

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 on 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 Profile⁸

- 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/en/our-work/anti-discrimination-law/race-discrimination)

¹² [Census 2021 - Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicity/bulletins/census2021/ethnicgroup)

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/identityandculture/genderidentity)

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/claimantcount)

- 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.