

Appendix 2 Review of Housing Strategy Equalities Impact Assessment

Recommendation	Achievements by end of year 2
Recommendation 1: In Progress The collection and analysis of equality data by housing services should be reviewed and, where required, improved. This included reviewing the systems used to collect and analyse equalities data. The Year 2 (2025/26) action plan for the strategy should contain an explicit action to ensure that this is addressed.	The council's Equalities Data Standards were used to frame equality monitoring questions for the Homelessness and Rough Sleeping Strategy consultation exercise in autumn 2025 and the Hate Incident Policy consultation in autumn 2024. Resources have been allocated to carry out an EIA for Tenancy Services in order to assess the gaps that the service has in delivering considering all the council tenants needs.

Recommendation	Achievements by end of year 2
Recommendation 2: In Progress In implementing the strategy, and in planning and delivering housing and support services, particular consideration should be given to impacts on: - older adults - children, young people and their families - disabled people with additional focus on disabled children and young adults and disabled people 65+ (Y1 action plan actions are identified in the relevant section) - people from Black and racially minoritised groups including gypsies, Roma and travellers - Gender Identity and Sex Gender Reassignment - LGBT+ people - Pregnant people - Current and former armed forces personnel - Refugees and asylum-seeking children - Domestic and/or Sexual Abuse and Violence Survivors and people in vulnerable situations Specific issues, considerations and key intersections are identified in the relevant sections	Issues relating to these protected characteristics and their intersection with homelessness and rough sleeping are captured and acknowledged in the Review of Homelessness 2025 and in a more detailed Equality Impact Assessment (EIA) for the Homelessness and Rough Sleeping Strategy. These insights have been used as inputs to ensure that considerations are included in the delivery of services. A review of the Private Sector Housing Enforcement Policy, based on the Renters' Rights Act (2025), is has been completed in order for enforcement actions to be updated. These actions are intended to create a fairer and more inclusive rental market by reducing inequalities and promoting housing security. Greater predictability in rent levels, stronger protections against eviction, and improved housing standards are expected to lead to direct positive improvements in health, safety and wellbeing across populations with different protected characteristics. More generally, the Housing Allocation Policy, the Homelessness and Rough Sleeping Strategy, the Hate Incident Policy and this Housing Strategy have been developed through the lens of the Equality Act (2010). This approach has been taken to ensure that clear guidelines are in place for the delivery of housing services, taking into account the specific needs of people with all protected characteristics and vulnerable groups. Examples of actions that have been implemented include the following: • Initiatives such as the Multiple Compound Needs Integrated Community Team Model, women-only accommodation, and the Afghan Resettlement Programme are being delivered to provide services tailored to people experiencing intersectional disadvantages across different protected characteristics (see further details in updates for Recommendations 8 and 9). • Older adults: Ongoing communication and engagement with tenants living in Seniors Housing regarding their wellbeing, tenancy, support needs and engagement actions have been maintained through annual reviews (93% of residents), quarterly scheme manager meetings (696 residents), and regular verbal contact (over 4,000 recorded entries). A total of 608 referrals have been made to partner services, primarily health-related, to support residents in living independently. Health, wellbeing and social connectivity activities have been delivered with a range of partners, including Volunteering Matters (Lifelines projects such as knitting, Mah Jong, art sessions and digital support), the Trust for Developing Communities - TDC, Volunteering Matters and local health services (Health and wellbeing events), and Bridging Change (community groups for Black and racially minoritised communities). Creative and therapeutic activities have also been delivered by Fabrica (arts sessions), Music for Connection (music sessions) and Pegasus Puppetry (puppetry workshops), supporting residents living with dementia.

Recommendation	Achievements by end of year 2
	• Children, young people and their families: The provision of affordable rented housing at social rent or Local Housing Allowance (LHA)-capped rent levels has been prioritised over low-cost home ownership schemes. This approach is expected to improve household income for families with children and young people. In addition, the mix of house types has been adjusted to increase the proportion of three- and four-bedroom homes available for affordable rent, supporting reductions in long waiting times on the housing register for larger family accommodation and enabling families to remain within the city rather than relocate to more affordable neighbouring towns. Across the city, the provision or enabling of 177 two-bedroom homes, 68 three-bedroom homes, 16 four-bedroom homes and one five-bedroom home has been achieved, all of which are affordable, safe and secure homes for children, young people and their families. Work has also continued on the development of a 29-unit scheme of transitional supported housing for young people, designed as a stepping stone towards independent adult living. • Disabled people, with additional focus on disabled children and young adults, and disabled people aged 65+: ○ To support residents in remaining in their own homes for as long as possible, major adaptations have been delivered through Disabled Facilities Grants (171 in 2024/25 and 131 in 2025/26) and in council homes (232 in 2024/25 and 347 in 2025/26) ○ A training video for repairs operatives on supporting tenants with autism has been developed to strengthen understanding across the service and to ensure that repairs are delivered inclusively and responsively. ○ To support delivery of the Council's Adult Learning Disability Strategy, a Housing and Support working group has been established. A Housing and Support tile has been added to the Easy Read Hub website to provide more accessible information. A new approved provider list for supported living and community support has been implemented, and an adult learning disability brokerage function has been established. In addition, the Sussex Positive Behaviour Support (PBS) Network has been engaged to support the development of a new service focused on hospital discharge.

Recommendation	Achievements by end of year 2
	• People from Black and racially minoritised groups, including Gypsies, Roma and Travellers: Specific considerations for people with these protected characteristics are included within the Housing Allocation Policy and the Homelessness and Rough Sleeping Strategy (see further details in the updates for Recommendations 3, 4 and 5). • LGBTQ+ people: An LGBTQ+ Housing Pledge has been established, through which LGBTQ+ resident input at executive and strategic levels is being enabled, LGBTQ+ visibility is being increased in the organisation, and specific LGBTQ+ training is to be provided to staff. • Pregnant people: Additional actions to be considered. • Current and former armed forces personnel: A Community Covenant is in place, representing a pledge of mutual support between the civilian community and the local armed forces community. Through this covenant, local community support for armed forces personnel is encouraged, public understanding of issues affecting the armed forces community is promoted, and efforts are made to ensure that serving personnel, veterans and their families are not disadvantaged as a result of service. In addition, the Allocations Policy implemented in 2025 amended priority to current or former armed forces personnel. • Refugees and asylum-seeking children: Support is being provided through the Afghan Resettlement Programme (see further details in the updates for Recommendation 9). • Survivors of domestic and/or sexual abuse and violence, and people in vulnerable situations: The Violence Against Women and Girls, Domestic Abuse and Sexual Violence Strategy 2025–28 was launched in January 2025. This strategy includes the provision of a range of support services and accommodation options, including women-only accommodation (see further details in the updates for Recommendation 9).

Recommendation	Achievements by end of year 2
Recommendation 3: In Progress That the housing needs of the city's Black and racially minoritised groups (including Gypsy, Roma and Travellers) are assessed in year 2 of the strategy action plan and plans put in place to address any negative disproportionate impacts identified.	Housing needs assessments: Brighton & Hove has joined other councils in Sussex to commission a review of supported housing. The specification mirrors national guidance on conducting a review. Further work is ongoing on local data to identify issues affecting Black and racially minoritised groups, for example, analysis of evictions from supported housing by protected characteristic. Actions in place: The Housing Allocation Policy, signed off in 2025, was drafted with reference to the Equality Act 2010 and the council's Public Sector Equality Duty. The Council has adopted the Commission for Racial Equality's Statutory Code of Practice on Racial Equality in Housing and the statutory guidance Improving Access to Social Housing for Victims of Domestic Abuse. Close work with agencies and supported housing providers has been carried out to help customers access this scheme and ensure that information meets the needs of people with a disability, sensory impairment, or language needs. The Homelessness and Rough Sleeping Strategy includes Priority 3 - Improve joined-up support with our partners for people who most need help, which considers the specific needs to deliver services to people fleeing from domestic violence, vulnerable families, refugees and asylum seekers, LGBTQ+ youth, people with mental health needs, neurodivergent people and others with multiple, compounded needs, and people experiencing rough sleeping.
Recommendation 4: In Progress When future housing needs assessments are commissioned, consideration of ethnicity, 'Race', ethnic heritage and its intersections should be included in the specification	The review of Homelessness in Brighton & Hove 2025 identified over-representation of Black and racially minoritised groups in temporary accommodation. The Pan Sussex Supported Housing Needs Assessment to be carried out this year will identify the demographic characteristics of people using supported housing. Findings from this assessment will then be considered in the strategy development for the different pathways - older people's, transitional & long term.
Recommendation 5: Complete That Black and racially minoritised groups are explicitly considered in the development of the new homelessness and rough sleeping strategy, identified as action HS17	The Homelessness and Rough Sleeping Strategy 2025-2030 includes action to work with community, voluntary and faith organisations to develop targeted, culturally appropriate information and advice for people from Black and Racially Minoritised communities, including people seeking asylum and refugees, so they can access the support they need.

Recommendation	Achievements by end of year 2
in the Year 1 action plan for the housing strategy.	
Recommendation 6: Complete The findings of this equality impact assessment and the data and needs assessments that have informed it are incorporated into the needs assessment for the new homelessness and rough sleeping strategy (HS17 in Y1 action plan).	The EIA for the housing strategy was a source of evidence for the Review of Homelessness in Brighton & Hove 2025. Equality data was updated to inform the review, and a separate EIA was published with the Homelessness and Rough Sleeping Strategy.
Recommendation 7: In Progress Use the development of a new homelessness and rough sleeping strategy to review and strengthen partnership arrangements for tackling homelessness in the city (HS17 and HS35 in the Y1 action plan).	Working with partners is deemed as a key factor for the Homelessness and Rough Sleeping Strategy, being integrated in its objectives as well as in the way of delivering it. Governance and partnership arrangements for tackling homelessness are being taken forward with a new Homelessness and Rough Sleeping Partnership Board overseeing the work.
Recommendation 8: Complete That the needs of people with multiple, compound needs are explicitly considered in the implementation of the strategy, with a particular emphasis on Priority 3: Prevent homelessness and meet housing need. This is identified as action HS34 in the Y1 action plan.	Actions to address homelessness and multiple compound needs are identified under Priority 3 of the Homelessness and Rough Sleeping Strategy 2025 to 2030. They include the establishment of a Homelessness and Multiple Compound Needs (MCN) partnership, embedding coproduction and lived experience into service design, and taking forward plans for a homeless healthcare hub. An MCN Integrated Community Team model has been set up by integrating the homeless, rough sleeping and homeless healthcare services through the Multiple Compound Needs Partnership. The team has recently completed a detailed assessment of MCN prevalence and needs and agreed on key priorities of establishing an MCN hostel in the city, reducing the number of preventable A&E attendances related to MCN, and increasing the number of people supported through its multi-disciplinary team from 100-200 a year.

Recommendation	Achievements by end of year 2
Recommendation 9: In Progress That risk of exploitation and harm is explicitly considered in the implementation of the strategy and in the development of services for people at higher risk due to specific or intersecting characteristics.	The Homelessness and Rough Sleeping Strategy commits to target support for the most vulnerable people, including ensuring multi-agency protocols are in place for young people leaving care, 16- and 17-year-olds, pregnant people, families with children, survivors of domestic abuse, refugees and asylum seekers, and LGBTQ+ people. Multi-agency guidance issued by the Safeguarding Adults Board for vulnerable individuals with care and support needs, including Multiple Compound Needs moving across local authority areas. Women-only accommodation has been made available through council-owned and interim and commissioned arrangements to ensure women have access to safe and appropriate temporary accommodation at different points in the housing journey. Additional accommodation for Afghan refugees has been made available with the support of the Local Authority Housing Fund (LAHF) 3, where all properties acquired are now occupied. Successfully bid for 9.2m funding for LAHF 4 to provide for the other 46 properties over the next 4 years for TA and resettlement use. In total, we have resettled 51 households (238 individuals) of the Afghan resettlement programmes from the start of the programme until the end of March 2026. project. The programme includes intensive casework, English language and employability support delivered by Voices in Exile, alongside holistic, regular caseworker engagement with families during their first two years. This provides a high level of protection from exploitation and harm and an early warning of safeguarding concerns such as domestic abuse. Where domestic abuse does occur, Voices in Exile continues to support survivors (and sometimes perpetrators), alongside a multi-agency response. An expression of interest has been submitted to be considered for an asylum seekers accommodation pilot.

Recommendation	Achievements by end of year 2
Recommendation 10: In Progress Ensure that the recommendations in this EIA are reflected in the action plan to deliver the Social Housing Regulator’s Transparency, Influence and Accountability Consumer Standard.	The Vulnerability and Reasonable Adjustments Policy is drafted and aiming to be agreed by Cabinet in December 2026. Once the policy is signed off, there will be a co-production process to write the strategy for delivery, which will establish how the Council will align the policy with lived experience. The policy and strategy promote fair and equitable outcomes by embedding respect, accessibility, and a person-centred, trauma-informed approach that ensures tenants are listened to and supported with dignity. They use data and equality analysis to meet diverse needs, offering a wide range of adjustments and communication options to reduce barriers. Clear communication, transparent decision-making, and accessible complaints processes strengthen accountability, while tenant feedback—captured through Tenant Satisfaction Measures and surveys—and co-production with residents drive continuous improvement and ensure services reflect lived experience. The Creating Great Homes Together Action Plan includes an action that aims to strengthen tenant influence and involvement in shaping housing services. As part of its scope, it looks for the tenants' engagement to be diverse, inclusive, modern, and accessible.