

## 1.0 Introduction

1.1 The Equality Act 2010 outlines how public bodies must have due regard to:

1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under this act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

## 2.0 Protected Characteristics

2.1 Equality Act 2010 is clear that there are particular characteristics that are intrinsic to an individual against which it would be easy to discriminate. Section 149 (the Public Sector Equality Duty) lists the characteristics known as ‘protected characteristics’ against which we have to test for discrimination. These characteristics are gender, race/ethnicity, religion and belief, sexual orientation, age, gender reassignment, pregnancy and maternity and disability.

### 3.0 Identifying Impacts across protected characteristics

Through reviewing your proposal, identify if and how the protected groups below may be impacted and identify any mitigating actions regarding the proposed changes but also as part of the consultation and engagement activity.

Protected characteristic	Recommendations/mitigating actions
<b>Gender</b>	<p>There are potential equality impacts relating to Females due to gender differences between the composition of households and household tenures. The majority of single parent households are female. These households therefore rely on a single income, and current evidence identifies that; the remuneration levels for females is lower than males. Females are more likely to face challenges in accessing and affording housing, particularly private rented homes if in need of housing benefit assistance, and more likely to live in social rented housing.</p> <p>Mitigating Actions: This strategy aims to mitigate these factors by improving the access to housing and housing services and providing a greater range of homes across a wider range of tenures.</p> <p>Additionally, Sefton’s Housing Strategy is a high-level strategic document. The individual policies and plans arising from the strategy Action Plan, that have a direct impact on this protected group, will be potentially subject to separate consultation and EIA assessments. To identify and mitigate any identified direct or indirect gender discrimination.</p>
<b>Age</b>	<p>This Housing Strategy aims to positively impact those age groups (both young and old) that may be disproportionately affected by access to housing and housing services. This strategy has been closely developed with a range of representatives from the Children’s and Adult Social Care departments. There are housing priorities that can have positive impacts on children and younger adults who would wish to access the housing market across a range of tenures. Additionally, there are specific aims and actions within this strategy [Enabling</p>

	<p>People to Live Independently] that look to address the needs of older populations and the continuing demographic changes affecting the borough.</p> <p>Again, as Sefton’s Housing Strategy is a high-level strategic document. The individual policies and plans arising from the strategy Action Plan, that have a direct impact on this protected group, will be potentially subject to separate consultation and EIA assessments. To identify and mitigate any identified direct or indirect age-related discrimination.</p>
<b>Disability</b>	<p>The Housing Strategy again aims to positively impact upon these groups, including those with physical or mental disabilities. A number of the housing priorities including: <b><i>Meeting people’s housing needs, Enabling people to live independently &amp; Tackling barriers to obtaining suitable housing for the most vulnerable and ensuring equal access to housing services.</i></b> These all prioritise improving the provision of housing and housing services that are accessible and adaptable will increase choice in all tenures to help mitigate existing identified shortfalls or barriers.</p> <p>Again, as Sefton’s Housing Strategy is a high-level strategic document. The individual policies and plans arising from the strategy Action Plan, that have a direct impact on this protected group, will be potentially subject to separate consultation and EIA assessments. To identify and mitigate any identified direct or indirect disability-related discrimination.</p>
<b>Race/Ethnicity</b>	<p>The Housing Strategy seeks to positively address issues relating to race or ethnicity through “<i>Meeting the needs of more diverse and vulnerable communities</i>” and “<i>Providing more effective housing related support and advice services</i>”. <i>Ethnic groups such as Gypsies and Travellers have specific accommodation and housing need, and this strategy ensures that all ethnic groups will be assessed to ensure their housing needs are identified and met</i></p> <p>Sefton’s Housing Strategy is a high-level strategic document. The individual policies and plans arising from the strategy Action Plan, that have a direct impact on this protected group, will be potentially subject to separate consultation and EIA assessments. To identify and mitigate any identified direct or indirect race/ethnicity-related discrimination.</p>
<b>Religion or belief</b>	<p>None identified. The Housing Strategy is secular in its approach and implementation. However, as Sefton’s Housing Strategy is a high-level strategic document. There may be individual policies and plans arising from the strategy Action Plan, that have a direct impact on this protected group. These will be assessed and identified on a policy-by-policy basis will be potentially subject to separate consultation and EIA assessments. To identify and mitigate any identified direct or indirect religion or belief-related discrimination.</p>
<b>Sexual Orientation</b>	<p>None identified. However, as Sefton’s Housing Strategy is a high-level strategic document. There may be individual policies and plans arising from the strategy Action Plan, that have a direct impact on this protected group. These will be assessed and identified on a policy-by-policy basis will be potentially subject to separate consultation and EIA assessments. To identify and mitigate any identified direct or indirect sexual orientation-related discrimination.</p>
<b>Gender Reassignment</b>	<p>None identified. However, as Sefton’s Housing Strategy is a high-level strategic document. There may be individual policies and plans arising from the strategy Action Plan, that have a direct impact on this protected group. These will be assessed and identified on a policy-by-policy basis will be potentially subject to</p>

Appendix X - Sefton Housing Strategy 2022-2027 (Interim) Equality Impact Assessment

	separate consultation and EIA assessments. To identify and mitigate any identified direct or indirect sexual orientation-related discrimination.
<b>Pregnancy and maternity</b>	None identified. However, as Sefton's Housing Strategy is a high-level strategic document. There may be individual policies and plans arising from the strategy Action Plan, that have a direct impact on this protected group. These will be assessed and identified on a policy-by-policy basis will be potentially subject to separate consultation and EIA assessments. To identify and mitigate any identified direct or indirect sexual orientation-related discrimination.
<b>Other Protected Groups</b>	The objectives of this housing strategy are to provide homes and housing services to meet the needs of people who are unable to access the conventional housing market. The strategy seeks to promote housing opportunities for all those groups with protected characteristics. Each policy arising from the Housing Strategy will be assessed in accordance with the Equality Act 2010, to ensure that direct or indirect discrimination does not take place.