

Diversity impact assessment

TITLE Name / description of the issue being assessed	Housing Strategy to 2030		
DATE Date the DIA is completed	07/11/2023		
LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Chris Giles Housing Strategy and Partnerships Manager Housing Services		
1 Summary description of the proposed change			
<ul style="list-style-type: none"> • What is the change to policy / service / new project that is being proposed? • How does it compare with the current situation? <p>The proposed change is the recommended adoption of a new Housing Strategy for Medway Council. This replaces the previous Housing Strategy 2018-2022.</p> <p>The strategy takes into account legislative changes brought into power since the last strategy was adopted, e.g. the Domestic Abuse Act 2021 and also national factors such as the cost of living crisis as well as Medway Council's target of reaching net zero.</p>			
2 Summary of evidence used to support this assessment			
<ul style="list-style-type: none"> • Eg: Feedback from consultation, performance information, service user records etc. • Eg: Comparison of service user profile with Medway Community Profile <p>Consultation has been carried out with: Medway's Tenant Scrutiny Panel 11 September 2023; Medway Housing Staff meeting 27 September 2023; and with a variety of stakeholders, including Medway Councillors, representatives from the Voluntary and Community Sector, Commissioned Services, colleagues from Medway Public Health and Providers of Social Housing across a number of sessions between the date of 02 and 06 of October 2023.</p>			
3 What is the likely impact of the proposed change?			
Is it likely to :			
<ul style="list-style-type: none"> • Adversely impact on one or more of the protected characteristic groups? • Advance equality of opportunity for one or more of the protected characteristic groups? • Foster good relations between people who share a protected characteristic and those who don't? 			
Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	Yes	No
Disabilty	No	Yes	No

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Gender reassignment	No	No	No
Marriage/civil partnership	No	No	No
Pregnancy/maternity	No	No	No
Race	No	No	No
Religion/belief	No	No	No
Sex	No	Yes	No
Sexual orientation	No	No	No
Other (eg low income groups)	No	Yes	No

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

The Medway Housing Strategy to 2030 includes a number of provisions which could impact on people with protected characteristics. It is widely seen from the consultation exercises that there is agreement that it is important that the strategy takes account of the needs of Medway residents, particularly where there is seen to be any inequality of access to housing or related services.

The provisions within the strategy should have a positive impact on the following groups.

- **Age.** With a focus on maintaining people's homes, regardless of tenure, in a state which should allow for independent living, the strategy will positively advantage older people. Additionally, with a focus on ensuring that further affordable housing takes account of the needs of care leavers, the strategy will positively advantage vulnerable younger people.
- **Disability.** By ensuring focus on delivering adaptations to people's homes, by means of level floor access, grab rails, ramps and other measures, the strategy will positively impact on the lives of people with disabilities.
- **Sex.** Through a focus of providing accommodation, target hardening measures and services, as well as the Council's own staff teams and policies and procedures, the strategy will impact the lives of victims of domestic abuse, who at the March 2022 census were significantly more like to be female (70% of recorded cases).
- **Low income.** A high number of the provisions within the strategy are envisaged to have a positive impact on the lives of Medway residents with a low income, including the increase in affordable housing and

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using available grants to make improvements to the thermal effectiveness of homes.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

All the impacts foreseen by adopting the Housing Strategy to 2030 are considered to improve equality of opportunity.

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
N/A		

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

The recommendation is to progress the Housing Strategy to 2030 through the democratic process and to have the strategy adopted in March 2024 at Cabinet.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Date