

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Housing and Regeneration
Service Area	Housing Enabling and Projects
Service/policy/function being assessed	LB Richmond Upon Thames Affordable Housing Update 2022
Which borough (s) does the service/policy apply to	Richmond
Staff involved in developing this EINA	Neil Cleary
Date approved by Directorate Equality Group (if applicable)	
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	
Date submitted to Directors’ Board	06/05/2022

1. Summary

This EINA has been produced to support the Affordable Housing Update Report, a report which reviews affordable housing delivery in Richmond Borough over the financial year 2021/22 and, looking forward, the work the Council will undertake with developers, Registered Providers (RPs) and other affordable housing providers to deliver and increase affordable housing provision in future years.

The key findings of the EINA are summarised as follows;

Positive:

- The report sets out a range of measures which will improve the housing offer to residents by delivering additional affordable housing, ensuring good quality homes are built and recommending proposals to increase the availability of accommodation for homeless households. The report demonstrates that the Council has now built up a significant pipeline of affordable housing either under construction or secured in planning permissions that will deliver 300 -500 new affordable homes in the next 3 -5 years.
- According to the Census, 54% of the borough residents were single. The report details a number of initiatives being undertaken in the type of affordable housing that is delivered in the borough, particularly in relation to key workers and securing affordable smaller sized intermediate accommodation in in suitable accommodation targeted at single households.
- According to the Census, 48% of residents in the Borough were married where 77.4% were homeowners, with or without a mortgage. Married people are more likely to be in a stable housing tenure.
- Lone female parents with dependent children made up 56% of accepted homeless cases. The measures in the report will assist in delivering affordable

<p>housing that will result in more homeless households are housed appropriately. The report also notes the work of an Empty Property Officer during the year whose remit is to bring back into use properties in the private sector that have been vacant for more than 6 months.</p> <ul style="list-style-type: none">• A higher proportion of those with a long-term health problem or disability are homeowners than other groups, however a higher proportion also live in socially rented accommodation which could be due to difficulties accessing alternative forms of housing, such as the private rented sector. The report details how the Council intend to increase affordable housing delivery, which in turn will increase the delivery of wheelchair accessible affordable housing and notes the work of the specialist housing occupational therapist during the year to ensure such housing is constructed to the required standards.• The 25-44 age group are overrepresented in homelessness acceptances in Richmond compared with the borough demographic. The report sets out proposals to increase the delivery of affordable housing as well the Council exploring the possibility of acquiring up to 30 family sized properties in the borough, subject to viability, to provide larger family sized accommodation for homeless households.• Younger people are also less likely to be owner occupiers and more likely to rent privately. Therefore, they may find it harder to access homeownership and be at more risk of homelessness. The report demonstrates how the Council will maximise its resources and make best use of assets to deliver more affordable homes for residents on a range of incomes, including social rented, intermediate and other sub-market rent. <p>Negative:</p> <ul style="list-style-type: none">• Data on sexual orientation is not reported in Government homelessness returns but it is collected by LBRuT. Of the cases between 2010/11 and 2015/16 where the lead applicant disclosed their sexual orientation, 94% of cases were listed as heterosexual, 3% as “other”, 1% as bisexual and 2% as gay or lesbian. These figures were broadly in line with national statistics, such as the Integrated Household Survey which found that in 2014 93% of the British population identified as heterosexual, 1% as gay or lesbian, 1% as bisexual and 0.3% as “other”. However, the question is not mandatory, and applicants often do not complete the section. Measures will be implemented to ensure questions on housing and homelessness applications to the Council will be mandatory. Information in relation to the protected characteristics of religion and belief and gender identity is requested through the current online form. However, it is not mandatory; therefore, it is not robust enough to assess the impact of the Housing and Homelessness Strategy on these protected characteristics. Equality monitoring questions will be included in the new online application forms for homelessness and housing which will be mandatory (albeit they will include a ‘prefer not to disclose’ option).

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
2011 Census	Office for National Statistics
Statutory Homelessness Returns	Office for National Statistics
Housing data	Strategic Housing Market Assessment
Population statistics	DataRich
Homelessness and Lettings Forecast 2021/22	London Borough of Richmond

b. Who have you engaged and consulted with as part of your assessment?

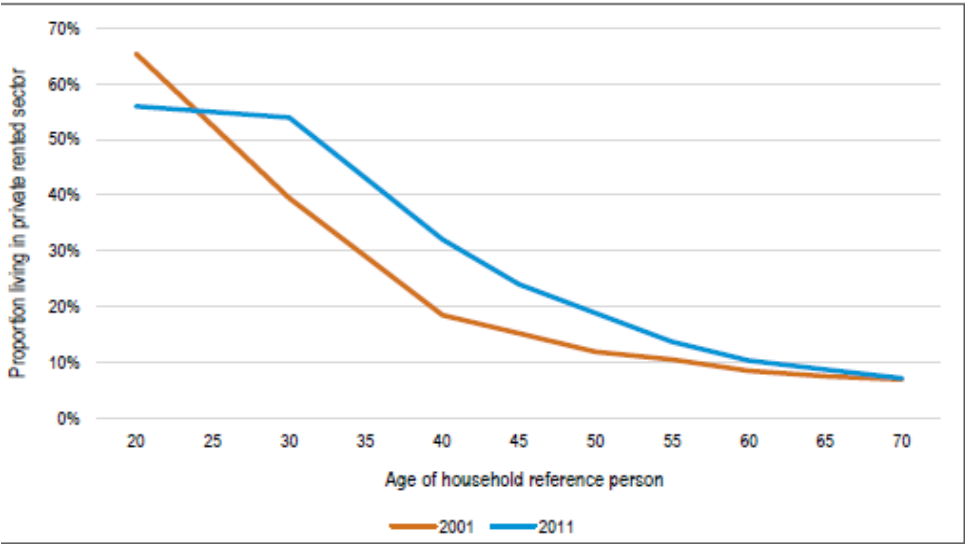
Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
n/a	n/a	n/a	n/a

3. Analysis of need

Protected group	Findings														
Age	<p><u>Census 2011:</u></p> <table><tr><th>Age Range</th><th>% of Richmond population</th></tr><tr><td>0-20</td><td>24%</td></tr><tr><td>21-30</td><td>12%</td></tr><tr><td>31-40</td><td>18%</td></tr><tr><td>41-50</td><td>16%</td></tr><tr><td>51-60</td><td>11%</td></tr><tr><td>61+</td><td>17%</td></tr></table> <p><u>Richmond Upon Thames Homelessness and Lettings Forecast 2021-2022</u></p> <p>This report seeks approval for forecasts for the use of temporary accommodation under statutory homelessness duties in 2021/22; and resources forecast and companion allocations plan for 2021/22. The queue for older</p>	Age Range	% of Richmond population	0-20	24%	21-30	12%	31-40	18%	41-50	16%	51-60	11%	61+	17%
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persons housing (including homelessness, transfer and priority re-housing) was 22 in 2020/21 and 23 in 2021/22.

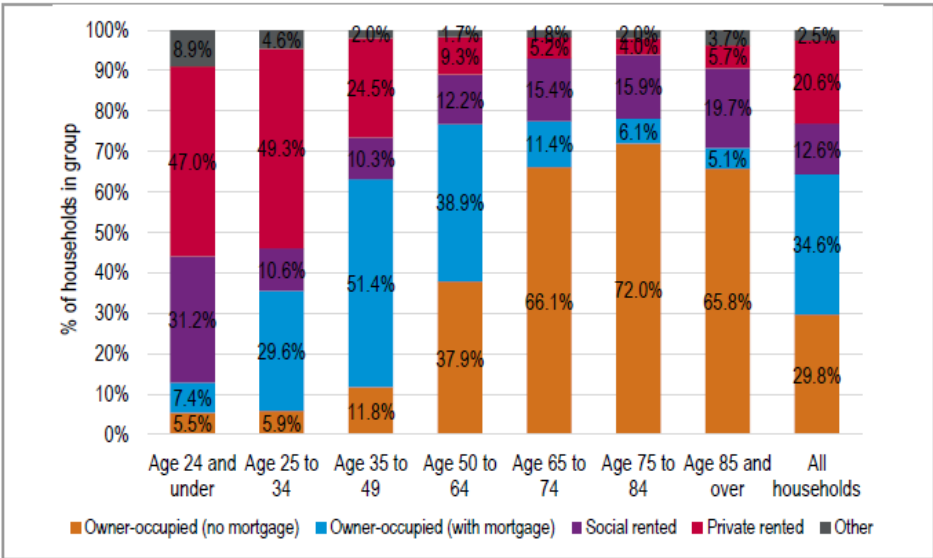
Strategic Housing Market Assessment (SHMA):



Source: Census (2001 (Table S013) and 2011 (DC4201EW))

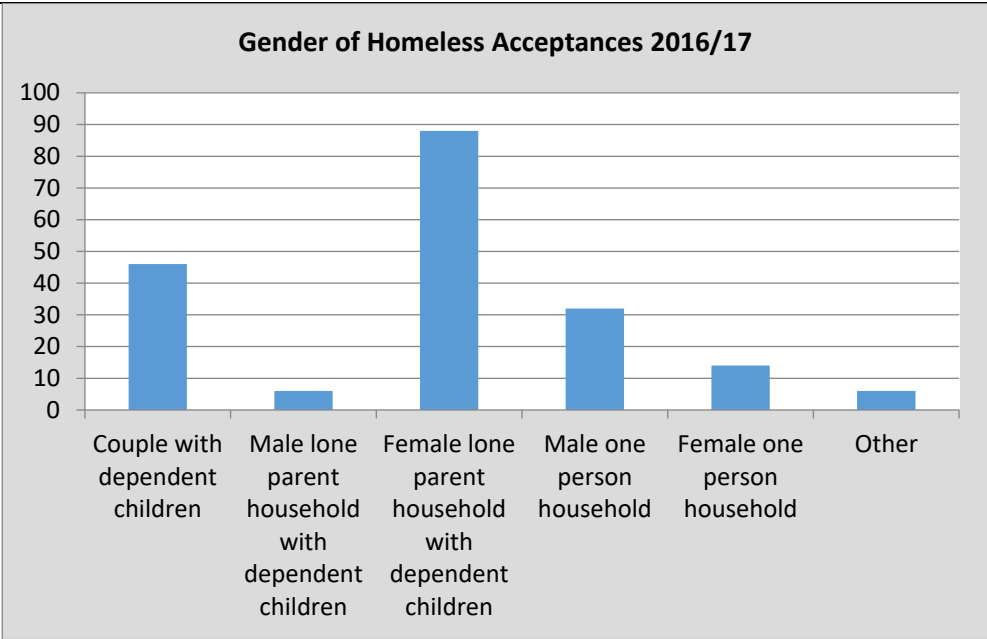
Younger people are less likely than older residents to be owner occupiers and are more likely to live in the private rented sector or with family or friends. This, in turn, means that they are at higher risk of homelessness. Historically the top three reasons for homelessness are the ending of an AST tenancy (private sector), parents no longer willing to accommodate and other friends or relatives no longer willing to accommodate. Additionally, people are renting in the private rented sector for longer and into older age.

Strategic Housing Market Assessment: Housing tenure by age range Census 2011



Disability	<div>Census 2011</div> <div><table><tr><th>No. of Richmond residents Permanently Sick or Disabled (2011)</th><th>Richmond residents Permanently Sick or Disabled (% of all aged 16-74 (2011))</th></tr><tr><td>2,802</td><td>2.03%</td></tr></table></div> <div>The 2011 Census also identified that 11.5% of the population of the Borough indicated that they had a long-term health problem or disability that affected their day-to-day life.</div> <div>SHMA: People with a Long-term Health Problem or Disability (LTHPD)</div> <div><div>Figure 56: Tenure of people with LTHPD – Richmond-upon-Thames</div><table><tr><th>Tenure</th><th>People with LTHPD</th><th>People without LTHPD</th><th>All people in households</th></tr><tr><td>Owner-occupied (no mortgage)</td><td>43.2%</td><td>23.6%</td><td>25.7%</td></tr><tr><td>Owner-occupied (with mortgage)</td><td>17.7%</td><td>43.9%</td><td>41.0%</td></tr><tr><td>Social rented</td><td>26.8%</td><td>9.2%</td><td>11.1%</td></tr><tr><td>Private rented & other</td><td>12.3%</td><td>23.4%</td><td>22.1%</td></tr></table></div> <div>Source: 2011 Census</div> <div>People with LTHPD are significantly more likely to be an owner occupier without a mortgage or live in social housing than be an owner-occupier with a mortgage. This could be due to an older home owning demographic in Richmond whom are more likely to have long-term health problems. The higher proportion of social renters with LTHPD could be due to difficulties accessing alternative forms of affordable or accessible housing tenure.</div> <div>Richmond Upon Thames Homelessness and Lettings Forecast 2021-2022</div> <div>This report seeks approval for forecasts for the use of temporary accommodation under statutory homelessness duties in 2021/22; and resources forecast and companion allocations plan for 2021/22. The queue for those with</div>	No. of Richmond residents Permanently Sick or Disabled (2011)	Richmond residents Permanently Sick or Disabled (% of all aged 16-74 (2011))	2,802	2.03%	Tenure	People with LTHPD	People without LTHPD	All people in households	Owner-occupied (no mortgage)	43.2%	23.6%	25.7%	Owner-occupied (with mortgage)	17.7%	43.9%	41.0%	Social rented	26.8%	9.2%	11.1%	Private rented & other	12.3%	23.4%	22.1%
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Sex	<div><div>Census 2011</div><div><table><tr><th>Male % of population</th><th>Female % of population</th></tr><tr><td>49% (91,149)</td><td>51% (95,849)</td></tr></table></div><div>Single parent households</div><div><table><tr><th colspan="3">Lone Parent Households 2011 Census</th></tr><tr><td>Single Parent H/Hold Male</td><td>365</td><td>0.46%</td></tr><tr><td>Single Parent H/Hold Female</td><td>3,503</td><td>4.40%</td></tr><tr><td>Total Richmond Households</td><td>79,800</td><td>100%</td></tr></table></div><div>ONS Homelessness Returns:</div><div><div>Family Composition of Accepted Households 2011/12 to 2016/17</div><div><table><tr><th>Year</th><th>Sum of Couple with Dependent Children</th><th>Sum of Male - Lone Parent Household with Dependent Children</th><th>Sum of Female - Lone Parent Household with Dependent Children</th><th>Sum of Male - One Person Household</th><th>Sum of Female - One Person Household</th><th>Sum of All Other Household Groups</th></tr><tr><td>2011/12</td><td>48</td><td>3</td><td>110</td><td>42</td><td>35</td><td>25</td></tr><tr><td>2012/13</td><td>75</td><td>12</td><td>160</td><td>43</td><td>40</td><td>15</td></tr><tr><td>2013/14</td><td>65</td><td>5</td><td>145</td><td>38</td><td>25</td><td>25</td></tr><tr><td>2014/15</td><td>52</td><td>5</td><td>115</td><td>28</td><td>22</td><td>5</td></tr><tr><td>2015/16</td><td>58</td><td>5</td><td>108</td><td>28</td><td>24</td><td>8</td></tr><tr><td>2016/17</td><td>45</td><td>5</td><td>88</td><td>32</td><td>15</td><td>8</td></tr></table></div></div></div>	Male % of population	Female % of population	49% (91,149)	51% (95,849)	Lone Parent Households 2011 Census			Single Parent H/Hold Male	365	0.46%	Single Parent H/Hold Female	3,503	4.40%	Total Richmond Households	79,800	100%	Year	Sum of Couple with Dependent Children	Sum of Male - Lone Parent Household with Dependent Children	Sum of Female - Lone Parent Household with Dependent Children	Sum of Male - One Person Household	Sum of Female - One Person Household	Sum of All Other Household Groups	2011/12	48	3	110	42	35	25	2012/13	75	12	160	43	40	15	2013/14	65	5	145	38	25	25	2014/15	52	5	115	28	22	5	2015/16	58	5	108	28	24	8	2016/17	45	5	88	32	15	8
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	<p>When comparing the household composition of accepted households, Richmond is similar to the London as a whole. For example, in London in Q4 2016/17, lone female parents with dependant children made up 51% of accepted homeless cases compared to 56% in Richmond. Similarly, couples with children make up the second largest group in both Richmond and in Greater London.</p>																																																																	



Among homeless households demand for two bedroom accommodation is highest, with 60% of accepted homeless applicants registered on the housing queues as at October 2017 awaiting this size of accommodation. This should be borne in mind when considering how to maintain access to the Private Rented Sector and to make best use of social stock in the Borough, for example through facilitating moves which free-up this size of accommodation. However, Richmond historically has a higher proportion of bedsit and one bedroom Registered Provider stock, meaning that the delivery of larger family sized accommodation also remains an important balancing priority. Additionally, 28% of homeless applicants require three or more bedroom homes.

Data from the ONS returns shows that women were more likely than men to be accepted as statutorily homeless. 46% of homeless acceptances in 2016/17 were from households classified as female lone parents with dependent children whilst 7% were from female one person households. In comparison, only 3% of homeless acceptances were from male lone parents with dependent children and 17% from male one person households. These findings represent a common trend where lone female parents become the primary carers for dependent children after relationship breakdowns.

Domestic Violence

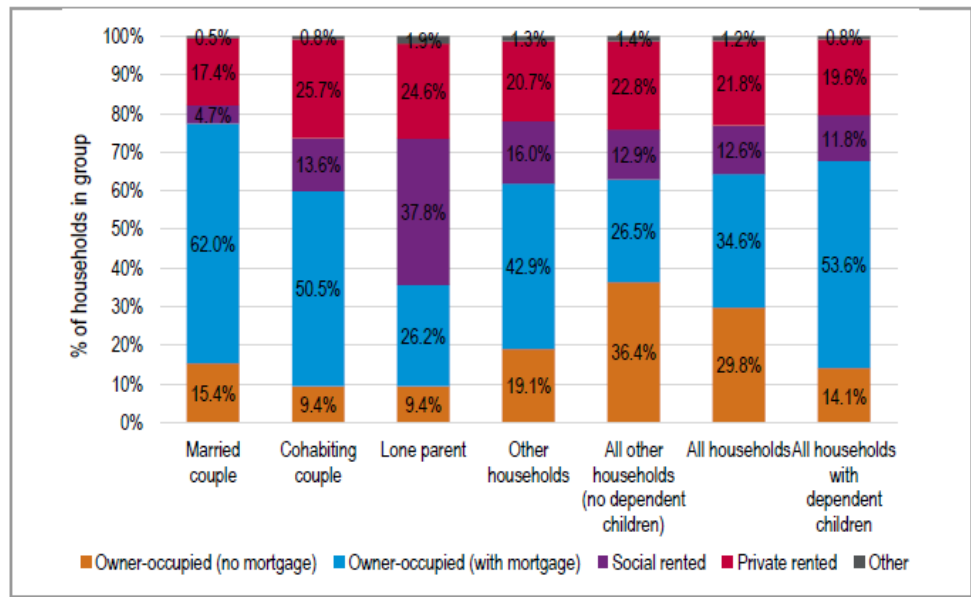
Homeless acceptances from those whose primary reason for homelessness is violent relationship breakdown involving a partner range from 8% in 2010/11 rising to 12% of acceptances in 2012/13 before declining to 7% of acceptances in 2015/16. This equated to 12 acceptances in 2010/11 rising to 42 in 2012/13 and 16 in 2015/16. It is well documented that those using homelessness services due to violent relationship breakdown are predominantly female which is disproportionate to the borough profile.

Gender reassignment	<p><u>Joint Strategic Needs Assessment 2014</u></p> <p>The number of people presenting to health services and Gender Identity Clinics for gender dysphoria is growing rapidly – an estimated 15-20% increase per annum. This is thought to be due to a number of factors including increased public awareness and knowledge, NHS provision of services, legislative changes, mutual support within the growing Transgender community and more respectful press coverage. Using the 2009 Gender Identity Research and Education Society (GIREs) incidence estimate and predicted growth, incidences in 2013 of presenting would be roughly 6 per 100,000 aged 15 and over per year.</p> <p>Assuming uniform distribution of individuals geographically, there may be between 16 and 39 people with gender dysphoria in Richmond Borough, and the potential for 12 presentations for treatment in 2013 in those over 15 years old.</p> <p>There is little information on gender reassignment amongst those using homelessness services in Richmond.</p> <p>The previous review identified that collecting information on transgender residents using homelessness services was an issue and the facility is available for the collection of this data. However, the information collected is not statistically significant as a large proportion of applicants did not answer this question.</p>														
Marriage and civil partnership	<p><u>Census 2011</u></p> <table><tr><th colspan="2">Marriage and Civil Partnerships in Richmond upon Thames</th></tr><tr><th>Status</th><th>% of Population</th></tr><tr><td>Single</td><td>37%</td></tr><tr><td>Married</td><td>48%</td></tr><tr><td>Divorced</td><td>8%</td></tr><tr><td>Separated</td><td>2%</td></tr><tr><td>Widowed</td><td>5%</td></tr></table> <p>In addition to the information above, 665 residents (0.44% of those eligible) responded as being in a registered same sex civil partnership.</p> <p><u>ONS Homelessness Returns:</u></p> <p>The 2011 Census provides the number and percentage of residents who are married or in a Civil Partnership. According to this data, 48% of residents were married in Richmond.</p>	Marriage and Civil Partnerships in Richmond upon Thames		Status	% of Population	Single	37%	Married	48%	Divorced	8%	Separated	2%	Widowed	5%
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24% of accepted homeless households in 2015/16 were a couple with dependent children which is lower than the borough profile. Therefore, it is likely that the percentage of married and civil partnership homeless households is also lower than the borough profile as the majority of homeless acceptances are single parents with dependent children or vulnerable single person households.

Census 2011

Figure 60: Tenure of households with dependent children – Richmond-upon-Thames



Source: 2011 Census

In Richmond, married couples are most likely to be an owner occupier with and without a mortgage at 77.4% which is a higher proportion than the demographic of the borough. They are also less likely to live in socially rented accommodation out of all of the groups. Conversely, lone parents are less likely to own property and are most likely to live in social housing.

Pregnancy and maternity

ONS Statistics

Priority Need Category	London %	SLP+ LBW %	LBRuT %
Household includes, a pregnant woman and there are no other dependent children	6%	5%	10%

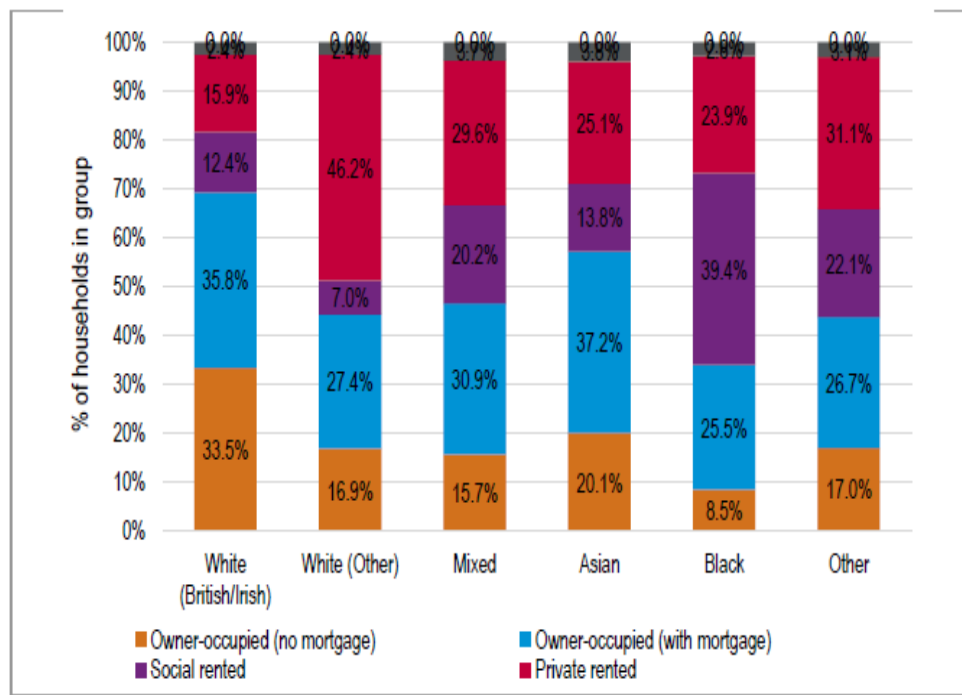
ONS birth summary statistics

In 2012, there were 2,916 live births to women living in Richmond. The live birth rate was 72 per 1,000 women aged 15-44 years in the borough which is predicted to remain fairly stable over the next ten years.

	<p><u>ONS Homelessness Returns:</u></p> <p>10% (23) of acceptances in 2015/16 were found to be in priority need as the household included a pregnant woman where there were no other dependent children in the household. This is higher than 6% in London and 5% for the South London Partnership plus Wandsworth boroughs.</p>																																																				
Race/ethnicity	<p><u>Census 2011</u></p> <table><tr><th></th><th>Richmond upon Thames (% of population)</th><th>England (% of population)</th><th>London (% of population)</th></tr><tr><td>White</td><td>86%</td><td>86%</td><td>60%</td></tr><tr><td>Black</td><td>2%</td><td>3%</td><td>13%</td></tr><tr><td>Asian</td><td>7%</td><td>8%</td><td>18%</td></tr><tr><td>Mixed</td><td>4%</td><td>2%</td><td>5%</td></tr><tr><td>Other</td><td>2%</td><td>1%</td><td>3%</td></tr></table> <p><u>Source, ONS Returns 2015/16 and Census 2011</u></p> <p><u>Census 2011:</u></p> <div><p>Ethnic Background of Homeless Acceptances (2016/17), Homelessness Decisions (2016/17) and Population (2011)</p><table><tr><th></th><th>Acceptances</th><th>Decisions</th><th>Census 2011</th></tr><tr><td>White</td><td>59%</td><td>58%</td><td>87%</td></tr><tr><td>Black</td><td>8%</td><td>8%</td><td>2%</td></tr><tr><td>Asian</td><td>12%</td><td>11%</td><td>7%</td></tr><tr><td>Mixed</td><td>7%</td><td>7%</td><td>3%</td></tr><tr><td>Other</td><td>4%</td><td>6%</td><td>2%</td></tr><tr><td>Ethnicity Not Stated</td><td>10%</td><td>11%</td><td>0%</td></tr></table></div> <p>Households from a Black, Asian and Minority Ethnic background were overrepresented in the cases accepted as homeless in LBRuT with 31% of homelessness acceptances being from individuals with a Black, Asian and Minority Ethnic background in 2016/17. This is also the case across London</p>		Richmond upon Thames (% of population)	England (% of population)	London (% of population)	White	86%	86%	60%	Black	2%	3%	13%	Asian	7%	8%	18%	Mixed	4%	2%	5%	Other	2%	1%	3%		Acceptances	Decisions	Census 2011	White	59%	58%	87%	Black	8%	8%	2%	Asian	12%	11%	7%	Mixed	7%	7%	3%	Other	4%	6%	2%	Ethnicity Not Stated	10%	11%	0%
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where, in 2016/17, on average 60% of all homeless acceptances were from applicants identifying as from a BME background. Black households in particular were significantly overrepresented; 2011 Census data shows that 2% of the Borough’s population identifies as Black compared to 8% of homelessness decisions and 8% of acceptances made in 2016/17.

Figure 58: Tenure by ethnic group – Richmond-upon-Thames



Source: 2011 Census data (from NOMIS)

A higher proportion of those in the white British ethnic group are owner occupiers and are least likely to live in social housing. Those in the white other group rent privately than other ethnic groups. BAME groups are more likely than other ethnic groups to live in socially rented accommodation. BAME households are also less likely to be owner occupiers and therefore more likely to be privately renting or living with friends or family. There is a lot of research already available as to why BAME residents are over-represented in homelessness acceptances. The main issues are socio-economic such as housing affordability, larger families combined with lower homeownership levels in the borough and living in the private rented sector placing BAME families at more risk of homelessness. Research that explore these issues in more depth can be found in the [Strategic Housing Market Assessment](#) 2016 (section 10) which informed the Local Plan review which includes level of new build affordable housing and the Homelessness Review which identifies homelessness issues.

Religion and belief, including non belief

Census 2011

Religion/Belief	% of population
Christian	55%
Buddhist	1%

	<table><tr><td>Hindu</td><td>2%</td></tr><tr><td>Jewish</td><td>1%</td></tr><tr><td>Muslim</td><td>3%</td></tr><tr><td>Sikh</td><td>1%</td></tr><tr><td>Other Religion</td><td>0%</td></tr><tr><td>No Religion</td><td>28%</td></tr><tr><td>No Religion Stated</td><td>8%</td></tr></table> <p>LBRuT requests information on religion and belief when service users apply for housing or use homelessness services. However, the question is not mandatory and is not reliable to measure the impact of the Strategy. A new homeless application online form is currently in its testing stages and, once live, this data will be collected and reported on.</p>	Hindu	2%	Jewish	1%	Muslim	3%	Sikh	1%	Other Religion	0%	No Religion	28%	No Religion Stated	8%
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Sexual orientation	<p>The 2011 census did not have a specific question regarding sexual orientation.</p> <p>National research indicates that younger LGBT people were at greater risk of homelessness whilst living in the family home as a result of their sexuality. This is because research suggests that individuals ‘coming out’ to family members can cause tension in the family and some evidence suggests this leads to this group being overrepresented amongst homelessness cases¹.</p> <p>In November 2017, the LGBT Forum raised the issue of young LGBT+ people being unable to access social housing as they are highly mobile within London and would struggle to meet the local connections criteria. The Strategy does not impact on housing allocation policy however this may link to homeless amongst the younger LGBT+ community.</p>														
Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.	Not available														

Data gaps

Data gap(s)	How will this be addressed?
There are data gaps for the following protected characteristics: sexual orientation, gender reassignment and religion and belief.	The information on these protected characteristics is currently requested by LBRuT in relation to housing and homelessness applications. However, they

¹ NIESR (2016) *Inequality among lesbian, gay bisexual and transgender groups in the UK: a review of evidence*. Available from: http://www.niesr.ac.uk/sites/default/files/publications/160719_REPORT_LGBT_evidence_review_NIESR_FINALPDF.pdf

	are optional and service users often do not provide the information and as such at present it is not collated and reported on. A new online homelessness application form is currently being tested; this will include questions on these protected characteristics as mandatory (albeit with a 'prefer not to disclose' option) and once this is live this data will be collated and reported on as part of the Council's H-CLIC data return.
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4. Impact

Protected group	Positive	Negative
Age	<p>The 25-44 age group are overrepresented in homelessness acceptances in Richmond compared with the borough demographic. The report details the work that has been undertaken during the year to increase the delivery of affordable housing over the next 3 to 5 years to complete 300 – 500 affordable homes. In addition the report identifies the resources the Council has to support affordable housing delivery and how those resources have and will be committed in future years.</p> <p>Younger people are also less likely to be owner occupiers and are more likely to rent privately. Therefore, they may find it harder to access homeownership and be at more risk of homelessness. The report details and recommends for the Council to take a flexible approach to maximise its resources and make best use of assets to deliver more affordable homes for residents on a range of incomes, including social rented, intermediate and other sub-market rent</p> <p>The report sets out a range of measures which will help residents in all age groups. It aims to deliver affordable housing, increase new supply and redevelopment of social housing. It also seeks to address housing market pressures and homelessness, ensure good quality homes, provide housing options and support the need of</p>	

	<p>vulnerable residents. In addition, the Council expects housing associations to ensure that affordable housing rents in LBRuT are set with regard to the London Affordable Rent or social rent levels approved by the Greater London Authority (GLA) annually.</p> <p>This includes an improved housing offer for older people, including the completion of a new older persons living scheme in Sommerville Road, Whitton forecast for late 2022. It also notes the work undertaken during the year in working with almshouses to provide accommodation for the over 55's Compared with London, LBRuT has fewer people aged 49 and under and a higher proportion of older people with data indicating that this trend is continuing; the 2011 Census found a 49% increase in people aged 60 – 64 compared to the 2001 Census. In LBRuT, those aged 65 and over accounted for 15% of the Borough's population in 2016 and it is anticipated that this will rise to 21% by 2039. The 85+ age group is expected to increase by 14% by 2025 but then rapidly by 77% by 2035².</p>	
Disability	<p>A higher proportion of those with a long term health problem or disability are homeowners than other groups. However, a higher proportion also live in socially rented accommodation which could be due to difficulties accessing alternative forms of housing or accessible homes, such as the private rented sector. The sets out the plan to deliver a programme of home adaptations to people with disabilities so that they can remain living independently. It also sets out its support of the development and implementation of mental health and learning disability accommodation pathways.</p> <p>The report details the partnership working with housing associations to deliver supported housing accommodation. The Council has continued to seek opportunities to deliver supported housing with RP partners working with Adult Social Services colleagues. In particular work is</p>	

² Subnational population projections for England: 2016-based; ONS, May 2018

	<p>progressing on two potential council disposal sites to provide new accommodation for adults with learning disabilities and those with mental health support needs that allow residents to live independently with appropriate care and support. This could result in up to 30 new affordable homes being delivered with support services.</p> <p>The report also notes the work of a specialist housing occupational therapist in the Housing and Enabling team and details their work with the planning service, developers and housing associations at an early stage in the planning process that ensures that wheelchair accessible housing is constructed to the required standards and matches specific households to pipeline wheelchair affordable housing and incorporate specific adaptations to meet those households specific requirements</p>	
Gender (sex)	The report sets out a range of measures which will improve the housing offer to residents by delivering additional affordable housing, increase new supply and redevelopment of social housing.	
Gender Identity	The report sets out a range of measures which will improve the housing offer to residents by delivering additional affordable housing, increase new supply and redevelopment of existing social housing.	Information is limited on the transgender population in the borough in relation to housing and homelessness. The Council will improve its collection of data to ensure that better information is collected in the future, so that accurate equalities information is held to identify the impact on gender identity. The new online homelessness application form will include questions on protected characteristics which will need to be completed (although there will be a 'do not wish to disclose' option) and, once this is live later in the year, this data will be collected and reported on as standard.

Marriage and civil partnership	<p>According to the Census 2011, 48% of residents in the Borough were married where 77.4% were homeowners, with or without a mortgage. This shows that married people are more likely to be in a stable housing tenure.</p> <p>The report sets out a range of measures which will improve the housing offer to residents by delivering additional affordable housing, increase new supply and redevelopment of existing social housing.</p> <p>The report also recommends addressing the needs of working households, particularly key workers, and having bespoke marketing plans that prioritise these households for particular developments where this is appropriate.</p>	
Pregnancy and maternity	<p>There is not an issue in Richmond with pregnant women or households containing dependent children being in B&B for longer than six weeks. This shows that temporary accommodation is appropriate for these households.</p> <p>The report sets out a range of measures which will improve the housing offer to residents by delivering additional affordable housing, increase new supply and redevelopment of existing social housing.</p>	
Race/ethnicity	<p>Households from a BAME background were overrepresented in accepted homeless cases at 31%, despite only representing 15% of the borough population, according to the 2011 Census. In addition, BAME households are also less likely to be owner occupiers and are more likely to be privately renting or living with friends or family. This could be due to difficulties accessing affordable housing and places them at increased risk of homelessness due to tenure security.</p> <p>The strategy sets out a range of measures which will improve the housing offer to residents by delivering additional affordable housing, increase new supply and redevelopment of existing social housing.</p>	

	<p>The report also details that officers are progressing an acquisition programme in LBR to provide up to 30 homes as permanent accommodation for homeless households that will focus on acquiring family sized accommodation, subject to viability.</p> <p>It is considered these measures will have a positive impact on those in the BAME ethnic groups.</p>	
Religion and belief, including non belief	<p>The report sets out a range of measures which will improve the housing offer to residents by delivering additional affordable housing, increase new supply and redevelopment of existing social housing.</p>	<p>Information is limited on religion and belief in relation to housing and homelessness. The Council will improve the collection of data to ensure that better information is collected to accurate the impact on those with this protected characteristic. A new online form is currently in its testing stages and, once live, this data will be collected and reported on.</p>
Sexual orientation	<p>National research indicates that younger LGBT people were at greater risk of homelessness whilst living in the family home as a result of their sexuality.</p> <p>The report sets out a range of measures which will improve the housing offer to residents by delivering additional affordable housing, increase new supply and redevelopment of existing social housing.</p>	<p>Information is limited on sexual orientation in relation to housing and homelessness. The Council will improve the collection of data to ensure that better information is collected to accurate the impact on those with this protected characteristic. A new online form is currently in its testing stages and, once live, this data will be collected and reported on.</p>

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Approve the Council’s guidance on London Affordable Rent and social rent levels.	Housing and Enabling Team	7 th June 2022

Revising the priority allocation for intermediate housing, including the Council adopting the GLA’s definition of keyworkers.	Housing and Enabling Team	7 th June 2022
Use of the Inclusive and Accessible Housing Design Guidance to provide clear advice on the Council’s expectations regarding wheelchair housing standards and incorporate it into pre-planning and planning application feedback advice.	Housing and Enabling Team	7 th June 2022

6. Further Consultation

n/a