

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 for those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them.

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

Stage 1 – Screening

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.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Rents and Charges for Temporary Accommodation
Service area	Housing Strategy & Commissioning
Officer completing assessment	Martin Gulliver
Equalities/ HR Advisor	Paul Green
Cabinet meeting date	14 March 2017
Director/Assistant Director	Dan Hawthorn - Director of Housing & Growth

2. Summary of the proposal

The council provides temporary accommodation to around 3,200 households and uses a range of different accommodation types. Historically, the rent and charges have been set independently for each type of accommodation.

Following recent legislation and regulations affecting the rent which can be charged for such accommodation, this paper sets out a unified rent and charging policy for temporary accommodation.

This proposal will be taken to the April Cabinet for approval.

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	1) Internal data from homelessness and temporary accommodation 2) P1E Homelessness data https://www.gov.uk/government/collections/homelessness-statistics	Staff are not affected unless they are currently homeless or likely to become homeless in Haringey.
Gender Reassignment	No data available	See above
Age	See data sources listed as for 'Sex'	See above
Disability	See above	See above
Race & Ethnicity	See above	See above
Sexual Orientation	No data available	See above
Religion or Belief (or No Belief)	Census 2011	See above
Pregnancy & Maternity	See data sources listed as for 'Sex'	See above
Marriage and Civil Partnership	Census 2011	See above

Outline the key findings of your data analysis.

The report sets the rents for temporary accommodation for 2017/18. The policy will lead to a decrease in rents of 1% for those living in Council owned properties, and with significant decreases for a few residents who have been charged LHA rents for properties on regeneration schemes and newly acquired properties. The rents for those living in non-Council owned accommodation will remain the same.

Where the household is claiming full housing benefit, there will be no change in the payable charges for those living in council owned properties. Where households are not receiving full housing benefit. the reduction in rents for Council owned properties will have a positive effect by increasing their disposable income

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 rents for each property are consulted with the residents through a formal "consultation notice" in advance of the change in rent. As the rents are decreasing, it is not expected to be any negative response to these changes.

4. b) Outline the key findings of your consultation

Not applicable (see above)

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	Y	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

Female headed households form 74% of accepted households.

The change in rents will have a positive effect on these households if they are not receiving full housing benefit. There will be a neutral affect on those who receive full housing benefit and are living in council owned temporary accommodation.

2. Gender reassignment

Positive	Y	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

We do not have borough level data for people undergoing gender reassignment. This group makes up an estimated 0.1% of households nationally. We are aware that younger adults who are trans are more vulnerable in becoming homeless and therefore will be more likely to use temporary accommodation.

The change in rents will have a positive effect on these households if they are not receiving full housing benefit and living in Council owned accommodation and therefore will have a positive impact for those more likely to use temporary accommodation. There will be a neutral affect on those who receive full housing benefit.

3. Age

Positive	Y	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

Adults aged 25-54 are over-represented in homelessness services as they form 79% of statutory accepted households living in temporary accommodation. Young single adults are likely to benefit from any reductions more as their housing benefit may be restricted to shared room rate.

The change in rents will have a positive effect on these households if they are not receiving full housing benefit and living in Council owned accommodation, and therefore will have a positive impact for those more likely to use temporary accommodation. There will be a neutral affect on those who receive full housing benefit.

4. Disability

Positive	Y	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

There is limited data on disability amongst statutory households unless it is their priority need. However, in 2015/16, 3% of accepted households have a physical disability.

The change in rents will have a positive effect on these households if they are not receiving full housing benefit and living in Council owned accommodation, and therefore will have a positive impact for those more likely to use temporary accommodation. There will be a neutral affect on those who receive full housing benefit.

5. Race and ethnicity

Positive	Y	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

Black Households are significantly over represented amongst those who are statutory homeless acceptance (40%) in comparison to the borough (16%).

The change in rents will have a positive effect on these households if they are not receiving full housing benefit and living in Council owned accommodation, and therefore will have a positive impact for those more likely to use temporary accommodation, which will include Black households. There will be a neutral affect on those who receive full housing benefit.

6. Sexual orientation

Positive	Y	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

We do not have borough level data for people identifying as bisexual, gay or lesbian. However based on estimates for London, we work on the basis that people identifying as bisexual, gay or lesbian account for at least 10 per cent of our population LGBT people aged 16 – 25 form 25% of youth homelessness.

The change in rents will have a positive effect on these households if they are not receiving full housing benefit and living in Council owned accommodation, and therefore will have a positive impact for those more likely to use temporary accommodation, which will include young lesbian, gay and bisexual people. There will be a neutral affect on those who receive full housing benefit..

7. Religion or belief (or no belief)

Positive	Y	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

Although data is recorded at application stage, this is not a consideration in the discharge of housing need and is not recorded by the Government's P1E statistics.

The change in rents will have a positive effect on these households if they are not receiving full housing benefit, and living in Council owned accommodation. There will be a neutral affect on those who receive full housing benefit. We do not know if there are particular religious groups who are more vulnerable to homelessness and therefore more likely to use temporary accommodation.

8. Pregnancy and maternity

Positive	Y	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

The additional supply of housing will benefit smaller households, including those who are expecting their first or second child.

The change in rents will have a positive effect on these households if they are not receiving full housing benefit, and living in Council owned accommodation. There will be a neutral affect on those who receive full housing benefit. .

9. Marriage and Civil Partnership

Positive		Negative		Neutral impact	Y	Unknown Impact	
----------	--	----------	--	----------------	---	----------------	--

The Plan is not seeking to deliver a specific service for married people or people who are civil partners so will not have an impact with regard to this protected characteristic

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


Black Female headed households are over-represented among those living in temporary accommodation.

The change in rents will have a positive effect on these households if they are not receiving full housing benefit, and living in Council owned accommodation. There will be a neutral affect on those who receive full housing benefit..

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

The change in rents will have a positive effect on these households by reducing the rent

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:			Y
Adjust the proposal:			N
Stop and remove the proposal:			N
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 protected characteristics are impacted?	Action	Lead officer	Timescale
<i>No negative impacts</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.			
<i>No negative impacts</i>			
6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:			
Where the household is claiming full housing benefit, there will be minimal change to those living in council owned properties, and an improvement of £40 per week to those living in PSL or Annex accommodation. Where are households is not receiving full housing benefit. the reduction in rents will have a positive effect by increasing their disposable income.			

7. Authorisation	
EqIA approved by Dan Hawthorn 	Date 24 March 2017 .

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

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