

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advancing equality of opportunity between those with a 'relevant protected characteristic' and those without one.
- Fostering good relations between those with a 'relevant protected characteristic' and those without one.

In addition, the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2, and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Council Housing Estate Parking changes
Service area	Homes for Haringey
Officer completing assessment	Gethin Segel
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	8 th December 2020
Director/Assistant Director	David Joyce, Director of Housing, Regeneration & Planning

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- The proposal which is being assessed*
- The key stakeholders who may be affected by the policy or proposal*
- The decision-making route being taken*

A new estate parking management scheme based on powers provided to Local Authorities under the Road Traffic Regulation Act 1984 to be run by Haringey Council's own In-House Parking Service. The new scheme will amend the rules and charges associated with permissions to use the available parking on housing estates.

The proposals will affect anyone residing on a Haringey Council housing estate with an Estate Controlled Parking Scheme who wishes to make use of the available parking. The proposals will affect residents regardless of tenure, gender, age, disability, race, ethnicity, sexual orientation, religious belief, pregnancy, or marital status.

The proposals will be considered by Haringey Council's Cabinet in December.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	Not applicable
Gender Reassignment	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	Not applicable
Age	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the	Not applicable

	wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	
Disability	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	Not applicable
Race & Ethnicity	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	Not applicable
Sexual Orientation	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	Not applicable
Religion or Belief (or No Belief)	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	Not applicable
Pregnancy & Maternity	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	Not applicable
Marriage and Civil Partnership	Haringey Council Tenancy equalities profile (see below) Resident consultation and engagement (see Appendix C) Information on Haringey Council Leaseholders and Freeholders is limited and this EQIA relies on the wider population Haringey Equalities Profile http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf	Not applicable

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

Access to Haringey Council housing is subject to an allocations policy governed by central legislation dictating the priority access to housing. As a result, certain groups are over-represented in the Homes for Haringey client base when compared with general wider population, this includes lone parents of working age, those with disabilities/long term limiting conditions and old age pensioners. The details of the client base are summarised below.

Sex – Females are over-represented in the Tenancy client base in comparison with the general population of both Haringey and London in general (64% of Tenants versus 50% in the general population). Due to the allocation of social housing this includes the female client base of Homes for Haringey includes a significant number of lone single parents of working age.

Gender reassignment – Homes for Haringey and Haringey Council do not hold accurate records of gender reassignment within either the general population or the Tenancy client base.

Age – A number of age groups are over-represented in the Tenancy client base in comparison with the general population of both Haringey and London in general. These include those over the state pension (27% of Tenants versus 8% in the general population) and those of working age (71% vs 63%).

Disability - The number of tenants presenting as having a disability or condition that limits their daily activities is slightly higher than the wider population of Haringey and London (17% vs 14%).

Race & Ethnicity – Both White British and White other are under-represented in the tenant population in comparison with the wider population of Haringey (39% vs 60%). This is reflected in the BAME tenant population with Asian, Asian British and Mixed Heritage groups all over-represented in the tenant population in comparison with the wider population. However, those of Black and Black British ethnicity are the largest tenant client group representing almost twice the level as in the wider population (34% vs 18%).

Sexual Orientation – Homes for Haringey and Haringey Council do not hold data on the sexual orientation of Tenants. During the consultation, 63% of respondents indicated they were Heterosexual versus 35% not responding. Less than 1% indicated they were Bi-Sexual, Gay or Lesbian respectively which is below the London population of 3%.

Religion – Homes for Haringey and Haringey Council do not hold data on the religion of Tenants. During the consultation, respondents indicated the following: 32% Christian (Versus 45% in Haringey), 27% No religion (25%) and 9% Muslim (14%). With a further

24% indicating they did not know or would prefer not to say, versus 9% of the wider population of Haringey.

Pregnancy & Maternity - Homes for Haringey and Haringey Council do not hold data on the pregnancy and/or maternity status of Tenants.

Marriage & Civil Partnership - Homes for Haringey and Haringey Council do not hold data on the marriage and/or civil partnership status of Tenants. Data on the wider population of Haringey indicates a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London

4. a) 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?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

The proposals have been subject to formal Statutory consultation compliant with S105 of the Housing Act 1985 for all secure tenants. In addition, all other estate residents with the right to use estate parking with a current estate controlled parking scheme were formally consulted. Over 12500 households received the consultation documents with 1287 valid responses received. Consultation documents were provided both online and in paper format in a variety of formats including major languages, braille, large print and easy word and pictures.

Formal consultation was supported by engagement events during the consultation period and a series of resident parking workshops subsequent to the consultation exercise. Over 50 residents and stakeholders attended the events. Translation and interpretation services were offered at engagement events.

If Cabinet approve the new estate parking scheme, implementation on individual estates will be subject to a two stage consultation process supported by engagement. These consultation and engagement exercises will be supported with the same format, translation and interpretation offer as the exercises described above to ensure equal access.

With all formal consultation Haringey Council and Homes for Haringey are required to take account of the views of respondents, amending and mitigating proposals wherever possible.

4. b) 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

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Please refer to separate document for details of the consultation and engagement exercise undertaken - Appendix C Estate Parking Review - Consultation and Engagement.

Resident responses to the consultation are summarised as follows:-

- There is a problem with parking on estates and not enough parking spaces.
- We do not manage parking well and the current scheme is ineffective
- We should improve parking management, but opinions varied on the best solution with majority support for keeping the current scheme despite the issues.
- Opinions were split regard financing parking management between subsidies from rent/service charges and charging those who use the parking.
- There was not support for charging directly for permits but if charges or subsidies are introduced, Old Aged Pensioner and Disabled residents should be protected.
- Parking should be for the benefit of residents, their visitors, and any service providers, we should not seek to rent spaces privately.
- A wider range of enforcement times and controls is required.
- Results indicated that older respondents felt that parking should be managed during weekdays whilst working age respondents indicated a preference of parking to be controlled evenings, overnight and at weekends.

Resident engagement workshops revealed the following:-

- Support for the current scheme was caused by concerns a new one would lead to the same permit charges as Controlled parking zones.
- The possible financial impact on residents is a significant issue which any scheme should be designed to mitigate.
- Any new scheme must tackle permit tampering, non-residents/businesses parking, abandoned vehicles, and car parks being used for ASB/crime
- Offer online access to permits and visitor parking.
- Encourage households with multiple vehicles to consider the needs of others
- Promote greener travel by offering bicycle parking and electric car charging.
- We need to offer designated parking for disabled residents and motorbike users.
- A wider range of enforcement times is needed to cover peak usage periods.
- Pilot the proposals to ensure that they operate correctly.
- Do not rely on this new scheme, use wider enforcement powers to combat Anti-Social Behaviour (ASB).
- Ensure residents are consulted before the new scheme is introduced.
- Ensure charges for any permits are reduced or removed wherever possible.
- Promote greener travel by offering bicycle parking and electric car charging.
- We need to offer designated parking for disabled residents and motorbike users.
- A wider range of enforcement times is needed to cover peak usage periods.

The views and concerns of residents presented either during the consultation or subsequent engagement have been reflected in the proposals wherever possible. Where it has not been possible to meet the specific requirements of resident's proposals have been adjusted to mitigate any negative impacts.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqlA guidance

- All residents of estates with a controlled parking scheme who wish to use the parking will be equally affected by the proposals.
- Tenants who do not reside on an estate with controlled parking schemes will no longer subsidise the scheme.
- Specific measures are included to ensure potential financial impact are mitigated on households which include a member who is either an OAP, disabled, suffering from a long term limiting illness/condition or have a requirement for carers.
- The ability to offer designated parking spaces will improve parking offer for residents who are disabled or suffering from a long term limiting illness/condition and meet the criteria for a disabled parking bay.

Sex

Homes for Haringey’s Tenant client group is governed by legislation and policy controlling access to social housing. As a result, in comparison with the general population of Haringey, women are overrepresented in the Tenant client group. Data on the wider population suggests that Leaseholders, Private Renters and Freeholders residing on Homes for Haringey managed estates have a similar gender representation to the wider population.

The new scheme will apply to all residents who have a right to use the available parking on estates regardless of tenure. Therefore, it is anticipated that the proposal will not have a disproportionate impact on the service users in this protected characteristic.

The new scheme will address an unfair contribution currently being made from Rent paid by tenants who do not reside on a Homes for Haringey managed estate. The proposals are designed to ensure better management of parking for the benefit of all estate residents at a lower cost than offered to the general population using parking in Controlled parking zones. As women are over-represented in the tenant client group the proposals will address a negative impact on women tenants who do not reside on an estate with a controlled parking scheme. To ensure lone parents on low incomes who reside on an estate with a controlled parking scheme are not negatively impacted the proposals provide for each household to apply for one free permit provided the vehicle is at or below the average emissions threshold (this should ensure 60% of vehicles are eligible for a free permit).

Positive	x	Negative		Neutral impact		Unknown Impact	
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Gender Reassignment

We do not hold data on the number of people who are seeking, receiving, or have received gender reassignment surgery, and there is not national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is between 300,000 and 500,000 transgender people in the UK .

At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the general population or Homes for Haringey customer base to be affected by the proposal. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic.

Positive		Negative		Neutral impact		Unknown Impact	x
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Age

Haringey has a relatively young population with a quarter of the population under the age of 20, and 91% of the population aged under 65 (89% London and 83% England). 38% of the borough’s population is aged 25-39 higher than the London. The Borough has a higher proportion of young adults and a smaller proportion of older people than in the rest of London. There are more children living in the East of our borough than in the west.

Homes for Haringey do not hold data on the characteristics of private renters, leaseholders, and Freeholders of properties and/or garages. At this stage, we do not have any data to suggest that young people would be any more or less likely than the rest of the population to be affected by the proposal. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic.

All estate residents who are over the state pension age will be eligible to receive one free permit regardless of the emissions category of their vehicle. The offer to Estate residents who are over the state pension age is made in recognition of the fixed nature of their income making it harder for this group to manage new expenditure or purchase new items to comply with changing guidelines. In addition, residents of social housing who are over the state pension age are identified as a group with more financial difficulty in comparison with the general population. The offer is consistent with charging policies applied by other services including gyms, leisure facilities and libraries.

Estate residents of any age will be eligible to receive one free permit per household provided the vehicle is below the average emissions level.

The proposals reflect the results of the consultation where older respondents indicated a preference for parking to be managed during weekdays whilst working age respondents indicated a preference of parking to be controlled evenings, overnight and at weekends. Standard Operational hours are provided within the policy along with a commitment to consult local estates on the specific operating hours of their scheme and adjust them accordingly.

Positive	x	Negative		Neutral impact		Unknown Impact	
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Disability

Homes for Haringey’s client group is governed by legislation and policy controlling access to social housing. As a result, in comparison with the general population of Haringey, individuals with disabilities are overrepresented in the client group.

Individuals who are either disabled or suffering from a long term limiting illness/condition will benefit from a measure designed to mitigate any negative financial impacts including access to one free permit regardless of the emissions category of their vehicle.

The proposals contain measures to assist those who require formal and informal care support to access permits for their carers at preferential rates, equivalent to the administrative cost of process an application.

Any estate resident with a disability or suffering from a long term limiting illness/condition which effects their mobility can apply for a general use parking bay to be converted to a disabled one where there is insufficient available for their use. Individual users will be able to apply for a designated disabled parking bay for their exclusive use on the same criteria as Haringey Council apply to Disabled parking bays on the Highway. In addition, where an estate has 10 parking spaces or more both organisations will seek to designate a minimum of 10% as disabled parking bays, including any designated bays.

Positive	x	Negative		Neutral impact		Unknown Impact	
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Race and Ethnicity

Homes for Haringey do not hold data on the characteristics of private renters and freeholders. At this stage, we do not have any data to suggest that BAME individuals or groups would be any more or less likely than the rest of the population to be affected by the proposal. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic.

Homes for Haringey’s client group is governed by legislation and policy controlling access to social housing. As a result, in comparison with the general population of Haringey, BAME individuals are overrepresented in the client group. At this stage, although BAME groups are overrepresented in the client group there is no evidence to suggest they would be disadvantaged by the proposals. The proposals are designed to ensure better management of parking for the benefit of all estate residents at a lower cost than offered to the general population using parking in Controlled parking zones. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic.

Positive		Negative		Neutral impact	x	Unknown Impact	
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Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the census. However, the ONS estimates that 3.7% of Haringey’s population is lesbian, gay, or bisexual (LGB), which is the 15th largest LGB community in the country¹.

At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be affected by the proposal. The proposals are designed to ensure better management of parking for the benefit of all estate residents at a lower cost than offered to the general population using parking in Controlled parking zones. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic.

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<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>

Positive		Negative		Neutral impact		Unknown Impact	x
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Religion or Belief

Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4%) and less than England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%).

We do not have local data regarding the representation of this protected group among private renters and freeholders. At this stage, we do not have any data to suggest that individuals from minority religious groups would be any more or less likely than the rest of the population to be affected by the proposal. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic.

Positive		Negative		Neutral impact		Unknown Impact	x
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Pregnancy and Maternity

The number of children born to Haringey residents has been increasing year on year since 2002 in line with the London and England trend. The birth rate (births per 1000 of the population) in Haringey has been consistently higher than London in this period until 2008 and is now level with London. In 2012 there were 4,209 births in Haringey.

Homes for Haringey do not hold data on the characteristics of private renters and freeholders. At this stage, we do not have any data to suggest that pregnant women or those with young children would be any more or less likely than the rest of the population to be affected by the proposal. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic.

Positive		Negative		Neutral impact		Unknown Impact	x
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Marriage and Civil Partnership

We do not hold local data on the numbers of tenants or private renters who are married or in civil partnerships. Should it be established that there are any tenants or private renters in a civil partnership, it is anticipated that the proposal will not have a disproportionate impact on either people in marriages or in civil partnerships. As long as individuals are registered as members of the household, they will be eligible to apply for use of available parking on the same basis as any other household members regardless of Marital or civil partnership status.

Positive		Negative		Neutral impact	x	Unknown Impact	
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Outline the overall impact of the policy for the Public Sector Equality Duty:

- **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?
This includes:
 - a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
 - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
 - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

The proposals are not going to result in any direct/indirect discrimination for any group that shares the relevant protected characteristics

The proposals are a step to meet the specific parking needs of relevant protected groups such as older people, disabled people and those with long term limiting illnesses/conditions.

It is not anticipated that the proposals will have an impact on good community relations

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Yes
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	No
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	No

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which relevant protected characteristics are impacted?	Action	Lead officer	Timescale
<i>Not applicable</i>			

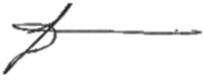
Please outline any areas you have identified where negative impacts will happen as a result of the proposal, but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

Not applicable

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

Permitting and permissions to park will be subject to annual review, including equalities impact screening.

7. Authorisation

EqlA approved by  Tracey Downie, Director of Housing Management, Homes for Haringey.	Date 12/11/2020
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8. Publication

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

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

Haringey Council Tenancy equalities profile

Gender

- Female = 10852 (64%)
- Male = 6079 (36%)
- Gender reassignment = unknown
- Gender neutral = unknown

Age

- 0-24 = 210 (1%)
- 25-34 = 1168 (7%)
- 35-44 = 2277 (13%)
- 45-54 = 4123 (24%)
- 55-64 = 4528 (27%)
- 65-80 = 3569 (21%)
- 81+ = 1074 (6%)
- Unknown = 123 (<1%)

Disability

- No = 4933 (29%)
- Yes = 2917 (17%)
- Unknown = 9222 (54%)

Ethnicity

- Asian/Asian British = 844 (5%)
- Black/Black British = 5791 (34%)
- Chinese = 81 (<1%)
- Mixed Heritage = 228 (1%)
- White British = 3031 (18%)
- White Other = 3616 (21%)
- Other = 1257 (7%)
- Unknown = 2224 (13%)

Financial inclusion

- Currently in receipt of full or partial Housing benefit = 7361 (43%)
- Currently in receipt of Universal Credit = 2795 (16%)
- Not in receipt of a state benefit (excluding state pension) = 4434 (26%)
- Unknown = 2482 (14%)