

## Appendix 4: Housing Strategy 2025-2030 Equality Impact Assessment

Gedling Borough Council Housing Strategy 2025-2030					
The main objective of Gedling Borough Council Housing Strategy 2025-2030		<p>This Housing Strategy sets out Gedling Borough Council’s vision and priorities for housing in the Borough for the next five-year period until 2030 and the actions that will be taken to meet local need.</p> <p>The Housing Strategy aims to improve housing stock and housing options for all to ensure it meets the needs of the local population, providing a mix of housing to meet local peoples housing needs and address shortfalls in the existing housing stock. It sets out ambitions to better understand housing needs for all types of housing, across all tenures.</p> <p>The Housing Strategy is an overarching document that aims to encompass all the aspects of the Council’s housing policy and housing related services provided directly or indirectly within the Borough.</p>			
<p>What impact will this Draft Housing Strategy 2025-2030 have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"><li>• External (e.g. stakeholders, residents, local businesses etc.)</li><li>• Internal (staff)</li></ul>					
Please use only ‘Yes’ where applicable		Negative	Positive	Neutral	Comments
Gender	External		X		The Housing Strategy aims to focus on housing needs of all the residents within Gedling Borough irrespective of their gender.

					<p>The Sanctuary Scheme supports all survivors of domestic abuse irrespective of their gender.</p> <p>Low income and single income family households with children are identified as potentially struggling to secure rented accommodation without assistance. Single parent families may be affected in particular and as they are predominately female led, meaning there may be indirect gender impacts.</p> <p>The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.</p>
	Internal		X		
Gender Reassignment	External		X		<p>The Housing Strategy commits to ensuring that appropriate &amp; accessible housing is available to all residents of the Borough irrespective of their gender.</p> <p>The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.</p>
	Internal		X		
Age	External		X		<p>The Housing Strategy aims to support all age groups, and with particular actions to support both younger and older people who may have particular needs or who may be vulnerable as a result of their age.</p>

					<p>The strategy seeks to improve understanding of local housing needs, including changing needs likely to arise as the local population ages.</p> <p>Th strategy aims to address the increased risks to the physical and mental health of children which arise from poor and overcrowded housing conditions.</p> <p>The focus and commitment on providing safe and secure accommodation in the immediate and long term is likely to have a positive impact across generations including the wellbeing of children and elderly residents within the Borough.</p> <p>The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.</p>
	Internal		X		
Marriage and civil partnership	External		X		<p>The Housing Strategy makes no distinction between those who are married and those who are in a civil partnership so there is no likelihood of either married couples or couples in a civil partnership being disproportionately affected</p> <p>The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.</p>
	Internal		X		

Disability	External		X		<p>The Housing Strategy will improve the accessibility of the housing stock to be able to meet needs of all, regardless of mobility difficulties or ill health.</p> <p>The Housing Strategy will seek to support people with mobility needs including adaptations to enable them to remain in their homes through Disabled Facilities Grants.</p> <p>The consultation will be open to all residents, targeted groups and “experts/specialist services” to ensure appropriate representation of feedback.</p>
	Internal		X		
Race & Ethnicity	External		X		<p>The Housing Strategy commits to ensuring that appropriate &amp; accessible housing is available to all residents of the Borough irrespective of their race and ethnicity.</p> <p>The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.</p>
	Internal		X		
Sexual Orientation	External		X		<p>A person’s sexual orientation can impact their housing experiences; this can include hate crime and harassment in homes and communities. The Housing Strategy commits to ensuring that appropriate &amp; accessible housing is available to all residents of the Borough irrespective of their sexual orientation.</p>

					The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.
	Internal		X		
Religion or Belief (or no Belief)	External		X		Religious belief can also impact housing availability and choice. This includes proximity to place of worship, local religious community ties, design of housing (e.g. space for quiet prayer) The Housing Strategy commits to ensuring that appropriate & accessible housing is available to all residents of the Borough irrespective of their religion or belief.  The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.
	Internal		X		
Pregnancy & Maternity	External		X		The Housing Strategy acknowledges the need for more family-sized housing, and in particular an increased number of affordable units of this type. This would have a largely positive impact on this characteristic group and provide greater options for housing in the future.  The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.
	Internal		X		

Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low-income staff etc.). Please state the group/s:	External		X		<p>Objectives of this Housing Strategy is to support those who may find it hard to find, secure or maintain accommodation without assistance which is likely to include a variety of socially excluded groups may include offenders, vulnerable drug and alcohol dependent, low literacy, in debt/poor credit rating or bankruptcy, people without life skills to manage housing without support.</p> <p>The strategy will positively impact some groups more than other, particularly people fleeing harassment/violence/abuse and prison, care or other secure accommodation leavers.</p> <p>It will assist people who may be affected by a breakdown in their relationship with their partner, family or friends, and including support for couples to secure homes.</p> <p>The consultation will be open to all residents and targeted groups to ensure appropriate representation of feedback.</p>
	Internal		X		

Is there any evidence of a high	Yes		The Housing strategy will have a positive impact on all groups. It helps to identify local housing issues and ensures that they
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disproportionate adverse or positive impact on any groups?			are considered at a strategic level so housing related services and plans are delivered efficiently and effectively in a joined-up way.
Is there an opportunity to mitigate or alleviate any such impacts?		No	
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?		No	
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			
Planned Actions	Timeframe	Success Measure	Responsible Officer
The draft Housing Strategy is a high-level strategic document that requires consultation	The consultation will run for a period of 6 weeks and should include a wide range of groups and stakeholders including those who represent people with protected characteristics	All feedback received will be reviewed and used to finalise the draft strategy.	Paul Whitworth Assistant Director for Housing & Resettlement

### Authorisation and Review

Completing Officer	Paul Whitworth
Authorising Service Manager	Mike Avery
Date	22/07/2025
Review date (if applicable)	No review required

