

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 Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Tangmere and Northolt Rehousing
Service area	Housing Strategy and Commissioning
Officer completing assessment	Martin Gulliver
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	26 June 2018
Director/Assistant Director	Dan Hawthorn

2. Summary of the proposal

Decisions

As a result of all the issues set out in the cabinet report, it is proposed that the Council start rehousing Tangmere tenants with immediate effect. The report also seeks approval for the Tangmere Rehousing Priority Scheme, and delegates authority to the Director of Housing, Regeneration and Planning to commence rehousing residents of Northolt if the position regarding the safety of this block changes.

The report also recommends that the Council starts consultation on:

- A section 105 consultation on the options for both blocks, in light of the health and safety issues outlined in the report. The options to be consulted on will be to strengthen one or both of the blocks, or to demolish one or both of the blocks and rebuild the Council homes on the estate
- A proposed Broadwater Farm Rehousing and Payments Policy.

- A proposed Broadwater Farm Local Lettings Plan

Reports will be presented to Cabinet later in 2018 recommending a decision on the future of each block, and to present the Broadwater Farm Rehousing and Payments Policy for approval.

Assessment of Impact

This Equality Impact Assessment will assess the impact of:

- The decision to rehouse Tangmere residents and (if required) Northolt residents.
- The draft Broadwater Farm Rehousing and Payments Policy which will be subject to consultation
- The draft Local Lettings Plan which will also be subject to consultation.

Impact: Rehousing of Tangmere residents

The impact of this decision will be on the tenants and leaseholders currently resident in Tangmere who will need to move to another home, and those in Northolt in the event that a decision is taken to rehouse those residents ahead of the Broadwater Farm Rehousing and Payments Policy and Local Lettings Plan being finalised. The Council will support residents through this process starting with in-depth discussions with each household to understand their housing need and rehousing preferences. Where possible, the Council will seek to meet these preferences through their housing offer and additional priority will be given to those with local connections to allow them to remain in the area if they so wish.

Tenants will also be given practical support to help them through the viewing and moving process including help with removals and other costs of moving home. Tenants will also be offered realistic timescales for their potential return to the estate and offered the Right to Return to their previous home (if repairs are carried out). Should a decision be made to demolish both or either block, then tenants will be offered vacant properties which become available on the estate.

These moves will allow under-occupying households to move to an appropriate size property and, if they wish, to remain there. Those who are under-occupying their home will be required to move to a smaller property but will be able to retain one spare bedroom if they currently have more than two spare bedrooms.

Unless the households wish otherwise, these moves will, initially, be on a temporary basis. However, following consultation and a future Cabinet decision, these moves may become permanent if a decision is taken to demolish the blocks and the tenant decides they wish to remain in the property they have moved to.

The impact of the rehousing may include stress, disruption to existing communities and social networks within Broadwater Farm estate, and disruption to access to public services and employment within the vicinity of the estate. As such, the Council has a duty to mitigate any discrimination that may occur and foster ongoing good relations between communities both within the estate and in the areas in which tenants are rehoused.

Impact: Proposed Broadwater Farm Rehousing and Payments Policy

This draft policy sets out the proposed rehousing priorities for Northolt and Tangmere residents who will need to be rehoused either to enable works to rectify the structural defects in the blocks, or because of a decision to demolish and rebuild the homes within one or both of the blocks. A decision on these options will be made by Cabinet later this year, following resident consultation.

The Cabinet report recommends that Tangmere residents are initially rehoused in line with the Council's Housing Allocations Policy and the Tangmere Rehousing Priority Scheme, which will be replaced by the Broadwater Farm Rehousing and Payments Policy once it is approved.

Where moves are or become permanent, the policy also sets out payments to Tangmere and Northolt tenants and leaseholders. Where possible, these payments are the same as those set out in the approved Estate Renewal Rehousing and Payments Policy.

It is proposed that the draft policy will be subject to consultation and this Equalities Impact Assessment will be developed further following completion of the consultation.

Impact: Proposed Broadwater Farm Local Lettings Plan

The Local Lettings Plan is necessary to honour the Right to Return offered in the Rehousing and Payments Policy. The impact of this policy will allow tenants to return to the estate as quickly as possible through either an offer of their original home (if their block is repaired) or the use of homes which become available elsewhere on the estate.

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	Council held housing data.	This policy does not affect staff.
Gender Reassignment	n/a	
Age	Council held housing data.	
Disability	Council held housing data.	
Race & Ethnicity	Council held housing data.	
Sexual Orientation	n/a	
Religion or Belief (or No Belief)	Council held housing data.	
Pregnancy & Maternity	n/a	
Marriage and Civil Partnership	n/a	

Outline the key findings of your data analysis.

Sex

SEX	Northolt	Tangmere	Both	Borough population
Female	39%	46%	42%	49%
Male	59%	51%	55%	51%
Unknown	2%	3%	2%	-

Compared to the borough profile, there are more males than females in these blocks.

This is largely because of the high number of one-bedroom properties, which represent around 50% of Tangmere and all Northolt flats, and these are more likely to be allocated to single men, as census data indicates that single men are less likely to have sole caring responsibilities for children. Haringey's Allocations Policy allocates two bedrooms to households comprising one adult and one child.

Gender reassignment

The council does not have local data regarding this protected characteristic. There is no reason to believe that there will be specific impacts for this protected group and will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group.

Age

AGE BAND	Northolt	Tangmere	Both	Borough population
16-24	3%	3%	3%	14%
25-44	32%	11%	21%	48%
45-64	26%	60%	43%	26%
65+	32%	17%	25%	12%
Unknown	7%	9%	8%	-

The profile of these blocks (and Council households generally) is significantly older than the general borough population. The decision will therefore have a proportionately higher impact on older residents.

Disability

Disability rates are significantly lower than those in the borough despite a higher reporting rate. It is therefore unlikely that individuals with disabilities will be overrepresented among those impacted by the decision.

DISABILITY	Northolt	Tangmere	Both	Borough population
No	35%	32%	33%	17%
Yes	8%	11%	9%	15%
Unknown	57%	57%	57%	67%

Race and Ethnicity

Northolt and Tangmere (and Council households generally) have higher proportions of Black households and lower proportions of White households than in the rest of the borough. The decision will therefore have impact on a proportionately higher number of Black residents.

ETHNICITY	Northolt	Tangmere	Both	Borough population
Asian	3%	6%	4%	10%
Black	54%	40%	47%	16%
Chinese or Other	7%	12%	9%	4%

White	21%	33%	27%	66%
Refused/Unknown	12%	9%	10%	-

Mixed ethnicity households represent 4% of the general population but are under-represented among residents in these block. It is not anticipated that there will be a disproportionate impact on this groups

Sexual Orientation

Sexuality is frequently under-reported, with only half of residents in these blocks declaring this information. However, on the limited data available, there appears to be similar proportions of Gay, Lesbian and Bisexual as the general population. There is therefore unlikely to be a disproportionate impact on residents with this protected characteristic.

Religion and belief (or no belief)

While there are significantly lower proportions of Christians and those stating No Religion in comparison to the borough’s population. This is in part explained by lower reporting rates with 46% refusing/not responding compared to 12% borough wide.

RELIGION/FAITH	Northolt	Tangmere	Both	Borough population
Christian	32%	23%	28%	50%
Muslim	14%	17%	16%	11%
No Religion	10%	5%	7%	20%
Other	3%	3%	2%	5%
Not known/refused	41%	51%	46%	12%

Other religions, such as Jewish, Hindu and Buddhist, are under-represented among residents in these block in comparison with the general population, and so it is not anticipated that there will be a disproportionate impact on these groups.

Pregnancy and maternity

The council does not hold data on pregnancy and maternity among its tenants and leaseholders. However, this data will become available once tenants and leaseholder and interviewed with regard to their households and current circumstances.

The council will need to ensure that it considers the inequalities and discrimination experienced by those who are pregnant or who are new mothers throughout this Equalities Impact Assessment.

Marriage and Civil Partnership

The council does not hold data on marriage and civil partnership among its residents. The council will need to ensure that it considers the inequalities and discrimination experienced by those who are married or in a civil partnership throughout this Equalities Impact Assessment.

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?

Homes for Haringey have already undertaken considerable engagement with residents over the safety and inspection of these blocks. However, as the recommendation to rehouse Tangmere tenants is being taken for health and safety reasons, the urgency to rehouse residents means that consultation cannot be carried out prior to the initial temporary moves.

Following a Cabinet decision to approve the recommendations, there will be intense engagement with all residents to enable them to be rehoused as quickly and efficiently as is possible, taking into account the personal circumstances of each household. At the same time, the Council will carry out formal consultation on the Rehousing and Payments Policy and regarding the future of each block. A decision on the future of each block will be taken by Cabinet later this year, informed by the outcomes of that consultation.

All tenants and leaseholders will be included in this process, even if they are temporarily housed away from the blocks.

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

Outcomes of the consultation will be analysed on completion of the consultation.

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	Y	Neutral impact		Unknown Impact	
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The data analysis in Section 3 shows that there are proportionally fewer women among households in the blocks, but that women still form a significant proportion of residents. People with this protected characteristic will therefore be potentially negatively impacted by the decision to rehouse Tangmere residents, but likely to be positively assisted by the Rehousing and Payments Policy.

Temporary rehousing of Tangmere residents

Moving home will be more disruptive to households with children, who may have to make alternative arrangements for schooling. These changes are more likely to affect single mothers who may have support networks in place in the local area, benefit from local facilities aimed at single parent households, and benefit from proximity to work arrangements. Census data indicates that 92% of lone-parent households in West Green are led by women and therefore any impact on lone-parent households will primarily

impact women.

The effects of being required to move will, in part, be offset by support being given to each household, including financial help with the costs of moving. Where possible, the Council will match the household's preference regarding the location of the new home, and additional priority will be given to vulnerable households and those with children in local schools. As the new homes will be based on Housing Need, the moves will also allow those households who are over-occupying to move to an appropriate size home which, if they desire, could be offered to them permanently

The Draft Broadwater Farm Rehousing and Payments Policy

The draft policy seeks to offer mitigations to the moves by ensuring that those with children in a local school will be given priority to remain in the local area.

As the new homes will be based on Housing Need, those who are over-occupying their home will benefit from larger properties. Households will have the option to remain in these larger homes even if their original home is repaired and available for them to return to. The policy also offers payments to households if their original home is demolished, which may assist households with arrears to clear them.

The proposed Local Lettings Plan

The Local Lettings Plan will enable households to return to the estate should they wish and so return to their community and previous support networks. These lets will be either to their previous home (if their block is repaired), or based on their housing need at the time of the return. This policy will particularly benefit families, including single parent-led families, by allowing them to move to a larger property if their housing needs have increased. We know that the vast majority of single parent households in Haringey are led by women, and so it is reasonable to expect that this policy would have a positive impact in relation to this protected characteristic.

2. Gender reassignment

Positive		Negative		Neutral impact		Unknown Impact	Y
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The Council does not have local data regarding this protected characteristic. There is no reason to believe that there will be specific impacts for this protected group and the council will try to ensure that discrimination, harassment and victimisation is tackled based upon this and any other protected group.

3. Age

Positive	Y	Negative	Y	Neutral impact		Unknown Impact	
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The data analysis in Section 3 shows that elderly residents are overrepresented among households in the blocks. This protected characteristic will therefore be potentially negatively impacted by the decision to rehouse Tangmere residents, but likely to be

positively assisted by the Rehousing and Payments Policy.

Temporary rehousing of Tangmere residents

Moving home is likely to have more significant effects on those who are elderly or vulnerable as older residents are more likely than the general population to experience mental health difficulties and have physical disabilities. They may find moving to a new home more difficult, especially if moved outside their current area, and households that require adaptations to their home may find it more difficult to bid for temporary properties in the local area.

The effects of being required to move will, in part, be offset by support being given to each household, including financial help with the costs of moving, and the Council applying priority for vulnerable households. Priority will also be given to those who have the longest tenancy on the estate. It is likely that this will give further priority to older residents.

Older tenants are more likely to be under-occupying their home, and these tenants will be required to move to a smaller home. Payments for down-sizing will be available should the move become permanent. Households currently under-occupying their current home by two bedrooms will be able to retain a spare bedroom and will have the option to return to their original property should this become available.

The draft Broadwater Farm Rehousing and Payments Policy

The draft policy gives priority to vulnerable households to assist them to remain in the local area. The draft policy also gives higher priority to those who have the longest tenancy on the estate. It is likely that this will give further priority to older residents.

The draft policy also allows households to retain a spare bedroom if they are currently under-occupying their current home by two bedrooms, and payments will be available should the move become permanent. Should their original home become available, they will be able to return to this home if they wish regardless of any under-occupation

Should the moves become permanent, older leaseholders are more likely to have reduced their mortgage but will also face more difficulty in obtaining a new or replacement mortgage. However, the offer of an Equity Loan will enable them to find a new home in the area, should they wish to do so, using the value of their current property and the Home Loss payment.

The Local Lettings Plan

The Local Lettings Plan will enable households to return to the estate should they wish and so return to their community and previous support networks. These lets will be either to their previous home (if their block is repaired), or based on their housing need at the time of the return. This policy will allow households to move to a larger property if their housing needs have increased. This may benefit young households, as these are most likely to experience an increase in housing need due to starting a family.

4. Disability

Positive	Y	Negative	Y	Neutral impact		Unknown Impact	
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The data analysis in Section 3 shows that residents with disabilities are under-represented among households in the blocks, but still form 9% of residents. Residents with this protected characteristic will therefore be potentially negatively impacted by the decision to rehouse Tangmere residents, but likely to be positively assisted by the Rehousing and Payments Policy.

Temporary rehousing of Tangmere residents

Residents with mental health needs and learning disabilities may find moving to a new home more difficult, especially if moved outside their current area. Households that require adaptations to their home may find it more difficult to bid for temporary properties in the local area.

The effects of being required to move will, in part, be offset by support being given to each household, including financial help with the costs of moving, and the Council applying priority for vulnerable households. This additional priority to remain in the local area will also be given to those with Special Educational Needs who receive high quality support from the schools they currently attend. The moves will also allow those households to move to an appropriate home which, if they desire, could be offered to them permanently.

The Draft Broadwater Farm Rehousing and Payments Policy

The draft policy seeks to offer mitigations to the moves by prioritising vulnerable households, who will be given priority to remain in the local area.

Those needing adapted homes may benefit from being given priority to move to a new home which is suitable to their needs and will have the option to remain in these homes even if their original home is repaired and available for them to return to. The policy also offers payments to households if their original home is demolished which may assist households with arrears clear these.

The Local Lettings Plan

The Local Lettings Plan will enable households to return to the estate should they wish and so return to their community and previous support networks. These lets will be either to their previous home (if their block is repaired), or based on their housing need at the time of the return. This policy will particularly benefit households whose housing needs have changed and who require new accommodation. This will benefit households whose members include individuals with disabilities by ensuring that their home is appropriate for their needs.

5. Race and ethnicity

Positive	Y	Negative	Y	Neutral impact		Unknown Impact	
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The data analysis in Section 3 shows that black households are overrepresented among

households in the blocks. This protected characteristic will therefore be potentially negatively impacted by the decision to rehouse Tangmere residents, but likely to be positively assisted by the Rehousing and Payments Policy.

Temporary rehousing of Tangmere residents

BAME communities are disproportionately represented in tenant and leaseholder population of the estate and there may be specific cultural ties, such as businesses locally that cater for specific cultural needs of residents of a particular race or ethnicity. The draft policy will support residents to remain in the local area where possible and offers a right to remain or return to the Estate should they wish.

The effects of being required to move will, in part, be offset by support being given to each household, including financial help with the costs of moving. The moves will also allow those households to move to an appropriate size home which, if they desire, could be offered to them permanently. Those downsizing will receive payments where their move becomes permanent.

The Draft Broadwater Farm Rehousing and Payments Policy

As the new homes will be based on Housing Need, those who are over-occupying their home will benefit from larger properties. Households will have the option to remain in these larger homes even if their original home is repaired and available for them to return to. The policy also offers payments to households if their original home is demolished which may assist households with arrears to clear them.

BAME households are more likely to have lower incomes. The decision to support existing resident leaseholders to buy new homes by offering them affordable home ownership will help home owners on lower incomes and is therefore more likely to benefit BAME households. The offer of an Equity Loan will enable them to find a new home in the area, should they wish to do so, using the value of their current property and the Home Loss payment.

The Local Lettings Plan

The Local Lettings Plan will enable households to return to the estate should they wish. These lets will be either to their previous home (if their block is repaired), or based on their housing need at the time of the return. As BAME households are overrepresented among affected households, this will have a proportionately positive impact with regard to this protected characteristic.

6. Sexual orientation

Positive		Negative		Neutral impact	Y	Unknown Impact	
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As described in the Section 3, the council does not hold data on sexual orientation in these blocks. The impact of these groups is therefore unknown.

Temporary rehousing of Tangmere residents

Moving home is disruptive to all residents but there is no reason to believe that this protected characteristic will be more affected by this move.

The effects of being required to move will, in part, be offset by support being given to each household (including financial help with the costs of moving).

Temporarily rehousing will allow these households to move to accommodation before the October deadline to disconnect the gas used for heating and cooking.

The Draft Broadwater Farm Rehousing and Payments Policy

The draft policy will affect all residents but there is no reason to believe that this protected characteristic will be more affected by this move.

The draft policy also offers payments to households if their original home is demolished which may assist households with arrears clear these.

The draft policy will support residents to remain in the local area where possible and offers a right to remain or return to the estate should they wish.

The Local Lettings Plan

The Local Lettings Plan will enable households to return to the estate should they wish and so return to their community and previous support networks. There is no reason to believe that individuals with this protected characteristic will not benefit from provisions in the Local Lettings Plan.

7. Religion or belief (or no belief)

Positive	Y	Negative	Y	Neutral impact		Unknown Impact	
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The data analysis in Section 3 shows that there is limited data on the religion of households these blocks. From the 56% of households where religion is known, Christians are under-represented among households in these blocks and the proportion of Muslims is in line with the general population. Residents with these protected characteristics will therefore be potentially negatively impacted by the decision to rehouse Tangmere residents, but likely to be positively assisted by the Rehousing and Payments Policy.

Temporarily rehousing of Tangmere residents

There may be a greater impact on those who go to a specific place of worship or are part of a religious community.

The effects of being required to move will, in part, be offset by support being given to each household, including financial help with the costs of moving.

The Draft Broadwater Farm Rehousing and Payments Policy

The draft policy will support residents to remain in the local area where possible and offers a right to remain or return to the estate should they wish.

The Local Lettings Plan

The Local Lettings Plan will enable households to return to the estate should they wish and so return to their community and previous support networks. There is no reason to believe that individuals with this protected characteristic will not benefit from provisions in the Local Lettings Plan.

8. Pregnancy and maternity

Positive	Y	Negative	Y	Neutral impact		Unknown Impact	
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The data analysis in Section 3 shows that women are under-represented among households in the blocks but still form a significant proportion of residents. The Council does not hold data on pregnancy and maternity among its tenants and leaseholders. However, this data will become available once tenants and leaseholder and interviewed with regard to their households and current circumstances.

Temporary rehousing of Tangmere residents

Moving home is likely to be more disruptive to pregnant women, those with young children, and single mothers. Pregnant women and young parents may rely on family members and friends living locally to provide care and support. These residents may also benefit from local facilities and services for expectant parents, parents, and single parent households.

The effects of being required to move will, in part, be offset by support being given to each household, including financial help with the costs of moving. Where possible, the Council will match the household’s preference regarding the location of the new home, and additional priority will be given to vulnerable households. Households with young children frequently require a larger home than they currently have. As the new homes will be based on Housing Need, the moves will also allow those households to move to an appropriate size home which, if they desire, could be offered to them permanently.

The Draft Broadwater Farm Rehousing and Payments Policy

Pregnant women and young parents may rely on family members and friends living locally to provide care and support. The draft policy will give priority to vulnerable households and offer a right to return to the estate. All residents, including pregnant women and mothers of young babies, will be provided financial and practical support to assist relocation.

The draft policy will give a higher priority to those with young children to move to, and remain in, a more appropriately sized home than they would otherwise be entitled to if they were required to return to their previous home.

As the new homes will be based on Housing Need, those who have recently increased their family size are likely to be over-occupying their current home. These households will benefit from larger properties. Households will have the option to remain in these larger

homes even if their original home is repaired and available for them to return to. The policy also offers payments to households if their original home is demolished which may assist households with arrears to clear them.

The draft policy will support residents to remain in the local area where possible and offers a right to return to the estate should they wish.

The Local Lettings Plan

The Local Lettings Plan will enable households to return to the estate should they wish and so return to their community and previous support networks. These lets will be either to their previous home (if their block is repaired), or based on their housing need at the time of the return. This policy will particularly benefit families, including single parent families, by allowing them to move to a larger property if their housing needs have increased. It will also benefit those who experience an increase in housing need due to starting a family.

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

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

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

Young black single men are over-represented on the estate in part due to the high number of one-bedroom properties. These households will need different support from families and each household will have a tailored support package. The Council will support these residents by conducting in-depth discussions to understand their housing need and rehousing preferences. Where possible, the Council will seek to meet these preferences through their housing offer and additional priority will be given to those with local connections to allow them to remain in the area if they so wish.

Tenants will also be given practical support to help them through the viewing and moving process including help with removals and other costs of moving home. Tenants will also be offered realistic timescales for their potential return to the estate and offered the Right to Return to their previous home (if repairs are carried out). Should a decision be made to demolish both or either block, then tenants will be offered vacant properties which become available on the estate.

The Right to Return will allow these households to return to the estate should they wish and so retain established support networks. This Right is enabled by the Local Lettings Plan.

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

The greatest impact of these proposals will be on those who are dependent on local support networks and public services such as schooling, including children, parents, single

parents, and older people. This is because any move away from Broadwater Farm caused by rehousing may make it more difficult for these residents to maintain these support networks and continue to access services. However, these impacts are likely in part to be offset by allocation of priority to these households for rehousing in the local area, and replacement housing being offered according to Housing Need which may benefit those who are over-crowded and/or need specialist housing. The policy enables households to remain in their temporary new home if they wish, even if their new home is repaired and available to return to. Where their original block is not repaired, those wishing to return will be given an offer of a new home based on their new housing need at the time of the return, and so will allow those whose housing needs have changed to move to a more appropriate home.

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:	
Stop and remove the proposal:	

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
<p>Loss of local support and increased distance from schools</p> <ul style="list-style-type: none"> • Females (with children) • Pregnancy • Disabled residents • Elderly residents 	<p>The Council will be interviewing each household to establish their housing needs and preferences, and provide support with the rehousing and moving processes.</p> <p>In both the Tangmere Rehousing Priority Scheme, and the draft policy for consultation, vulnerable households are given priority for local homes. This will include households that include pregnant woman, children with Special Educational Needs or Learning Difficulties, and those who access specialist local support. The draft rehousing and payments policy also offers tenants the Right To Return to the estate if they wish, but also allows tenants the choice to remain in their new home if they</p>	<p><i>Interim Director of Housing, Regeneration and Planning</i></p>	<p><i>During consultation in summer 2018, and during rehousing after a final decision on the future of the blocks</i></p>

	so wish, and so reducing the need to move again so that existing good relations among local communities can be maintained		
Under-occupying households having to move to a smaller property <ul style="list-style-type: none"> Elderly residents 	Households who have two spare bedrooms will be allowed to retain one. If the move becomes permanent, they will receive under-occupation payments for downsizing. If the move is temporary, then they will be able to move back to their original home regardless of occupation levels.	<i>Interim Director of Housing, Regeneration and Planning</i>	<i>During rehousing after a final decision on the future of the blocks</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.

Where there is a need for a household to move to a different part of the borough, Homes for Haringey staff will work with households and provide support if new arrangements to access public services such as healthcare and education need to be made. Financial assistance will also be provided to cover the costs of moving home.

To mitigate the longer-term impact of rehousing, the Rehousing Policy proposes that residents will have the Right to Return to the estate, if they wish to. However, if residents would prefer to stay in the home they have moved to, they will be able to do so.

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

Ongoing monitoring of these policies will be undertaken as households are interviewed, moved and, if they desire, return to the estate.

7. Authorisation

EqlA approved by Dan Hawthorn (Director)	Date 18 June 2018
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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.