

Equality Impact Assessment

Report title	HRA Business Plan and Asset Management Strategy 2026
Completed by	Adel Gardner, HRA Transformation Manager
Approved by	Vikki Cherry, Assistant Director – Housing
Date	5th December 2025

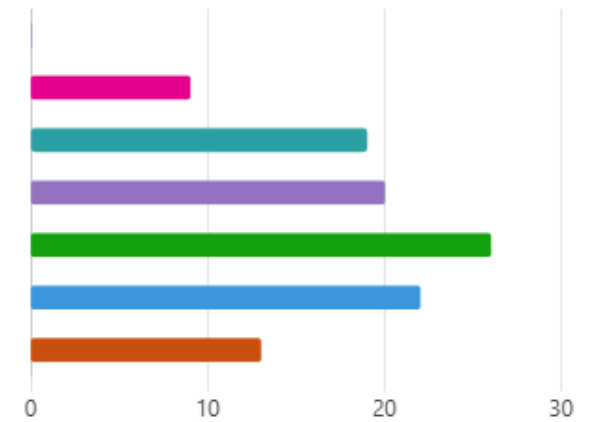
The following statements will help you decide whether an EIA is necessary:	Tick all that apply
Does it affect customers, colleagues or the wider community, and therefore potentially have an effect in terms of equality (for example, removing a service, workforce restructure, employment practices)	☒
Could it result in a decision being made that would significantly affect how functions and services are delivered (for example, reducing a service or introducing a charge for a service)	☐
Does it relate to a service that previous engagement has identified as being important to people	☐
Does it, or could it in the future, affect different groups of people differently	☒
Does it relate to a policy or service where there is significant potential for reducing inequalities or improving Outcomes	☒
Have there been, or are there likely to be, any public concerns about the policy or proposal	☐
Does it have an effect on how other organisations operate in terms of equality (i.e. commissioned services)	☐

Section 3 Equality impacts

Briefly explain what the policy/service/project aims to achieve	The HRA Business Plan sets out the Councils vision for the future of SHDC housing stock over the next 30 years. It is first and foremost a financial document, which determines how the council will meet the needs of present and future tenants, demonstrating that Government and local targets can be achieved and ensuring the long-term viability of the stock. It sets out the: • National and local strategic context and corporate priorities under which we are currently operating • Our challenges and strategic priorities, specifically over the next five years as well as identifying longer term issues and goals for the next thirty years. • Our investment priorities include, modernisation of existing stock, replacing heating systems and managing sewage treatment, and adaptations to help older and/or disabled tenants remain in their homes.
Have you undertaken consultation or involved people who are most likely to be affected or interested? Please include: data or community feedback, gaps in data, and how you intend to fill these gaps (where possible)	Consultation was undertaken through both online and hard copy surveys during November 2025. In addition, two face-to-face engagement events were held for tenants, with one scheduled outside normal office hours to improve accessibility. A total of 138 responses were received to the survey, 107 of these were tenants.

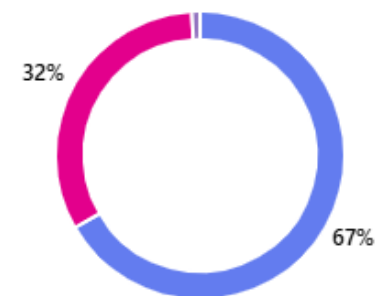
2. What is your age group?

● 18-24	0
● 25-34	9
● 35-44	19
● 45-54	20
● 55-64	26
● 65-74	22
● 75+	13

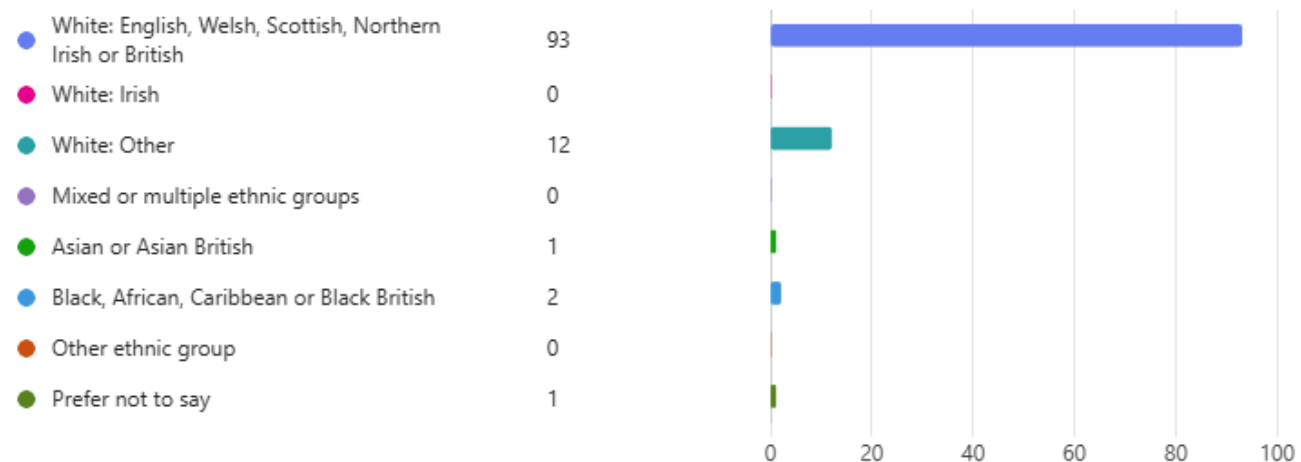


3. What is your gender?

● Female	72
● Male	35
● Non-binary	0
● Prefer not to say	1



4. What is your ethnic background?



Is there any evidence or research that demonstrates why some individuals or groups are, or are not, affected

No

Characteristics	Positive and negative impact
Sex	The tenant census (2023) reported that 56% of residents in our properties are female (compared with 51% in South Holland (national census 2021)). There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A
Age	The tenant census (2023) reported that the median age for tenants is 63 (52 in the national census for South Holland, 2021). The average age profile of residents in our properties is 48 (46 in the national census for South Holland, 2021). Positive: Ongoing investment in existing housing stock will ensure homes remain safe, warm, and energy-efficient, which is particularly beneficial for older tenants who may spend more time at home and have higher vulnerability to cold or damp conditions. Continued investment in property adaptations such as level-access showers, handrails, and other accessibility improvements will support older tenants to live independently for longer, reduce the risk of falls, and improve overall quality of life. These measures also help reduce social isolation by enabling tenants to remain in familiar communities rather than moving to specialist accommodation. Negative: None identified Any mitigation required: N/A

Disability

The tenant census (2023) reported that 51% of tenants have a limiting disability and 40% of residents have a limiting disability, compared with 41% and 19% for South Holland respectively (national census 2021). Further to this, the tenant census recorded the type of disability:

Type of disability	Tenant census (%)	Number of tenants
Mobility issues	42	558
Mental health issues (incl anxiety & depression)	30	398
Stamina or breathing or fatigue conditions	29	385
Other significant medical condition	23	305
Dexterity (e.g. lifting or carrying objects or using a keyboard)	19	252
Hearing impairment	15	199
Memory issues	14	186
Visual impairment	9	119
Social or behavioural condition (e.g. ADHD or ASD)	8	106
Mobility issues (temporary)	7	93
Learning impairment	6	80
Speech impairment	3	40

In the Housing Ombudsman report on Attitudes, Rights and Respect, 58% of respondents considered themselves to have a disability, and 68% of those said their landlord had not made reasonable adjustments for them, despite being asked. Many respondents referred specifically to the lack of aids and adaptations in their home, reflecting the EHS findings that over half of housing association tenants lack the adaptations they need.

Independent living officers have become aware of issues whereby tenants with disabilities such as visual impairment or hearing impairment are facing barriers when trying to access our services.

	Positive: Ongoing investment in existing housing stock will improve the safety, comfort, and energy efficiency of homes, which is particularly important for tenants with disabilities who may have specific health needs or spend extended periods indoors. Continued investment in property adaptations such as level-access showers, ramps, widened doorways, and other accessibility features will enable tenants with disabilities to live more independently, reduce reliance on carers, and improve overall wellbeing. These measures also help prevent accidents and support inclusion by allowing tenants to remain in their homes and communities rather than moving to specialist accommodation. Negative: None identified Any mitigation required: N/A
Race	The tenant census (2023) reported that 8% of tenants are from ethnic minority groups consisting of 6.4% Other White (2.5% Polish, 1.4% Lithuanian, 1% Portuguese and Latvian). The 2021 census reported 9% ethnic minority groups for South Holland, with 6.7% (4% Poland, 2.6% Lithuania and 1.5% Romania). In 2021, 0.6% of South Holland residents identified their ethnic group within the "Other" category ("Arab" or "Any other ethnic group"), up from 0.1% in 2011. There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A
Religion or belief	We do not record data around religion or belief, however the National census reported 33% of South Holland residents reporting to have 'no religion; followed by 58.9% as Christian.

	There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A
Sexual orientation	The tenant census (2023) reported that 1.7% of tenants who identify as LGBTQ+ sexual orientation, compared with 2.8% in South Holland (National Census 2021). There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A
Gender reassignment	We do not collate data regarding gender reassignment. There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A
Pregnancy, maternity and paternity	We do not collate data regarding pregnancy, maternity and paternity. There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A
Marriage and civil partnership	The South Holland census recorded 49.2% of residents married or in a civil partnership. There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A

Rural isolation	South Holland is a rural area spanning 74,238 hectares, with limited access to public transport. Positive: Energy Efficiency Upgrades, lower energy bills and warmer homes reduce financial stress and health risks, which are often higher in rural areas due to fuel poverty. Negative: None identified Any mitigation required: N/A
Socio-economic factors	The overall income deprivation score for South Holland is 10.3%. Exploring local income deprivation (ons.gov.uk) Of the 316 local authorities in England (excluding the Isles of Scilly), South Holland is ranked 174th most income-deprived. Sutton Bridge is among the 20% of most income-deprived neighbourhoods in England. Positive: Energy efficiency improvements (insulation, heating upgrades) may lower energy bills, which is particularly beneficial for low-income households. Investment in stock reduces emergency repairs and improves predictability of housing costs for tenants. Planned works create jobs for local contractors and suppliers, supporting the local economy. Negative: None identified Any mitigation required: N/A
Additional category: Carers	We do not hold data around tenants with caring responsibilities. The national census reported that 4.25% of South Holland residents (aged 5 years and older) provided up to 19 hours unpaid care each week (2021). In 2021, just under 1 in 50 people (1.9%) reported providing between 20 and 49 hours of unpaid care each week. Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived and managed their provision of unpaid care, and therefore may have affected how people chose to respond.

	There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A
Additional category: Domestic abuse and ASB victims	During 2024, 96 anti-social behaviour cases were reported to the Housing Landlord Service, with noise complaints and behavioural issues being the most common, 1 Hate crime incidents 2 mate crime. 69% of residents surveyed in the TSMs reported being satisfied with our approach to handling complaints of ASB. The Crime Survey for England and Wales estimated that 3.8 million people aged 16 years and over experienced domestic abuse in the year ending March 2025. During 2024/25, 15 households were housed in social housing following fleeing domestic abuse. There is not expected to be either a positive or negative impact on this community of identity group. Any mitigation required: N/A
Overall, if there is a potential adverse impact after the mitigation, please state why and whether this is justifiable.	N/A
How will you monitor this to ensure there is no adverse effect in the future?	
Outcome of EIA:	Our analysis demonstrates that the proposed HRA Business plan and Asset Management Strategy is robust. The evidence shows minimal potential for discrimination, and we have taken all opportunities to advance equality subject to continuing monitoring and review

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