Team including the Research and Development officers, and the Private Sector Housing Team ), but the ultimate responsibility is with the Head of Housing and Health and the Housing Needs and Strategy Manager.

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<th>Y/N</th>
<th>Concern</th>
<th>Evidence to Support Yes/No Assessment</th>
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<td></td>
<td><strong>Are there concerns that the strategy could have a differential impact on people due to their age</strong></td>
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| Y   | Insufficient priority for resources may have been given to older people | The strategy awards priority to the following group:  
  • Older people.                                                                                     |
| N   | Insufficient information may be available on older people in deprived areas. | • Information on the concentration of older people in deprived areas is available through the indices of multiple deprivation. |
| N   | Insufficient information may be available on the housing needs and aspirations of older people. | • An extensive assessment has been carried out into the needs and aspirations of older people on the housing register. |
| N   | Insufficient provision may have been made for the special needs of older people. | The strategy contains the following tasks:  
  • An extra care scheme  
  • A leaseholder scheme  
  • Intermediate care.  
  • Schemes to reduce under-occupation for those who wish to move to smaller accommodation.  
  • A re-modelling scheme for smaller accommodation for older people. |
| N   | The housing needs of younger people may not have been taken into account. | • The needs of younger people are catered for within the homelessness strategy.  
  • The action plan contains provision to complete Hertsmere’s programme of work as Regional Centre of Excellence for Youth Homelessness. |

9. Are there concerns that the strategy could have a differential impact due to disability
People with a visual impairment may have difficulty accessing the strategy
• Provision for large print strategy if requested.  
• A review of the Council's housing-related leaflets and charters will be carried out.
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| N | Disabled people may have difficulty accessing the Civic offices to receive housing advice or being interviewed for an application under homelessness legislation. | • Home visits can be carried out by the Homelessness Team.  
• Reasonable standard of accessibility to the Civic Offices. |
| N | Insufficient information may be available on people with health or disability issues in deprived areas. | • Information on the concentration of people with health and disability issues in deprived areas is available through the indices of multiple deprivation. |
| N | Disabled people may not have a high awareness of the homelessness and housing advice service. | • Copies of the strategy will be sent to Adult Care Services. |
| N | Insufficient priority for resources may have been given to people with disabilities | The strategy awards priority to the following groups:  
• People with mental health needs  
• People with learning disabilities  
• People with physical and sensory disabilities. |
| N | Insufficient provision may have been made for the special housing and service needs of people with physical and sensory disabilities, learning disabilities and mental health problems. | The strategy contains the following tasks:  
• People with learning disabilities – a supported housing scheme, a scheme for people with both physical and learning disabilities, a low cost home ownership scheme.  
• People with physical and sensory disabilities – a supported housing project designed to Lifetime Home and wheelchair standard.  
• People with mental health needs – a supported housing scheme for people with mental health needs. |

10. Are there concerns that the strategy could have a differential impact due to gender reassignment?  
N | No knowledge of any impact. |

11. Are there concerns that the policy could have a differential impact on people due to their marital status (but only in respect of eliminating unlawful discrimination)?  
N | A significantly high number of households in housing need consist of persons who are unmarried and are the single heads of households, often with children. These households tend to be in receipt of very low incomes – either in low paid employment or benefit dependent.  
• This strategy needs to plan for the housing needs of low income households headed by one person, often with children. Affordable homes for rent are usually targeted at this group. |

12. Are there concerns that the policy could have a differential impact on people due to pregnancy and maternity?  
N | A significantly high number of households in housing need consist of persons who are either pregnant or have children. These households are usually in receipt of very low incomes, either in low paid  
• This strategy needs to plan for the housing needs of low income households headed by one person, often with children. Affordable homes for rent are usually targeted at this group. |
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<tr>
<th>13. Are there concerns that the policy could have a differential impact on racial groups?</th>
<th>Y</th>
<th>There could be concerns that different racial groups could be disadvantaged in seeking assistance due to particular cultural aspects.</th>
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<td></td>
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<td>• In some ethnic cultures it is more difficult for a female member of a household to seek her own accommodation. More liaison needs to be undertaken with support groups to assess the effectiveness of the strategy in terms of assisting people/households from minority ethnic groups.</td>
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<td>Design can influence whether accommodation is suitable for certain minority ethnic groups. Examples of this are: entertaining and socialising, food preparation facilities, washing facilities.</td>
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<td>Household from certain minority ethnic groups are likely to have larger households. This has implications for the provision of both good quality temporary accommodation and for the availability of appropriate settled accommodation.</td>
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<td>• Proposals have been drawn up to promote the provision of more three and four affordable homes in the borough.</td>
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<td>14. Are there concerns that the strategy could have a differential impact on people due to their religion or belief?</td>
<td>Y</td>
<td>There could be concerns that different religious groups could be disadvantaged in seeking assistance due to particular cultural aspects.</td>
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<tr>
<td></td>
<td></td>
<td>• In some religious cultures it is more difficult for a female member of a household to seek her own accommodation. More liaison needs to be undertaken with support groups to assess the effectiveness of the strategy in terms of assisting people/households from minority religions.</td>
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<td></td>
<td>There could be concern that insufficient information is available on the housing needs and aspirations of people from minority faith groups.</td>
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<td>• An on-going dialogue will be created with community groups who can provide information on the housing needs of minority faith populations.</td>
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<td>There could be concern that the housing needs of minority faith groups may not have been taken into account.</td>
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| **15. Are there concerns that the strategy **could** have a differential impact on people due to their sex?** | There may be a differential outcome in terms of allocations between genders. However, evidence does not support concerns in this area. | - Monitoring information on gender will be collected e.g. through Choice Based lettings.  
- Current allocations have to reflect other legislative requirements that favour parental responsibility being given to the mother, rather than the allocations policy have an adverse impact due to applicants’ gender. |
| **16. Are there concerns that the strategy **could** have a differential impact on people due to sexual orientation?** | N  
People who are gay/lesbian may be more vulnerable to homelessness and housing need because of being asked to leave by family or forced to leave their current property because of harassment. | - All households who are forced to leave home by families or friends will be provided with appropriate housing advice and assistance.  
- The Council has policies and procedures in place to deal with harassment. A household suffering from harassment could be awarded priority for the allocation of accommodation under homelessness legislation. |
| **17. Are there concerns that the strategy **could** have a differential impact on people due to them having dependants/caring responsibilities?** | N  
Plans for housing schemes for older people may not take into account the need for carers to live permanently or intermittently with their dependants. | - The schemes which are proposed in the action plan will incorporate excellent standards of design used by registered social landlords. These will include plans for two bedroom accommodation. |
| **18. Are there concerns that the strategy **could** have a differential impact on people due to their offending past?** | Y  
The housing needs of ex-offenders may not have been taken into account. | - An ex-offender’s application for assistance under homelessness legislation and the housing register is considered on its own merits. The Homelessness Code of Guidance advises on the factors to consider when deciding whether an ex-offender is entitled to assistance.  
- There are no specific provisions for ex-offenders within the strategy’s action plan because the supported housing scheme within the borough is proving sufficient to meet needs. |
<p>| <strong>19. Could the differential impact identified in 8-18 amount to there being the potential for adverse impact in this policy</strong> | No | Monitoring will be undertaken to ensure that the groups within 8-15 are not experiencing adverse impacts from the strategy. |
| <strong>20. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason</strong> | N/A |   |</p>
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<th></th>
<th>21. Should the policy proceed to a partial impact assessment?</th>
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<th>22. If Yes, is there enough evidence to proceed to a full EqIA?</th>
<th>The strategy should be assessed only after its partial implementation has taken place.</th>
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<tr>
<td></td>
<td>N/K</td>
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<td>23. Date on which Partial or Full impact assessment to be completed by</td>
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Signed (Completing officer)_______________________________

Signed (Lead Officer) ___ Helen George