

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	Stapleford North consultation
Service area	Housing, Regeneration and Planning
Officer completing assessment	Sarah Lovell
Equalities/ HR Advisor	Ed Ashcroft
Cabinet meeting date (if applicable)	14 th September 2021
Director/Assistant Director	David Joyce

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*

This EqIA was originally used to inform a consultation with residents and has now been updated to inform a final decision recommended for Cabinet in September 2021.

Background:

In 2018, the decision was taken to demolish the Tangmere and Northolt blocks on Broadwater Farm Estate in North Tottenham due to structural faults. Since then, the Council has been working in partnership with residents and wider stakeholders on designs for new homes. It has become apparent that one small block on the estate, the Stapleford North block, is likely to experience very significant levels of disruption over a prolonged period due to its location.

Cabinet approved a consultation in July 2021 with residents in the 24 1-bedroom properties in Stapleford North wing block on Broadwater Farm about the future of their block. The residents were presented with two options:

- Option 1 – Refurbishment of the block. In this option the Stapleford North block would have the strengthening and refurbishment works completed to it. The majority of the 24 residents would be able to stay in situ, however residents were informed that it is likely to be necessary to temporarily relocate some of the households on the edge of the blocks whilst this work is completed.
- Option 2 – In this option the Stapleford North block would be demolished and new homes would be built. Residents would be rehoused under the existing Broadwater Farm Rehousing and Payments Policy, which gives residents the right-to return to new homes on the estate once they have been completed.

Consultation & decision-making path:

The consultation ran from 26th July 2021 to 26th August 2021. The council put in place a series of measures to ensure that all of the affected residents were able to participate fully in the consultation. This is so that all residents, regardless of their background, first language, or individual needs, were able to understand and respond to the consultation and receive all of the information and support that they need. Measures included extensive 1-1 engagement with the residents of the affected properties. This included several attempts to knock on doors and call each resident. It also included making sure translations, accessible versions, and independent support was available.

A majority of respondents chose option 2 (13 compared to 8 for option 1). A report is being considered by Cabinet on 14th September 2021 recommending for the demolition of Stapleford North to be included in the 'preferred design scenario' which residents will be asked to vote on in an estate wide ballot. The demolition is not confirmed to happen until the ballot has taken place with a majority of residents voting 'yes' to the proposals. This ballot is scheduled to take place in November 2021. Given that Cabinet are being asked to approve option 2 being included in the 'preferred design scenario', this updated EqIA only considers the impact of option 2 (demolition and replacement homes).

Equalities Impact and Mitigations

It was originally believed that the block contained 19 secure Council tenants, 4 leaseholders, and 1 tenant in temporary accommodation. Upon beginning the consultation, officers became aware that the block actually consisted of 17 secure tenants, 4 leaseholders, 2 unauthorised occupants, and 1 vacant property. The residents in this block are disproportionately from older age groups, BAME backgrounds, and lower socio-economic households.

Should option 2 be approved by Cabinet and residents, all residents in this block would face short-term disruption but would be positively impacted in the long-term as they would be living in safer properties. Specific mitigations, set out in this EqIA, will be put in place to mitigate the potential negative impacts on those with protected characteristics.

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	Homes for Haringey resident data	This proposal does not affect staff.
Gender Reassignment	Homes for Haringey resident data	
Age	Homes for Haringey resident data	
Disability	Homes for Haringey resident data	
Race & Ethnicity	Homes for Haringey resident data	
Sexual Orientation	Homes for Haringey resident data	
Religion or Belief (or No Belief)		

	Homes for Haringey resident data	
Pregnancy & Maternity	Homes for Haringey resident data	
Marriage and Civil Partnership	Homes for Haringey resident data	

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.

This decision impacts 24 households. Housing officers were familiar with and have previously engaged extensively with the residents in this block. From this, we have identified that a number of these households contain individuals with protected characteristics. Two of the households have unauthorised occupants, one is unoccupied, and a further resident was unreachable despite multiple attempts. Therefore, the data presented below does not always add up to 24.

Data analysis:

- **[Redaction (included in the EXEMPT version of the report)]**

As the above demonstrates, residents in this block are disproportionately (compared to borough averages) from older age groups, BAME backgrounds, and lower socio-economic households. These individuals will be negatively impacted in some ways by the decision to recommend the demolition of this block, as this will cause short-term disruption to their lives due to needing to be rehoused. However, the following mitigations would be put in place which would help to deliver long-term benefits:

- More suitable sized properties for those over-crowded due to the Broadwater Farm Rehousing and Payments Policy.
- Financial and logistical support offered by the Broadwater Farm Rehousing and Payments Policy.
- The two Right's to Return offered under the Broadwater Farm Rehousing and Payments Policy – meaning all of the residents (except unauthorised occupants and non-resident leaseholders) can return to the estate and benefit from a new, high quality council home that meets their needs.
- Residents moving to safer council homes that meet their needs under the Broadwater Farm Rehousing and Payments Policy.

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 EqlA guidance

The feedback received in this consultation has been considered fully and presented back to Cabinet with a recommended course of action to include option 2 in the 'preferred design scenario' for Broadwater Farm. The results of the consultation have informed the recommendation made to Cabinet, with the majority of respondents opting for option 2.

Several residents (who supported either option) have raised concerns which this EqlA and our future support for and work with residents will aim to address.

To enable all residents to participate in this consultation, some key actions took place:

- All materials to residents contained a translation panel for residents to inform us if they need to receive this in a different language or accessible format (e.g., braille or large print). A translator was also made available upon request.
- Door-knocking took place on three separate occasions to ensure all residents were aware of the information and had a chance to ask Council staff questions about the consultation.
- Follow up phone calls took place to check in on any residents that were unreachable at the door.
- Multiple options for responding to the consultation were given, including over the phone, online, attending a drop-in session, or completing and returning a consultation booklet.
- The information was set out on the Broadwater Farm section of the Council's website.
- A reminder leaflet was sent to all households 2 weeks before the end of the consultation, reminding them of how to get involved and giving them contact details for our engagement officer and the Independent Tenant and Leaseholder Advisor.

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?

The consultation closed on 26th August 2021. We received 21 responses from the 24 households. Of these 21 responses, 8 chose option 1 (refurbish and retain) and 13 chose option 2 (demolish and replace). A full summary of the responses to the consultation is included as an appendix to the Cabinet report. As a majority of responses opted for option 2, the Cabinet report recommends that this option is included in the 'preferred design scenario' to be presented to residents in an estate wide ballot.

Residents gave varying reasons for opting for option 2, these included concerns around disruption whilst work is ongoing as well as a desire to move to new and more suitable accommodation. Concerns identified with current accommodation included poor condition, size, and overcrowding. The council has a number of measures in place to respond to these concerns under the Broadwater Farm Rehousing and Payments Policy

– this includes access to the Choice Based Lettings system to enable residents to find the most suitable and appropriate housing for them and individual needs assessments to ensure residents needs are identified and prioritised.

Some residents, however, supported option 1 including citing the length of time they had been in their current property, recent moves, expenditure on their current property, and a desire to remain in place. Concerns were also raised about the disruption that would be caused by demolition. The council recognises that moving can be difficult for residents, particularly when they have long-term ties to an area or community. Under the Broadwater Farm Rehousing and Payments Policy residents will be helped to find properties in the local area wherever possible (should they wish to). Further to this, the two Right's to Return under the policy ensures that residents will have a chance to return to the Broadwater Farm estate prior to the new homes being built (if they wish) when a suitable property on the estate becomes available. This will not compromise their ability to get one of the new homes once they have been built. The financial support offered under the Broadwater Farm Rehousing and Payments Policy is intended to ensure residents are not financially worse off as a result of moving, through the provision of disturbance payments and home loss payments.

A concern was also raised about the potential impact on rent levels. Work is being undertaken to give all residents clarity about future rents on the estate ahead of the ballot, which will allow residents to make an informed decision on the future of their estate.

[Redaction (included in the EXEMPT version of the report)]. This response was from a resident who preferred option 1. As the Cabinet report recommends option 2, this concern can be mitigated when supporting the resident with their move to a new home – ensuring that it is a suitable property for their needs. Should residents support the proposals in the ballot, rehousing officers will work closely with this resident to ensure their concerns can be addressed appropriately.

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 EqIA guidance

1. Sex (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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The data suggests that there is a fairly even split of males and females in the affected block – in line with the borough population.

There is no reason to believe that there would be specific negative impact on anyone due to this protected characteristic as a result of the preferred option.

However, it is noted that residents with children and lone parents (who are disproportionately likely to be women) may face particular disruption. The Council recognises that moving home will be more disruptive to households with children, who may have to make alternative arrangements for schooling. These changes are more likely to affect single mothers who may have support networks in place in the local area, benefit from local facilities aimed at single parent households, and benefit from proximity to work arrangements.

Under the Broadwater Farm Rehousing and Payments Policy, those with children in a local school will be given priority to remain in the local area should they wish to do so. Further to this, they would be positively impacted by the two rights to return that are guaranteed within this policy.

[Redaction (included in the EXEMPT version of the report)].

Leaseholders would be positively impacted with the provision for equity loans and the leaseholder right to return contained within this policy.

2. Gender reassignment *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact	X	Unknown Impact	X
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The Council does not hold specific data on residents regarding this protected characteristic. Individual engagement throughout the consultation has not identified any of the residents in this block with this protected characteristic.

The Council recognises that re-housing can be a challenge for someone with this protected characteristic, due to the need to access specific healthcare and support networks. The Council will continue to work with residents of this block to ensure that specific impacts based on this protected characteristic were mitigated, in the event that this is identified at a later date.

Under the proposed option, the Council recognises that being rehoused could have negative impacts on those with this protected characteristic if they have support or healthcare needs in the local area. These residents would be supported to find a suitable property in the local area where possible.

Under the Broadwater Farm Rehousing and Payments Policy they would be positively impacted by the two rights to return that are guaranteed within this policy.

Leaseholders would be positively impacted with the provision for equity loans and the leaseholder right to return contained within this policy.

3. Age *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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The age profile in the block is considerably older than the age profile across the borough. The decision taken as a result of this consultation will therefore have a disproportionate impact on older residents.

Elderly residents

Where elderly or vulnerable residents are to be rehoused under option 2, the Council recognise that this may more significantly impact them due to the higher prevalence of physical disabilities and mental health difficulties amongst the older population (compared to the general population). Dedicated support would be offered to impacted residents – such as financial and practical support throughout the rehousing process.

The Council recognises that being rehoused could have negative impacts on those with this protected characteristic if they have support or healthcare needs in the local area. These residents would be supported to find a suitable property in the local area where possible. This would include carrying out occupational therapy assessments to determine if any specialist adaptations or equipment would be required in the new property – which the Council would pay for.

Young children

Where there are young children in this block, the Council recognises that the impact of rehousing on them could be negative. All effort would be made to work closely with residents to ensure that those with children are prioritised for moves in the local area, so that they do not need to move schools wherever possible.

Where young children are present on the site, they would be negatively impacted in the short term if it was necessary for them to move schools as a result of rehousing. Under the Broadwater Farm Rehousing and Payments Policy, those with young children would be prioritised for housing in the local area, and housing officers would work closely with these residents to help them find the most suitable housing option. This should mitigate this concern, by helping these residents remain at the same school wherever possible.

Under the Broadwater Farm Rehousing and Payments Policy they would be positively impacted by the two rights to return that are guaranteed within this policy.

Leaseholders would be positively impacted with the provision for equity loans and the leaseholder right to return contained within this policy.

4. Disability *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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[Redaction (included in the EXEMPT version of the report)].

Under the proposed option, the Council recognises that being rehoused could have negative impacts on those with this protected characteristic if they have support or healthcare needs in the local area. These residents would be supported to find a suitable property in the local area where possible. This would include carrying out occupational therapy assessments to determine if any specialist adaptations or equipment would be required in the new property – which the Council would pay for.

Under the Broadwater Farm Rehousing and Payments Policy they would be positively impacted by the two rights to return that are guaranteed within this policy. The new homes would be more accessible and be more friendly to those with disabilities, positively impacting those with this protected characteristic.

Leaseholders would be positively impacted with the provision for equity loans and the leaseholder right to return contained within this policy.

Further to this, all residents would be positively impacted by moving into safer properties and many residents would benefit from moving to properties that are more suitable for their needs.

5. Race and ethnicity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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The Council is aware that those living in this block are more likely to be from BAME backgrounds than the general or borough populations. Therefore, there will be a disproportionate impact on those with this protected characteristic. The Council recognises that for BAME people there may be specific cultural ties, such as businesses locally that cater specific cultural needs of residents of a particular race or ethnicity.

As a result of their over-representation in the impacted group, residents from a BAME background would be disproportionately impacted by the disruption caused from needing to be rehoused under option 2. The residents would receive dedicated support to ensure that they were able to prepare for and be supported through these moves. The Council recognises that being rehoused could have negative impacts on those with this protected characteristic if they have support or cultural ties in the local area. These

residents would be supported to find a suitable property in the local area where possible under the Broadwater Farm Rehousing and Payments Policy.

Under the Broadwater Farm Rehousing and Payments Policy they would be positively impacted by the two rights to return that are guaranteed within this policy. They will also be positively impacted by the financial and logistical support they will receive under the rehousing policy, which aims to make sure no resident is financially worse off as a result of rehousing.

Leaseholders would be positively impacted with the provision for equity loans and the leaseholder right to return contained within this policy.

All residents would be positively impacted by the higher quality of the new homes and the fact that they would no longer be living in structurally unsound blocks.

6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive		Negative		Neutral impact	X	Unknown Impact	X
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The Council and Homes for Haringey do not collect this data on residents and where the data is collected, it is frequently under-reported. **[Redaction (included in the EXEMPT version of the report)]**.

Should option 2 be approved, it is not believed that the disruption caused by rehousing would disproportionately impact affected residents based on this protected characteristic. Secure tenants and leaseholders would be positively impacted by the rights to return guaranteed by the Broadwater Farm Rehousing and Payments Policy and by the improved safety and quality of their new homes.

7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	Y	Negative	Y	Neutral impact		Unknown Impact	
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The Council and Homes for Haringey do not collect this data on residents and where the data is collected, it is frequently under-reported. **[Redaction (included in the EXEMPT version of the report)]**.

There may be a greater impact on those who go to a specific place of worship or are part of a religious community. Where possible, the Broadwater Farm Rehousing and Payments Policy aims to give residents choice about their move to a new home and therefore should help these residents ensure they have access to places of worship or their religious community.

Secure tenants and leaseholders would be positively impacted by the rights to return guaranteed by the Broadwater Farm Rehousing and Payments Policy and by the

improved safety and quality of their new homes. This Right to Return will ensure that, should residents wish, they can return to the estate and therefore be close to the religious institutions or communities that they currently belong to.

The effects of being required to move will, in part, be offset by support being given to each household, including financial help with the costs of moving. They would also receive support from housing officers to find suitable properties in the local area where possible.

8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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The council does not hold data on pregnancy and maternity among its tenants and leaseholders. **[Redaction (included in the EXEMPT version of the report)].**

The disruption caused by option 2 will need to be mitigated through dedicated support for any resident who presents with this protected characteristic during the rehousing process (should residents vote 'yes' in the ballot).

The Council recognises that residents with this protected characteristic would be negatively impacted by the process of rehousing. Housing officers would work closely with residents in this case to ensure that they were supported to find suitable properties, such as in the local area to continue accessing healthcare and support networks. However, these residents would be positively impacted by the rehousing policy as this would allow them to move to a more suitable sized property for their household (the Stapleford North properties are all 1-bedroom). The council have already identified several residents who would benefit as a result of this.

Leaseholders would be supported through equity loans that would help them purchase a suitable property in the right area for them, under the provisions set out in the Broadwater Farm Rehousing and Payments Policy.

Secure tenants and leaseholders would be positively impacted by the rights to return guaranteed by the Broadwater Farm Rehousing and Payments Policy and by the improved safety and quality of their new homes.

9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

Positive		Negative		Neutral impact	Y	Unknown Impact	
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People who are in a civil partnership will be treated the same as people who are married in all respects.

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

Many of the residents in this block will have protected characteristics in two or more equalities strands, [Redaction (included in the EXEMPT version of the report)].

The Council recognises that inter-connected protected characteristics require a tailored approach that recognises the specific needs of individuals and households. This is why all effort will be made to ensure that every resident has all of the information and support necessary throughout the rehousing process, such as by undertaking individual needs assessments and providing financial support under the Broadwater Farm Rehousing and Payments Policy.

Socio-economic disadvantage

The Council recognises that social tenants, temporary accommodation residents and leaseholders in this block are disproportionately likely to be from low-income households. Therefore, those from low-income backgrounds will disproportionately be impacted by the decision to recommend option 2 for Stapleford North to be included in the 'preferred design scenario'.

Under option 2, these residents will face some level of disruption due to the need to be rehoused. The provisions set out under the Broadwater Farm Rehousing and Payments Policy – such as disturbance payments and the Right to Return – will help to offset these negative impacts.

The Council recognises that residents with this protected characteristic would be negatively impacted by the process of rehousing. Housing officers would work closely with residents in this case to ensure that they were supported to find suitable properties, including through the financial provisions set out in the Broadwater Farm Rehousing and Payments Policy. This policy was developed in adherence to the Estate Renewal Rehousing and Payments Policy (ERRPP) which aims to ensure that residents are not financially worse off as a result of rehousing. This includes by providing a £6,500 Home Loss payment and disturbance payments to cover the reasonable costs of moving home.

Leaseholders would be supported through equity loans that would help them purchase a suitable property in the right area for them, under the conditions set out in the Broadwater Farm Rehousing and Payments Policy. This includes Home Loss payments at 10% of their property value and disturbance payments for the reasonable costs of moving home.

Secure tenants and leaseholders would be positively impacted by the rights to return guaranteed by the Broadwater Farm Rehousing and Payments Policy and by the improved safety and quality of their new homes.

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?

It is not believed that this proposal would result in any direct or indirect discrimination for any group that shares a protected characteristic.

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>	Y
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	
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

<p>Age and disability – these individuals will be negatively impacted in the short term by both option 1 (disruption, noise, possible temporary rehousing) and option 2 (rehousing, children moving school).</p>	<p><i>Option 2: Inclusion of provision in the recommendations of the July 2021 Cabinet report to extend the Broadwater Farm Rehousing and Payments Policy to these residents. This ensures adaptations can be made for disabled residents and those with young children can be prioritised for local rehousing. It also guarantees the Right to Return and sets out clearly the payments residents will be entitled too.</i></p>	<p>Sarah Lovell</p>	<p>Complete – July 2021</p>
<p>Socio-economic – most residents will be low-income households and will be impacted by the disruption under option 1 or the rehousing or sale of their property under option 2.</p>	<p><i>Option 2: extend the Broadwater Farm Rehousing and Payments Policy to give residents two rights to return and leaseholders the offer of equity loans to find suitable properties. Ensure residents are aware of the financial support available to them to enable them to move home.</i></p>	<p>Sarah Lovell</p>	<p>Complete – July 2021</p>

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.

Rehousing can be a stressful and difficult experience for any resident. Using the Broadwater Farm Rehousing and Payments Policy will ensure that this is done in a fair and equitable way, that will give residents the best chance of remaining in the local area if they wish, finding suitable properties, and returning to the estate when the new homes are ready. Further to this, personalised support would be offered via the council's rehousing officers and individual needs assessments would be undertaken for secure tenants to ensure that residents with specific needs can be supported fully.

However, it is recognised that the short-term impact of rehousing could still negatively affect some residents, particularly those with strong ties to the area or young children.

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

This equality impact assessment has been monitored and updated following the results of the consultation. Where any resident has noted their protected characteristic in response to the consultation, this has been taken into account for the decision that is being recommended to Cabinet. Further to this, during the consultation and engagement with the affected residents, where the Council has identified those with protected characteristics, this information has been used to inform this updated EqIA and the subsequent decision to be taken.

7. Authorisation

EqIA approved by
(Assistant Director/ Director)

Date
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8. 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.