

NOTICE OF MEETING

CABINET MEMBER SIGNING

Monday, 23rd February, 2026, 1.00 pm - Alexandra House, 10 Station Road, Wood Green, London, N22 (watch the live meeting [here](#))

Councillors: Sarah Williams

1. FILMING AT MEETINGS

Please note that this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The Chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual or may lead to the breach of a legal obligation by the Council.

2. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

3. DECLARATIONS OF INTEREST

A member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

- (i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and
- (ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Register of Members' Interests or the subject of a

pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interests are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct

4. URGENT BUSINESS

The Chair will consider the admission of any late items of Urgent Business. (Late items of Urgent Business will be considered under the agenda item where they appear).

5. DEPUTATIONS / PETITIONS / QUESTIONS

6. LICENCE FEES ('RENTS') AND SERVICE CHARGES FOR COUNCIL OWNED SUPPORTED ACCOMMODATION (PAGES 1 - 24)

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Friday, 13 February 2026

Report for: Cabinet Member for Housing & Planning

Title: Licence fees ('rents') and Service Charges for Council owned Supported Accommodation

Lead Officer: Zahra Maye, Head of Housing Related Support

Report Author: Martin Gulliver, Housing Strategy & Policy Officer

Report for Key/ Non-Key Decision: Non-Key Decision

1 1 Describe the issue under consideration.

- 1.1 Haringey Council is the landlord of five short-term supported housing schemes of which three (Olive Morris Court, Carrol Court, and Hale Wharf) are held in the Housing Revenue Account (HRA) and two held in the General Fund (GF). Given the nature of the General Fund schemes, their addresses are not provided in this report but are referred to here as Scheme O and Scheme B.
- 1.2 These schemes are known as short-term Supported Housing as residents are offered these as for short-term placements of up to 2 years. These differ from long-term/life-time housing such as Sheltered Housing, Good Neighbour Schemes or Housing First tenancies. Although the rent setting approach is the same for long-term tenancies, these tenancies are excluded from this report as they are set as part of the Housing Revenue Account budget.
- 1.3 The accommodation in the short-term HRA schemes consists of 32 self-contained properties with a tenure of either a licence or non-secure tenancy. Conversely, accommodation in the GF schemes is provided in 36 rooms with shared facilities. These rooms are all held under licence.
- 1.4 While the schemes held in the HRA have their rents and service charges updated annually as part of the HRA rent setting process. However, the GF schemes have not been updated and so have fallen behind.
- 1.5 This report therefore seeks to confirm the charging policy applied for both HRA and GF short-term Supported Housing is to
- Align Licence Fees (aka Rents) for all short-term Supported Housing at Formula Rent + 10% as set out in the Rent Standard
 - Fully recharge the costs of any services provided which are not part of the licence fee (Rent). These are in-turn split into Housing Benefit eligible service and personal services.
- 1.6 This report also seeks to update the charges for the GF properties for 2026/27. The HRA charges for this year will be updated by the budget papers.

2 Recommendations

- 2.1 The Cabinet Member is recommended to approve:
- The Statement on Licence fees ('rents') and Service Charges for Council owned Supported Accommodation' (Appendix B)

- Update the General Fund Scheme charges in-line with this statement including the introduction of a personal charge which has not been charged to these residents.
- To implement this change with effect from Monday 6th April,

2.2 And to note the

- Equalities Impact Assessment (Appendix A)

3 Reasons for decision

- 3.1 Formalising the Licence Fees and Service Charges in one document provides clarity for residents on how the charges are set and confirms the common charging methodology applied to all schemes.
- 3.2 Updating the charges will also provide a standard approach to these in practice.

4 Alternative options considered.

Not formalising the Licence Fees and Service Charges

- 4.1 This option was rejected as this is not transparent, and General Fund rents would continue to be outside the annual rent increase process.

Not updating the General Fund Licence Fees and Service Charges

- 4.2 This option was rejected as this would maintain the differences in the fees charged for similar services.

5 Background information

- 5.1 Housing Related Support (HRS) supported housing provides a mix of 24-hour staffed accommodation and visiting support, offering safe, stable housing alongside tailored help for people with complex needs. It supports individuals with experiences of rough sleeping, mental health challenges, substance use, domestic abuse, and other vulnerabilities, helping them to build resilience, improve wellbeing, and move towards independent living.

Current rent setting approach and Governance

- 5.2 There are three schemes held in the HRA which have licence fees ('rents') and charges which have been updated annually as part of the HRA budget setting, and this will continue. This statement will clarify the rent setting process for these.
- 5.3 In contrast, the licence fees and charges for the two GF schemes have not been reviewed or updated since the schemes opened in 2020 and 2021. In both schemes, licence fees were originally based on formula rents and the full cost of HB eligible service charges at that time were recharged but with no personal charges.
- 5.4 It is proposed that the Council publishes the approach to charge setting in one document, and the Cabinet Member is therefore asked to approve the 'Statement on Licence fees ('rents') and Service Charges for Council owned Supported Accommodation' (Appendix B).

Fees and charges for 2026/27

5.5 The Cabinet Member is also asked to approve the update of the charges and fees for General Fund schemes (68 residents) for 2026/27 in line with this approach and as set out in table at 5.11 below with affect from 6 April 2026. Approval of the updated of the charges for Housing Revenue schemes is not sought in this report as those will be updated by the annual HRA budget report.

The Rent Standard

5.6 These 2026/27 licence fees will be set in accordance with the Rent Standard which has two effects.

- The Rent Standard limits the licence fees that can be charged at the start of any licence/tenancy. For Supported Housing, this is the formula rent + 10%. Typically, the level of formula rent is updated each year by CPI plus 1%.
- The Rent Standard also limits any increase in license fees for current residents. This limit is usually set at Consumer Price Index + 1% which equates to 4.80% in 2026/27). This applies even if the current licence fees are below the applicable formula rent + 10% for the property; there is no provision allowing “catching up” if the charges are originally set below formula rents + 10%.

5.7 The effect of these two functions means that where current residents have licence fees below formula rent + 10%, their licence fees will remain below this level as their licence fees can only be updated by CPI + 1%. This means that current residents charged at historically low fees will be charged less than new residents who will be charged the full formula rent plus 10%.

5.8 Service charges for the GF properties have been recalculated. Following discussions with Housing Benefit section, these charges have been split between those which are eligible for Housing Benefit ('eligible service charges') and those which are not ('personal charges').

5.9 As the licence fees (rents) and service charges for General Fund properties have not been reviewed in the annual budget papers so bringing the licence fee (rent) in line with the Rent Standard will let to sharp increase in the licence fee for new residents. This will not though apply to current residents who will, like their HRA counterparts, only have their Licence Fee increased by CPI + 1%.

5.10 It is also proposed that the licence fees and service charges for General Fund schemes are updated for new residents and that future budget papers incorporate the update in Supported Housing licence fees and charges as well as other GF rents. As these charges have not been updated since the schemes opened, the 2026/27 increases are effectively incorporating 5 years inflation and so are relatively high. It is expected that future increases will be more in line with inflation for that year.

5.11 Using these principles, new licence fees and eligible service charges will be as follows:

		HB eligible charges			
		Current residents		Future residents	
		B	O	B	O
Current	Scheme				
	Licence Fees (aka Rent)	£45.99	£42.35		
	HB eligible service charges	£319.20	£149.31		
	Total HB eligible charge	£365.19	£191.66		
Proposed	Licence Fees (aka Rent)	£48.20	£44.38	£64.41	£67.64
	HB eligible service charges	£335.52	£224.82	£335.52	£224.82
	Total HB eligible charge	£383.72	£269.20	£399.93	£292.46
Increase	Licence Fees (aka Rent)	£2.21 4.8%	£2.03 4.8%		
	HB eligible service charges	£16.32 5%	£75.51 51%		
	Total HB eligible charge	£18.53 5%	£77.54 40%		

5.12 For existing residents, these changes will come into effect on Monday 6th April. Residents will receive a 4 week notice prior to this increase as set out in their licence agreements.

5.13 For new residents, the new charges can apply on commencement of their occupancy following 6 April.

Personal Charges

5.14 The tables above show charges that are typically covered by Housing Benefit or Universal Credit, where applicable. In addition to these Housing Benefit–eligible charges, there are personal charges for items such as water, heating, and other utilities.

5.15 While schemes in the HRA have always applied personal charges, these have not previously been implemented for Schemes B & O. It is therefore proposed that Schemes B & O adopts the same charging approach as other schemes, introducing personal charges at the full cost of providing these services. For Scheme B, these charges will be set at £8.98 per week for 2026/27 and for Scheme O, at £13.66 per week.

5.16 As these schemes are intended as a short-term placement to help residents develop tenancy skills, the absence of these charges reduces its ability to replicate the financial responsibilities of a standard tenancy or licence. It also results in a missed opportunity to recover costs.

Effect on residents

5.17 With the exception of the personal charges, all fees (including the licence fees) in this report are eligible for Housing Benefit. Residents in these homes are currently receiving full Housing Benefit, and, given the nature of the schemes, it is also likely that this will be the case for future residents.

5.18 There will though be a small impact on residents by the update of the personal service charges as set out in the above table.

- 5.19 For residents who struggle to pay the personal service charge and subsequently fall into debt, the Council will provide targeted support to help them access available financial assistance. This includes signposting and facilitating applications to the Household Support Fund, Vicar's Relief Fund, and other relevant grants where appropriate. These measures aim to reduce the risk of financial exclusion and ensure that vulnerable residents are supported in maintaining their accommodation.

Effect on General Fund Income

- 5.20 The updated General Fund charges will generate an additional £190,000 in 2026/27. This forecast assumes a 100% collection rate, on the basis that these charges are fully covered by Housing Benefit. The increased income contributes to maintaining a balanced budget and enables continued reinvestment into the service.

Future Increases

- 5.20 It is proposed that future charges for General Fund schemes are updated as part of the annual budget setting process with implementation each April. This will follow the same approval process as the HRA schemes.
- 5.21 The cost of supported accommodation is a significant cost to the Council's finances; the increased income arising from these changes will help to offset that cost.

Carbon and Climate Change

- 5.22 This policy does not create or change any physical assets or direct service provision, there are no carbon or climate change implications.

6 Contribution to the Corporate Delivery Plan 2024-2026 High level Strategic outcomes

- 6.1 The recommendations in this report will support the Corporate Delivery Plan's theme 5, "Homes for the Future", and, in particular, its commitment to "undertake a full review of all policies relating to our tenants and leaseholders in our role as their landlord" and "Implement the new consumer standards across our services to meet our obligations under the new social housing regulation regime".

7 Statutory Officers comments.

- 7.1 Director of Finance, Procurement, Director of Legal and Governance, Equalities

Legal Comments

- 7.2 The Director of Legal and Governance has been consulted in the preparation of this report and comments as follows.
- 7.3 As a Registered Provider of social housing the Council is required to comply with standards set by the Regulator of Social Housing.
- 7.4 The effect of the Rent Standard is set out in the body of the report and in other statutory comments.
- 7.5 There is no legal reason why the Cabinet member cannot adopt the recommendations set out in this report.

Procurement Comments

- 7.6 Strategic Procurement note the report recommendations and there is no procurement related decision.
- 7.7 Strategic Procurement have not objections to the report recommendations.

Finance Comments

- 7.8 All registered providers are required to comply with the Regulator of Social Housing's Rent Standard.
- 7.9 The Rent Standard limits the licence fees that can be charged at the start of any licence/tenancy. For Supported Housing, this is the formula rent + 10%.
- 7.10 This report seeks to align the rents charged in General Fund supported housing units with the rent standard and service charge to full cost recovery as approved by the Council.
- 7.11 If approved, this will be consistent with the rent and service charges applied in supported housing units held the Housing Revenue Account. This will have positive impact on income due to the General Fund.

Equalities

- 7.12 The Council has a Public Sector Equality Duty (PSED) under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
 - Advance equality of opportunity between people who share protected characteristics and people who do not
 - Foster good relations between people who share those characteristics and people who do not
- 7.13 The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex, and sexual orientation. Marriage/civil partnership status applies to the first part of the duty.
- 7.14 Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.
- 7.15 An Equality Impact Assessment (Appendix A) has been completed for this change and has concluded that there will be an impact on residents but that it is reasonable for the Council to apply.
- 7.16 The council recognises that people who are aged 35 to 49 and male are over-represented among residents of supported accommodation. Residents are also more likely to include disabled people, people with mental health conditions and those experiencing socioeconomic disadvantage. However, as the majority of the changes in charges will be met by Housing Benefit, the changes are not anticipated to have any impact on service users, residents or staff.
- 7.17 For HRA tenants, there is no change in rent update policy or practice, and this report seeks to apply the annual charge update which has been applied for many years.

- 7.18 Similarly, for GF residents, there is no change in rent policy but the practice since there will be a one-off increase as the charges for these schemes have not been updated since the schemes opened in 2020 & 2021. Residents have therefore been undercharged. This paper seeks to approve those one-off updates and bring them in-line with all other Council owned tenants/licences.
- 7.19 As these schemes are intended as a short-term placement to help residents develop tenancy skills, the absence of these charges reduces its ability to replicate the financial responsibilities of a standard tenancy or licence. The Impact Assessment also notes the support to be provided to those who will be most affected by the changes. The impact of the introduction of personal charges will thus have a negative impact in the short-term but may have a positive impact on the long-term.
- 7.20 As the application of annual increases in rent and service charges is along established principle, the Council considers it reasonable to apply these updates to bringing these into line with the HRA schemes and all other Council owned tenures.

8 Use of Appendices

Appendix A: Equalities Impact Assessment

Appendix B: Statement on Licence fees ('rents') and Service Charges for Council owned Supported Accommodation

9 Background Papers

None.

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Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advance equality of opportunity between people who share protected characteristics and people who do not.
- Foster good relations between people who share those characteristics and people who do not.

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Licence fees ('rents') and Service Charges for Supported Accommodation
Service Area:	Adults, Housing, Health
Officer Completing Assessment:	Martin Gulliver
Equalities Advisor:	Elliot Sinnhuber
Cabinet meeting date (if applicable):	n/a
Director/Assistant Director	Sara Sutton Corporate Director Adults Housing Health

2. Executive summary

- This report sets the licence fees and charges for non-secure supported housing. This housing is offered as a short-term placement for up to 2 years and typically includes support on site. The report does not include long term/secure accommodation even if support is provided as the rents and charges are set by the annual HRA budget report.
- The cabinet report has two aims.
 - to confirm the fee setting arrangements for supported housing. These have been in place for many years for the HRA properties but not formalised. These fee setting principles are also to be applied to General Fund properties which have not been updated since the schemes opened.
 - To confirm the 2026/27 increases for General Fund schemes. These increases would normally be set out as part of the annual budget setting but for clarity, this has been removed from the 2026/27 budget report and for approval in this report.
- As there is a long history of updating charges annually for HRA properties, this is not a change of policy or practice. Similarly, the General Fund properties also followed the same rent setting policy when they were initially let but in practice, the licence fees and charges have not been updated. This Assessment will therefore focus of this change of practice and the one policy change of introducing personal charges for General Fund residents.

- As with all increases in rent, this has a potentially negative impact on some protected characteristics. The households in supported housing have an over-representation of those who are 35 to 50 years old and of males. It is also likely to have an over-representation of those with a physical or mental health condition.
- There are three different charges in the report – the Licence Fee (“Rent”), Housing Benefit eligible service charges (which are both payable by housing benefit) and personal charges (which residents have to pay themselves). At this time, all residents are eligible for Housing Benefit save for a few who are not eligible for public assistance and who are not charged for the licence fee as service charges. The impact of the increases for in the licence fee and HB eligible service charges is therefore neutral.
- There will though be modest increase in personal charges of between £9 and £13 a week. For residents who struggle to pay the personal service charge and subsequently fall into debt, the effects will be mitigated by the provision of targeted support to help them access available financial assistance. This includes signposting and facilitating applications to the Household Support Fund, Vicar’s Relief Fund, and other relevant grants where appropriate. These measures aim to reduce the risk of financial exclusion and ensure that vulnerable residents are supported in maintaining their accommodation.

3. Consultation and engagement

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

This paper is replacing the rent setting process usually undertaken as part of the annual budget setting. As such, no consultation will be undertaken before approval, but all residents will receive at least 28 days notification of the changes and given a chance to respond.

3b. Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics.

Not applicable

4. Data and Impact Analysis

4a. Age

Borough Profile¹

- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

Target Population Profile

The service data for Housing First and Resettlement Service (which also includes some residents not affected by this policy) is as follows.

- 18-24 (3%)
- 25-34 (18%)

¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/population-and-household-estimates)

- 35-49 (42%)
- 50-64 (19%)
- 65+ (8%)

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The service data reports percentages of adult service users as opposed to Borough data which also includes minors. Taking this into account, there is an over-representation of residents who are 35 to 49 years old compared to the borough population.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral.

While there is a negative impact of the increase in personal charges there is no reason to believe that the impact of these changes will be higher among the age groups represented in this population.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral

Though there is an over-representation of residents who are 35 to 49 years, there is no reason to believe the impact will disproportionately affect this group and so the impact of increasing/introducing personal charges is also neutral.

4b. Disability

Borough Profile²

- Disabled under Equality Act – 13.7%³
 - Day to day activities limited a lot – 6.1%.
 - Day to day activities limited a little – 7.5%.
- 7.5% of residents people diagnosed with depression⁴
- 1.7% of residents diagnosed with a severe mental illness⁵
- 0.4% of people in Haringey have a learning disability⁶

Target Population Profile

The service data for Housing First and Resettlement Service (which also includes some residents not affected by this policy) does not record disability. However, a high proportion of

² Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/population-and-household-estimates)

³ Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/disability)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

⁵ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

⁶ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

residents in these schemes have a history of rough sleeping. The Rough Sleeping strategy reports that among rough sleepers

- Common mental health disorder 25 – 31%
- Physical disability 9.7 - 14%
- Learning disability 1.5 - 3.5%
- Alcohol misuse 7.0 - 11%
- Drug misuse 11 – 15%

The above figures are ranges representing a 95% confidence interval.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

There is likely to be an over-representation of those with a disability and particularly those with a mental health condition as compared to the borough.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral.

The impact of updating the HRA personal charges is not likely to have a differential impact due to physical or mental health as there are currently support put in place to enable residents to make these payments.

The introduction of personal charges to the General Fund schemes is more likely to have an impact on those with a mental health disability but the nature of the support – which is focused on building skills for tenancy sustainment – will mean this is minimised. The introduction of charges (with support available) will also mean that residents are better prepared to meet similar payments when they move on to non-supported accommodation.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral.

It is likely to be an over-representation of residents who disabled and there are reasons to believe that the introduction of new personal charges for General Fund residents may be more difficult for those with mental health conditions. However, these residents will be supported in their payment, and the introduction of these charges will assist in training for these charges when they move on from supported housing.

The impact of the new personal charges is likely to be negative in the short-term but beneficial in the long term.

4c. Gender Reassignment

Borough Profile⁷

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%.
- Trans woman – 0.1%
- Trans man - 0.1%

Target Population Profile

The service data for Housing First and Resettlement Service (which also includes some residents in alternative accommodation and so not affected by this policy) is as follows.

Gender Identity different from sex registered at birth but no specific identity given (1%)

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The proportion of residents with a Gender Identity different from sex registered at birth is similar to the borough population.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral.

The impact of updating/increasing personal charges is not likely to have a differential impact due to gender reassignment and so the impact of increasing/introducing personal charges is also neutral.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty (*“Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act”*) applies to this protected characteristic.

Borough Profile ⁸

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

The marital/civil partnership status of residents is not known.

⁷ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/population-and-household-estimates)

⁸ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/marriage-and-civil-partnership-status)

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The marital/civil partnership status of residents is not known but all residents are occupying the rooms as single individuals. The marital status of residents is not collected as this is not related to the support they receive and is not relevant to the decision.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral and there is no reason to believe the impact will disproportionately affect this group and so the impact of increasing/introducing personal charges is also neutral.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact

4e. Pregnancy and Maternity

Note⁹:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Borough Profile ¹⁰

Live Births in Haringey 2021: 3,376

Target Population Profile

The pregnancy status of residents is not known but it is likely to be minimal as those who are pregnant (or have maternity status) would usually be housed (or re-housed) in alternative accommodation.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

No. There are no residents who have maternity status and likely to be none who are pregnant.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral.

⁹ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

¹⁰ Births by Borough (ONS)

Pregnant people are less able to increase their income and so might be more likely to be impacted by the increase/new charges. However, payment of charges and budgeting are a key skill for future tenancies which is a key aspect of this supported accommodation.

if there were any pregnant residents (while awaiting a move to alternative accommodation) residents would be offered support to enable them to meet the personal charges.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral. Though there may be a higher impact for those who are pregnant or in maternity, there is likely to be no or minimal residents with this characteristic.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.¹¹

Borough Profile¹²

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

Black: 17.6%

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

Mixed: 7.0%

- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

White: 57.0% in total

- English/Welsh/Scottish/Norther Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Target Population Profile

¹¹ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/)

¹² Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-population/ethnicity)

The service data for Housing First and Resettlement Service (which also includes some residents not affected by this policy) is as follows.

- Asian (2%)
- Black (33%)
- Mixed (6%)
- Other (3%)
- White (52%)
- Unknown (9%)

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

No, representation among residents is similar to that of the borough population.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

No. The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral and there is no reason to believe the impact of the update/introduction of the personal charges would be higher for those of different races.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact

4g. Religion or belief

Borough Profile ¹³

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

Target Population Profile

The religion of residents is unknown.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The religion of residents is unknown.

¹³ Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral.

No. The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral and there is no reason this group would be disproportionately impacted by the update/introduction of the personal charges.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact

4h. Sex

Borough profile ¹⁴

- Females: (51.8%)
- Males: (48.2%)

Target Population Profile

The service data for Housing First and Resettlement Service (which also includes some residents not affected by this policy) is as follows.

- Females: (32%)
- Males: (67%)

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Yes. Males are over-represented among residents.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

No. The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral and there is no reason this group would be disproportionately impacted by the update/introduction of the personal charges, so the impact of increasing/introducing personal charges is also neutral.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact.

Although there is no reason to believe this group would be disproportionately impacted by the update/introduction of the personal charges, the over-representation of males means that the introduction of new personal charges for General Fund could have a negative impact on this protected characteristic. However, these residents will be supported in their payments, and the introduction

¹⁴ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/genderidentityageandsex/2021)

of these charges help residents prepare for when they move on from supported housing. The impact of the new personal charges is likely to be negative in the short-term but beneficial in the long term.

4i. Sexual Orientation

Borough profile ¹⁵

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Target Population Profile

The service data for Housing First and Resettlement Service (which also includes some residents not affected by this policy) is as follows.

- All other sexual orientations: 1%
- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The proportion of residents with Gay, Lesbian and Bisexual orientations is below the borough population and those with other non-heterosexual is in line with the borough population.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

No. The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral and there is no reason this group would be disproportionally impacted by the update/introduction of the personal charges.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact

4j. Socioeconomic Status

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁶

¹⁵ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender)

¹⁶ ONS – [ONS Claimant Count](https://www.ons.gov.uk/peoplepopulationandcommunity/employmentandunemployment/bulletins/unemploymentclaimantcount)

- 19.6% of residents were claiming Universal Credit as of March 2023¹⁷
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁸

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁹
- 3.7% of Haringey's working age population had no qualifications as of 2021²⁰
- 5.0% were qualified to level one only²¹

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.²²

Target Population Profile

- All residents are on Housing Benefit and those on lower incomes are over-represented.
 - The Educational Attainment of residents is not known but likely to have fewer educational qualifications than the general population.
- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Those on benefits are over-represented among residents.

- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral as the cost increases is covered by housing benefits.

Individuals from lower socioeconomic backgrounds are more likely to live in supported accommodation and are less able to afford cost increases. Therefore, introducing or increasing personal charges is likely to disproportionately and negatively impact this group.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The impact of the annual update in Licence Fees (aka Rent) and HB eligible service charges is neutral.

¹⁷ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/statxplore)

¹⁸ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](https://www.ons.gov.uk/peopleinwork/earningsandincome/articles/estimatesofthenumberandproportionofemployeejobswithhourlypaybelowthelivingwagebyworkgeographylocalauthorityandparliamentaryconstituencyuk/april2017andapril2018)

¹⁹ DfE – [GCSE attainment and progress 8 scores](https://www.gov.uk/government/statistics/gcse-attainment-and-progress-8-scores)

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](https://www.local.gov.uk/data-reports)

²¹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](https://www.local.gov.uk/data-reports)

²² IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019)

There is likely to be an over-representation of residents who are from a lower socioeconomic background and the introduction of new personal charges for General Fund could have a negative impact on this protected characteristic. However, these residents will be supported in their payments, and the introduction of these charges help residents prepare for when they move on from supported housing. The impact of the new personal charges is likely to be negative in the short-term but beneficial in the long term.

4. Key Impacts Summary

5a. Outline the key findings of your data analysis.

There is an overrepresentation of people who are 35 to 49 years old and those on benefits compared to the borough population. There is also likely to be an over-representation of those with a physical or mental health disability.

5b. Intersectionality

See above, there is an over representation of 35–49-year-old men with mental health conditions who come from a lower socioeconomic background.

5c. Data Gaps

There are data gaps for Religion and Marital Status, but it is not expected that these demographics are over-represented and it is unlikely that they will be disproportionately affected.

5. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

The increase in any charges has a negative impact and due to the client base, there are groups who are over-represented. However, these charges are in line with government guidance and with the rent setting for other tenures which includes full recovery of personal and housing benefit eligible service charges.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

No major change to the proposal: Y

The council recognises that people who are aged 35 to 49 and male are over-represented among residents of supported accommodation. Residents are also more likely to include disabled people, people with mental health conditions and those experiencing socioeconomic disadvantage. However, as the majority of the charges will be met by Housing Benefit, the changes are not anticipated to have any impact on service users, residents or staff.

For HRA residents, there is no change in rent update policy or practice, and this report seeks to apply the annual charge update which has been applied for many years.

Similarly, for GF residents, there is also no change in rent update policy but there will be a one-off increase as the charges for these schemes have not been updated since the schemes opened in 2020 & 2021. The change is therefore limited to the introduction of a personal charges which have previously not been charged. These charges already in place for HRA residents.

As these schemes are intended as a short-term placement to help residents develop tenancy skills, the absence of these charges reduces its ability to replicate the financial responsibilities of a standard tenancy or licence.

While residents may find these charges difficult to meet, the support provided on-site is focused on preparing them for a private or other tenancy where these payments will need to be made. Support will therefore be provided to those who will be most affected by the changes.

For residents who struggle to pay the personal service charge and subsequently fall into debt, the Council will provide targeted support to help them access available financial assistance. This will include signposting and facilitating applications to the Household Support Fund, Vicar's Relief Fund, and other relevant grants where appropriate. These measures aim to reduce the risk of financial exclusion and ensure that vulnerable residents are supported in maintaining their accommodation.

As the application of annual increases in rent and service charges is along established principle, the Council considers it reasonable to apply these updates to bringing these into line with the HRA schemes and all other Council owned tenures.

Adjust the proposal: N

Stop and remove the proposal: N

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action:	A review of the impact on residents in advance of the 2027/28 rent setting which will be implemented in April 2027
Lead officer:	Head of Housing-Related Support
Timescale:	April 2027

For residents who struggle to pay the personal service charge and subsequently fall into debt, the Council will provide targeted support to help them access available financial assistance. This includes signposting and facilitating applications to the Household Support Fund, Vicar's Relief Fund, and other relevant grants where appropriate. These measures aim to reduce the risk of financial exclusion and ensure that vulnerable residents are supported in maintaining their accommodation.

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision

- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

The Head of Housing-Related Support will be responsible for monitoring the impact and a review will be undertaken as needed before further increases.

8. Authorisation

EQIA approved by (Assistant Director/ Director)



Date

29/01/2025.

9. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.

Appendix B:

Supported Accommodation Licence fee ('rent') and Service Charges

This Statement applies to short-term tenancies and licences in Supported Housing schemes held in the Housing Revenue Account and General Fund. In this context, short-term Supported Housing are placement, typically of up to 2 years. These differ from long-term/life-time housing such as Sheltered Housing, Good Neighbour Schemes or Housing First tenancies which are not covered by this statement.

The Licence fee ('rent') and charges for short-term Supported Accommodation are set as follows.

- The Licence fee for current residents will be updated annually in line with the Rent Standard and implemented as part of the annual budget setting process.
- The Licence fee ('rent') for new residents will be set at formula rent + 10%.
- The full costs of Housing Benefit eligible services will be fully recharged to residents.
- The cost of other services which are ineligible for Housing Benefit (Personal Service charges) will also be set at full cost.

For all current schemes, the licence fees and charges will be updated annually as part of the applicable budget setting reports and updated in April of each year.

For new schemes which commence between annual budget setting reports, the licence fees and charges will be set out in the 'Gateway 3' report to the Cabinet.

Where a scheme is commissioned and the landlord is anyone other than the Council, the rents and charges will be set by the relevant landlord.

January 2025

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