

### Appendix 3 - Housing Strategy EIA (Summary)

Equality Strand	Affected?	Affected how?	Actions to mitigate impact
<b>1. Age</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Home ownership is skewed towards older groups and away from younger ones, who rely on rented accommodation.	Improving housing affordability and renting conditions through the LEAD agenda.
<b>2. Disability</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Often require accessible housing and in some cases additional support.	Ensuring new homes are accessible and adaptable.
<b>3. Gender re-assignment</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The council does not collate data on this.	The council may consider collating more data.
<b>4. Pregnancy and maternity</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	May require family-sized units rather than single bedroom ones.	The council is aiming to become the most 'Family Friendly' borough by 2020, including recognising the need for bigger houses.
<b>5. Race/Ethnicity</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	BAME groups are over-represented in the private rented sector and under-represented in home ownership.	The focus on affordability should improve access to home ownership.
<b>6. Religion/Belief</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No specific housing needs identified.	
<b>7. Gender/Sex</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The largest single priority group for homelessness is lone female parents.	The welfare reform task force provides support, while the allocations policy prioritises single parents with young children.
<b>8. Sexual orientation</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The council does not collate data on this and does not expect any housing impact.	The council may continue more data collection in future.
<b>9. Marital Status</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Single people are more likely to live in a House of Multiple Occupancy than those who are married.	The strategy ensures that all HMOs in the borough require a license.
<b>10. Carers</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Carers are more likely to be unemployed or economically inactive than the general population.	The drive for affordability should help carers, especially those who are economically inactive.
<b>11. People with mental health issues</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	MIND found a strong link between mental health and housing, as issues with either can exacerbate the other.	The council's Allocation Scheme can apply a mental health discretion.
<b>12. Some families and lone parents</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Lone parents are disproportionately likely to live in social housing.	The council recognises the need to provide larger family homes (three bedrooms plus).
<b>13. People with a low income</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The average house price in Barnet is 15x the median income, while average rents are around £1,400 a month.	The push for affordability, both in renting and in buying, should help.
<b>14. Unemployed people</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Up to June 2018, Barnet had an unemployment rate of 4.6%, which can increase the risk of homelessness.	BOOST and the Welfare Reform Task Force can offer support around claiming benefits, budgeting and digital support.
<b>15. Young people not in employment,</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Young people not in employment, education or training are at more	BOOST is helping to get young, unemployed individuals into work.

<i>education or training</i>		risk of becoming homeless.	
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**1. Please give full explanation for how the overall assessment and outcome was decided.**

The overall impact of the Housing Strategy on the protected groups from the Equality Act 2010, as well as the Barnet Fairness Agenda, is positive. This is based on the evidence in the table above and the evidence base for the strategy.

There are a number of challenges related to housing in Barnet, some of which disproportionately affect the protected groups due to their tendency to reside in the private rented sector. The strategy should improve this, which gives it a positive impact as a result. It is a minimal impact though because it will benefit all residents, rather than being targeted at the protected groups.