

General Equality Impact Assessment (EQIA) Form

Assessment details

Name of activity or proposal being assessed:	Hastings Housing Strategy 2025- 2030
Directorate:	Housing
Service:	Housing
Team:	Housing
Is this a new or existing activity?	New

Responsible Lead Officer:	Alan Sheppard, Housing Strategy & Operations Manager
Accountable Manager:	Chris Hancock, Head of Housing
Additional stakeholders collaborating or contributing to this assessment:	Fiona Bell, Major Projects Officer, Michael Courts, East Sussex Housing Partnership Lead, Catherine Denning-Johnson Senior Planner, Planning Policy.

1. The activity

Briefly describe the purpose of the activity being assessed:

Hastings Borough Council's Housing Strategy is our long-term vision for housing in our town. It sets out our objectives, targets, and policies for how we will manage and deliver our housing responsibilities.

The strategy provides the overarching aims and ambitions through which the council and our partners will seek to make Hastings a place where everyone has a safe, settled, and affordable home. The Strategy also meets our statutory duty to have a Homelessness and Rough Sleeping Strategy. Homelessness is primarily a housing problem and therefore it is right that we seek to address it as part of our wider housing plans.

What are the desired outcomes of the activity?

To deliver the council's vision of a place where everyone has a safe, settled and affordable home to live in. The Strategy has 5 priorities:

- Deliver the homes we need
- Prevent homelessness and end rough sleeping
- Create a rented sector which works for tenants and landlords
- Homes that support health, independence, and longer lives

- Reduce carbon emissions from housing and future-proof homes for a changing climate.

Which key groups of people do you think are likely to be affected by the activity?

Everyone living Hastings and people who would like to live in the town, across all protected characteristics and intersecting groups. Specific disproportionate and intersectional impacts to be considered across all protected characteristics and vulnerable groups.

2. Consultation and engagement

What consultations or engagement activities have already happened that you can use to inform this assessment?

A formal consultation took place from July – August 2025. Consultees were encouraged to use the council’s online consultation survey, but a hard copy and Easy Read summary versions of the strategy were also made available.

Engagement events and activities began in the development phase October 2024 right through to August 2025.

The following consultation events/ activities took place from October 2024- August 2025:

External	
Initial Scoping workshop day – residents/ organisations/ businesses / statutory	17
Initial Scoping workshop evening – residents/ organisations/ businesses / statutory	20
Steering Group Members	32
Subgroup- Additional members from the steering group – participated in feedback meetings for draft strategy development and input into draft strategy consultation.	20
Cllr attended community events x 3 (numbers in attendance higher, but based on surveys completed at events.	35
Housing Officers attend events/ meetings- Hastings Good Future event/ Chamber of Commerce	
Cllr supermarkets drop in x 2.	
Hastings Housing Survey	559
Temporary Accommodation Survey	84
Previously in Temporary Accommodation Survey	23
Landlord Survey	96
Landlord – focus session/ follow up calls	10
Draft Housing Strategy Survey	168
HVA event	18
Priory Meadow in person event (written comments/ surveys on the day)	74

CAB team meeting	
Total	1156
Internal	
Housing Officer Workshop	35
All Staff meeting	150
Manager Workshop	20
Consultation on Draft Strategy – All Managers	30
Housing Task Force	

Organisations who took part in the consultation, as either steering group members, attending workshops, subgroups, or completing surveys:

ACORN the Union
Any other stakeholders for Homelessness review???
Any other stakeholders from Micheal Strategy cross over
Black Butterfly - Civil society
Care For the Carers (CFTC)
CGL Change Grow Live
Citizens Advice 1066
DES/SE HDG- Developer
DWP
East Sussex County Council
Eastbourne and Lewes Council
Energise Sussex Coast
ESCC Gypsy and Traveller Team
Exess Property & Financial Services Ltd
Foundation
Freedom Living Housing Co-operative
Fellowship of St Nicolas FSN
Generator group
HARC
Southern Housing Tenants Association
Hastings Housing Alliance
Hastings Older Women Co Housing HOWCH
Hastings Commons Community Land Trust
Hastings Rental Health Housing Co-op
Homes England
HVA Hastings Voluntary Association
HVA -ageing network
Hastings Community Network
HWPI
Hyde Homes
INCE MNG

Kinzett & Bowler Letting Agents
Lillybank homes
Mediation Plus
Meridian Surveyors
MP Helena Dollimore
NHS Sussex
NHS, Rough Sleeper Initiative
The National Residential Landlords Association
Orbit
Police
Powell and Co Property
Private landlord(s)
Rebellion Housing
Rother District Council
Safer Hastings Partnership
Seaview
Southdown
Southern
Stace and Co
Standing up for Nature
Sussex Community Development Association
The Ministry of Housing, Communities and Local Government
Warming Up the Homeless
The Refugee Buddy Project

A detailed consultation report is available. This sets out key themes in consultation feedback and the council's initial response. It also forms an appendix to the Strategy.

What is a protected group?

The Equality Act 2010 identifies nine groups known as ‘protected characteristics’. These are:

1. Race
2. Religion or Belief
3. Disability
4. Sex
5. Gender Reassignment
6. Sexual Orientation
7. Age
8. Marriage or Civil Partnership
9. Pregnancy and Maternity

3. Current data and impact monitoring

Do you currently collect and analyse the following data to enable monitoring of the impact of this activity? Consider all possible intersections.

(Delete and indicate as applicable from the options Yes, No, Not Applicable)

Age	YES
Disability	YES
Ethnicity, 'Race', ethnic heritage	YES
Religion	NO
Gender Identity and Sex	YES
Gender Reassignment	YES
Sexual Orientation	YES
Marriage and Civil Partnership	NO
Pregnancy and Maternity	YES
Socio-economic Disadvantage	YES
Homelessness and associated risk and vulnerability	YES

Additional relevant groups that may be widely disadvantaged and have intersecting experiences that create exclusion and systemic barriers may include:

It is further acknowledged that social exclusion can result in additional negative impacts within Hastings, a Borough with high levels of deprivation currently ranked 14th most deprived Local Authority Area in England. Two wards are within the top 1% most deprived. It is important that groups who may potentially experience social exclusion are given due consideration throughout the impact assessment process. Key groups identified as suffering from social exclusion include:

- Lone parents
- People experiencing homelessness
- Transient or new communities
- Carers
- Substance Misusers
- Refugees and Asylum seekers
- Ex-offenders and youth offenders
- People facing literacy and numeracy barriers
- Survivors of domestic violence
- People who have experienced female genital mutilation (FGM)
- Unemployed people
- Welfare benefits claimants

- Residents of social rented housing
- People on a low income and people living in the most deprived areas
- People who have experienced human trafficking or modern slavery
- People with experience of or living with addiction and/ or a substance use disorder (SUD)
- Sex workers.

If you answered “NO” to any of the above, how will you gather this data to enable improved monitoring of impact for this activity? What are the arrangements you and your service have for monitoring, and reviewing the impact of this activity?

The final strategy will be supported by an annual action plan, ensuring that specific projects and programmes are regularly assessed and monitored for their equality impacts.

While equalities data is collected, it is often incomplete, inconsistent, or limited in scope. Data collection practices vary across services, resulting in significant gaps, as previously highlighted. Much of the existing data is partial, and current systems and processes do not adequately support the comprehensive collection and analysis of information across all protected characteristic groups.

For example, data on individuals is stored across multiple systems, leading to fragmented records. There are also practical challenges that affect data availability and reliability. For instance, information related to religion and marital/ civil partnership is not collected.

Tracking such data over time is difficult, especially as many applicants remain on the register for several years.

See Recommendation 1

4. Impact

Age

Does your analysis indicate a disproportionate impact relating to any particular Age group? For example: those under 16, young adults, with other intersections.

YES

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references

Council Data

Housing Register, Oct 2025

The age distribution of individuals on the housing register reveals important insights into housing demand across life stages:

- Young Adults (18–24) make up 9.96% of the register (168 individuals).
- Adults (25–34) represent 23.01% (388 individuals)
- Adults (35–54) form the largest group at 39.98% (674 individuals).
- Older Adults (55–64) account for 12.51% (211 individuals), and (65+) make up 14.53% (245 individuals). These figures highlight the importance of accessible and age-appropriate housing, especially as health and mobility needs increase.

Housing Register Oct 2025 (total of 1686)

Age Band	Count	Percentage %
18-24	168	9.96
25-34	388	23.01
35-54	674	39.98
55-64	211	12.51
65+	245	14.53

Homelessness Presentations from 1 April 2025 to 30 September 2025 (Total of 569)

HBC data reveals that homelessness affects individuals across all age groups, with a notable concentration among working-age adults:

- Young Adults (18–24) represent 18.8% of presentations (107 individuals). This group may be particularly vulnerable due to factors such as leaving care, unstable employment, or lack of affordable housing.
- Adults (25–34) account for 25.83% (147 individuals).
- Adults (35–54) make up the largest proportion at 39.89% (227 individuals).
- Older Adults (55–64) comprise 9.67% (55 individuals), and 65+ account for 5.8% (33 individuals). While smaller in number, these groups may face compounded challenges due to health, mobility, and limited income.

Age Band	Count	Percentage %
18-24	107	18.8
25-34	147	25.83
35-54	227	39.89
55-64	55	9.67
65+	33	5.8

Age Profile HBC Temporary Accommodation as of Oct 2025 (644 total)

The age distribution of individuals in temporary accommodation provides insight into the demographics most affected by housing instability:

- Young Adults (18–24) make up 13.35% of the cohort (86 individuals).
- Adults Aged 25–34 represent 26.86% (173 individuals).
- Adults Aged 35–64 form the largest group at 45.80% (295 individuals)
- Older Adults (55–64) account for 9.01% (58 individuals), and Seniors (65+) make up 4.97% (32 individuals).

Age Profile HBC TA	Count of Age Band
18-24	86
25-34	173
35-64	295
55-64	58
65+	32

Census 2021

At the 2021 Census, in Hastings, the median age was 43, slightly higher than the England median age (40). Hastings’ 2021 Census population profile is similar to the England profile but has a lower proportion of the population in the 0–45 age groups, and a greater proportion in the 40–75 age groups.

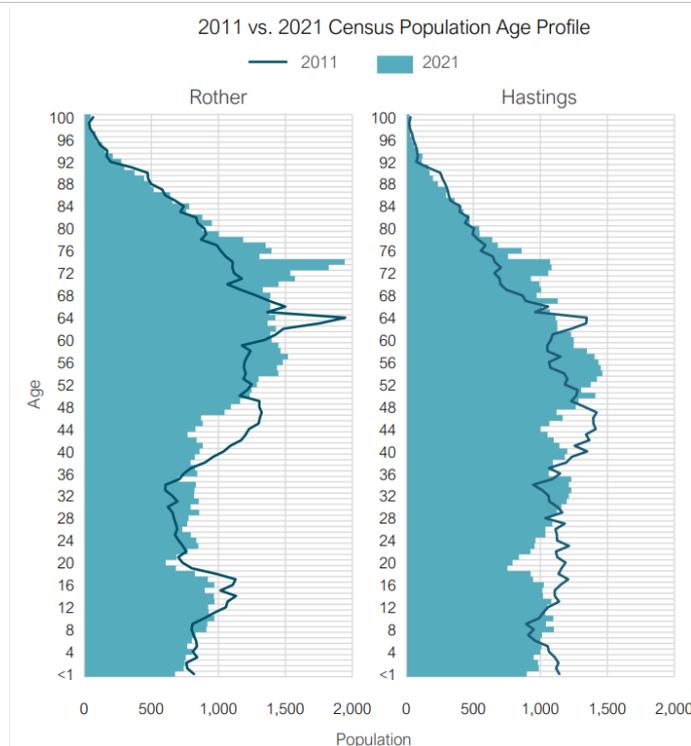


Figure 1: Rother and Hastings 2011 and 2021 Census age profile, Source: ONS

Since the 2011 Census, the population of Hastings has aged (in line with the UK picture), with the large post-war baby boom cohorts moving into the older age groups (Figure 1). There has been a reduction in the size of the population in the 0–14 and 15–64 age groups, and growth in the 65–84 age group. These changes are linked to the ageing of the population and have important implications for the potential future needs of the resident populations.

The population of older people in Hastings is increasing, and the Housing and Economic Development Needs Assessment (HEDNA) 2024 concludes that this could drive a need for more housing which can meet the needs of this age group. There is a clear link between age and disability and this intersection of characteristics means that this assessment should be read in conjunction with the section below on disability.

Between the 2011 and 2021 Censuses the number of children aged 4 and under in Hastings fell from 6.2% to 5.3% of the population. The 10 to 15 age group also saw a slight decline from 7.1% to 6.9%. Overall, Hastings has become older, with the median age rising from 41 to 43 years.

Households with Children

Hastings saw a rise in households with couples and only non-dependent children (i.e. adult children still living at home), increasing from 4.3% in 2011 to 5.3% in 2021 (Census). However, there is no clear increase in households with dependent children (aged 0–18 and in full-time education). In fact, the data suggests a relative decline in younger age groups, which may imply fewer households with young children.

There are also wider issues with fertility rates falling. ONS data shows that across England and Wales the number of children per woman in 2012 was around 1.95 and fell to 1.6 in 2020 meaning that it will be almost inevitable that the number of school age children will also fall. Although national fertility rates have shown a recent increase to 1.7 children per woman in 2021.

The GP registration figures for school-aged children are likely stable or slightly declining, in line with falling birth rates.

Birth & Deaths

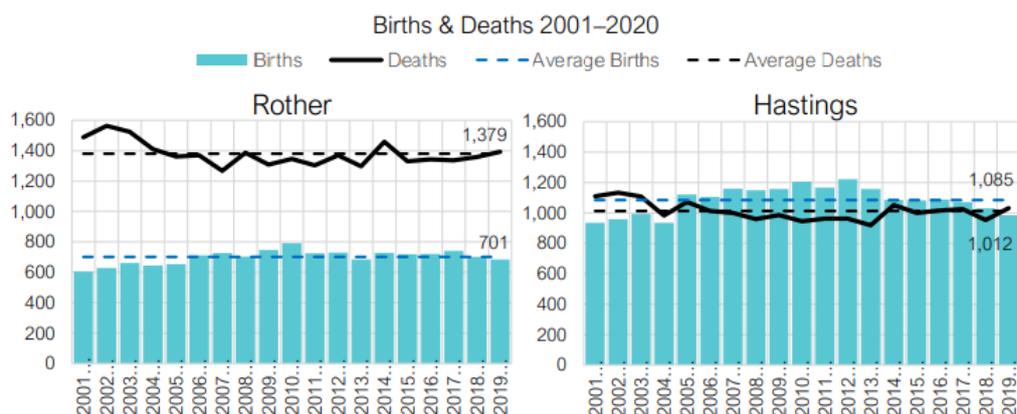


Figure 2: Rother and Hastings Births & Deaths Source: ONS

The increase in the number of deaths in 2019/20 in both areas is linked to the ongoing COVID-19 pandemic; in 2020, coronavirus was the leading cause of death in England and Wales.¹³ During the middle of the 2001–2020 historical period, the number of births rose, a trend that was mirrored nationally. In recent years, birth rates have declined; in 2020, the Total Fertility Rate (TFR) across England and Wales reached a record low of 1.58.

Housing Tenure of 65+ Households in Hastings

- 72.3% of households aged 65+ are owner-occupiers, with 67% owning outright (no mortgage), indicating significant housing equity. (Census 21)
- 18% of older households live in the social rented sector.
- Only 10% are in the private rented sector

Health & Disability

- 16% of all individuals in Hastings reported having a long-term health problem or disability.
- Among the 65+ population, this rises sharply to 53.7%

See Section on Disability.

English indices of deprivation IMD 2025

Latest IMD data shows, Hastings has high deprivation among children and older people:

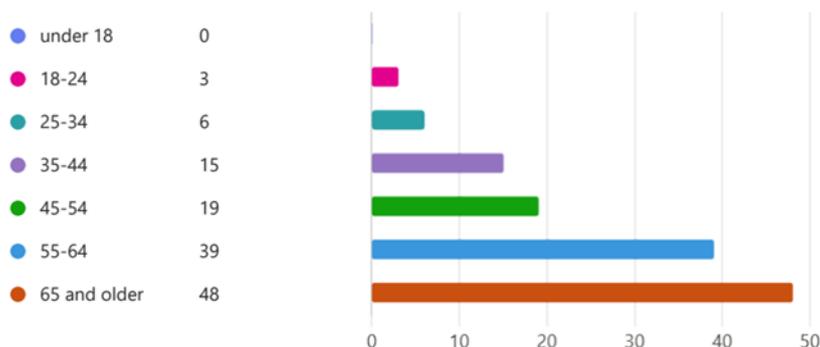
- **Income Deprivation Affecting Children Index: IDACI-** Income Deprivation Affecting Children Index: 32% of LSOAs in Hastings are in the most deprived 20% nationally for child income deprivation.
- **Income Deprivation Affecting Older People Index: IDAOPI:** 28% of LSOAs are in the most deprived 20% for older people.

This means children and older adults are disproportionately affected by poverty, impacting health, education, and access to services

CONSULTATION

The consultation on the draft Housing Strategy 2025-2030 included no responses from children (0-15). Most responses came from 65+ age.

The following graph indicates the broad age range within which respondents fall. The highest proportion of responses came from 65+.



Lived Experience – Quotes from Consultation

Older People

"More social housing for pensioners, would free up other housing for families."

"My mum has ended up in Bexhill as v few accessible homes in Hastings."

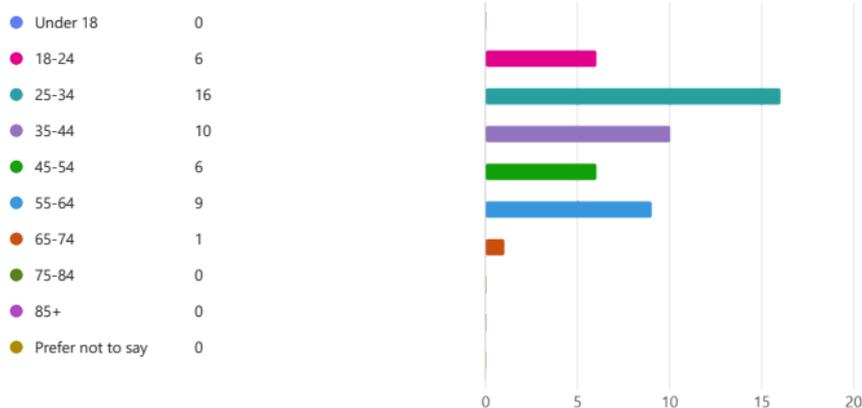
"Older people want to downsize but there are no suitable properties for them to move into."

"More affordable housing for older people and those with disabilities."

"More sheltered housing for older people and those with care needs."

Temporary Accommodation Survey

The following graph indicates the broad age range within which respondents fall. The highest proportion of responses came from 25-34.

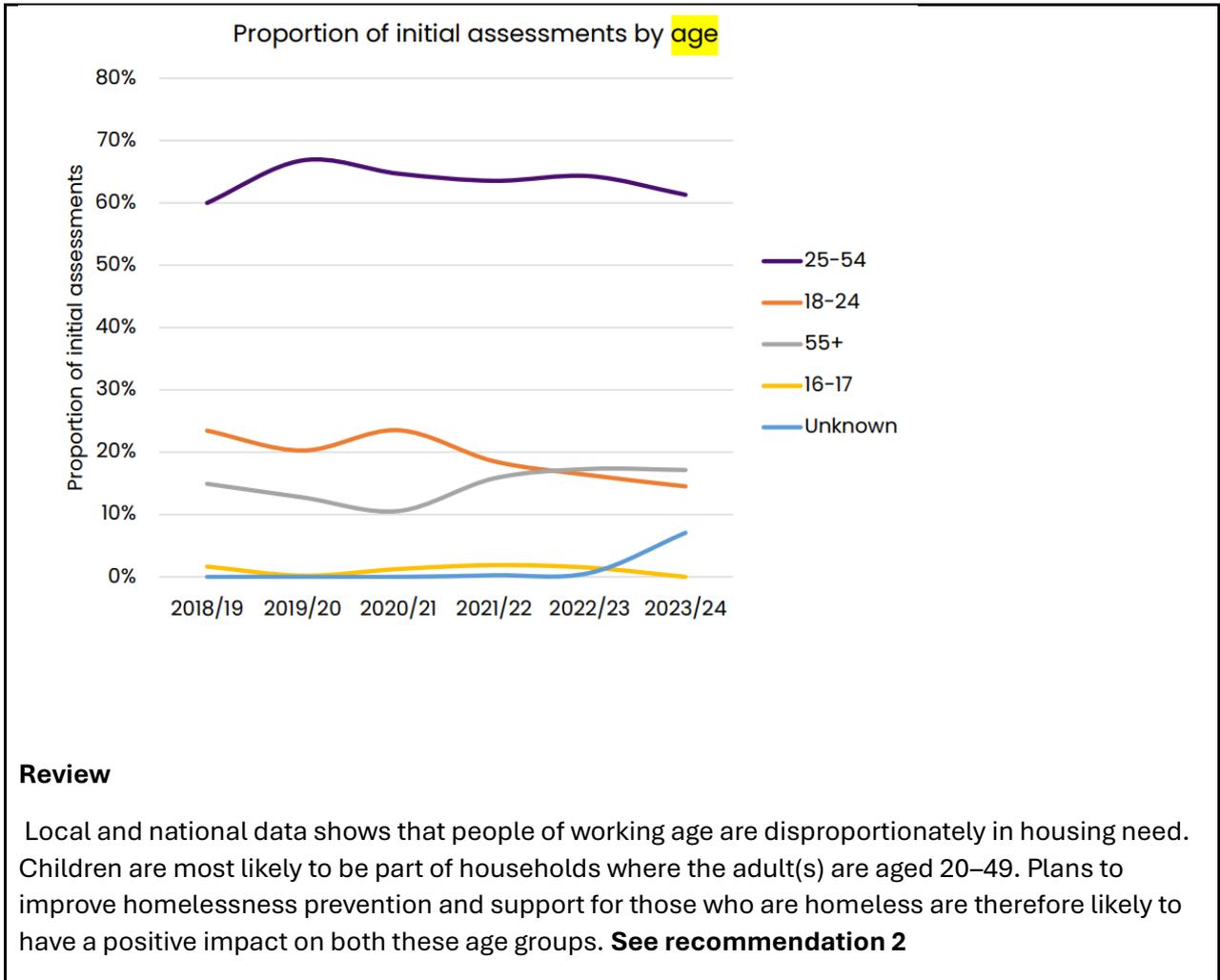


Age Trends in Initial Homelessness Assessments (2018/19–2023/24)

The data illustrates (figure 3) how the proportion of initial assessments has shifted across age groups over a six-year period:

- **Adults aged 25–54** consistently represent the largest proportion of initial assessments. Peaking around **2019/20**, this group has remained above **60%** throughout, indicating that working-age adults continue to be the primary demographic engaging with assessment services.
- **Young adults aged 18–24** show moderate but fluctuating representation, ranging between **15% and just under 20%**. This suggests a steady but secondary level of need among younger adults, possibly linked to transitional life stages such as leaving education or care.
- **Older adults aged 55+** have seen a **gradual increase** in assessments over time. Initially below the 18–24 group, they **surpassed it around 2022/23**, reflecting growing demand for support among older individuals—potentially due to health, housing, or financial challenges.
- **Teenagers aged 16–17** consistently account for a **small proportion** of assessments, remaining below **5%**. This may reflect targeted support systems already in place for this age group or lower engagement with adult services.
- **Unknown age** cases have **risen sharply** in recent years, reaching levels comparable to the 18–24 and 16–17 groups by **2023/24**. This trend may point to data collection issues or gaps in recording demographic information.

Figure 3 Proportion of initial assessments for homelessness:



5. Disability:

Does your analysis indicate a disproportionate impact relating to Disability, considering our anticipatory duty?	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

<p>Council Data</p> <p>Council records disability and health data set for the housing register, TA and Homelessness-different data sets/ terminology is used for each record which should be reviewed.</p> <p>Housing Register (Oct 2025)</p>

Out of a total of 1,686 on the register, a significant proportion reported disability / Health conditions:

- Mental Health Issues were the most commonly reported- 461 participants, which represents 27.34% of the total.
- Mobility or Physical Issues were reported by 410 participants, accounting for 24.32%.
- Learning Difficulties were identified in 106 participants, making up 6.29% of the total.

Housing Register	Count	Percentage
Mental Health Issues	461	27.34
Learning Difficulties	106	6.29
Mobility or Physical Issues	410	24.32

Homelessness Presentations from 1 April 2025 to 30 September 2025

Out of a total of 569, a significant proportion reported disability / health conditions:

- Mental Health
39.89% (227 individuals) reported a history of mental health problems.
- Learning Disabilities:
11.95% of participants (68 individuals) identified as having a learning disability.
- Physical Ill Health and Disabilities:
28.47% of participants (162 individuals) reported physical health issues or disabilities.

Category	Count	Percentage
History of Mental Health Problems	227	39.89
Learning Disability	68	11.95
Physical Ill Health and Disability	162	28.47

TA data Oct 2025

Among the 644, a significant proportion reported disability / health conditions:

- **Mental Health:**
A notable **43.01%** (277 individuals) reported a history of mental health problems.
- **Learning Disabilities:**
11.49% (74 individuals) identified as having a learning disability.
- **Physical Ill Health and Disabilities:**
28.11% (181 individuals) reported physical health issues or disabilities.

TA	Count	Percentage
History of Mental Health Problems	277	43.01
Learning Disability	74	11.49

Physical Ill Health and Disability	181	28.11
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English indices of deprivation IMD 2025

Latest IMD data shows, Health Deprivation and Disability domain ranks Hastings poorly, indicating higher prevalence of limiting long-term illness and poor health outcomes.

Disabled people face compounded barriers in housing and employment, increasing vulnerability.

Housing and Economic Development Needs Assessment (HEDNA)

Table 1 : Prevalence rates of household population with a long term health problem or disability in Hastings (HEDNA)

Disability	All Ages	0–15	16–24	25–34	35–49	50–64	65–74	75–84	85+
Limited	21%	5%	7%	10%	17%	28%	41%	62%	82%
Limited a lot	10%	2%	3%	4%	8%	14%	17%	29%	48%
Limited a lot & Bad/V. Bad Health	5%	1%	1%	2%	5%	9%	10%	15%	21%

Source: Census 2011

Table 2. Hastings Disability Growth Indicators based on Dwelling-led LHN (HH14R) Scenario, as per HEDNA

	2021 est.	2044 est.	Growth	Growth pa	Growth %
Long Term Health Problem or Disability					
Activities Limited a Lot	8,286	9,885	1,599	70	19%
Activities Limited a Lot & Bad or Very Bad Health	4,817	5,746	930	40	19%
DWP Benefits					
Disability Living Allowance	3,866	4,654	788	34	20%
Personal Independence Payment Entitlement	5,672	6,829	1,157	50	20%
Attendance Allowance Entitlement	2,405	3,833	1,429	62	59%

Source: 2011 Census, DWP, Edge Analytics

Table 2 shows HEDNA report has projected growth in residents claiming DWP disability-related benefits over the period to 2044. This includes an anticipated growth in DWP benefit recipients in Hastings of between 20% and 59%.

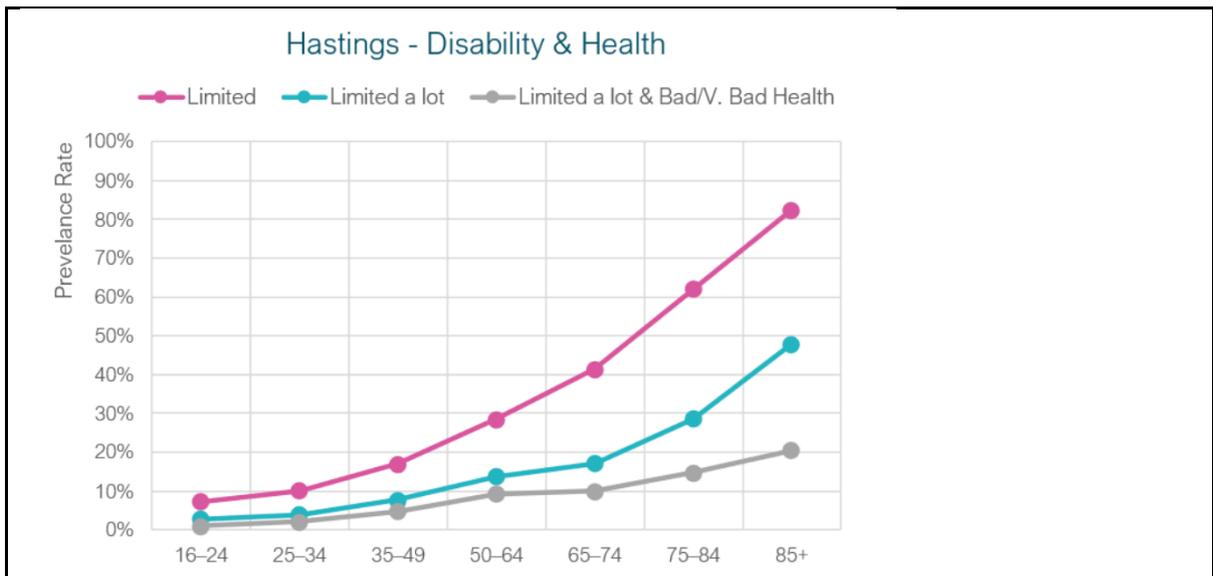


Figure 4. Household population with a long-term health problem or disability in Hastings Census 2011

Residential and nursing care

Hastings has a higher-than-average number of working-age adults (18–64) in residential and nursing care compared to other areas in England (East Sussex in Figures)

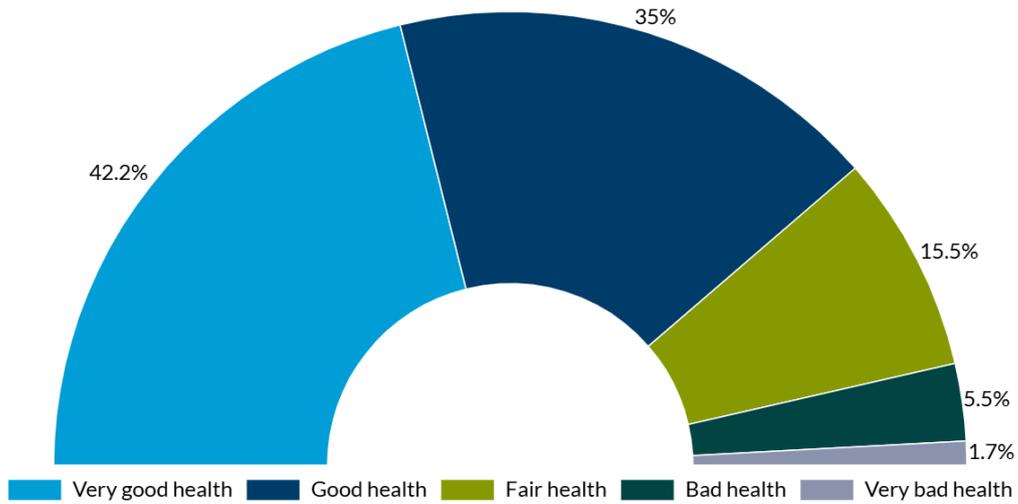
This group includes individuals with complex needs, such as:

- Learning disabilities
- Mental health conditions
- Physical disabilities
- Substance misuse issues

Self Reported Health Data

Figure 5 Self reported general Health, Census 2021

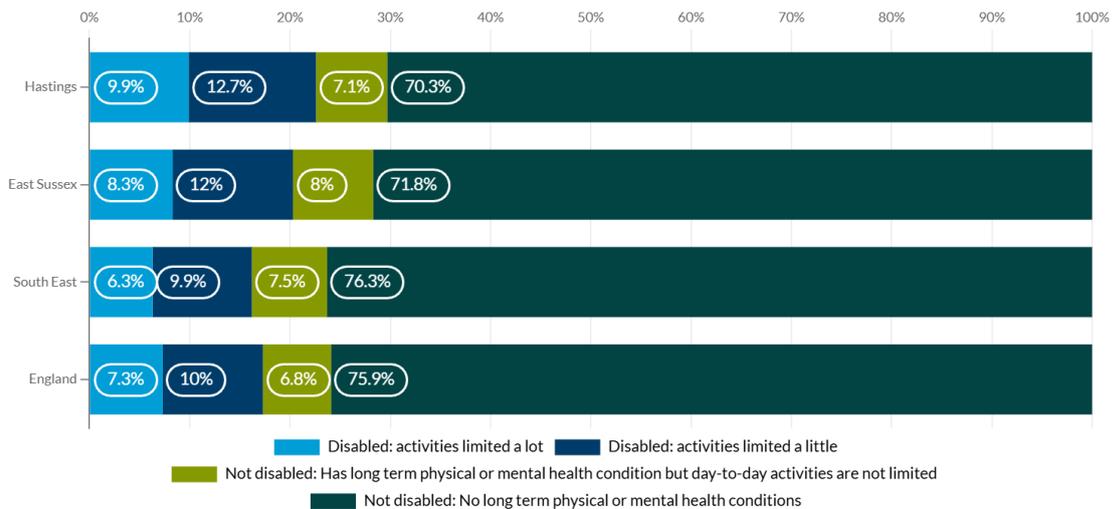
Self-reported general health, Hastings , 2021



Source: ONS Census 2021

Figure 6 Self reported disability status Census 2021

Self-reported disability status under the Equality Act, Hastings , 2021



Source: ONS, Census 2021

As per Figure 6, shows that 22.6% of Hastings residents reported being disabled (9.9% with activities limited a lot, 12.7% limited a little). This is higher than: East Sussex (20.3%), Southeast (16.2%) and England (17.3%).

This suggests that Hastings has a greater concentration of people with disabilities, particularly those whose daily activities are significantly affected.

Accessible Housing - Housing Register Hastings

The following table shows the households on the Housing Register with an assessed need for an accessible home and their banding.

Mobility Level	A	B	C	D	Grand Total
1	23	1		1	25
2	25	6			31
3	156	154	14	16	340
Grand Total	204	161	14	17	396

Mobility Level Where a property is advertised for applicants with restricted mobility i.e. Mobility Level 1, 2 or 3, priority will be given to applicants who require this type of property. •

Mobility Level 1 – Typically, suitable for a person who uses a wheelchair full time, indoors and outdoors. The property will provide full wheelchair access throughout.

Mobility Level 2 – Typically, suitable to a person with restricted walking ability and for those that may need to use a wheelchair for some of the time. The property will have internal and external level or ramped access, but some parts of the property may not be fully wheelchair accessible.

Mobility Level 3 – Typically, suitable for a person able to manage two or three steps, but unable to manage steep gradients. The property may have adaptations to assist people with limited mobility.

There is a severe shortage of accessible homes, both for permanent and temporary accommodation.

In March 2025, Public Health published a Multiple Compound Needs (MCN) Assessment. MCN means people living with at least 3 support needs, including homelessness, poor mental health, substance dependency, domestic abuse and contact with the criminal justice system. The MCN Assessment drew on data from the Rough Sleeping Initiative (now the Rough Sleeper Prevention and Recovery Programme and the Changing Futures programme. The assessment found that the number of people living with multiple compound needs in East Sussex was 1,360 between 2022 and 2023.

The needs assessment included the following overview of support needs:

MCN Type	Count	As a % (of people living with at least 3 support needs)
Mental Health	1,147	84%
Homelessness	1,095	81%

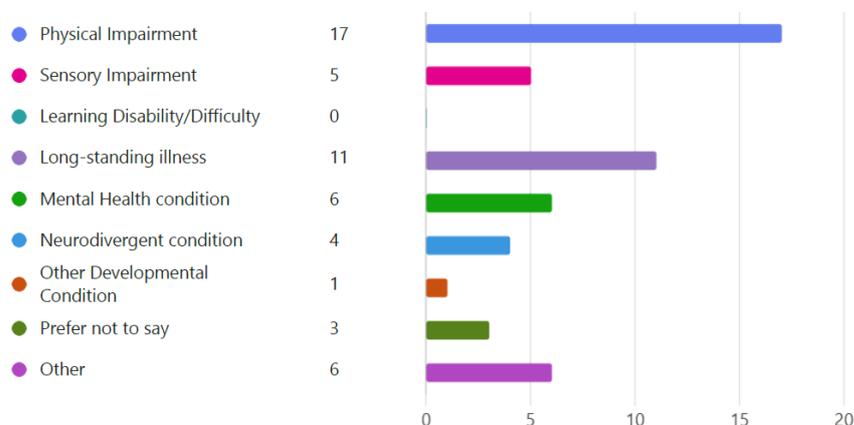
Substance Misuse	991	73%
Domestic Violence	656	48%
Probation	625	46%

CONSULTATION

28% of people who responded to the draft housing strategy consultation consider themselves to have a physical or mental health conditions or illnesses lasting or expected to last 12 months or more.

Of which 30% said that their condition or illnesses reduced their ability to carry out day-to-day activities.

The following conditions/ illnesses were recorded by people who responded:



Challenges raised in the consultation

- Need to strengthen joint working arrangements with housing benefit and DWP teams, to ensure a consistent approach to evidencing the requirements of enhanced housing benefit rates.
- Delays in move on due to a lack of affordable housing solutions, means people have to stay longer in supported housing than they need, which means people who do need the support cannot move in and benefit from it.
- A shortage of move on options for people requiring ongoing support, such as Housing First.
- Implementation of Renters Rights Bill. Concerns that an unintended consequence of the changes may be that private landlords are less willing to let their properties to people without a history of tenancy sustainment or choose to leave the market altogether reducing the availability of move on accommodation.
- Current East Sussex County Council budget proposals, which include reductions to supported accommodation provision and floating support.
- Providers are highlighting increased cost pressures through National Insurance uplifts.

- Gaps in provision for accessible and adaptable accommodation – particularly challenging given the topography of the town and older housing stock.
- Gaps in accommodation provision in other pathways, for example for people leaving hospital and prison

Lived Experience from Consultation

"Being on disability benefits means that we are unlikely to be able to find another place, should we need to."

"We have struggled to find affordable housing for our large family to rent in Hastings, this has become worse with needing adaptations for disability and accessibility."

"Very difficult, me and my son have been in temporary accommodation for nearly a year due to my landlord selling the property we were in and now it's impossible to get a private rental accommodation as I am disabled and rely on universal credit and pip."

"More permanent housing for single occupiers and those with physical and mental health needs."

"I rely on disability benefits, and so there are practically no landlords who are willing to rent me, and my husband, a property."

"I need a level access flat so I can use my wheelchair."

Temporary Accommodation Survey

Asked respondents - Are your day-to-day activities limited because of a health condition or disability which has lasted or is expected to last 12 months or more?



Autism

National Housing Benefit policy is based on adults under 35 sharing with others, and this is often not accessible for autistic people who need their own space. There is also a lack of appropriate supported living options for young autistic /AuADHD/ ADHD adults to develop their independence. These factors mean that autistic people are likely to remain living with their family or guardians for longer. Relationships can often break down and the autistic person can need to move out of the local area and away from their support networks or become homeless.

The draft housing strategy consultation received 4 responses from individuals who identified as neurodivergent.

Mental Health

East Sussex Joint Strategic Needs Assessment (JSNA) Summary 2025

- Confirms that 1 in 4 people in East Sussex will experience mental ill-health during their lifetime.
- Highlights Hastings as having particularly high mental health needs, especially among working-age adults and those in deprived areas.
- 1 in 4 people in East Sussex will experience mental ill-health at some point in their lives.
- The GP-recorded prevalence of Severe mental illness (e.g. schizophrenia, bipolar disorder)

NHS Public health data

- Hastings has higher rates of mental health issues than most other areas in East Sussex.
- The GP-recorded prevalence of depression in East Sussex is 15.2%, compared to the England average of 12.3%. Hastings is among the areas with the highest rates.
- Hastings also has significantly higher hospital admission rates for alcohol-specific conditions (801 per 100,000), which are often linked to poor mental health.

Supported Accommodation

The Council does not hold data on supported accommodation in relation to protected characteristics as this is held by County Council.

REVIEW

Collection of data on disability within housing services is not consistent and there is evidence of under-reporting. This requires improvement, note that some terminology is out of date and should be reviewed updated. **See recommendations 1 and 2**

5.1 What inclusive adjustments are you making for diverse disabled people impacted? For example: D/deaf, deafened, hard of hearing, blind, neurodivergent people, those with non-visible disabilities, and with access requirements that may not identify as disabled or meet the legal definition of disability, and have various intersections (Black and disabled, LGBTQIA+ and disabled).

It is anticipated that measures set out in the Housing Strategy 2025 to 2030 are likely to have a positive impact on disabled people now and in the future

Relevant actions identified in the strategy

- Continue to over deliver on the Disabled Facilities Grant, spending the historically accrued reserve.
- Test and learn from different uses for the Disabled Facilities Grant fund, including adaptations in temporary accommodation and the potential to acquire new accessible homes. We will involve disabled people to help us develop new and more impactful ways of delivering the fund.
- Create a new Housing Solutions Officer role, funded through the Disabled Facilities Grant, to support households to relocate to more suitable housing where adaptations are not feasible in their current home.
- We will review all Band A applicants on the Housing Register with an identified mobility need to identify where we can make use of direct nominations to accessible homes, or where a mutual exchange could enable a move.

What will we do with others?

- Undertake joint research to better understand the needs of older people in the Private Rented Sector, working with colleagues in Housing Benefit and Council Tax services, Adult Social Care and the Voluntary Sector to identify the level of need. We will use this better understanding of need to better target tenancy support services, the allocation of older persons accommodation and Disabled Facilities Grants.
- Make sure housing is a core part of community-based services in health and care, including new Integrated Community Teams and Mental Health
- Neighbourhood Support Teams.
- Co-produce a new hospital discharge protocol for people in housing need
- Ensure our homelessness prevention services provide holistic support, including wellbeing and links to training and employment.
- Scope, develop and deliver refuge provision for victims of domestic abuse, in partnership with specialist domestic abuse services.
- Work through the county-wide Multiple Compound Needs Board to develop a multi-disciplinary approach to supporting people with multiple compound needs, including housing. This approach will build on the learning and good practice started through our services for rough sleepers and the Changing Futures programme.
- Work through the East Sussex Housing Partnership to continue to strengthen collaborative working with housing, health and care.
- Work jointly with health colleagues to develop a specification for primary care hub services in Hastings.
- Work jointly with Adult Social Care to deliver shared priorities in the Adult Social Care Strategy and Prevention Strategy.
- Prepare for the new Supported Housing Regulations. Work with partners across Sussex to develop a new Supported Housing Strategy, setting out how we will increase the supply of supported housing and address any gaps.

6. Ethnicity, 'Race', ethnic heritage (including Gypsy, Roma, Travellers):

Does your analysis indicate a disproportionate impact relating to ethnicity?	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

COUNCIL DATA

Housing Register October 2025

As of October, the Housing Register recorded a total of 1,686 applicants. The largest ethnic group represented is White: English / Welsh / Scottish / Northern Irish / British, with 968 individuals, accounting for 57.41% of the total.

- A significant portion (526 applicants, or 31.2%) did not disclose their ethnic origin.
- Other notable groups include:
 - Any other White background: 64 applicants
 - Black / African / Caribbean / Black British: African: 23 applicants
 - Any other ethnic group: 39 applicants

Smaller groups such as Asian / Asian British: Bangladeshi, Chinese, and Pakistani each had fewer than 6 applicants.

	Ethnic Origin
Any other Asian background	17
Any other Black / African / Caribbean background	4
Any other ethnic group	39
Any other White background	64
Asian / Asian British: Bangladeshi	5
Asian / Asian British: Chinese	4
Asian / Asian British: Pakistani	3
Black / African / Caribbean / Black British: African	23
Black / African / Caribbean / Black British: Caribbean	2
Don't know / refused	526

Mixed / Multiple ethnic groups: White and Asian	5
Mixed / Multiple ethnic groups: White and Black African	5
Mixed / Multiple ethnic groups: White and Black Caribbean	13
White? Gypsy or Irish Traveller	4
White: English / Welsh / Scottish / Northern Irish / British	968
White: Irish	4
Grand Total	1686

Homelessness Presentations from 1 April 2025 to 30 September 2025

Between 1 April and 30 September 2025, there were 569 homelessness presentations recorded.

- The majority of applicants identified as White: English/Welsh/Scottish/Northern Irish/British, totalling 431 individuals, which represents 75.75% of all presentations.
- A further 85 applicants (14.94%) did not disclose their ethnic background.
- Other notable groups include:
 - Any other White background: 12 applicants
 - Black/ African/Caribbean/Black British: African: 9 applicants
 - Other ethnic group: Arab: 5 applicants

Smaller groups such as Asian/Asian British: Bangladeshi, Chinese, and various mixed ethnic backgrounds each had fewer than 6 presentations.

Ethnic group of the main applicant	
Any other Asian background	2
Any other Black/African/Caribbean background	2
Any other ethnic group	6
Any other Mixed/Multiple ethnic background	2
Any other White background	12
Asian/Asian British: Bangladeshi	2
Asian/Asian British: Chinese	1
Black/ African/Caribbean/Black British: African	9
Black/ African/Caribbean/Black British: Caribbean	2
Don't know / refused	85
Mixed/Multiple ethnic groups: White and Asian	2
Mixed/Multiple ethnic groups: White and Black Caribbean	6
Another ethnic group: Arab	5

White: English/Welsh/Scottish/Northern Irish/British	431
White: Irish	1
Not known	1
Grand Total	569

Household in TA - main applicant, October 2025

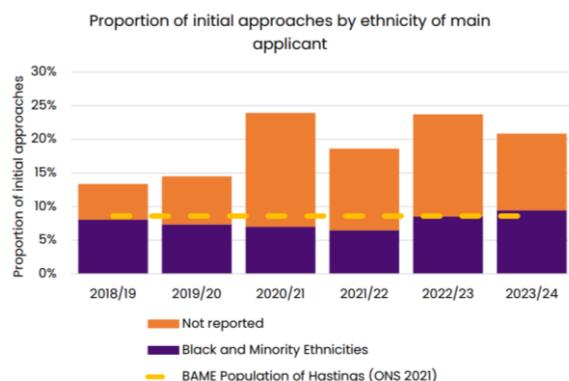
In October 2025, there were 642 households in temporary accommodation.

- The largest ethnic group among main applicants was White: English/Welsh/Scottish/Northern Irish/British, comprising 471 households, which accounts for 73.36% of the total.
- A further 69 households (10.75%) did not disclose their ethnic background.
- Other notable groups include:
 - Any other White background: 21 households
 - Black/ African/Caribbean/Black British: African: 17 households
 - Other ethnic group: Arab: 14 households

Smaller groups such as Asian/Asian British: Bangladeshi, Chinese, and various mixed ethnic backgrounds each had fewer than 10 households.

	Count of Client Ethnic group of the main applicant
Any other Asian background	3
Any other Black/African/Caribbean background	2
Any other ethnic group	16
Any other Mixed/Multiple ethnic background	5
Any other White background	21
Asian/Asian British: Bangladeshi	5
Asian/Asian British: Chinese	1
Asian/Asian British: Pakistani	2
Black/ African/Caribbean/Black British: African	17
Black/ African/Caribbean/Black British: Caribbean	4
Don't know / refused	69
Mixed/Multiple ethnic groups: White and Asian	2
Mixed/Multiple ethnic groups: White and Black African	1
Mixed/Multiple ethnic groups: White and Black Caribbean	9
Another ethnic group: Arab	14
White: English/Welsh/Scottish/Northern Irish/British	471
Grand Total	642

Hastings Homelessness Review 2025, Data for Homelessness applications



The Hastings Homelessness Review 2025 concluded ‘We cannot draw any conclusions about the rate of initial approaches by different ethnic backgrounds due to the high amount of non-reporting, but the proportion of initial assessments for main applicants identifying as BAME has increased since 2021/22’.

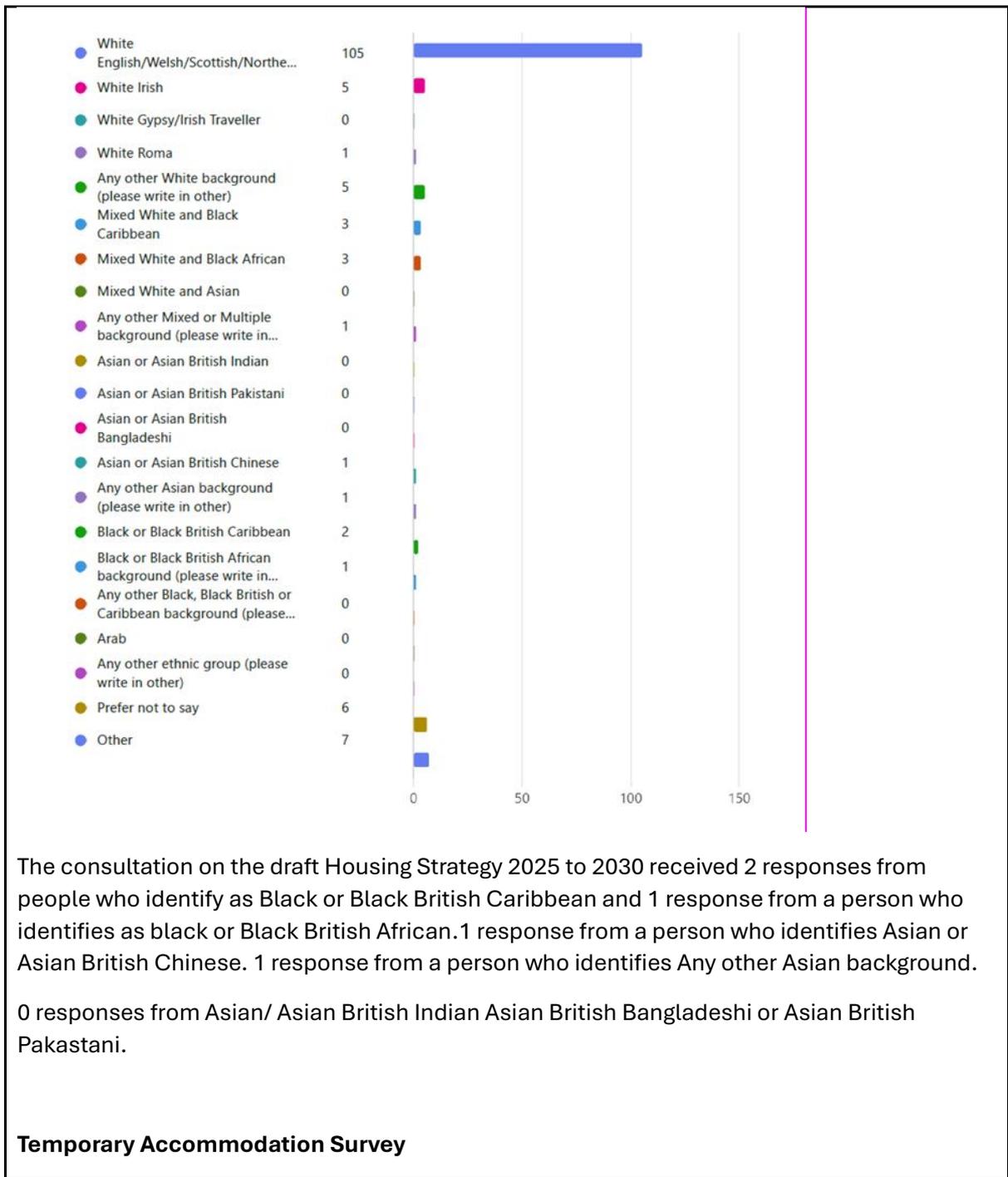
Data from the Census 2021 indicates the following:

- White: 85.1% (77,418 residents)
- Mixed or Multiple ethnic groups: 2.9%
- Asian or Asian British: 2.1%
- Black, Black British, Caribbean or African: 1.6%
- Another ethnic group: 1.3%
- White: Roma: 0.2% (highest in East Sussex) [East Susse...d Religion]

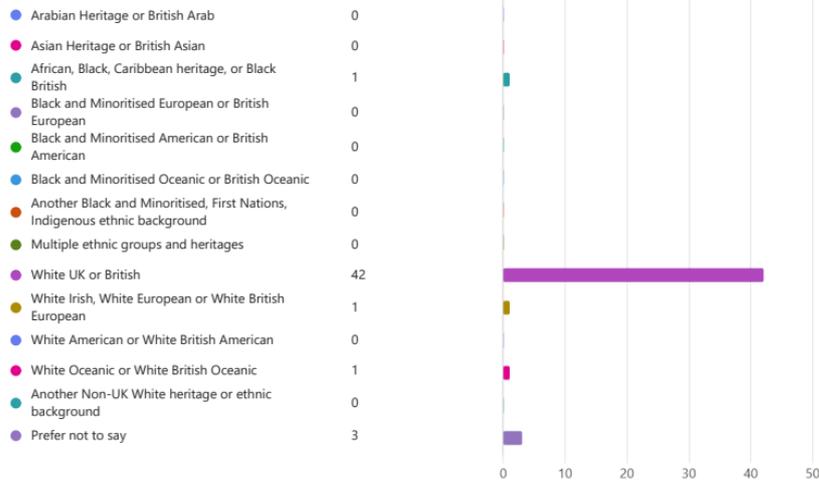
We have not been able to identify any local assessment of housing needs in relation to ethnicity, ‘race’ or ethnic heritage due to the HEDNA not recording this.

CONSULTATION

The following graph indicates ethnic group, the highest proportion of responses came from white English/Welsh/Scottish/ Northern Ireland:



29. Ethnicity



Wider Research/ Reports

UCL Development Planning Unit, 1 in collaboration with The Refugee Buddy Project

Report highlights refugee and migrant experience of housing in Hastings. Challenges in for Asylum Seekers and Refugees in Hastings:

- **Poor Housing Conditions:** Interviewees in Hastings reported living in unsuitable housing, including properties with severe black mould, poor ventilation, and overcrowding. These conditions worsened physical and mental health.
- **Lack of Support:** Many asylum seekers and refugees struggled to navigate housing issues due to limited guidance from caseworkers and council services. Support was often only available through local charities and volunteers.
- **Discrimination:** There were reports of racial discrimination from landlords and housing service staff. Some caseworkers were described as deliberately withholding information or isolating families.
- **Homelessness Risk:** Refugees leaving Home Office accommodation faced high risks of homelessness due to lack of coordination between services and insufficient move-on support.
- **Role of Local NGOs:** Positive housing outcomes were mostly achieved through intervention by migrant-led organisations, which helped with advocacy, housing access, and navigating entitlements.

Recommendations from report:

- **Improve Coordination:** Between councils and migrant-led charities.
- **Anti-Discrimination Training:** For housing staff and service providers.
- **Holistic Support:** Legal advice, housing navigation, and safeguarding awareness.
- **Empowerment:** Involve people with lived experience in designing housing policies.

Housing needs of Gypsies, Roma and Travellers

The council's planning policy team are currently working closely with ESSC, East Sussex Districts and Borough and the South Downs National Park Authority to address Gypsy, Roma and Traveller and Travelling Show people accommodation land supply. They have formed a Joint working group and will Commission an updated assessment of need as a successor to the May 2022 East Sussex Gypsy, Traveller and Travelling Show people Accommodation Needs Assessment.

Note that current data sets and terminology on gypsies, Roma and travellers needs to be reviewed within housing service data to be consistent – currently does not mention Roma. Data on Travelling Showpeople is likewise not available.

To note the 2022 briefing produced by Friends, Families & Travellers, *Accommodation issues facing Gypsies and Travellers in England*. This highlights a national problem with many local authorities failing to meet the needs of this group. The briefing recommends that local (and national) government should switch from an enforcement approach to encampments to an approach of provision, including permanent and transit sites and the promotion and adoption of negotiated stopping agreements. It also calls for the Government to reintroduce pitch targets and a statutory duty onto local authorities to meet the assessed need for Gypsy and Traveller sites, adopt a definition of a Traveller in planning terms that incorporates all Gypsies and Travellers who need a pitch to live on, and introduce a rolling programme of ring-fenced funding for local authorities to build Gypsy and Traveller sites. Some of these recommendations have since been brought into force.

Gypsies, Travellers and Travelling Showpeople (GTTSP) is used as a collective reference to communities defined within the Planning Policy for Traveller Sites (PPTS, 2024). This includes:

Gypsies and Travellers, defined as persons of nomadic habit of life, whatever their race or origin, including those who have ceased to travel temporarily or permanently due to educational or health needs, or old age, and others with a cultural tradition of nomadism or living in a caravan, excluding Travelling Showpeople or circus people travelling together as such; and

Travelling Showpeople, defined as members of a group organised for the purposes of holding fairs, circuses or shows, whether or not travelling together, including those who have ceased to travel temporarily or permanently for reasons such as a localised pattern of trading, education, health or old age, excluding Gypsies and Travellers as defined above. The definition does not include people who are using a vehicle as a temporary recreational travel option but otherwise have a permanent home base which meets their housing needs to fall within this definition. Likewise, care should be taken to distinguish between travelling communities and households residing in vehicles out of necessity as a result of insecure housing or homelessness who are seeking permanent general needs housing with no desire to continue a nomadic lifestyle.

The council does not have designated transit pitches and instead operates a form of negotiated stopping together with ESSC in response to reports of unauthorised encampments. This includes confirming the residential status of households (whether homeless, have no permanent location, or have access to a permanent pitch), and ensuring

welfare checks are carried out and length of stay and arrangements for disposal of waste and access to services are agreed. The majority of households supported through this process identify the purpose of their visit as recreational and do not consider themselves to have a permanent unaddressed housing need within the borough.

intersections

Ethnicity, ‘race’ and ethnic heritage as a protected characteristic has many possible intersections including but not limited to religion, expatriates, migrants, asylum seekers, and refugees. This section should therefore be read in conjunction with relevant sections.

The 2022 GTAA stakeholder interviews identified through one stakeholder that there may be an increase in mental health issues within the community. Incidences of bullying in the education system towards GTTSP children was also reported. GTTSP households are generally committed to ensuring their children access a good standard of education and it is essential that barriers to access (e.g. bullying) are mitigated.

Activities within the strategy that foster positive community cohesion would support this.

See recommendations 1, 2, 3, 4.

7. Religion:

Does your analysis indicate a disproportionate impact relating to Religion, Belief, Spirituality, Faith, or Atheism?	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

<p>Council Data</p> <p>Housing Services do not currently record data on faith, this protected characteristic is not being monitored. There is therefore a lack in baseline data and ability to review impacts, see Recommendation 1.</p> <p>Hastings (2021 Census)</p> <p>The religious landscape in Hastings presents a distinct profile compared to the national average in England, reflecting both regional cultural dynamics and broader societal trends.</p> <ul style="list-style-type: none"> • 49.0% of Hastings residents reported having no religion, significantly higher than the 37.2% national average. This suggests a more secular population in Hastings, possibly influenced by local demographics, cultural attitudes, or generational shifts.
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- Lower Christian Affiliation- 37.8% of Hastings residents identified as Christian, compared to 46.3% across England.
- Minimal Representation of Other Faiths
- Muslim: Just 1.0% in Hastings vs 6.5% nationally.
- Hindu: 0.3% in Hastings vs 1.7% nationally.
- Jewish and Sikh communities each represent 0.1% locally, compared to 0.5% and 0.9% nationally.

Religion	Hastings (%)	England (%)
Christian	37.8%	46.3%
No religion	49.0%	37.2%
Muslim	1.0%	6.5%
Buddhist	0.5%	0.5%
Hindu	0.3%	1.7%
Jewish	0.1%	0.5%
Sikh	0.1%	0.9%
Other religion	1.1%	0.6%

Religious and cultural practices can influence housing preferences and requirements.

Some faith groups may require specific housing arrangements, such as communal living environments or designs that reflect particular architectural or spiritual traditions. Cultural customs within religious communities can also shape expectations around household composition, privacy, and proximity to places of worship. Additionally, factors such as age, family size, and socioeconomic status within faith groups play a role in determining housing needs. Faith-based organisations are vital contributors to addressing housing challenges, offering not only practical assistance but also emotional, spiritual, and moral support to individuals and families in need.

Homelessness applications

Information about faith is not recorded on homelessness applications, nor is it available for people living in temporary accommodation.

Intersections

There are many intersections between faith and other protected characteristics, including but not limited to, ethnicity, 'race' and ethnic heritage and human rights. This section should therefore be read in conjunction with others.

Gender Identity and Sex:

Does your analysis indicate a disproportionate impact relating to Gender Identity and Sex (including non-binary and intersex people)?	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

The profile of Hastings mirrors that of England for Sex in the 2021 Census. The figure in brackets is for England. Female 51.1% (51.0%) Male 48.9% (49.0%)

Gender identity refers to a person’s sense of their own gender, whether male, female or another category such as non-binary. This may or may not be the same as their sex registered at birth. The question on gender identity was new for Census 2021. The question was voluntary and was only asked of people aged 16 years and over. People were asked “Is the gender you identify with the same as your sex registered at birth?”, and they had the option of selecting either “Yes”, or selecting “No” and writing in their gender identity.

In Hastings 93.4% of those asked this question answered that their gender identity was the same as their sex registered at birth. The England average was 93.47%.

Council Data

Housing Register as at 09/10/2025

Row Labels	Count
Female	1132
Male	548
Transgender	4
Unknown	2
Grand Total	1686

Homelessness Presentations from 1 April 2025 to 30 September 2025

Row Labels	Count of Sex
Female	282
Male	285
Not Known / Other	1
Prefer not to say	1
Grand Total	569

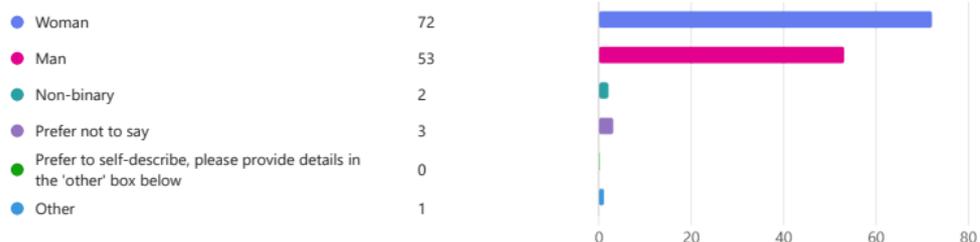
Council data on TA tenants, Oct 2025:

Row Labels	Count
Female	392
Male	249
Not Known / Other	1
Prefer not to say	2
Grand Total	644

CONSULTATION

The graph below shows the gender identities of those answering the housing strategy consultation:

17. What is your gender?



Issues raised in the consultation

- Women are disproportionately impacted by homelessness and there is a need to fund services supporting women at risk of becoming homeless and homeless women.
- Need to address specific needs of homeless and insecurely housed women who are experiencing, at risk of or traumatised by abuse, trafficking, being prostituted etc.
- Urgent need for a single sex and specialist women's refuge.
- Lack of engagement with accommodation providers including social landlords on preventing homelessness for tenants experiencing domestic abuse. What preventative measures are there or taking place to help the victim remain in accommodation (where safe to do so) and not force into homelessness?

Hastings has higher rates of domestic abuse within the UK:

- Estimated **2,683 female victims**, **1,182 male victims**, and **3,437 children** affected annually. This contributes to homelessness among women and families fleeing abuse. (Safe Lives Crime Survey for England and Wales)

This protected characteristic has several intersections including, but not limited to, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and domestic and/or sexual abuse. This section should be read in conjunction with these other sections.

See recommendation 2.

8. Gender Reassignment:

Does your analysis indicate a disproportionate impact relating to Gender Reassignment?	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.

Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice. It is a term of much contention and is one that Stonewall's Trans Advisory Group feels should be reviewed.

2021 Census

Category	Hastings (%)	England (%)
Gender identity same as sex at birth	94.0%	93.5%
Gender identity different from sex at birth	0.4%	0.5%
Did not answer / wrote in another identity	0.6%	0.6%

In Hastings, 0.4% of residents aged 16+ identified as having a gender identity different from their sex registered at birth, slightly below the national average of 0.5%

The majority (94%) in Hastings reported their gender identity matched their sex at birth, slightly above the England average of 93.5%.

The data from the Census 2021 give some indication of the numbers of people in Hastings and those using housing services who have this protected characteristic.

The **East Sussex LGBTQ+ Comprehensive Needs Assessment (2021)**, identified the following challenges:

Discrimination in Housing Settings

- Trans and non-binary individuals reported feeling unsafe or unwelcome in shared housing environments.
- Experiences of misgendering, lack of privacy, and harassment were common, especially in temporary or supported accommodation.

Barriers to Accessing Housing

- Trans residents faced barriers when applying for housing, including:
 - Fear of disclosing gender identity
 - Limited understanding of trans needs among housing providers
 - Lack of inclusive policies and staff training

Youth Vulnerability

- Trans young people were more likely to experience family rejection, leading to housing instability or homelessness.

Need for Inclusive Housing Services

- The assessment recommended:
 - Training for housing staff on gender identity inclusion
 - Monitoring gender identity in housing services
 - Development of safe, inclusive housing options for trans and non-binary people

Council Data

Homelessness Presentations from 1 April 2025 to 30 September 2025

Row Labels	Count of Is your gender the same as the sex you were registered at birth?
No	2
Prefer not to say	60
Yes	507
Grand Total	569

Council data on TA tenants, April 2025:

Is your gender the same as the sex you were registered at birth?	Total
Prefer not to say	139
Yes	436
Grand Total	575

CONSULTATION

TA survey asked the following in regard to Trans or Trans history:

34. Do you consider yourself to be trans or have a trans history?



Intersections

This protected characteristic intersects with several others, including gender reassignment, sexual orientation, marriage and civil partnership, pregnancy, and experiences of domestic and/or sexual abuse. This section should be considered alongside related guidance on these areas.

See recommendation 2

9. Sexual Orientation:

Does your analysis indicate a disproportionate impact relating to Sexual Orientation?	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

2021 Census data show Hastings has a higher proportion of LGB+ residents (4.6%) compared to the national average (3.2%), with a particularly strong representation of gay/lesbian and bisexual identities.

Council Data

Housing Register, October 2025

Out of 1,686 applicants, an overwhelming 97.39% had their sexual orientation marked as "Not available", indicating either a lack of data collection or limited disclosure. Only 39 individuals identified as heterosexual, and just 1 person identified as bisexual. A small number (4 applicants) chose "Prefer not to say".

This suggests that sexual orientation data is either not routinely captured or not consistently disclosed at the point of registration. It highlights a potential gap in inclusive data practices or applicant comfort levels with sharing this information.

	Count
Bisexual	1
Heterosexual	39
Not available	1642
Prefer not to say	4
Grand Total	1686

Homelessness Presentations from 1 April 2025 to 30 September 2025

Among 569 presentations, the picture is more nuanced:

- 52.72% of applicants (300 people) preferred not to disclose their sexual orientation.
- 263 individuals identified as heterosexual, making up 46.23%.
- Very small numbers identified as bisexual (1), gay/lesbian (1), or other (3).

This dataset shows a slightly better level of disclosure than the Housing Register but still reflects a high level of privacy preference. The presence of LGBTQ+ identities, though minimal, is visible and should be acknowledged in service planning.

	Sexual orientation of the main applicant
Applicant Prefers not to say	300
Bisexual	1
Gay / Lesbian	1
Heterosexual / Straight	263
Other sexual orientation	3
Not known	1
Grand Total	569

Council data on TA tenants, Oct 2025:

Of the 644 households in temporary accommodation:

- 60.87% (392 applicants) preferred not to disclose their sexual orientation.
- 242 individuals identified as heterosexual (37.58%).
- A small number identified as gay/lesbian (3), bisexual (1), or other (6).

This dataset shows the highest proportion of LGBTQ+ representation among the three, albeit still very small. The relatively high rate of non-disclosure again points to the need for sensitive and inclusive data collection methods.

	Sexual orientation of the main applicant
Applicant Prefers not to say	392
Bisexual	1
Gay / Lesbian	3
Heterosexual / Straight	242
Other sexual orientation	6
Grand Total	644

Homelessness Reports

According to the 2025 AKT report, LGBTQ+ youth are:

- Twice as likely to experience hidden homelessness (e.g., sofa surfing, squatting).
- 26% of LGBTQ+ youth surveyed had experienced hidden homelessness, compared to 4% in government estimates.
- 33% of trans youth and 50% of non-white LGBTQ+ youth reported hidden homelessness

The East Sussex LGBTQ+ Needs Assessment (2021) found that:

- LGBTQ+ individuals are disproportionately impacted by homelessness.
- Contributing factors include family rejection, discrimination, and lack of inclusive services.
- There are gaps in data collection, making it harder to tailor services effectively.

The **East Sussex LGBTQ+ Comprehensive Needs Assessment (2021)**, identified the following challenges:

Discrimination in Housing Settings

- LGBTQ+ individuals, especially trans and non-binary people, reported feeling unsafe or unwelcome in shared housing environments.
- Experiences of bullying, harassment, and misgendering were common in supported accommodation.

Older LGBTQ+ Adults

- Those aged 50+ expressed concerns about:
 - Loneliness and isolation
 - Lack of LGBTQ+-friendly housing
 - Limited access to specialist support services
- Services like Switchboard offer dementia support and bereavement groups tailored to LGBTQ+ elders.

Youth Housing Vulnerability

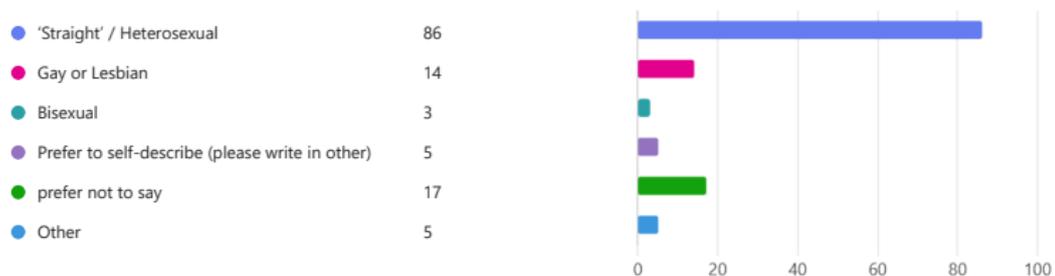
- LGBTQ+ young people were more likely to experience family rejection, leading to housing instability or homelessness.

Need for Inclusive Housing Services

- The assessment highlighted the need for:
 - Training for housing staff on LGBTQ+ inclusion
 - Monitoring of sexual orientation and gender identity in housing services
 - Development of safe, inclusive housing options across East Sussex

CONSULTATION

Of those who responded to the housing strategy consultation 86 people described their sexual orientation as Heterosexual/straight, 14 as Gay, 3 as Bisexual, 5 preferred to self-describe, 17 preferred not to say, and 5 as Other.



The LGBT Housing Manifesto, published by Brighton & Hove LGBT Switchboard, is a regional call to action addressing the urgent housing needs of LGBTQ+ individuals across Sussex, including Hastings. While the manifesto is Brighton-led, its findings and recommendations are highly relevant to Hastings due to shared challenges and demographics. The LGBT Housing Manifesto calls for

- LGBT specific housing for all life stages
- LGBT specific housing information and support
- Awareness training for commissioners and a quality standard for inclusive providers
- Embedding intersectional needs in future planning
- High quality data monitoring around sexual orientation and trans status

Intersections

This protected characteristic has many intersections including. This section should therefore be read in conjunction with other parts of this EIA.

Review

There is a need to improve data collection and analysis by housing services in relation to sexual orientation as set out in Recommendation 1. See also recommendation 2.

10. Marriage and Civil Partnership:

Does your analysis indicate a disproportionate impact relating to Marriage and Civil Partnership?	NO
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

<p>Data from the Census 2021 for Hastings</p> <ul style="list-style-type: none"> • Single (never married or never registered a civil partnership)35.2% • Married41.3% • Separated (but still legally married or in a civil partnership)3.2% • Divorced or formerly in a civil partnership 12.1% • Widowed or surviving civil partner8.2% <p>Housing service data was not available for this protected characteristic. The council’s equality monitoring does not require collection of data in relation to this protected characteristic.</p>
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11. Pregnant people, Maternity, Paternity, Adoption

Does your analysis indicate a disproportionate impact relating to Pregnant people, Maternity, Paternity, Adoption.	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

The Census does not collect data on this protected characteristic nor is data routinely collected by council housing services.		
The council records pregnancy for the housing register, Homelessness, and TA. The council does not collect data on Maternity, Paternity, Adoption.		
Pregnancy- at time of application	Count for Pregnancy	Total Applications
Housing Register - Oct 25	9	1686
Homelessness Presentation April- Sept 25	16	569
TA Oct 25	4	644
See recommendation 1 and 2.		

12. Looked after children, Care Leavers, Care and fostering experienced people:

Does your analysis indicate a disproportionate impact relating to Looked after children, Care Leavers, Care and fostering experienced children and adults (Especially considering for age, ethnicity, language, and various intersections).	YES
--	-----

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

<p>Homelessness Data – Council</p> <p>Analysis of homelessness applicants support needs (at the time of their assessment in includes two categories identifying care leavers. Some of this data may be incomplete and may not count for all care leavers at homelessness presentation.</p> <p>Homelessness Presentations from 1 April 2025 to 30 September 2025</p>
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Count of Care leaver 21-24	8
Count of Care leaver 25+	11
Grand Total	19
Total Presentations of Homelessness	569

Housing Register Oct 2025

	count	%
Care leavers	126	7.47%
Total on Housing Register	1686	

Household in TA - main applicant Oct 2025

Count of Care leaver 21-24	7
Count of Care leaver 25+	11
Total TA main applicant	642

Children Looked After (CLA) – Hastings

- 26.5% of all CLA in East Sussex are in Hastings— the highest proportion among all districts.
 - **Children Looked After as of 31st March 2025 (as per 24/25 903 Return)**
 - The district/borough they were living in prior to entering care

District/Borough of Home Address	Number of CLA March25	% of CLA at March25
Eastbourne	168	24%
Hastings	182	26%
Lewes	77	11%
Rother	58	8%
Wealden	118	17%
Outside East Sussex boundary	13	2%
Not applicable - UASC	72	10%
Grand Total	688	100%

The district/borough they were placed in, broken down by type of placement

District/Borough of Placement Address	Placement Type	Number of CLA March25	% of CLA at March25
Eastbourne	Children's Home	11	10%
	Foster Placement	49	43%
	Placed with Parents	5	4%

	Supported Accommodation	48	42%
Eastbourne Total		113	16%
Hastings	Children's Home	3	2%
	Foster Placement	94	76%
	Other Placement	1	1%
	Placed with Parents	15	12%
	Supported Accommodation	11	9%
Hastings Total		124	18%
Lewes	Children's Home	13	17%
	Foster Placement	51	68%
	Other Placement	2	3%
	Placed for Adoption	1	1%
	Placed with Parents	2	3%
	Supported Accommodation	6	8%
Lewes Total		75	11%
Rother	Children's Home	10	10%
	Foster Placement	82	80%
	Other Placement	9	9%
	Placed with Parents	1	1%
Rother Total		102	15%
Wealden	Children's Home	8	8%
	Foster Placement	81	84%
	Placed with Parents	5	5%
	Secure Unit	2	2%
Wealden Total		96	14%
Outside East Sussex boundary	Children's Home	80	45%
	Foster Placement	63	35%
	Other Placement	3	2%
	Placed for Adoption	16	9%
	Placed with Parents	5	3%
	Young Offender Institution	1	1%
	Supported Accommodation	10	6%
Outside East Sussex boundary Total		178	26%
Grand Total		688	100%

Care Leavers as of 31st March 2025 (as per 24/25 903 Return)

- The district/borough they were living in

Age Group	District/Borough	Count of Care Leavers	% of Care Leavers
17-21	Eastbourne	98	23%
	Hastings	97	23%
	Lewes	30	7%
	Rother	32	8%
	Wealden	19	4%
	Not known	13	3%
	Outside East Sussex boundary	135	32%
17-21 Total		424	60%
22-25	Eastbourne	42	15%
	Hastings	57	20%
	Lewes	33	12%
	Rother	18	6%
	Wealden	26	9%
	Not known	18	6%
	Outside East Sussex boundary	86	31%
22-25 Total		280	40%
Grand Total		704	100%

Care Leavers in Hastings

Total: 154 care leavers (out of 704 across East Sussex)

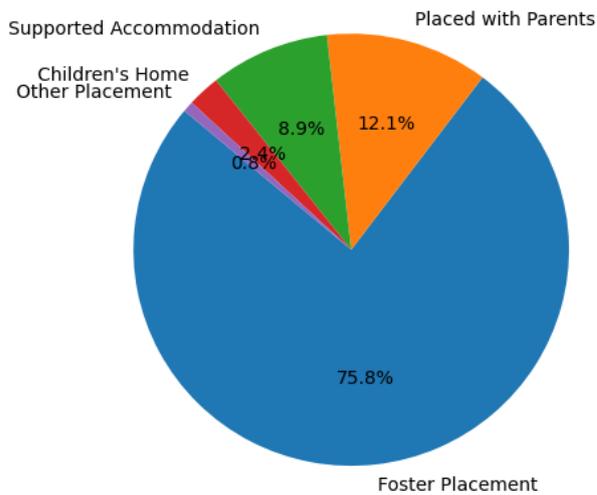
- 97 aged 17–21 (63.0%)
- 57 aged 22–25 (37.0%)

- Hastings accounts for 22% of all care leavers.

- **Foster carers open as of 31st March 2025 (as per 24/25 Ofsted Fostering Dataset)**
 - The district/borough where East Sussex approved fostering households were living

District/Borough	Count of Fostering households
Eastbourne	47
Hastings	61
Lewes	30
Rother	54
Wealden	61
Outside East Sussex boundary	24
Grand Total	277

CLA Placement Types in Hastings



Research undertaken by Centrepont, Brighton in 2017 indicates that care leavers experience additional challenges on leaving care including:

- Difficulty managing money
- They are unable to afford to rent
- They may have to move to an unfamiliar area
- They have to get used to less support
- Higher risk of losing their tenancy and becoming homeless

Considerations in terms of housing:

- Challenges in reuniting children with households currently in temporary accommodation
- The need for suitable accommodation to support foster placements
- Move-on options for care leavers and families

Consultation

The consultation did not ask respondents if they were care leavers.

Review

May need to review data sets on Looked after children, Care Leavers, Care and fostering experienced people **See recommendation 1 & 2**

13. Socio-economic Disadvantage:

Does your analysis indicate a disproportionate impact relating to Socio-economic Disadvantage? (Especially	YES
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considering for age, disability, D/deaf/ blind, ethnicity, expatriate background, and various intersections)	
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

The shortage of affordable housing in Hastings disproportionately affects individuals and families facing socio-economic disadvantage. Poor housing conditions—such as inadequate insulation—contribute to higher energy costs, further straining low-income households. These challenges often intersect with other vulnerabilities, including age, disability, and racial inequality, as these groups are more likely to experience lower household incomes. Measures proposed in the housing strategy, such as improving energy efficiency, have the potential to deliver meaningful benefits by reducing energy bills and improving overall wellbeing.

IMD 2025 Data for Hastings

- Hastings ranks among the most deprived local authorities in England, positioned 17th out of 317 nationally.
- 34% of neighbourhoods (LSOAs) in Hastings fall within the most deprived 20% nationally, indicating concentrated deprivation across multiple domains (income, health, housing).
- Hastings contains one of the most deprived neighbourhoods in England, alongside areas in Blackpool and Rotherham

14. Homelessness:

Does your analysis indicate a disproportionate impact relating to people experiencing homelessness, and associated risk and vulnerability? (Especially considering for age, veteran, ethnicity, language, and various intersections)	YES
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If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

As of June 2025, 637 local households are living in temporary accommodation, and most of them (526 households) are in privately procured temporary housing, 109 different people were found rough sleeping in Hastings.

Intersections between homelessness and protected characteristics are discussed throughout this equality impact assessment. Two key areas of concern should be highlighted:

- Risk of becoming homeless due to protected characteristics.
- Heightened vulnerability while homeless, especially where characteristics intersect.

In addition to these, other non-protected factors—such as substance misuse, educational attainment, and personal circumstances—can further increase risk.

A data-driven approach to risk profiling and service design is essential. As outlined in Recommendation 1, improving the collection and use of equalities and related data will be critical to successful implementation.

CONSULTATION

The draft strategy consultation did not ask participants about their current living arrangements, but the initial Housing survey asked to share experience of living in Hastings:

“Private sector has become so expensive that I faced homelessness due to section 21.”

“I lost my home after a rent hike, now live with relatives”.

Responses were also received from a number of organisations who provide support to people who are homeless or at risk of becoming homeless. Issues raised in the consultation can be reviewed here via the Homelessness Subgroup - **Hastings Housing Strategy - Sub Group Summary - Homelessness & Rough Sleeping**

See recommendations 1, 2, 5

15. Cumulative, multiple intersectional, and complex impacts (including on additional relevant groups): What cumulative or complex impacts might the activity have on people who are members of multiple Minoritised groups?

Intersections and complex impacts are considered in the sections above. Given the nature of such a wide-ranging strategy, it has not been possible to identify and consider all such intersections.

The Hastings Homelessness Review (May 2025) provides detailed insights into the population with compound multiple needs in Hastings.

- Definition of Multiple Compound Needs: Individuals experiencing at least three of the following: homelessness, poor mental health, substance dependency, domestic abuse, and contact with the criminal justice system.
- Hastings has seen over 300 people rough sleeping each year, with figures rising faster than the national average. In Q3 of 2024/25, 40% of the Rough Sleeping Initiative (RSI) caseload across East Sussex met the Multiple Compound Needs definition.

The review highlights that most individuals with compound needs are homeless, and many have a significant history of rough sleeping.

The strategy commits the council to:

- work through the county-wide Multiple Compound Needs Board to develop a multi-disciplinary approach to supporting people with multiple compound needs, including housing. This approach will build on the learning and good practice started through our services for rough sleepers and the Changing Futures programme.
- Use a Team Around the Person approach with Lead Professional, taking a trauma informed approach, for all individuals experiencing multiple and compound needs and where homelessness is one of those needs.

People with some protected characteristics and intersections are at higher risk of exploitation and harm, for example, cuckooing or modern slavery. This includes, but is not limited to, care leavers, people with learning disabilities, or people with mental health issues.

There is increased complexity and level of need of those placed in social housing or living in the private rented sector.

See recommendations 1 & 2

16. Action planning

Which action plans have the actions identified in the previous section been transferred to?

Actions to address the recommendations of this equality impact assessment have been included in the action plan for the housing strategy 2025 to 2030.

See also recommendation 7: to ensure that the recommendations of this EIA are reflected in the action plan.

What SMART actions will be taken to address the disproportionate and cumulative impacts you have identified?

Recommendation 1: The Housing service should review and, where necessary, enhance the collection and analysis of equalities data. This includes evaluating the systems currently in place to ensure they effectively capture and interpret relevant information. To support this, the Year 2 action plan should include a clear and specific commitment to address this priority."

Recommendation 2: 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+

- people from Black and racially minoritised groups including gypsies, Roma and travellers
- Gender Reassignment
- LGBT+ people
- Pregnant people
- 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

Recommendation 3: A commitment to joint working to address Gypsy, Roma and Traveller household land supply.

Recommendation 4: When future housing needs assessments are commissioned, consideration of ethnicity, 'Race', ethnic heritage and its intersections should be included in the specification.

Recommendation 5: that the needs of people with multiple, compound needs are explicitly considered in the implementation of the strategy.

Recommendation 6: 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.

Recommendation 7: ensure that the recommendations in this EIA are reflected in the yearly action plan for the strategy.

17. Outcome

What decision have you reached upon completing this Equality Impact Assessment?

Stop or pause the activity due to unmitigable disproportionate impacts because the evidence shows bias towards one or more groups.	
Adapt or change the activity to eliminate or mitigate disproportionate impacts and/or bias.	
Proceed with the activity as currently planned – no disproportionate impacts have been identified, or impacts will be mitigated by specified SMART actions.	X
Proceed with caution – disproportionate impacts have been identified but having considered all available options there are no other or proportionate ways to achieve the aim of the activity (for example, in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this policy or practice knowing that it	

may favour some people less than others, providing justification for this decision.

18. Summary

Summarise your overall equality impact assessment recommendations to include in any committee papers to help guide and support councillor decision-making:

This Equality Impact Assessment (EIA) evaluates the implications of the proposals outlined in the Housing Strategy 2025–2030. The strategy is a high-level framework that sets out a shared vision and framework for the council, housing providers, (both private and social), developers, support services, and community partners. By working together, we aim to tackle the housing pressures facing Hastings, including our affordability crisis, homelessness, and the condition of rented housing.

The EqIA clearly demonstrates that housing needs can have different causes, impacts and solutions across different groups and there is no one-size-fit all approach. By collecting data about the people we help, support and engage with, the council will be able to make sure that the actions within the strategy remain impactful and deliver the desired results.

If successfully implemented, the strategy is expected to have a positive impact on individuals with protected characteristics, as well as others identified in this assessment. The EIA highlights several factors—particularly those related to protected characteristics and their intersections—that influence housing need.

The council has direct influence over some of these factors through its statutory responsibilities and service delivery. However, achieving broader outcomes will require collaborative work with partners across sectors.

Given the scope and strategic nature of the document, it is not possible to assess the equality impact of each individual proposal at this stage. Therefore, in line with council policy, separate Equality Impact Assessments will be required for all service developments and change initiatives arising from the strategy’s implementation.

19. Publication

All Equality Impact Assessments will be published. If you are recommending, and choosing not to publish your EIA, please provide a reason:

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20. Approval

	Name and Job Title:	Date: DD-MMM-YY
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Responsible Lead Officer:	Alan Sheppard, Housing Strategy & Operations Manager	10/11/25
Accountable Manager:	Chris Hancock, Head of Housing	10/11/25