

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Housing and Regeneration
Service Area	Housing Enabling and Special Projects
Service/policy/function being assessed	
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)	n/a
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	
Date submitted to Directors' Board	27/04/2023

1. Summary

Please summarise the key findings of the EINA.

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.
- Lone female parents with dependent children made up 56% of accepted homeless cases. The measures in the report will assist in delivering affordable 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.
- 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.

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
2021 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

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

Protected group	Findings												
Age	<p><u>Census 2021</u></p> <p>The 2021 Census found the overall population of Richmond to be 195,278, slightly lower than the ONS Mid-Year Estimates for 2020 – 198,141. The ONS’ estimate the Borough’s population to be 195,200 in mid-2021.</p> <table><tr><th>Age Range</th><th>Richmond upon Thames</th><th>London</th><th>England</th></tr><tr><td>Total Under 15</td><td>37100</td><td>1595900</td><td>9838700</td></tr><tr><td>Total Under 15 (%)</td><td>19</td><td>18.1</td><td>17.4</td></tr></table>	Age Range	Richmond upon Thames	London	England	Total Under 15	37100	1595900	9838700	Total Under 15 (%)	19	18.1	17.4
Age Range	Richmond upon Thames	London	England										
Total Under 15	37100	1595900	9838700										
Total Under 15 (%)	19	18.1	17.4										

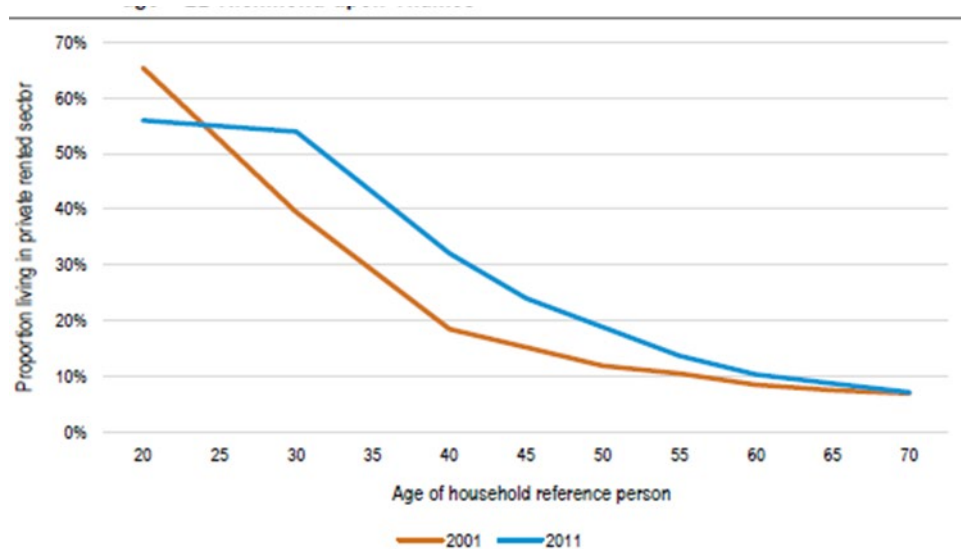
Total 15 - 64	126500	6160500	36249800
Total 15 - 64 (%)	64.8	70	64.2
Total Over 64	31600	1043400	10401200
Total Over 64 (%)	16.2	11.9	18.4

Richmond Upon Thames Homelessness and Lettings Forecast 2021-2022

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 persons housing (over-55, including homelessness, transfer and priority re-housing) was 22 in 2020/21 and 23 in 2021/22, out of a total of 851 households making a homelessness application to the Council.

Strategic Housing Market Assessment (SHMA):

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.



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

Disability

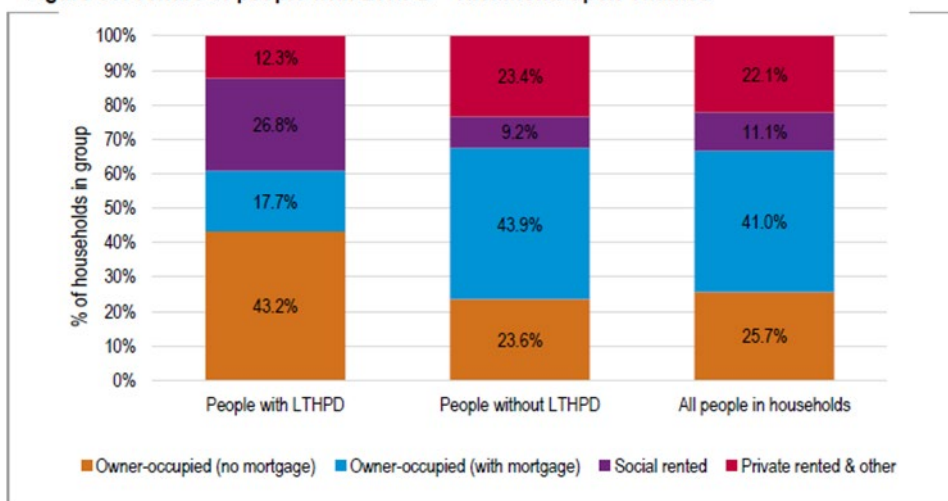
Census 2021

- Proportion of residents not disabled (87.1%), increased by +0.9 % points since 2011, higher than London (84.3%) and England (82.3%).
- 23,479 (12.9%) residents reported disability that affects their day-to-day activities a little or a lot.
- Further, 13,524 residents reported being not disabled but having a long term physical/mental health condition that does NOT affect their day-to-day activities.
- Locally, 23.4% of households had 1 or more people with a reported disability

SHMA: People with a Long-term Health Problem or Disability (LTHPD)

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 who 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.

Figure 56: Tenure of people with LTHPD – Richmond-upon-Thames



Source: 2011 Census

Richmond Upon Thames Homelessness and Lettings Forecast 2021-2022

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 a physical disability who are in need of housing (including homelessness, under-occupation and priority re-housing) was 8 in 2020/21 and 10 in 2021/22.

Sex

Census 2021

The proportion of females is 52% and males 48%. In 2011 it was 51% and 49% respectively. Female population increased (+6%) faster than males (+3%) since 2011.

Lone parent households in Richmond (8.8%) have increased by +1% points since 2011. Among lone parent families, over half had dependent children. The proportion of lone

parent households in Richmond is one of the smallest in London and is lower than Outer London (13.4%), London (13.3%) and England (11.1%). Lone parent families with dependent children were proportionally higher in Ham, Hampton North and Heathfield.

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

Census 2021

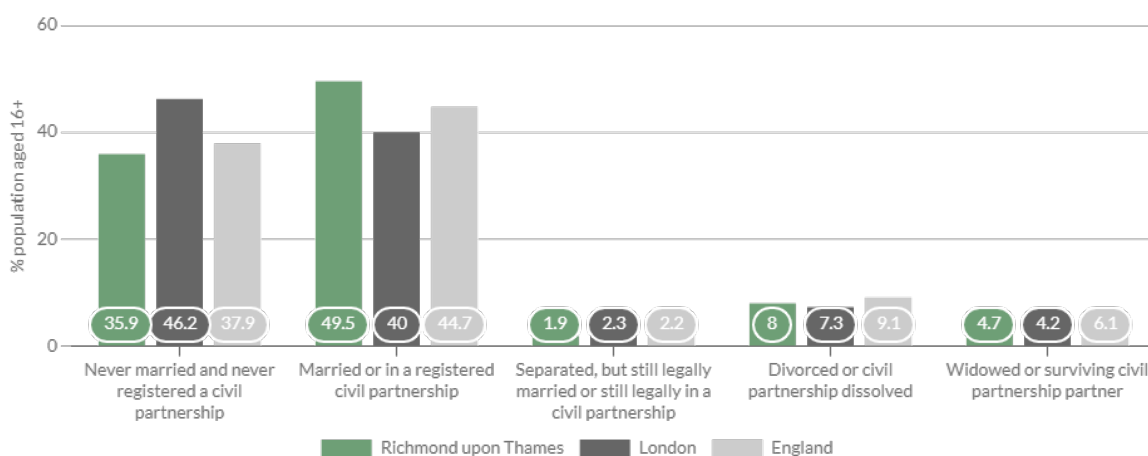
This was the first time the Census has collected data on gender identity. The question was voluntary and only asked of people aged 16+ (n=155,834);

- 146,446 (93.98%) said their gender identity was the same as their sex registered at birth, higher than London and England.
- In total, 610 (0.39%) Richmond residents indicated a change in gender identity with 227 (0.15%) stating their gender identity was different to that of birth but did not provide a write in response to what they identified with.
- Of the 610 residents who indicated a change in gender identity, 53% were female with highest proportion aged 16-34 years; compared to 47% male with highest proportion aged 35-54.

Marriage and civil partnership

Census 2021

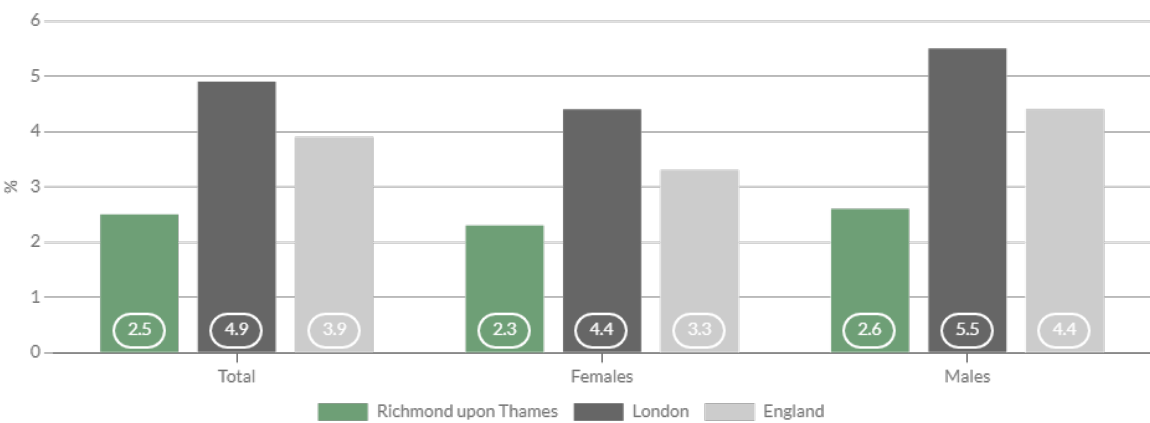
The table below outlines legal partnership status in Richmond, compared to London and England, based on the 2021 Census. The term “single” is included in the collection, however, it does not hold a legally recognised status and it refers to someone who has never been married or in a registered same-sex civil partnership.



	<p>The data shows a higher figure in Richmond for residents who are married or in a registered civil partnership and a comparatively lower figure for residents never married or in a registered civil partnership.</p>								
Pregnancy and maternity	<p><u>ONS Statistics</u></p> <table><tr><th>Priority Need Category</th><th>London %</th><th>SLP+LBW %</th><th>LBRuT %</th></tr><tr><td>Household includes, a pregnant woman and there are no other dependent children</td><td>6%</td><td>5%</td><td>10%</td></tr></table> <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>	Priority Need Category	London %	SLP+LBW %	LBRuT %	Household includes, a pregnant woman and there are no other dependent children	6%	5%	10%
Priority Need Category	London %	SLP+LBW %	LBRuT %						
Household includes, a pregnant woman and there are no other dependent children	6%	5%	10%						
Race/ethnicity	<p><u>Census 2021</u></p> <p>The majority of the Borough’s residents are White at 80.5%, with 88.7% reported their main language as English. However, this has decreased by 5 percentage points compared to the 2011 Census as the Borough has become more ethnically diverse. A significant proportion of the Borough’s residents are Asian ethnicities at 9% and a further 5.5% are of mixed or multiple ethnic groups. Over the 2011-21 decade, the White population fell by 2.2%, whilst the population in a range of other ethnic groups increased. Nonetheless, LB Richmond remains less ethnically diverse than many other parts of London.</p> <p><u>Strategic Housing Market Assessment (SHMA)</u></p> <p>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 are more likely to rent privately than other ethnic groups. Black and Minority Ethnic groups are more likely than other ethnic groups to live in socially rented accommodation.</p> <p>Black and Minority Ethnic households are also less likely to be owner occupiers and therefore more likely to be privately renting or living with friends or family.</p> <p>There is a lot of research already available as to why Black and Minority Ethnic 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 Black and Minority Ethnic 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</p>								

	Plan review which includes level of new build affordable housing and the Homelessness Review which identifies homelessness issues.
Religion and belief, including non belief	<p><u>Census 2021</u></p> <ul style="list-style-type: none"> - Less than half (45.3%) the borough is Christian. It is still the largest religion in Richmond, but has reduced by -10% points since 2011 (55.3%). This proportion is higher than Outer London (42.3%) and London (40.7%), but lower than England (46.3%). - One in three (37.9%) of the borough's residents reported No Religion, an increase of +9.5% points since 2011. This proportion is higher than Outer London (24.1%), London (27.1%) and England (36.7%). - Islam is the second largest religion in the borough (4.3%) as it was in 2011 and the number of Muslim residents has increased by +38.6% since 2011. This is a similar increase to Outer London (+38.2%), higher than London (+30.2%) and lower than England (+42.9%). - Of those residents reporting to be Christian, 29% were aged under 29 years, while 27% of Christians were 30-49 years. Residents reporting to be Muslim, there was a higher proportion of younger adults aged under 29 years (44%) compared to older adults aged 30-49 years (35%). <p><u>Richmond Upon Thames Homelessness and Lettings Forecast 2021-2022</u></p> <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.</p>
Sexual orientation	<p><u>Census 2021</u></p> <p>This was the first time Census data collected on sexual orientation. The question was voluntary and only asked of people aged 16+ (n= 155,834);</p> <ul style="list-style-type: none"> • Locally, 5,237 (3.4%) of 16+ year olds were either gay/lesbian, bisexual or any other sexual orientation. This was higher than Outer London (2.9%) and England (3.2%), but lower than London (4.3%). • Locally, males were more likely to identify as LGB+ with the majority aged between 25-54 years (higher proportion found in 45-54 year olds). In females, the majority of LGB+ were more likely to be aged between 16-34 years (higher proportion found in 16-24 year olds). <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 cases.</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</p>

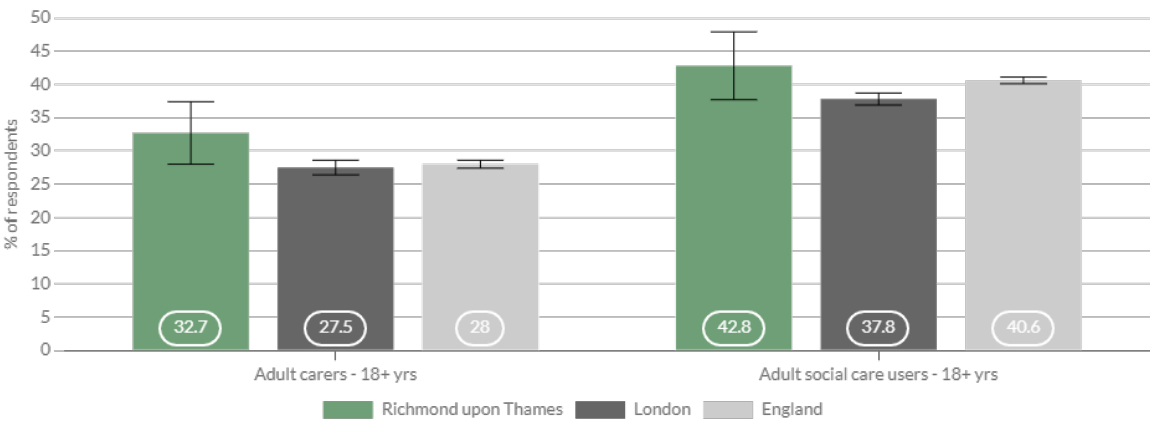
	the local connections criteria. The Strategy does not impact on housing allocation policy however this may link to homeless amongst the younger LGBT+ community.																																	
Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.	Not available																																	
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: <ul style="list-style-type: none">Deprivation (measured by the 2019 English Indices of Deprivation)Low-income groups & employmentCarersCare experienced peopleSingle parentsHealth inequalitiesRefugee status	<p>Deprivation</p> <p>The English Indices of Deprivation 2019 provide a set of relative measures of deprivation for small areas (LSOAs: Lower-layer Super Output Areas) across England, based on seven domains of deprivation. These domains are weighted and combined to produce the overall Index of Multiple Deprivation (IMD).</p> <p>Richmond is within the 10% least deprived local authorities in England (ranks 297 of 317). Richmond has no LSOAS ranked amongst the 10% most deprived in England. The table below shows Richmond’s rank against other local authorities in England for IMD, deprivation domains and supplementary measures (2015 and 2019). Dashed line indicates where borough falls within 50% most or 50% least deprived local authorities.</p> <table><caption>Richmond's LA Rank in 2015 and 2019</caption><thead><tr><th>Deprivation Domain</th><th>2015 Rank (of 326)</th><th>2019 Rank (of 326)</th></tr></thead><tbody><tr><td>IMD</td><td>297</td><td>297</td></tr><tr><td>Barriers to Housing & Services</td><td>190</td><td>250</td></tr><tr><td>Crime</td><td>105</td><td>150</td></tr><tr><td>Education</td><td>326</td><td>326</td></tr><tr><td>Employment</td><td>305</td><td>305</td></tr><tr><td>Health Deprivation & Disability</td><td>326</td><td>326</td></tr><tr><td>Income</td><td>290</td><td>290</td></tr><tr><td>Living Environment</td><td>50</td><td>55</td></tr><tr><td>IDACI</td><td>300</td><td>300</td></tr><tr><td>IDOPI</td><td>240</td><td>230</td></tr></tbody></table> <p>Low Income Groups & Employment</p> <p>The table below identified the number of Richmond residents claiming out of work benefits, both overall and by gender.</p>	Deprivation Domain	2015 Rank (of 326)	2019 Rank (of 326)	IMD	297	297	Barriers to Housing & Services	190	250	Crime	105	150	Education	326	326	Employment	305	305	Health Deprivation & Disability	326	326	Income	290	290	Living Environment	50	55	IDACI	300	300	IDOPI	240	230
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The availability of good quality genuinely affordable housing allows residents on a range of incomes, including those in low income groups and/or may not be in permanent or secure employment access homes that would otherwise be unavailable to them on the private market.

Carers

The table below outlines adult carers and social care users who have as much social contact as they would like (21/22). This information is derived from the Adult Social Care Outcomes Framework (ASCOF) measures how well care and support services achieve the outcomes that matter most to people. The ASCOF is used both locally and nationally to set priorities for care and support, measure progress and strengthen transparency and accountability.

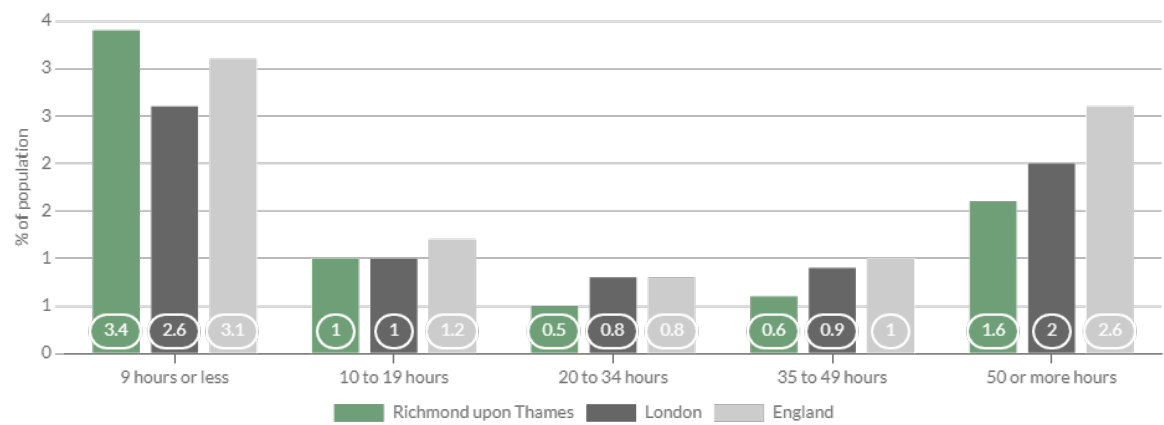


The provision of good quality, secure affordable housing such as those supported by the measures outlined in the Report, includes provision of supported housing for those residents who have care needs.

Care Experienced People

The table below sets out the provision of unpaid care in the borough. A carer is anyone, including children and adults, who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and

cannot cope without their support. The care they give is unpaid. Unpaid carers who provide high levels of care for sick, or disabled relatives and friends, are more than twice as likely to suffer from poor health compared to people without caring responsibilities.



The data shows that Richmond residents has a comparatively lower amount of residents providing unpaid care for a significant amount of time per week (10 hours+) when compared to London and the rest of the country. Whilst not directly related to the provision of new affordable housing, the levels of unpaid care provided could have implications for housing provision, particularly if housing choices are limited by the levels of care available.

CHILDREN AND YOUNG PEOPLE’S NEEDS ASSESSMENT 2017

The recommendations from this assessment included ensuring services for care leavers best meet their current and future needs. Presently 98% of young people aged 19-21 leaving care go into suitable housing/accommodation.

Health Inequalities

The below table outlines a measure of the average number of years a person would expect to live in good health based on contemporary mortality rates and prevalence of self-reported good health. The prevalence of good health is derived from responses to a survey question on general health.

	Richmond upon Thames	London	England
Healthy life expectancy at birth - Female - All ages	68.9	65	63.9
Healthy life expectancy at birth - Male - All ages	70.2	63.8	63.1
Healthy life expectancy at 65 - Female - 65	11	11.2	11.3
Healthy life expectancy at 65 - Male - 65	13.3	10.3	10.5

The provision (or lack of) good quality, secure and affordable housing has clear, proven links to impacts on residents health and health inequalities. In 2017 the Health Foundation identified the following;



Housing

1^{IN} 5 dwellings doesn't meet decent standards in England. Where we live is more than just a roof over our heads. It's our home – where we grow up and flourish

A healthy home is:



Affordable and offers a stable and secure base



Able to provide for all the household's needs



A place where we feel safe and comfortable



Connected to community, work and services

Investing in housing support for vulnerable people helps keep them healthy. Every £1 invested delivers nearly £2 of benefit through costs avoided to public services including care, health and crime costs

£2 BENEFIT FOR EVERY £1 INVESTED



References available at www.health.org.uk/healthy-lives-infographics
© 2017 The Health Foundation.

Refugee Status

Richmond is Borough of Sanctuary for those who have been forced to flee their homes. The City of Sanctuary movement is part of a national initiative to create a network of towns and cities throughout the UK that are proud to be places of safety and inclusion for people seeking sanctuary.

At the end of 2015 the government made a pledge to resettle 20,000 Syrian nationals over five years, and LB Richmond made a commitment to support this scheme. Between October 2016 and May 2019, Richmond successfully facilitated the resettlement of 32 people in good quality, private rented sector homes and continue to provide intensive and ongoing resettlement support. In July 2021, Richmond's Full Council committed to welcoming British nationals (overseas) living in Hong Kong to resettle in Richmond upon Thames.

Current data on those seeking refugee status in Richmond is as follows;

Scheme	Richmond
Syrian (2015-date)	Six families (32 people)
Afghan (2021 – date)	Four families (19 people)
Ukrainian (2022 – Date)	765
Unaccompanied Asylum Seeking Children	26

	Hong Kong BNO	497 School Applications/985 Census records	
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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 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.

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</p>	

	<p>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 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</p>	
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	by 14% by 2025 but then rapidly by 77% by 2035 ¹ .	
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. Work is 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</p>	

¹ Subnational population projections for England: 2016-based; ONS, May 2018

	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.	
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 reassignment	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).
Marriage and civil partnership	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. The report also recommends addressing the needs of working households, particularly key workers, and having bespoke marketing plans that prioritise these households for developments where this is appropriate.	
Pregnancy and maternity	There is not an issue in Richmond with pregnant women or households containing dependent children being in	

	<p>B&B for longer than six weeks, suggesting that there is sufficient supply to accommodate this cohort.</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 Black and Minority Ethnic background were previously overrepresented in accepted homeless cases. In addition, Black and Minority Ethnic 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. It is considered these measures will have a positive impact on those in the Black and Minority 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</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</p>

	new supply and redevelopment of existing social housing.	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.
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>	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.
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<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>In particular the report seeks authorisation to submit a bid to the GLA for Refugee Housing Funding and to enter into all necessary legal documentation on such terms as considered reasonable to facilitate the grant funding.</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 Enabling and Special Projects Team	5 th June 2023

Approve the Council retaining its affordability criteria for intermediate housing.	Housing Enabling and Special Projects Team	5th June 2023
Approve the use of a benchmark of £150,000 per unit when considering applications for Housing Capital Grant	Housing Enabling and Special Projects Team	5th June 2023
Authorise the submission of a bid to the GLA for Refugee Housing Funding	Housing Enabling and Special Projects Team	5 th June 2023

6. Further Consultation (optional section – complete as appropriate)

n/a