

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 protect 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	The acquisition of the long leasehold interest in 177 residential units contained within the S106 agreement for Hale Wharf Phase 2, Tottenham Hale.
Service area	Housing Dept.
Officer completing assessment	John Carroll
Equalities/ HR Advisor	
Cabinet meeting date (if applicable)	June 2021
Director/Assistant Director	Robbie Erbmman / Christine Addison

2. Summary of the proposal

The Council is proposing to purchase the long leasehold interest of 177 residential affordable units contained within the S106 Agreement for Hale Wharf Phase Two to be used for affordable rent tenures. The Council will convert the consented 143 shared ownership and 34 London Affordable Rent homes to social rent tenures. This acquisition would represent c.18% of the Council's affordable homes target with 10% of these properties being family housing.

Contribution to strategic outcomes

The scheme is expected to be ready to let in 2024. It is intended that this second phase of Hale Wharf will commence by the end of 2021 / early 2022.

The key stakeholders affected are those on the Housing Register who will have access to these new homes.

Within the Housing Register there is an over-representation of female headed households and BAME households who represent 63% and 68% respectively
This transaction will be considered by Cabinet in July 2021.

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?

Protected group	Service users	Staff
Sex	Data from the housing register	<i>This policy only impacts on staff insofar as they are applicants on the housing register</i>
Gender Reassignment	No data held	
Age	Data from the housing register	
Disability	Data from the housing register	
Race & Ethnicity	Data from the housing register	
Sexual Orientation	Data from the housing register	
Religion or Belief (or No Belief)	Data from the housing register	
Pregnancy & Maternity	Data from the housing register	
Marriage and Civil Partnership	Data from the housing register	

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?

The beneficiaries of this proposed transaction will be those on the Council Housing Waiting List who will benefit from a secure homes at social rents on the scheme.

The following data compares data collected in September 2020

Sex

Sex	Housing Register
Female	63%
Male	37%

The above table shows that there is an over-representation of females among those on the Housing Register and so likely to benefit from these new homes.

Gender re-assignment

The Council does not hold data on Gender. If any people affected by the decision are members of this protected group, the Council will ensure that the decision does not result in any direct or indirect discrimination.

Age

Age	Housing Register
19 and under	Less than 1%
20-29	19%
30-39	32%
40-49	25%
50-59	15%
60-69	6%
70 and over	2%
Unknown	-

This data shows that those on the Housing Register are generally younger with those over 60 years of age representing only 8% of those on the Housing Register.

Disability

Disability	Housing Register
Y	6%
N	94%

The above data shows only 6% of those on the Housing Register report a disability. However, as these homes will contain many which are accessible and adaptable, these groups are likely to be allocated a higher percentage than their prevalence on the housing register.

Ethnic Origin

Ethnic origin	Housing Register
Asian	7%
Black	39%

Mixed	5%
White	32%
Other	12%
Unknown / refused	5%

These statistics show that there is a high proportion of BAME households among those on the Housing Register and therefore of those likely to benefit from these new homes.

Sexual Orientation

Sexual Orientation	Housing Register
Bisexual	Less than 1%
Gay Man	Less than 1%
Gay Woman / Lesbian	Less than 1%
Gay Woman/Lesbian	Less than 1%
Heterosexual	8%
Other	Less than 1%
Prefer not to say	Less than 1%
Unknown	92%

This data shows that those on the Housing Register the reporting levels for this characteristic is very low. Caution should therefore be exercised on these figures

Religion

Religion	Housing Register
Buddhist	Less than 1%
Christian	2%
Greek Orthodox	Less than 1%
Hindu	Less than 1%
Jehovah Witness	Less than 1%
Jewish	Less than 1%
Muslim	1%
No Religion	1%
No Response	Less than 1%
Other	Less than 1%
Prefer not to say	1%
Rastafarian	Less than 1%
Roman Catholic	Less than 1%
Sikh	Less than 1%
Unknown	96%

This data shows very few households have declared a religion. Caution should therefore be exercised over this characteristic as it is significantly under-reported

Pregnancy and Maternity

Just over 1% of households on the Housing Register are pregnant and a further 1% in maternity.

Marital Status

Marital Status	Housing Register
Civil Partner	1%
Divorced	6%
Living with partner	2%
Married	25%
Separated	Less than 1%
Single	60%
Unknown	2%
Widowed	Less than 1%

This data shows that there are higher proportion of single people on the housing register and 25% report that they are married but only 1% are in a civil partnership.

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?

The Housing Register was consulted on when originally written and three times for amendments. Other than consultation made on the proposed scheme during the planning application process, no other consultation is proposed.

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

N/A.

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

1. Sex

Positive	X	Negative		Neutral impact		Unknown Impact	
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These new homes are likely to have a positive impact on women who are over-represented among those on the Housing Register.

2. Gender reassignment

Positive		Negative		Neutral impact		Unknown Impact	X
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While these new homes are generally positive to most households, the Council does not hold sufficient data on gender reassignment to fully to assess the impact on this group. We will make efforts to prevent any inequalities from occurring and address any that do.

3. Age

Positive	X	Negative		Neutral impact		Unknown Impact	
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These new homes are likely to have a positive impact on this and all groups, the under-representation of older people on the Housing Register means this is limited. However, given the accessibility of these homes those seeking to move due to medical needs will benefit from this purchase.

4. Disability

Positive	X	Negative		Neutral impact		Unknown Impact	
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These new homes will include 27 homes which are wheelchair accessible and all of them will meet standards for adaptability.

These will only be offered to those who have need for them. These new homes are likely to have a positive impact on those who need to move due to accessibility.

5. Race and ethnicity

Positive	X	Negative		Neutral impact		Unknown Impact	
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These new homes are expected to have a positive impact on BAME people who are over-represented among the Housing Register.

6. Sexual orientation

Positive		Negative		Neutral impact		Unknown Impact	X
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While these new homes are generally positive to most households, the Council does not hold sufficient data on sexual orientation to fully to assess the impact on LGB people.

7. Religion or belief (or no belief)

Positive		Negative		Neutral impact		Unknown Impact	X
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As with other-groups, these new homes will provide new secure tenancies for those on the housing register. However, reporting rates are low and so it is not possible to conclusively determine the likely impact on different religious groups.

8. Pregnancy and maternity

Positive	X	Negative		Neutral impact		Unknown Impact	
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These new homes are expected to have a positive impact on those who are new mothers as it is likely that their housing need will have increased on the birth of an additional child. These homes will provide much needed family homes.

9. Marriage and Civil Partnership (

Positive	X	Negative		Neutral impact		Unknown Impact	
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These new homes are expected to have a positive impact and will be offered in the same way to people in marriages and people in civil partnerships.

10. Groups that cross two or more equality strands e.g. young black women

These new homes will younger black women who are particularly over-represented among those on the Housing Register. These new homes will help those on the housing register by providing much needed family homes.

Outline the overall impact of the policy for the Public Sector Equality Duty:

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These new homes provide a secure home to those on the waiting list who are over-represented by those with protected characteristics.

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

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.	X

Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality.			
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.			
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
N/A			
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.			
The Council considers there will not be any negative impacts associated with this proposed acquisition.			
6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:			
As with all lets made under the Housing Allocations Policy, the allocation of these homes will be monitored to ensure an equitable allocation of housing to members of Protected Groups.			

7. Authorisation	
EqlA approved by (Assistant Director/ Director)	Date 13/07/2021

8. Publication <i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i>

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