

## 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.

This is known as the **Public Sector Equality Duty**.

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	Cranwood Business Case (Haringey Development Vehicle Cabinet Report July 2017)
Service area	Regeneration
Officer completing assessment	Jim McKinnon
Equalities/ HR Advisor	Paul Green
Cabinet meeting date (if applicable)	4 <sup>th</sup> July 2017
Director/Assistant Director	Dan Hawthorn, Director for Housing and Growth

## 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*

The Cranwood Business Plan (CBP) is part of a suite of reports and documentation being considered by Cabinet in July 2017 regarding the establishment of the Haringey Development Vehicle (HDV). The CBP sets out the key proposals and processes to take forward the regeneration of the area.

Cranwood could be the HDV's first proposed development and provides an opportunity to deliver on the Council's ambitions to create sustainable, balanced communities. The proposal will revitalise a prime Muswell Hill location and could help facilitate accelerated delivery of Northumberland Park (for which a separate Business Plan and EqlA has been completed). This will increase the proportion of low cost affordable rented family housing in the west of the borough, and contribute to Haringey's target of providing 1,502 new homes per year.

The proposal involves rehousing 6 Homes for Haringey tenants and either purchasing the 2 free holder properties, or offering resident owners housing options related to shared equity or shared ownership, in order to build significantly more homes with 50% affordable properties. The key stakeholders who may be affected by the plans for Cranwood are Council tenants and resident (or any non-resident) Freeholders.

### Decision making route

No land within the remit of this proposal will transfer to the HDV following any decision of the Cabinet in July 2017. A number of further decisions will be required before the site transfers to the HDV, including: Cabinet decision to transfer the land (following community consultation on options and plans for the area and a S105 Housing Consultation); Full Council authorisation for the making of an application to the Secretary of State for Communities and Local Government for consent to transfer the land; and the approval of the Secretary of State.

All future Cabinet decisions will be accompanied by an updated equality impact assessment and will ensure decision makers pay due regard to their Public Sector Equality Duty.

### 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	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011)</li> <li>▪ Tenant and Leaseholder demographic information</li> <li>▪ Haringey JSNA</li> </ul>	N/A
Gender Reassignment	We do not hold this data. The Equality and Human Rights Commission have published a national estimate.	N/A
Age	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011)</li> <li>▪ Tenant and Leaseholder demographic information</li> <li>▪ Haringey JSNA</li> </ul>	N/A
Disability	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011)</li> <li>▪ Tenant and Leaseholder demographic information</li> <li>▪ Haringey JSNA</li> <li>▪ Home Office data regarding hate crime</li> </ul>	N/A
Race & Ethnicity	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011)</li> <li>▪ Tenant and Leaseholder demographic information</li> <li>▪ Haringey JSNA</li> <li>▪ Home Office data regarding hate crime</li> </ul>	N/A
Sexual Orientation	ONS Annual Population Data 2016	N/A
Religion or Belief (or No Belief)	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011)</li> <li>▪ Haringey JSNA</li> <li>▪ Home Office data regarding hate crime</li> </ul>	N/A
Pregnancy & Maternity	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011)</li> </ul>	N/A
Marriage and Civil Partnership	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011)</li> </ul>	N/A

**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 section will cover two areas of:

1. Demographics
2. Wider socio-economic data

## **1. Demographics**

The current site of Cranwood contains a disused care home and a terrace of 8 houses comprising 6 Council homes and 2 freeholders – all are currently occupied. We are not able to publish equality data of the 8 households that are impacted by this decision because the low number of residents mean that they are easily identifiable.

In order to establish if there are any inequalities as a result of this decision, we have undertaken a brief analysis of the population of Muswell Hill as the new development will be based there. We are aware that the demographics of the area do not necessarily reflect the 8 households impacted by this decision and this has been taken into account in our analysis.

### **A) Sex<sup>1</sup>**

Female	51.7%
Male	48.3%

This roughly reflects the wider population and we envisage that both female and males will be living in the 8 households on the Cranwood site. It is possible that women might experience additional inequalities due to the fact that women are more likely to take on parenting and caring responsibilities, including lone parent households headed by women. In the 2011 Census, there was 219 lone parent households, in which 203 (93%) were headed by a woman and 16 (7%) by men.

### **B) Gender reassignment**

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in the UK<sup>2</sup>. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans\* in order to represent the spectrum of transgender and gender variance.

<sup>1</sup> Census 2011

<sup>2</sup> <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

### C) Age<sup>3</sup>

Ward	All ages	0-19	%	20-64	%	65+	%
Alexandra	11795	3048	25.8%	7575	64.2%	1172	9.9%
Bounds Green	13725	3115	22.7%	9341	68.1%	1269	9.2%
Bruce Grove	14483	4086	28.2%	9183	63.4%	1214	8.4%
Crouch End	12395	2274	18.3%	9013	72.7%	1108	8.9%
Fortis Green	12488	3151	25.2%	7965	63.8%	1372	11.0%
Harringay	13272	2363	17.8%	9909	74.7%	1000	7.5%
Highgate	11632	2101	18.1%	8175	70.3%	1356	11.7%
Hornsey	12659	2777	21.9%	8845	69.9%	1037	8.2%
Muswell Hill	10784	2337	21.7%	7143	66.2%	1304	12.1%
Noel Park	13939	3369	24.2%	9391	67.4%	1179	8.5%
Northumberland Park	14429	4726	32.8%	8565	59.4%	1138	7.9%
St Ann's	14638	3248	22.2%	10149	69.3%	1241	8.5%
Seven Sisters	15968	5068	31.7%	9730	60.9%	1170	7.3%
Stroud Green	11758	2298	19.5%	8653	73.6%	807	6.9%
Tottenham Green	14580	3710	25.4%	9675	66.4%	1195	8.2%
Tottenham Hale	15064	4508	29.9%	9384	62.3%	1172	7.8%
West Green	13372	3246	24.3%	8854	66.2%	1272	9.5%
White Hart Lane	13431	4532	33.7%	7769	57.8%	1130	8.4%
Woodside	14514	3417	23.5%	9864	68.0%	1233	8.5%

Muswell Hill has one of the lowest 0-19 age groups in the borough and the highest proportion of 65+ year olds. We assume that there will be a disproportionate amount of older people living in the 8 households. However, we are aware that some of the residents may be younger and have younger families.

<sup>3</sup> Census 2011

#### D) Disability<sup>4</sup>

The following information was obtained in the 2011 Census where people reported limitations on day-to-day activities as a result of a disability or disabilities:

	Muswell Hill	Haringey	London	England and Wales
Day-to-day activity limited a lot	4.8%	6.8%	6.7%	8.3%
Day-to-day activity limited a little	6.2%	7.2%	7.4%	9.3%
Day-to-day activity not limited	89.0%	86.0%	85.8%	82.4%
Day-to-day activity limited a lot: Age 16-64	2.2%	3.8%	3.4%	3.6%
Day-to-day activity limited a little: Age 16-64	3.2%	4.6%	4.2%	4.6%
Day-to-day activity not limited: Age 16-64	64.6%	62.4%	61.5%	56.5%

While this does not necessarily reflect the composition of households impacted by the Cranwood business plan, based on this information, Muswell Hill has the 4<sup>th</sup> highest percentage of people who do not have a limiting long term physical or mental health condition in Haringey. We will need to consider the needs of disabled people as part of any decision to take this proposal forward.

#### E) Race and Ethnicity

	Muswell Hill	Haringey	London	England
White; English/Welsh/Scottish/N.Irish/British	64.8%	34.68%	44.89%	79.75%
White Irish	2.8%	2.75%	2.15%	0.98%
White; Gypsy or Irish Traveller	0.0%	0.15%	0.10%	0.10%
White; White Other	16.1%	22.97%	12.65%	4.58%
Mixed; White and Black Caribbean	1.1%	1.90%	1.46%	0.78%
Mixed; White and Black African	0.6%	1.02%	0.80%	0.30%
Mixed; White and Asian	2.0%	1.47%	1.21%	0.63%
Mixed; Other mixed	1.6%	2.10%	1.45%	0.53%
Asian/Asian British; Indian	1.5%	2.33%	6.64%	2.62%

<sup>4</sup> Census 2011

Asian/Asian British; Pakistani	0.3%	0.75%	2.74%	2.10%
Asian/Asian British; Bangladeshi	0.3%	1.73%	2.72%	8.23%
Asian/Asian British; Chinese	0.8%	1.47%	1.52%	0.72%
Asian/Asian British; Other Asian	1.4%	3.19%	4.88%	1.55%
Black African	1.8%	9.04%	7.02%	1.8%
Black Caribbean	2.3%	7.10%	4.22%	1.1%
Black Other	0.5%	2.63%	2.08%	0.52%
Other Ethnic group; Arab	0.4%	0.87%	1.30%	0.42%
Other Ethnic group; Any Other Ethnic	1.7%	3.85%	2.14%	0.62%

Muswell Hill has significantly less non British White communities compared to the rest of Haringey and London. However, there are more BAME communities compared to England. We can therefore assume it is likely that there will be some households that will be from BAME backgrounds and steps should be taken to mitigate any negative impacts based upon ethnicity and race.

The Cranwood development has the potential to rehouse some families from Northumberland Park (see separate EqIA). Therefore, some of the benefits will be felt by individuals and families not currently located in Muswell Hill. However, this will allow the opportunity for different communities to live in the same area, and therefore fostering good relations between different protected groups.

### **F) Sexual Orientation**

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15<sup>th</sup> largest LGB community in the country<sup>5</sup>. We will need to ensure that the inequalities and discrimination experienced by LGB people are considered throughout this EqIA, and as part of any decision to take the proposal forward.

### **G) Religion and Faith<sup>6</sup>**

	<i>Muswell Hill</i>	<i>Haringey</i>	<i>London</i>	<i>England and Wales</i>
Christian	39.5%	45.0%	48.5%	59.3%
Buddhist	0.9%	1.1%	1.0%	0.4%
Hindu	0.7%	1.8%	5.0%	1.5%
Jewish	5.3%	3.0%	1.8%	0.5%
Muslim	3.0%	14.2%	12.4%	4.8%
Sikh	0.3%	0.3%	1.5%	0.8%
Other	0.9%	0.5%	0.6%	0.4%
No religion	40.0%	25.2%	20.7%	25.1%
Not stated	9.4%	8.9%	8.5%	7.2%

<sup>5</sup><https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>

<sup>6</sup> Census, 2011

Muswell Hill has the highest proportion of people with no religion and below local, regional and national average of Christians. There is a significant Jewish community compared to the borough and national average. This may not necessarily reflect the religion and philosophical beliefs of the households impacted by the Cranwood business plan. Consultation processes to develop plans for the proposal will need to have due regard to the diversities of faith groups to ensure proper engagement in the process.

#### **H) Pregnancy and Maternity**

As stated in the age category, 5.9% of Muswell Hill is between the ages of 0-4 years old, compared to the Haringey average of 7.1% and London average 7.2%. In addition to this, 28.2% of Muswell Hill have dependent children, compared to 31.4% in Haringey and 30.9% London average. From this, we can infer that it is likely that there may be fewer households which fall under the pregnancy and maternity protected characteristic. We will need to consider the needs of pregnant women and mothers with young children as part of any decision to take this proposal forward.

#### **I) Marriage and Civil Partnership Status**

In Muswell Hill, there were 1,551 married couples (41.4% of the population – 3<sup>rd</sup> highest in Haringey)) at the time of the 2011 Census (before equal marriage was introduced). There were 67 (0.8% of the population – 2<sup>nd</sup> highest in Haringey) in a civil partnership. We will need to ensure that all couples in a civil partnership are treated equally with married couples.

## **2. Wider socio-economic data**

The development will allow opportunities to tackle wider inequalities in the borough, as outlined below:

### **1. Community Pride and Housing**

The Council's Housing Strategy in October 2016 outlines the issues in regards to housing demand and supply in the borough. The strategy can be found here:

<http://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=118&MIId=7846&Ver=4>

The EqIA for the Housing Strategy found that there were a range of inequalities in housing across Haringey, including:

- Female lone parents vulnerable to homelessness
- Disabled people and supported housing needs
- Black households are more vulnerable to homelessness and are less likely to engage with shared ownership schemes
- LGBT young people are more vulnerable to homelessness.

This business plan intends to address these inequalities by providing 50% affordable housing, with the potential to rehouse individuals and families from Northumberland Park. A range of bedrooms sizes will be provided in order to meet the differentiated demand for housing.



The current mixture of tenure in Muswell Hill includes the following:

<i>(Census 2011)</i>	<i>Muswell Hill</i>	<i>Haringey</i>	<i>London</i>	<i>England</i>
% Households Owned – 2011	58.5%	38.8%	48.2%	63.5%
% Households Social Rented – 2011	9.4%	26.7%	24.1%	17.6%
% Households Private Rented – 2011	30.5%	31.5%	25.1%	16.7%

The business plan adopts a tenure blind design policy ensuring there is not a differentiation in quality and design. The development will provide communal outdoor space for all residents to use which will provide an opportunity to foster good relations with different protected groups.

In order to provide this housing, there will be an impact for the 6 Homes for Haringey residents and the 2 freeholders through the rehousing process.

#### **The overall offer to tenants and leaseholders**

The HDV offer to secure tenants and owners whose properties are demolished by the regeneration is based on statutory requirements and recent case law and set out below:

- Secure council tenants will be offered rehousing, and a statutory Home Loss and Disturbance payments;
- Resident Leaseholders and Freeholders will be offered a financial package that will comprise the market value for their homes, a Home Loss payment and a statutory disturbance payment. Those wishing to return to the site will instead be offered the option of a fully owned new home as detailed below;
- Non-resident Leaseholders and Freeholders will be offered the market value for their homes, a Home Loss payment and a statutory Disturbance payment. They will also be offered a prioritised opportunity to buy in an early phase of the regeneration.

Furthermore, the HDV will act in accordance with all relevant council strategy and policy except where a departure from that policy is agreed in the business plan following consultation with residents.

A transparent allocation process for all rehousing will take account of needs and preferences. The HDV will issue a schedule of properties to be allocated to eligible households who will be given an opportunity who will be given an opportunity to select their unit.

The Business Plan includes an offer to Resident Leaseholders and Freeholders that will provide them with an opportunity to own an equity share in an Intermediate Affordable home within a Category 1 property that forms part of the HDV's target 40% Affordable Housing provision.

The HDV will deliver in accordance with the Estate Renewal Rehousing and Payments policy to the extent that is defined in the Land Assembly Agreement.

The following assumptions are included in the financial model, and will be tested in more detail during the 100-day launch phase:

- In lieu of any financial package Residential Leaseholders and Freeholders will be offered an equity share in one of the new Intermediate homes in a Category 1 Property, that forms part of the overall Affordable Housing provision; and
- They will be given the option to downsize to release equity.

There are a significant number of additional options associated with Resident Leaseholders and Freeholders that will be assessed and considered by the HDV during the launch phases.

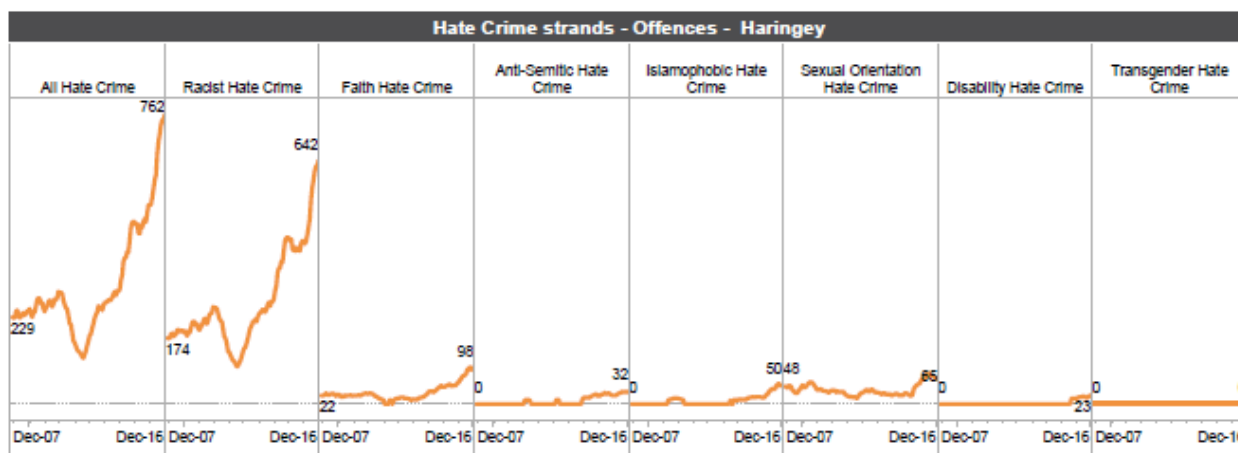
We are unable to publish specific equality data on these households because of data protection reasons, however we know that there are potential negative impacts for different protected characteristics. This includes:

- **Sex** - Women are more likely to take on child caring responsibilities so rehousing may impact in terms of accessing current childcare provision, and could impact on ability to work. Consideration will be needed to ensure that rehousing considers these needs on a case-by-case basis through the Housing Needs Assessments so there is minimal impact in terms of employment and childcare. Older people are more likely to be leaseholders or freeholders and therefore more likely to be impacted by this because they are less likely to get a mortgage if they are retired or close to retirement. Further, this is likely to impact greater on older women, as they are more likely to live longer than men. We have therefore developed the overall offer for tenants and leaseholders which will include freeholders.
- **Gender Reassignment** – We do not have data on this protected group. We do not envisage any disproportionate impact through the rehousing process.
- **Age (0-19 year olds)** - Consideration will be needed for children and young people to minimise disruption to education and childcare facilities they may attend. In addition to this, the rehousing process should not create overcrowding for families with children. This will be mitigated through the Housing Needs Assessment Process.
- **Age (65+)** - the rehousing process should attempt to meet the needs for adaptations for age related disabilities through the Housing Needs Assessment. There may be negative impacts regarding single older people with caring networks in the local area if they are rehoused away from the local area, and we will need to seek to minimise the risk of social isolation. Older people are more likely to be leaseholders or freeholders and therefore more likely to be impacted by this because they are less likely to get a mortgage if they are retired or close to retirement. We have therefore developed the overall offer for tenants and leaseholders which will include freeholders.
- **Disability - Physical and sensory impairments:** Any rehousing process will need to ensure that reasonable adjustments and adaptations are provided to ensure that the rehousing process does not create further barriers. This will be captured through the Housing Needs Assessment process.
- **Disability - Mental health:** Consideration is needed to mitigate any further inequalities or exasperation of mental health issues, such as anxiety and depression. For example, being rehoused in a nearby area could reduce this as it will be more familiar with the individual or household. This will be captured through the Housing Needs Assessment process.
- **Disability - Learning disabilities:** People with learning disabilities within the development site would benefit from being rehoused close-by as familiarity is helpful for people with particular learning disabilities. Being rehoused to a new part of the borough could result in additional inequalities being created and reduce independent living. This will be captured through the Housing Needs Assessment process.

- **Race and Ethnicity:** It is likely that there is disproportionate representation of BAME communities within the 6 tenants and 2 freeholders. If they are rehoused away from the local area, this could reduce links with local cultural communities.
- **Sexual Orientation:** We do not hold data at the national, borough or ward levels. However, we are aware there is a significant LGB population Haringey compared to other places in England and there are a high level of civil partnerships compared to the rest of the borough in Muswell Hill. Same sex couples, regardless of marital status, will be treated the same as a heterosexual couple in the rehousing process, which will be captured in the Housing Needs Assessment
- **Religion and Faith:** There is a relatively large Jewish community in Muswell Hill as well as people declaring no faith. All residents affected may be rehoused away from the local area, which for those of faith could impact on the places of worship they attend.
- **Pregnancy and maternity:** Any needs of pregnant woman or women with young children attending maternity health services will be identified in the Housing Needs Assessment and mitigated where possible when being rehoused.
- **Marriage and Civil Partnership Status:** Any civil partnered couple impacted by this decision will be treated the same as if they were married and will be considered the same in the Housing Needs Assessment.

## 2. Safe and Clean

While crime rates are low in Muswell Hill<sup>7</sup> there is still the potential of the fear of crime, especially for those vulnerable to hate crime and other crimes related to protected groups.



Source:

Hate crime offences - MPS / Crime % change against the previous financial year - Home Office - Data for FY 2014/15 & 2015/16

Please note that hate crimes are any offences which are flagged as having a hate element when recorded by police. To avoid unintentional disclosure any counts of less than 10 have been reduced to 0. A crime can have more than one hate flag attached to it. Adding up all the hate crime categories may result in multiple counting of a single offence and will not equal the All Hate Crime total.

The 'Secure by Design' principle of the development will allow those groups to feel safer and allow all residents of the development to feel part of a safer community and will help foster good relations between different protected groups.

**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?**

<sup>7</sup> <https://data.london.gov.uk/dataset/ward-profiles-and-atlas>

*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 Council will undertake consultation with all residents and other interested parties, including S105 consultation. No decision on the transfer of Cranwood to the HDV will be taken until the responses to the consultation exercises have been considered and, if Cabinet decides to transfer the land, the results of the consultation will feed into any future plans for Cranwood.

**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?*

HDV will adopt an approach to community and stakeholder engagement in accordance with the HDV Community Engagement and Communication Strategy, set out in the HDV Strategic Business Plan.

This is in addition to the Council's own engagement and consultation strategy for Cranwood as outlined above.

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

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

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

It is important to note that no land within the remit of this proposal will transfer to the HDV following any decision of the Cabinet in July 2017. This proposal will be subject to further community consultation on options and plans including consultation under s105 Housing Act 1985. Any future decision to proceed with the proposal will be informed by both this consultation and further equalities impact assessments.

#### **1. Sex**

The Cranwood business plan will have a number of positive impacts for particular protected characteristics, including sex. This includes providing more housing to meet demand, including affordable housing. This could particularly benefit female led single parent households who are vulnerable to homelessness. In addition, the new development will provide a safe community, which will benefit women.

However, in order to achieve this, there will be some short term negative impacts for the six households who will be required to be rehoused. Although we are unable to publish specific equality data on these households because of data protection reasons, there are potential negative impacts for sex/gender. Women are more likely to take on child caring responsibilities so rehousing may impact in terms of accessing current childcare provision, and could impact on ability to work. Consideration will be needed to ensure that rehousing considers the needs

on a case-by-case basis so there is minimal impact in terms of employment and childcare provision by being rehoused as set out in our offer for tenants, leaseholders and freeholders on page 9.

Older people are more likely to be impacted by this because they are less likely to get a mortgage if they are retired or close to retirement. Moreover, this is likely to have a greater impact on older women as they have a greater life expectancy than men. The Council will offer alternative options to help freeholders and leaseholders in these circumstances through the offer for tenants, leaseholders and freeholders as set out on page 9

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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## 2. Gender reassignment

We do not hold data at a ward or borough level.

The development will make the local area feel safer, which will benefit trans\* people who are vulnerable to transphobic hate crime.

We do not envisage that there will be a disproportionate impact on the gender reassignment protected group in regards to the rehousing process.

Positive	X	Negative		Neutral impact		Unknown Impact	
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## 3. Age

The Cranwood business plan will have a number of positive impacts for particular protected characteristics, including different age groups. This includes providing more housing to meet demand, including helping meet the needs of older people housing and people who need different bedroom sizes for families with children. In addition, the new development will provide a safe community, which will benefit children and young people as well as older people who experience inequalities. It will provide opportunities through shared communal open spaces to foster good relations with different age groups.

However, in order to achieve this, there will be some short term negative impacts for the six households who will be required to be rehoused and the two freeholders. Although we are unable to publish equality data on these households because of data protection reasons, there are some potential negative impacts for different age groups.

Consideration will be needed for children and young people to minimise disruption to education and childcare facilities they may attend. In addition to this, the rehousing process should not create overcrowding for families with children.

In regards to older people, the rehousing process should attempt to meet the needs for adaptations for age related disabilities. Consideration will be needed regarding older people without caring networks in order to minimise the risk of social isolation. In addition to this, if any of the freeholders are near retirement or have retired, there could be negative implications in regards to obtaining a mortgage in the nearby area. The Council will provide an offer for tenants, freeholders and leaseholders as set out on page 9.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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## 4. Disability

The Cranwood business plan will have a number of positive impacts for particular protected characteristics, including disability. This includes providing more housing to meet demand, such as adaptations for disabled residents to help them live independent lives. In addition, the new development will provide a safer community, which will benefit disabled people.

Consideration will be needed in the rehousing process to ensure that the Council does not increase inequalities for disabled people and that it offers suitable reasonable adjustments. We are unable to publish data on the disabilities relating to residents affected by the Cranwood business case. However, the following issues may need to be addressed on a case-by-case basis through the Housing Needs Assessment of the eight households impacted.

- **Physical and sensory impairments:** Any rehousing process will need to ensure that reasonable adjustments and adaptations are provided to ensure that the rehousing process does not create further barriers
- **Mental health:** Consideration is needed to mitigate any further inequalities or exasperation of mental health issues, such as anxiety and depression. For example, being rehoused in a nearby area could reduce this as it will be more familiar with the individual or household
- **Learning disabilities:** People with learning disabilities within the development site would benefit from being rehoused close-by as familiarity is helpful for people with particular learning disabilities. Being rehoused to a new part of the borough could result in additional inequalities being created and reduce independent living.

When establishing rehousing, a case-by-case review of housing needs should be adopted to ensure no inequalities based on disability are created.

The Council will provide an offer for tenants, freeholders and leaseholders as set out on page 9.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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## 5. Race and ethnicity

The Cranwood business plan will have a number of positive impacts for particular protected characteristics, including race and ethnicity. As established in the Housing Strategy, particular BAME communities are more likely to use and need social and affordable housing. The Cranwood business plan will help deliver this. In addition, the new development will provide a healthier and safer community, which will benefit different BAME communities as they are more likely to experience health inequalities and be victims of crime, including hate crime. In addition, the new development will help foster good relations between different ethnic groups.

However, in order to achieve this, there will be some short term negative impacts for the six households who will be required to be rehoused as well as the two freeholders. Although we are unable to publish equality data on these households ethnicity because of data protection reasons, it is likely that BAME communities are disproportionately represented in the tenant population, despite it being an area with a comparatively large British White population. It therefore could be disproportionately impacted by this decision.

Consideration will be needed for using translation and interpretation services to ensure that any relevant household is able to engage in consultation and be rehoused appropriately.

The Council will provide an offer for tenants, freeholders and leaseholders as set out on page 9.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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**6. Sexual orientation**

We do not hold data at a ward or borough level and therefore cannot determine if this decision will disproportionately impact on this protected group. The development will make the local area feel safer, which will benefit lesbian, gay and bisexual people who are vulnerable to homophobic and biphobic hate crime.

We do not envisage that there will be a disproportionate impact on the sexual orientation protected group in regards to the rehousing process.

Any same sex couple impacted by the decision, regardless of marital, cohabitation or civil partnership status, will be treated the same as a heterosexual couple in the rehousing process.

The Council will provide an offer for tenants, freeholders and leaseholders as set out on page 9.

Positive	X	Negative		Neutral impact		Unknown Impact	
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**7. Religion or belief (or no belief)**

The Cranwood business plan will have a number of positive impacts for particular protected characteristics, including religion or belief. The new development will provide a safer environment, which will benefit different religious communities as they are more likely to experience religious hate crime, in particular Anti-Semitism and Islamophobic hate crime. There is a comparatively large population in Muswell Hill who identify as Jewish and therefore will benefit particularly from the improved safety created by the business plan. In addition, the new development will help foster good relations between different religious groups.

Consideration may be needed to ensure that households rehoused away from the area will be able to practice their religion, but most households will be rehoused in the immediate area.

The Council will provide an offer for tenants, freeholders and leaseholders as set out on page 9.

Positive	X	Negative		Neutral impact		Unknown Impact	
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**8. Pregnancy and maternity**

In addition to the positive and negative aspects identified under the ‘Sex’ protected characteristic, consideration will be needed to ensure women who are pregnant or have given birth in the six months prior to any rehousing are able to access appropriate maternity services as well as housing.

The Council will provide an offer for tenants, freeholders and leaseholders as set out on page 9.

Positive		Negative		Neutral impact		Unknown Impact	X
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**9. Marriage and Civil Partnership**

We are unable to publish data on the marital and civil partnership status of the eight households affected by the decision. In any rehousing, a couple in a civil partnership will be treated in the same way as a couple in a marriage, which will be identified through the Housing Needs Assessment.

Positive		Negative		Neutral impact	X	Unknown Impact	
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**10. Groups that cross two or more equality strands e.g. young black women**

We are unable to publish equality data for data protection reasons, as outlined above. However, we expect that there will be a range of intersectionary issues, particularly related to

age, sex, ethnicity and disability. The process of rehousing will adopt a case-by-case approach using the Housing Needs Assessment to ensure that further inequalities are not recreated.

**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 protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a 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 protected characteristic and those who do not?

The proposal aims to help the Council reduce inequalities by increase housing and creating a safer and cleaner environment. It will also allow opportunities to foster good relations between different communities, by creating a more welcoming public realm and mixed tenure environments. There will be some short term inequalities which the Council will need to address through the rehousing process, by taking into account the issues outlined above, in particular relating to age, sex, disability and ethnicity.

No land within the remit of this proposal will transfer to the HDV following any decision of the Cabinet in July 2017. This proposal will be subject to further community consultation on options and plans including consultation under s105 Housing Act 1985. Any future decision to proceed with the proposal will be informed by both this consultation and further equalities impact assessments

**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 EqlA guidance

Outcome	Y/N
<p><b>No major change to the proposal:</b> the EqlA 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></p>	Y
<p><b>Adjust the proposal:</b> the EqlA 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</p>	



**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 protected characteristics are impacted?	Action	Lead officer	Timescale
Rehousing tenants: sex, age, disability, ethnicity and religion.	Undertake Housing Needs Assessments to capture potential inequalities. Implement the offer outlined in page 9, including by engaging and consulting with tenants affected to try and reduce the potential inequalities as a result of rehousing as outlined in section 5. Further equalities impact assessments to be undertaken	Director of Housing & Growth	Before any redevelopment
Treatment of freeholders: sex, age, disability, ethnicity and religion.	Undertake consultation and further equalities impact assessments. Implement the offer for tenants, freeholders and leaseholders as set out on page 9.	Director of Housing & Growth	Before any redevelopment

**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.**

There will be some negative impacts through the rehousing process, which we will attempt to mitigate by understanding potential inequalities on a case-by-case basis.

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

Any mitigating actions will be monitored during the implementation of the business plan through the governance structure of the HDV. This should also be incorporated in reporting to Cabinet and planning processes.

**7. Authorisation**

EqlA approved by Dan Hawthorn, Director of Housing and Growth

Date 23 June 2017

**8. Publication**

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