

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**



## APPENDIX C

<b>Policy/Strategy/Project/Procedure/Service/Function Title:</b>
<b>New/Existing/Updating/Amending:</b>

<b>Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?</b>	
Name: Jane Thomas	Job Title: Assistant Director (Housing & Communities)
Service Team: Housing Development	Service Area: Communities and Housing
Assessment Date: 16.1.17	

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

<p><b><u>Objective</u></b>  <b>To make an application to Welsh Government to suspend the Right to Buy and Right to Acquire in order to retain as many council and housing association homes as possible to meet the high level of housing need.</b></p>
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**2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

<p>The Council is currently considering whether to apply to Welsh Government to suspend the Right to Buy and Right to Acquire for council and housing association tenants. This is because there is a very high level of housing need in Cardiff with a waiting list of over 8,000 applicants; however housing stock is still being lost through the right to buy and right to acquire.</p> <p>At present most Council tenants have the Right to Buy and some Housing Association tenants have the Right to Buy or Acquire their home. They can apply to buy their homes after 5 years with a discount of £8,000 on the value.</p> <p>The suspension would mean that council and housing association tenants who currently have the right to buy or right to acquire would for a period of 5 years no longer have the right to purchase their home.</p> <p>Before an application to Welsh Government can be made the council will undertake consultation with those affected by this change.</p> <p>A short survey will be sent to all council and housing association tenants and all applicant on the common housing waiting list.</p>
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### Issues

The Housing (Wales) Measure 2011 gave local authorities the ability to apply to Welsh Ministers for a direction to suspend the Right to Buy and Right to Acquire in areas of housing pressure for a period of up to 5 years.

Welsh Government has recently confirmed the intention to end the Right to Buy and Right to Acquire within the current term of government however this process will take some time and is unlikely to be totally complete for a period of 2 years, including a period of grace for people to buy their property. It is envisaged that many properties will be sold during this period. Welsh Government have indicated that they will welcome applications to suspend during this period.

Cardiff council currently has stock of 13,470 properties which has decreased from 23,000 in 1985. Housing associations also have stock of approximately 10,000 properties.

The number of Right to Buy and Right to Acquire applications and sales decreased after extremely high numbers in the early 2000s, however the numbers have started to increase in more recent years. 55 homes have been sold over the past 3 years with a further 240 applications to purchase.

If the suspension is to apply the council must demonstrate that there is housing pressure in all types of property across the city.

### Housing Need

Cardiff has very high housing need for all types of accommodation across all areas of the city with over 8,000 applicants on its Common Housing Waiting list for social housing.

Of these 4,600 are in significant housing need with 2,700 families severely overcrowded; 2,400 households with a significant medical need to move; 1,600 need to move to ground floor accommodation and 549 need fully accessible housing.

There are currently an average of 450 new housing applications each month however only 860 council properties became vacant for letting in 2015/16.

A new Local Housing Market Assessment has been recently undertaken which shows that there is a need for an additional 2,024 affordable properties each year for the next 5 years, a total of 10,120 in the 5 year period.

### Steps Being Taken to Meet Housing Need

The council and its housing association partners are maximising the use of Social Housing Grant to develop new affordable housing as shown in the table below.

Year	2011/12	2012/13	2013/14	2014/15	2015/16
New Properties	189	179	199	233	278

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It is anticipated that the following new properties will be delivered in 2016/17 and 2017/18.

Year	2016/17	2017/18
New Properties	266	394

Over the past 5 years the council and housing associations have been successful in securing £44,636,840 in Social Housing Grant which included £18,041,840 above the normal allocation.

Work is underway to build new council homes through the Housing Partnership Programme. The scheme will deliver around 600 new council homes over the next 8 years. This is a significant investment and it is important that these new homes remain available to those in need.

In addition, every effort is made to deliver affordable housing through Planning section 106 developer contributions. The Council's policy is to deliver 30% affordable housing on green field and 20% on brown field sites.

The Local Housing Market Assessment shows a need for additional 10,120 affordable properties over the next 5 years. The plans set out in the Local Housing Strategy indicate a potential delivery through all sources of only 4,220 properties a shortfall of 5,900 affordable homes.

It is therefore proposed that the council gives consideration to making an application to suspend the Right to Buy /Right to Acquire and undertakes consultation with council and housing association tenants and applicants on the waiting list.

### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years		No	
18 – 60 years	X		
Over 60 years	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Population projections for Cardiff show a 67.6% growth in the 65+ age group between

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2011-2036 compared to 27.4% in all age groups up to 64. The implications are there will be increasing demand for accommodation that is suitable for older persons. The council and its partners need to ensure that such accommodation is available and fit for purpose. The waiting list figures indicate a high demand from applicants 50+ with almost 1700 applicants on the list mostly waiting for 1 bedroom accommodation. The suspension of the Right to Buy/Acquire will ensure that smaller stock suitable for older persons is not sold off and will become available for re letting to those in need. The 60+ age group is under represented on the common waiting list compared with the population of Cardiff based on 2011 census data). 12.7% of the waiting list compared with 20.7% of the population. This may be influenced by the fact that, as evidenced in the Local Housing Market Assessment, the majority of older households in Cardiff (60.9%) are owner occupiers (no mortgage) and that a high proportion of these have capital to support their own housing needs. The percentage of current council tenants aged 60+ (20.61%) compared to the general Cardiff population (20.7%) is virtually the same. Tenants over the age of 60 years living in accommodation specifically designed for Older Persons do not currently have the right to buy/acquire so would not be impacted by this proposal.

For applicants aged between 18 and 60 years who form the largest part of the waiting list there will again be an impact as less properties are lost to Right to Buy/Acquire there will additional properties becoming available for letting to families.

There may be a differential impact on tenants between the ages of 18 – 60 years, as people in this age range could be likely to be interested in buying their property. However, all first time buyers living in Cardiff can apply to purchase properties via the Council's Low Cost Homeownership scheme. There are currently over 245 Low Cost Home Ownership properties in the scheme and more properties will be built in the next few years.

On balance whilst the suspension could have a detrimental impact on some of the council tenants that are eligible to purchase their property the impact on the wider population – especially applicants on the common waiting list is positive.

The lowest percentage of support (40.6%) for the suspension of the right to buy/acquire in the survey was from the ages 25/45 ,whilst the highest level of support (69.6%) was from the over 66 age group.

#### **What action(s) can you take to address the differential impact?**

For those who wish to buy their own home Council operates an Assisted Home Ownership Scheme which offers first time buyers in Cardiff the opportunity to buy an equity share property. The price of the property is usually 70% of market value with the council or housing association holding the remaining 30% value. There is no rent to pay on the 30% share. The Local Development Plan is proposing the development of 40,000 new homes which will enable the delivery of a significant number of additional

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Assisted Home Ownership homes on new build sites with the Cardiff Living development also potentially delivering an additional 90 homes. When the initial purchaser decides to move on the property is again sold through the scheme enabling another first time buyer to take advantage of the opportunity.

The Council is also taking forward local area regeneration schemes, helping to facilitate the development of properties in more affordable areas which would not have otherwise have been taken forward. These properties are at the lower range of market values and are more affordable to those on low incomes.

### 3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment	X		
Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		
Long-Standing Illness or Health Condition	X		
Mental Health	X		
Substance Misuse		No	
Other		No	

#### **Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Overall there will be a positive impact on people with a disability. 18% of the population of Cardiff have a long term limiting illness (census 2011). The waiting list information indicates that there are 2238 applicants with a medical need (28% of the list), this is significantly higher than the population as a whole. Of these 736 households have an urgent or high need for rehousing as a result of their medical condition. There are also 599 households on the Accessible Homes waiting list waiting for a suitably adapted council or housing association property to rent. It is important that properties that could be suitable for disabled applicants are not lost through the Right to Buy/Acquire.

There are currently 619 council tenants (4.6%) who consider themselves to be disabled, this is much lower than the wider Cardiff population, however this may be a result of under reporting.

Overall whilst a small number of individuals will be affected detrimentally as they will lose the right to buy, the impact on those on the housing waiting list is positive.

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There was a good level of response to the consultation, with 1,120 (40%) of those responding stating that they had a disability. Of these respondents 64.2% were supportive of the proposals to suspend the right to buy/acquire with only 23.8% disagreeing.

### What action(s) can you take to address the differential impact?

The differential impact is positive in the case of most disabled people.

For those who wish to buy their own home Council operates an Assisted Home Ownership Scheme which offers first time buyers in Cardiff the opportunity to buy an equity share property. The price of the property is usually 70% of market value with the council or housing association holding the remaining 30% value. There is no rent to pay on the 30% share. The Local Development Plan is proposing the development of 40,000 new homes which will enable the delivery of a significant number of additional Assisted Home Ownership homes on new build sites with the Cardiff Living development also potentially delivering an additional 90 homes. When the initial purchaser decides to move on the property is again sold through the scheme enabling another first time buyer to take advantage of the opportunity.

The Council is also taking forward local area regeneration schemes, helping to facilitate the development of properties in more affordable areas which would not have otherwise have been taken forward. These properties are at the lower range of market values and are more affordable to those on low incomes.

### 3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)	X		

### Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Housing applicants are asked to provide information on their gender with an option to select male-to-female or female-to-male gender re-assignment. No current applicants have indicated that they have undergone gender re-assignment, however this may be a result of under reporting. Currently 3 council tenants have categorised themselves as female-to-male transgender. There may be a negative impact on these council tenants who may be eligible for Right to Buy however on balance this proposal will have a positive impact and will give opportunity to trans gender applicants to have an

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affordable home to rent.

7 respondents to the public consultation identified as transgender.

### What action(s) can you take to address the differential impact?

Awareness raising of the Assisted Home Ownership Scheme

### 3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage	X		
Civil Partnership	X		

### Please give details/consequences of the differential impact, and provide supporting evidence, if any.

This proposal will have an impact on all those with a Protected Characteristic including those who are Married or in a Civil Partnership.

30% of the waiting list are married, co habiting or in a civil partnership, additional properties would become available to let to these applicants if properties are not sold through Right to Buy/Acquire

Some tenants with this Protected Characteristic may be planning on exercising the Right-To-Buy in order to start married life or start a family and would lose the opportunity to purchase.

### What action(s) can you take to address the differential impact?

For those who wish to buy their own home Council operates an Assisted Home Ownership Scheme which offers first time buyers in Cardiff the opportunity to buy an equity share property. The price of the property is usually 70% of market value with the council or housing association holding the remaining 30% value. There is no rent to pay on the 30% share. The Local Development Plan is proposing the development of 40,000 new homes which will enable the delivery of a significant number of additional Assisted Home Ownership homes on new build sites with the Cardiff Living development also potentially delivering an additional 90 homes. When the initial purchaser decides to move on the property is again sold through the scheme enabling another first time buyer to take advantage of the opportunity.

The Council is also taking forward local area regeneration schemes, helping to facilitate the development of properties in more affordable areas which would not have otherwise have been taken forward. These properties are at the lower range of market values and are more affordable to those on low incomes.

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### 3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	X		
Maternity	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Approximately 5% of applicants on the waiting list indicated that they were pregnant this is a slightly higher percentage than the for the household population of Cardiff as a whole which is 4.05% (census2011). For the purposes of allocating properties unborn children are taken into account as part of the household and are included in the calculation of the size/type of property that an applicant may be offered. The removal of the Right to Buy/Acquire will enable more family size accommodation to become available for letting to those applicants on the waiting list with families. There is no information about how many council tenant households include a pregnant individual however there will be some families who are currently council tenants who may have planned to buy their home and will no longer be able to do so. They will however be able to take advantage of the councils Assisted Home Ownership scheme. On balance whilst tenants with families may not be able to purchase their home through the Right to Buy/Acquire there will be a beneficial impact for those who are pregnant on the waiting list as more family accommodation will become available for rent.

**What action(s) can you take to address the differential impact?**

Awareness raising of the Assisted Home Ownership scheme

### 3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White	X		
Mixed / Multiple Ethnic Groups	X		
Asian / Asian British	X		
Black / African / Caribbean / Black British	X		
Other Ethnic Groups	X		



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**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Census data from 2011 shows that approximately 15% of Cardiff ‘usual residents’ were from BME background – this includes students living in Cardiff during the academic year. The Local Housing Market Assessment Household Survey undertaken in 2015 supports this general level suggesting 13% of households in Cardiff are of a BME background. Of the information known about the ethnicity of council tenants 14.8% consider themselves of a BME background – however 39% of tenants have not provided their ethnicity.

Interrogation of the Housing Waiting List shows that ‘White British’ form by far the highest proportion of applicants – 67% of those who provided information about their ethnicity - although this group is slightly under-represented when compared with the Cardiff population of 80% which is in line with the council tenancy make up at 79.2% Other groups that are slightly under-represented on the waiting list (compared with the wider population) include Indian, Pakistani, Chinese, Gypsy & Traveller and White Irish. Over-represented groups include Other White, Black African, Arab, Other Asian, Bangladeshi, Other Black background, Mixed - White & Black Caribbean, Mixed – other, Black Caribbean, Other Mixed - White & Black African.

When comparing the racial makeup of council tenancies (where known) with the percentage of the Cardiff population as a whole there are some inconsistencies. The tenancy makeup is under represented for Bangladeshi, Pakistani, Indian, Chinese and White Asian groups. However, there is over representation in Black African, Black Caribbean and other Black Background groups as council tenants.

The comparative information for the Cardiff population, waiting list and council tenancies is set out below :

<b>Ethnic group</b>	<b>% of Cardiff population</b>	<b>% of Waiting List</b>	<b>% of council tenants where known</b>
White British	80.3%	67.2%	79.21%
White other	3.5%	7.1%	4.14%
Arab	1.4%	3.0%	1.09%
Other Asian	1.3%	2.8%	1.27%
Bangladeshi	1.4%	2.5%	.55%
Other black background	0.5%	2.0%	4.14%
Black African	1.5%	6.5%	3.28%
Mixed White & Black Caribbean	1.1%	1.9%	1.28%
Pakistani	1.8%	1.4%	.66%
Mixed other	0.6%	1.0%	.66%
Black Caribbean	0.4%	1.0%	.75%
Other	0.6%	0.8%	.59%
Mixed White & Black African	0.5%	0.8%	.62%
Mixed White & Asian	0.7%	0.7%	.33%
White Irish	0.7%	0.5%	.79%

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Indian	2.3%	0.4%	.19%
Chinese	1.2%	0.4%	.43%
Gypsy / Irish Traveller	0.2%	0.1%	.02%

The proposal will affect people of all ethnicities, whilst some council tenants of all ethnicities experience a negative impact if they would wish to purchase their properties there would be a greater beneficial impact to the applicants on the waiting list who would have a greater opportunity to rent an affordable home.

The consultation survey was sent to all council and housing association tenants and housing waiting list applicants. Respondents of a 'White British' background accounted for 81.0% of all those responding to the survey, this compares to 80.3% of the Cardiff population as a whole, as reported in the 2011 Census. 428 (15%) of respondents were from an ethnic minority and there were responses from a wide range of backgrounds. 45.3% of respondents from an ethnic minority background felt that the right to buy/acquire should be suspended, this is lower than the population as a whole, however it is still higher than the percentage that disagreed (40.9%) with 13.8% unsure. There is a need to increase awareness of the scheme among ethnic minority groups.

The lower level of agreement may reflect the higher number of individuals in this group who want to buy their own home. All first time buyers in Cardiff are able to apply to purchase a property through the council Assisted Home Ownership scheme. Additional steps will be taken to raise awareness of the scheme among the ethnic minority community .

#### **What action(s) can you take to address the differential impact?**

For those who wish to buy their own home Council operates an Assisted Home Ownership Scheme which offers first time buyers in Cardiff the opportunity to buy an equity share property. The price of the property is usually 70% of market value with the council or housing association holding the remaining 30% value. There is no rent to pay on the 30% share. The Local Development Plan is proposing the development of 40,000 new homes which will enable the delivery of a significant number of additional Assisted Home Ownership homes on new build sites with the Cardiff Living development also potentially delivering an additional 90 homes. When the initial purchaser decides to move on the property is again sold through the scheme enabling another first time buyer to take advantage of the opportunity.

The Council is also taking forward local area regeneration schemes, helping to facilitate the development of properties in more affordable areas which would not have otherwise have been taken forward. These properties are at the lower range of market

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values and are more affordable to those on low incomes.

**3.7 Religion, Belief or Non-Belief**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Approximately 49% of waiting list applicants provided information about their religion / belief. Of these 1.3% indicated that they 'preferred not to say'. There are a relatively high number of those of the Muslim faith compared to the population as a whole. Comparison of the population of Cardiff (Census 2011) and of council tenants are set out below.

Population Data		Tenant Data	
Religion	% of Total Population		% of Tenants
No Religion	31.77%		5.52%
Christian	51.36%		6.35%
Buddhist	0.49%		0.08%
Hindu	1.37%		0.02%
Jewish	0.23%		0.02%
Muslim	6.84%		1.13%
Sikh	0.38%		0.008%
Other	0.41%		0.45%
Not Stated	7.16%		86.34%
Prefer Not To Say	N/A		0.08%
<b>Total</b>	<b>100%</b>		<b>100%</b>

A high percentage of council tenants (86.34%) preferred not to state their religion compared to the Cardiff population (7.16%).

The proposal will affect people of all religions or beliefs. Whilst some council tenants of

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all beliefs /religions may have a negative impact if they would wish to purchase their properties, there would be a greater beneficial impact to all applicants on the waiting list who would have a greater opportunity to rent an affordable home

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The Council is also taking forward local area regeneration schemes, helping to facilitate the development of properties in more affordable areas which would not have otherwise have been taken forward. These properties are at the lower range of market values and are more affordable to those on low incomes.

**What action(s) can you take to address the differential impact?**

Awareness raising of the Assisted Home Ownership Scheme

### 3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Approximately 59% of waiting list applicants are female and 41% are male this is roughly in line with the data held on council tenancies 63% female and 34% female although a slightly higher percentage of tenants are female. There is an over representation of females on the waiting list and as council tenants in comparison to the wider population of Cardiff which shows female 51% and male 49%. This shows a differential impact for female tenants and waiting list applicants compared to the Cardiff population as a whole. Of the 1507 lettings of council and housing association stock in 2015/16 ,61% were made to female applicants and 39% were made to male. Again due to the larger numbers on the waiting list, women have the biggest potential differential impact to benefit from additional properties becoming available for letting although males will also benefit.

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57.1% of respondents to the consultation were female reflecting higher number of females on the waiting list and as council tenants.

**What action(s) can you take to address the differential impact?**

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The Council is also taking forward local area regeneration schemes, helping to facilitate the development of properties in more affordable areas which would not have otherwise have been taken forward. These properties are at the lower range of market values and are more affordable to those on low incomes.

Awareness raising of the Assisted Home Ownership Scheme

### 3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The proposal will affect everyone under this Protected Characteristic equally. No differential impact identified in regard to sexual orientation.

Sexual orientation is not recorded as part of the census. However, the Integrated Household Survey (IHS) provides high level estimates for a number of themes including sexual identity. Percentages reported under this survey for Cardiff and the Vale of Glamorgan in 2015 are very similar to those indicated by Waiting List applicants who provided a response regarding

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their sexual orientation. The percentage of gay/lesbian/bisexual tenants who have identified their sexuality is also in line with this data. A higher percentage of tenants have stated that they refuse to state or don't know their sexuality than the survey and waiting list data. However it should be noted that 86 % of tenants have made no response at all.

	Heterosexual / straight %	Gay / Lesbian / Bisexual %	Don't know / refusal %
IHS - Cardiff & Vale of Glamorgan	95%	3%	1%
Housing Waiting List	94%	3%	3%
Council Tenants	82.9%	2.9%	14.2%

The proposal will affect people of all sexualities. Whilst some council tenants of every sexuality may have a negative impact if they would wish to purchase their property there would be a greater beneficial impact to the applicants on the waiting list who would have a greater opportunity to rent an affordable home.

**What action(s) can you take to address the differential impact?**

For those who wish to buy their own home Council operates an Assisted Home Ownership Scheme which offers first time buyers in Cardiff the opportunity to buy an equity share property. The price of the property is usually 70% of market value with the council or housing association holding the remaining 30% value. There is no rent to pay on the 30% share. The Local Development Plan is proposing the development of 40,000 new homes which will enable the delivery of a significant number of additional Assisted Home Ownership homes on new build sites with the Cardiff Living development also potentially delivering an additional 90 homes. When the initial purchaser decides to move on the property is again sold through the scheme enabling another first time buyer to take advantage of the opportunity.

The Council is also taking forward local area regeneration schemes, helping to facilitate the development of properties in more affordable areas which would not have otherwise have been taken forward. These properties are at the lower range of market values and are more affordable to those on low incomes.

Awareness raising of the Assisted Home Ownership Scheme

**3.10 Welsh Language**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		No	

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<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
The suspension of the Right-To-Buy will have no impact on the Welsh Language. Once the consultation begins, any Tenant or Applicant preferring to engage in the Welsh Language will be able to do so.
<b>What action(s) can you take to address the differential impact?</b>
All survey / consultation documentation were in Welsh as well as English. There were no requests to communicate in the Welsh Language.

**4. Consultation and Engagement**

What arrangements have been made to consult/engage with the various Equalities Groups?

<p>This proposal will have an impact on those wishing to purchase their properties via the Right-To-Buy or the Right to Acquire. It was important therefore to ensure that the consultation was inclusive of all the Protected Characteristics.</p> <p>A short survey form and a fact sheet was sent to all council and housing association tenants and waiting list applicants. A pre paid envelope was enclosed to return the survey. The survey can also be accessed from the council's website. Alternative communication formats were available on request. All survey / consultation documentation was in Welsh as well as English.</p> <p>Consultation has also take place with other surrounding Local Authorities, local Housing Association Partners and other interested housing bodies and partners including eg Tai Pawb, Diverse Cymru and Stonewall Cymru .</p> <p>There was a good level of response to the consultation, 2,785 individual responses were received in total, of these 1,330 (48%) responses were from council tenants and 951 (34%) were from housing association tenants. Those on the housing waiting list were also well represented with 586 (21%) responses. 178 (6%) were neither a social tenant nor on the waiting list for housing, showing participation from the wider community.</p> <p>Responses were received from a wide range of individuals: 1,120 (40.21%) identified themselves as having a disability and 428 (15%) as being from an ethnic minority background.</p> <p>57.2% of respondents agreed with the proposal to suspend the Right to Buy / Acquire,</p>
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30.4% disagreed and 12.5% were unsure. The agreement was consistent across most groups including current council tenants (55.6%), housing association tenants (54.4%) and those on the common housing waiting list (60.2%).

Agreement with the proposal was slightly lower for those respondents from an ethnic minority background, although of those who expressed an opinion, there was still a majority in agreement at 45.3% agreed, with 40.9% disagreeing and 13.8% undecided.

In terms of age the proposals were most popular among older respondents including those over 66 years where 69.6% were in agreement. While for those between 25 and 45 only 40.6% agreed with 47.7% disagreeing and 11.7% undecided. The 25 to 45 age group was the only group to return a negative response to the proposals reflected that this age group are more likely to want to buy their own home.

Numerous comments were received about the proposal; many respondents expressed support for the Council in taking this step. Of those who disagreed with the proposal, most expressed a desire to purchase their property or concern about the difficulty of getting on the property ladder. It will be important going forward therefore that other opportunities for homeownership are promoted effectively; including the council operated Assisted Home Ownership Scheme.

The individual sections of the EIA has been revisited following the consultation to address any differential impacts and update any actions going forward.

This is a living document that may be revisited as the project progresses if and when issues arise in relation to any of the protected characteristics.

#### 5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching	The only mitigation identified is awareness raising of the



## CARDIFF COUNCIL

### Equality Impact Assessment Corporate Assessment Template

[applicable to all the above groups]	Assisted Home Ownership Scheme in particular to ethnic minority community.
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#### 6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

#### 7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Jane Thomas	Date: 16.1.17
Designation: AD Housing & Communities	
Approved By: Sarah McGill	
Designation: Director	
Service Area: Communities Housing and Customer Service	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)