

## Appendix 7

### 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

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

<b>Name of proposal</b>	Property Licensing – Additional and Selective
<b>Service area</b>	Commercial and Operations
<b>Officer completing assessment</b>	Alison Crowe
<b>Equalities/ HR Advisor</b>	Otis Williams/Paul Green
<b>Cabinet meeting date (if applicable)</b>	14 <sup>th</sup> November 2017
<b>Director/Assistant Director</b>	Stephen McDonnell – Interim Director Commercial and Operations.

## 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 Council is proposing to extend the current Additional Licensing scheme for HMOs not governed by Mandatory Licensing and introduce a Selective Licensing scheme to 20% of its geographical area for all other private sector dwellings covered by the Housing Act 2004. All licensing schemes are intended to address the impact of poor quality housing, rogue landlords and anti-social tenants. In an area subject to licensing, all private landlords must obtain a licence and if they fail to do so, or fail to achieve acceptable management standards, the authority can take enforcement action. Schemes run for a maximum period of five years and a fee is payable for each licence.

Licensing offers the following benefits:

- Provide an improved strategic approach to managing the sector
- Help to identify all properties that are rented out privately
- Establish a register of landlords operating in Haringey
- Give us the opportunity to inspect the properties to assess living conditions and to offer advice to landlords, managing agents and tenants about their obligations.
- Redefine how the service operates by shifting the emphasis from a customer complaints led, reactive service.
- Ensure that a proper standard of management of privately rented property is maintained and that properties do not become, dangerous and/or severely overcrowded
- Reduce the levels of anti-social behaviour in the borough and take action against those whose properties or tenants cause persistent ASB
- Reduce enviro-crime locally including improvement in the management of waste

Stakeholders directly affected by the proposal:

Private sector landlords, managing agents and their tenants within the areas in scope will be directly affected by the proposals. We anticipate that the majority of residents will be positively affected by the proposal.

Council employees may be affected (change in the operating model) Further work is required to understand the full implication of the impact on staff. Any changes will be addressed in line with the Council's HR policies and a separate EqIA completed if necessary.

**Timeline:**

A report will be presented at the Cabinet meeting of 14<sup>th</sup> November 2017, to recommend that a borough wide public consultation is carried out from December 2017 - to February 2018.

Following the statutory consultation period, it is proposed that a report containing the results of the consultation together with other evidence is placed before Members of the Cabinet in June 2018.

**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.*

<b>Protected group</b>	<b>Service users</b>	<b>Staff</b>
Sex	<i>Equalities Profile of Haringey – 2013 Mid Year estimates: <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a></i>	
Gender Reassignment	<i>Not Available</i>	
Age	<i>Equalities Profile of Haringey – 2013 Mid Year estimates: <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a></i>	
Disability	<i>Equalities Profile of Haringey – 2013 Mid Year estimates: <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a></i>	
Race & Ethnicity	<i>Equalities Profile of Haringey – 2013 Mid Year estimates: <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a></i>	
Sexual	<i>Not Available</i>	

Orientation		
Religion or Belief (or No Belief)	<i>Equalities Profile of Haringey – 2013 Mid Year estimates:</i> <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</a>	
Pregnancy & Maternity	<i>Not Available</i>	
Marriage and Civil Partnership	<i>Equalities Profile of Haringey – 2013 Mid Year estimates:</i> <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/equalities_profile_of_haringey.pdf</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.*

No data exist for demographics/equalities specifically relating to private sector dwellings or landlords operating in the borough. However, the key characteristics of Haringey as a borough are:

- There is a relatively equal gender split in Haringey, just over half of the population is female (50.5%), in line with England and London.
- Haringey has a relatively young population with a quarter of the population under the age of 20, and 91% of the population aged under 65 (89% London and 83% England).
- Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities, compared to 20% in England and 55% for London. 190 different languages are spoken in our schools. The proportion of non-White British communities varies from 35.2% in Muswell Hill to 83.4% in Northumberland Park.
- Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4%) and less than England (59.4%). The next most common religions were Muslim (14.3%) – higher than London (12.3%) - and Jewish (3%). Haringey had a lower percentage of residents who were Hindu (1.8%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). A quarter of Haringey residents stated that they did not have a religion, higher than London (20.7%).
- 14% of residents have a long term health problem that limits their day to day activity, lower than England but in line with London. 5.7% of residents report being in bad health, slightly higher than England and London.
- Haringey has a higher proportion of couples in a registered same sex civil

partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London.

- 3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013 (ONS Integrated Household Survey). In Haringey this equates to 6,491 residents

All groups who own, manage or live in privately rented accommodation are likely to be affected. People of ethnic minority origin, single parents and young children and certain vulnerable people are key tenant groups and are therefore likely to be affected as they are over-represented in private rented sector and notably in properties which are in poorer condition.

Generally, the effect of property licensing is to formalise the lightly regulated private rented housing market by imposing an increased regulatory framework to impose obligations on landlords / licence holders. It should lead to better quality accommodation and greater community stability for groups who are unable to access social housing or homeownership therefore it can assist with community cohesion and tackle exclusion. Better managed private sector dwellings also improve the quality of life of many other Haringey residents, as they are often indirectly impacted by low level neighbourhood anti-social behaviour such as fly tipping and noise.

The introduction of a borough wide Additional Licensing scheme and a part borough Selective Licensing scheme will enable us to collect much needed data on demographics/equalities of people living in, managing and owning private sector dwellings in Haringey.

#### **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 EqIA guidance**

We will use a wide range of consultation techniques to ensure that all sections of the community have an opportunity to take part. Our approach will be independently evaluated by a third party to ensure compliance. All consultation material will be translated on request and we will work closely with faith leaders and other community groups to capture a wide audience of respondents.

**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?*

TBC - Following the consultation exercise.

**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

**1. Sex** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**2. Gender reassignment** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**3. Age** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**4. Disability** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**5. Race and ethnicity** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**6. Sexual orientation** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**7. Religion or belief (or no belief)** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**8. Pregnancy and maternity** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the

proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**9. Marriage and Civil Partnership** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

Positive	x	Negative		Neutral impact		Unknown Impact	
----------	---	----------	--	----------------	--	----------------	--

**10. Groups that cross two or more equality strands e.g. young black women** - No differential impact is expected for people in this protected group. In terms of impact on private sector tenants generally, we expect the proposal to be positive, they will be afforded greater protection. Equally landlords will benefit from operating in a “level playing field” with all landlords expected to comply to the same regulations. Overtime, the number of rogue landlords should reduce and market conditions will improve for the remaining landlords.

We intend to explore, through the consultation exercise, how licensing could impact protected groups more negatively.

**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?

This analysis has concluded that, overall, it is anticipated that the extending of licensing is likely to bring about positive benefits to groups with protected characteristics, particularly those who are disadvantaged and who have little or no choice but having to rent in the private sector.

A key purpose of the scheme is to reduce antisocial behaviour which will benefit residents across all protected characteristics and particularly more vulnerable groups.

The Council will be better able to identify those properties that are being rented privately and the improved ability to enforce standards to the whole of the sector.

In particular, BAME groups, new migrants, families with young children, disabled residents and vulnerable adults will benefit from better enforcement of licence conditions and of the Housing Health and Safety Rating System standards.

### 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
<b>No major change to the proposal:</b> 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
<b>Adjust the proposal:</b> 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	N

<p><b>Stop and remove the proposal:</b> the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.</p>	<p>N</p>
--	----------

**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>TBC following consultaiton</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.**

*TBC Following consultation*

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

**We will introduce a landlord register in the borough. This will include equalities information of landlords operating in the borough. Through the application process and inspection regime we will be able to gather information on the type of tenants living in private sector dwellings in Haringey.**

--

**7. Authorisation**

EqlA approved by ..... (Assistant Director/ Director)	Date .....
--	---------------

**8. Publication**

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

--

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