

## 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

<b>Name of proposal</b>	Demolition of Tangmere and Northolt, Rehousing of residents from both blocks.
<b>Service area</b>	Housing Strategy and Commissioning
<b>Officer completing assessment</b>	Martin Gulliver
<b>Equalities/ HR Advisor</b>	Hugh Smith
<b>Cabinet meeting date (if applicable)</b>	13 November 2018
<b>Director/Assistant Director</b>	Dan Hawthorn

#### 2. Summary of the proposal

##### Background

On 26 June 2018, Cabinet made a number of decisions regarding blocks on the Broadwater Farm estate that had been found to have structural issues.

This included the decision to start the rehousing of residents from the Tangmere block and Cabinet agreed a policy – the Tangmere Rehousing Priority Scheme – which set out how this rehousing would be carried out.

Cabinet also agreed that residents of Tangmere and Northolt are consulted on the future of the two blocks. The two main options identified were to carry out strengthening works or to demolish the blocks and then rebuild the homes. Cabinet agreed that its preferred option was to demolish and then rebuild, for the reasons set out in the June Cabinet report including the significant cost of the strengthening works which do not represent value for money.

Cabinet also agreed two further policy consultations:

- A consultation on a proposed Broadwater Farm Rehousing and Payments Policy
- A consultation on a proposed Broadwater Farm Local Lettings Plan

An EqIA was considered by Cabinet as part of making its decisions in June and is published here:

<https://www.minutes.haringey.gov.uk/documents/s102078/180626%20BWF%20EQIA%20final.pdf>

The June EqIA considered the equality impact of the rehousing of residents from Tangmere under the Tangmere Rehousing Priority Scheme, and the potential impacts of the proposed Rehousing and Payments Policy and proposed Local Lettings Plan which at that point were still subject to consultation and were not in force.

This EqIA will consider the decisions recommended in the report to 13 November Cabinet on the futures of Tangmere and Northolt. This report recommends:

- The demolition of Tangmere and Northolt and replacement with new council housing
- The rehousing of Northolt residents.
- A final proposed Broadwater Farm Rehousing and Payments Policy following consultation
- A final proposed Local Lettings Plan following consultation

### Impact

The main impact of these decisions will be on the tenants and leaseholders of Northolt, who will be rehoused ahead of the block being demolished. However this rehousing would have been required in any case, as the alternative option for remedying the structural issues (strengthening) would also have required rehousing of these residents. The decision to demolish Tangmere also means that residents who have been rehoused from this block following the June decisions will not be able to return to their former homes in the Tangmere block.

Since the June decision to rehouse Tangmere residents, the Council has supported these residents through the rehousing process with in-depth discussions with each household to understand their housing need and rehousing preferences. Where possible, the Council sought to meet these preferences through their housing offer with additional priority given to those with local connections to allow them to remain in the area if they so wish (as set out in the Tangmere Rehousing Priority Scheme).

Tenants were also given practical support to help them through the viewing and moving process including help with the costs of moving home, including removal costs. At the time of rehousing Tangmere tenants, no decision had been made regarding the future of the block and tenants were advised of realistic timescales for their potential return to the estate and offered the right to return to their previous home if a decision was made to carry out strengthening works to the block.

### Impact: Northolt rehousing

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.

Residents of Northolt will be given the same support as those rehoused from Tangmere. This will include in-depth discussions with each household to understand their housing need and rehousing preferences. 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.

Over-occupying households will be able 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.

Following feedback from the consultations, it is proposed that the rehousing is carried out through choice-based lettings (CBL) initially, which will mean that tenants are able to bid on available alternative homes with high priority. This will give tenants more choice. The health and safety risks mean that direct offers may need to be made to ensure the rehousing is carried out in the timescales required.

#### Impact: Proposed Broadwater Farm Rehousing and Payments Policy

The proposed policy sets out the rehousing priorities for Northolt residents. It also sets out the rehousing process and priorities for any residents still resident in Tangmere when the policy come in to effect, however these are the same as the Tangmere Rehousing Priority Scheme under which Tangmere Rehousing has been carried out since June 2018.

The policy also sets out payments to Tangmere and Northolt tenants and leaseholders following a decision to demolish the block. However, as approved by Cabinet in October 2018, Tangmere tenants were offered payments equal to the statutory Home Loss regardless of the eventual decision. Other payments in the policy are, where appropriate, the same as those set out in the approved Estate Renewal Rehousing and Payments Policy.

Following the consultation, the policy was amended to include a right to return for resident leaseholders. This right will apply to all resident leaseholders who still own and live in a property in the borough at the time the new blocks are completed. Resident leaseholders who do not meet these criteria will also be considered via the Discretions Panel.

The draft policy was subject to consultation and this Equalities Impact Assessment has been updated following completion of that consultation.

#### Impact: Proposed Broadwater Farm Local Lettings Policy

The Local Lettings Policy 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 an offer of a vacant home which becomes available elsewhere on the estate and in addition, offers a right to a replacement home once these have been built.

### 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%
Mixed	3%	-	2%	9%
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 appear 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 Judaism, Hinduism and Buddhism, 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 and so this is unknown for Northolt residents. However, this data will become available once Northolt tenants and leaseholders are 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?**

During the spring of 2018, Homes for Haringey undertook considerable engagement with residents over the safety and inspection of these blocks.

Following a Cabinet decision to approve the rehousing of Tangmere residents, there was further engagement to enable them to be rehoused as quickly and efficiently as possible, taking into account the circumstances of each household.

In addition to this informal engagement, the Council has also carried out four separate consultations between 11 September and 10<sup>th</sup> October 2018;

- Section 105 consultation on the future of Tangmere
- Section 105 consultation on the future of Northolt
- Consultation on the draft Broadwater Farm Rehousing and Payments Policy
- Consultation on the draft Broadwater Farm Local Lettings Policy

As part of these consultations, a letter/information pack was sent to all residents in Tangmere and Northolt, and was made available in Turkish and in other languages, large print and Braille on request.

During the consultations, a number of events were arranged for residents to find out more about the decision options and policies. Translators were available at all sessions and others were arranged where necessary.

The Council also undertook door-knocking exercises in both blocks and discussed the consultations with Tangmere tenants. Further work with was also undertaken by the Independent Tenant Leaseholder Advisor who also held drop-in sessions and undertook their own door-knocking

A total of 108 responses were received from 105 of the 206 properties (51%). However, response rates varied between Tangmere (42 out of 104 properties or 40%) and Northolt (63 out of 102 properties or 62%). A breakdown of responses and properties by tenure and block are provided below.

#### **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**

A full description of the consultation outcomes is provided in the consultation report. In general, the proposals set out in the four consultations were strongly supported, with few respondents disagreeing with the proposals. A similar rate of tenants with protected characteristics supported the proposal, with no significant variation among tenants who share any particular protected characteristic. Due to the high rate of support there is limited value in analysing responses by protected characteristics and there is a danger with several that such analysis may reveal the responses of individuals.

In terms of response rate for protected groups, these were largely in line with the known demographics of the blocks, though it is noted that there was a slightly lower proportion of respondents between 45 and 65 (38%) compared with the population of the two blocks (47%) and higher among those 65 and over (29% compared with 27%).

#### **Consultation on the future of Tangmere**

There was majority support for the proposal with 39 residents / 91% of all respondents agreeing with the proposal to demolish Tangmere and then build new homes of the Broadwater Farm Estate. Only 4 residents / 9% of all respondents disagreed with the proposal.

Tangmere residents were also asked about their priorities with regard to future objectives. These responses indicate that providing new and larger homes were the

main priorities of residents, and that providing homes for them to return has the lowest priority.

### **Consultation on the future of Northolt**

There was also majority support for the proposal with 53 residents / 82% of all respondents agreeing with the proposal to demolish Northolt and then build new homes of the Broadwater Farm Estate. 10 respondents / 15% of all respondents disagreed with the proposal.

Northolt residents were also asked about their priorities with regard to future objectives. The responses indicate that improving the quality of homes is the main priority of residents, and that providing homes for them to return has the lowest priority

### **Consultation on the Broadwater Farm Rehousing and Payments Policy**

Northolt tenants were asked about the priority for new homes. While most respondents were in favour of the priorities given, or provided no comments, the other groups who respondent felt should be given priority included;

- Households with children (mentioned in 6 responses)
- Households with physical or mental health issues (4 responses)
- Households with an elderly residents (3 responses)

Northolt tenants were asked what size home tenants should be offered. The vast majority of those who answered this question (50 out of 60 respondents or 83%) supported the appropriate size home for the household being offered

Northolt residents were also asked about their thoughts on the proposal to only offer tenants one property through a Direct Offer. The majority of those who commented wanted more than one offer, explaining that tenants should be given a choice and/or that properties should be allocated through the Choice Based Lettings scheme. However, three residents expressly stated that they were against the Choice Based Lettings scheme being used.

The vast majority of residents of those who answered this question (92 out of 99 respondents or 93%) supported the proposal that departing tenants should be given priority for new built replacement homes and that resident leaseholders should have the right to return with 57 out of 65 respondents or 88% supporting this proposal. 46 out of 54 respondents or 85% also supported leaseholders being given a higher level of Equity Loan where this was a compelling reason. These questions were asked of tenants and leaseholders of both Northolt and Tangmere.

Following consultation, the Rehousing and Payments policy has been amended to allow residents to use the Choice Based Lettings Scheme. Those with children in a local school will be given priority to remain in the local area should they wish to do so.

### **Consultation on the Broadwater Farm Local Lettings Policy**

A fourth consultation was carried out which was on a proposed Local Lettings Policy

which would set out that tenants leaving BWF would have priority for future voids, and any newly built replacement homes.

The vast majority of residents who answered this question (84 out of 93 respondents or 90%) supported this proposal

The vast majority of residents who answered this question (86 out of 92 respondents or 93%) also supported the priorities set out in the policy

**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 residents, but likely to be positively assisted by the Rehousing and Payments Policy.

Rehousing

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 proposed Broadwater Farm Rehousing and Payments Policy

Following consultation, the Rehousing and Payments policy has been amended to allow residents to use the Choice Based Lettings Scheme. Those with children in a local school will be given priority to remain in the local area should they wish to do so.

As the new homes will be based on Housing Need, those who are over-occupying their home will benefit from larger properties.

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 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 residents, but likely to be positively assisted by the Rehousing and Payments Policy.

### Rehousing

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 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. As the policy has been amended to allow Choice Based Lettings, priority will be given to those who have the longest tenancy on the estate. It is likely that this will give further priority to older residents.

### The draft Broadwater Farm Rehousing and Payments Policy

The revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established support networks

Older resident 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.

Resident Leaseholders will also benefit from the Right to Return which has been included in the policy following consultation. Older people are over-represented among leaseholders.

#### 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 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 residents, but likely to be positively assisted by the Rehousing and Payments Policy.

#### Rehousing

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 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.

#### 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. The policy also offers payments to households 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 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 residents, but likely to be positively assisted by the Rehousing and Payments Policy.

### Rehousing

BAME communities are disproportionately represented in the 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 revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established communities 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. Those downsizing will receive payments.

### The Proposed 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. The revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established communities. The policy also offers payments to households 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 proposed Local Lettings Plan

The proposed Local Lettings Plan will enable households to return to the estate should they wish. These lets will be 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.

Rehousing

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).

The Proposed 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 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 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. 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 residents, but likely to be positively assisted by the Rehousing and Payments Policy.

## Rehousing

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 revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established communities.

### The Proposed Broadwater Farm Rehousing and Payments Policy

The revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established communities. The proposed policy will therefore 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 proposed Local Lettings Plan

The proposed 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.

## Rehousing

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. The revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established support networks. This approach will also help the tenants with the timing of any moves. 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.

### The proposed 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 revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established communities.

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. The policy also offers payments which may assist households with arrears to clear them.

The proposed 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 proposed Local Lettings Plan

The proposed 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 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**

There are more young black single men living on the estate relative to other parts of the borough. These households will need a different type of support compared to 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.

The revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established communities.

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 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 mitigated by the revised rehousing and payments policy allowing tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established communities. Accordingly, the Council will aim to meet its Public Sector Equality Duty to eliminate discrimination against individuals and groups who share protected characteristics and foster good relations between those who share these characteristics and those who do not.

Replacement housing will be offered according to Housing Need which may benefit those who are over-crowded and/or need specialist housing. 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. This will both support existing communities to remain and also allow housing to be allocated where it is needed.

**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
<b>No major change to the proposal:</b>	Y
<b>Adjust the proposal:</b>	
<b>Stop and remove the proposal:</b>	

**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**

<b>Impact and which protected characteristics are impacted?</b>	<b>Action</b>	<b>Lead officer</b>	<b>Timescale</b>
<b>Loss of local support and increased distance from schools</b> <ul style="list-style-type: none"> <li>• Females (with children)</li> <li>• Pregnancy</li> <li>• Disabled residents</li> <li>• Elderly residents</li> </ul>	The revised rehousing and payments policy allows tenants to use the Choice Based Lettings scheme which will assist them to select a new home near to any established communities. The proposed Rehousing and Payments Policy also offers tenants and resident leaseholders the Right To Return to the estate if	Director of Housing, Regeneration and Planning	Ongoing

	they wish		
<b>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.</b>			
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 offers residents the Right to Return to the estate, if they wish to.			
<b>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</b>			
Ongoing monitoring of these policies will be undertaken as households are interviewed, moved and, if they desire, return to the estate.			

<b>7. Authorisation</b>	
EqlA approved by Dan Hawthorn (Director)	Date

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

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