Haringey Council

Equality Impact Assessment

Name of Project	Haringey's draft Housing Strategy 2015-2020	**Cabinet meeting date** ***If applicable***	
Service area responsible	Housing Investment & Sites Team		
Name of completing officer	Kathryn Booth / Liz Smale	**Date EqIA created**	19 May 2015
Approved by Director / Assistant Director	Dan Hawthorn	**Date of approval**	15 June 2015

The Equality Act 2010 places a '**General Duty'** on all public bodies to have '**due regard'** to:

- **Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act**
- **Advancing equality of opportunity between 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.

Haringey Council also has a '**Specific Duty'** to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead - Liz Smale / Kathryn Booth	5.
2. Equalities / HR – Zakir Chaudhry	6.
3. Legal Advisor (where necessary) - Alison Vydulinska	7.
4. Trade union N/A	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

The Housing Strategy

Haringey Council wishes to put in place a new Housing Strategy which takes into account the council's new Corporate Plan, which includes key objectives on housing and growth in the borough, and also changes in national and regional housing and welfare policy, changes in the local housing market and demographic changes in the borough revealed through the 2011 census.

Haringey's draft Housing Strategy 2015-2020 explains the council's approach to housing in all tenures and in all areas of the borough. The **vision** for the Housing Strategy is:

- Housing is about people and communities, not just bricks and mortar. This means mixed and inclusive neighbourhood where residents can lead happy and fulfilling lives."

There are a wide range of specific approaches to achieving the Housing Strategy's vision, grouped under its **objectives** which are to:

- Improve help for those in housing crisis
- Ensure that housing delivers a clear social dividend
- Drive up the quality of housing for all residents

- Achieve a step change in the number of new homes being built

The Housing Strategy will be delivered through several housing-related and other council strategies and policies which are already in place or will be in the next few months. These are shown in the lists below. These strategies and policies relate to the full range of housing tenures in the borough. For example, the Private Sector Housing Strategy will focus on the private rented and owned sectors. EqIAs related to these strategies and policies are carried out where relevant. The outcomes envisaged by the Housing Strategy will be monitored and reviewed annually to ensure they continue to be responsive to changes in the local, regional and national landscape.

Strategies and policies already in place:

- Homelessness Strategy 2012-2014
- Affordable Warmth Strategy 2009-2019
- Housing Investment and Estate Renewal Strategy 2013-2023
- Housing Revenue Account Business Plan
- Housing Commissioning Plan 2012-2015
- Older Peoples' Housing Strategy 2011-2021
- Tenancy Strategy 2014-2016
- Allocations Scheme

New strategies and policies being developed:

- Private Sector Housing Strategy
- Estate Renewal Re-housing and Payments Policy
- Shared Ownership Policy – assessment and allocations
- Discounted Rents Allocations Policy

Consultation on the Housing Strategy

Between October and December 2014, a wide range of stakeholders were consulted on the proposed vision, priorities and principles for Haringey's new Housing Strategy.

The outcome from the first round of consultation was broad support for the vision, priorities and principles set out in the consultation document.

As a result of consultation, one of the original priorities was split into two objectives: "Improve help for those in housing crisis" and 'Ensure that housing delivers a clear social dividend'

This draft EqIA has been revised to better reflect the high level nature of the Housing Strategy. The more detailed data previously included within this EqIA will be included in the appropriate sub-strategies, eg, the Homelessness Strategy and the forthcoming Shared Ownership Policy.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment **Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.**	
Data Source (include link where published)	**What does this data include?**
N/A – the proposed Housing Strategy does not impact on Haringey Council employees	

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment **This section to be completed where there is a change to the service provided**	
Data Source (include link where published)	**What does this data include?**
2011 census data	Tenure, ethnicity, sex, disability, age
GVA (2014) Haringey Strategic Housing Market Assessment based on a Housing Needs Survey of 1004 residents with a minimum of 10% of respondents (100 people) from each of the Housing Market Areas identified within the borough.	Population, household spaces, dwelling stock, occupancy, age, ethnicity, household composition, occupational levels, tenure, house price and rents, household incomes
Joint Strategic Needs Assessment – Housing	Population, tenure, house prices and affordability, homelessness, ethnicity of homeless households
Trust for London/New Policy Institute, London's Poverty Profile	Population, ethnicity, wealth inequality, income, tenure

Sex

- Data indicates high levels of homelessness amongtst female lone parents. This will be explored further in the forthcoming Homelessness Review and action planning set out in Haringey's revised Homelessness Strategy.

Age

- Data indicates that homelessness in the age group 16-24 and 25-44 is high compared to their expected profile from census data. This will be explored further in the forthcoming Homelessness Review and action planning set out in Haringey's revised Homelessness Strategy.

- There is so far a small amount of data available on the age of buyers of shared ownership homes in Haringey so it is difficult to draw firm conclusions. Age data on new shared ownership purchasers will be monitored and any relevant findings may influence the content of Haringey's planned Shared Ownership Policy

Disability

- Homeless acceptance due to mental or physical disability is higher than would be expected given the profile of disability in the 2011 census, indicating that disability may be a factor in causing homelessness for these groups of households. This issue will be explored in the forthcoming Homelessness Review and an appropriate response set out in Haringey's new Homelessness Strategy and associated action plan

Race & ethnicity

- Homelessness data indicates Black households approach as homeless at a level which is more than twice their representation in Haringey's population compared with White households who present in numbers which are around two thirds of their representation in Haringey's general population.
- There is so far a small amount of data available on the ethnicity of buyers of shared ownership homes in Haringey so it is difficult to draw firm conclusions. Ethnicity data on new shared ownership purchasers will be monitored and any relevant findings will influence the content of Haringey's planned Shared Ownership Policy

Sexual Orientation

Currently there is no information on sexual orientation recorded for any of the data sources used as part of this review.

Religion and Belief

Currently there is no information on religion and belief recorded for any of the data sources used as part of this review.

Pregnancy and Maternity

Currently there is no information on pregnancy and maternity recorded for any of the data sources used as part of this review.

Marriage and Civil Partnership

Currently there is no information on marriage and civil partnership recorded for any of the data sources used as part of this review. However, as noted under the protected characteristic of sex, data is collected on lone parents, which indicates that female lone parents have the highest level of homelessness acceptances of all groups in Haringey.

Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery: Positive and negative impacts identified will need to form part of your action plan.				
	Positive	**Negative**	**Details**	**None – why?**
Sex	✓		Currently lone female parents are over-represented in homeless acceptances and temporary accommodation. Under Objective 1 of the Housing Strategy, prevention of homelessness will be addressed in the revision of Haringey's Homelessness Strategy. The situation of lone female parent homeless households, and other groups, will also be addressed through Objective 2 "Ensure that housing delivers a clear social dividend" and Objective 3, "Drive up the quality of housing of all residents which includes proposals to tackle quality in the private housing sector and Objective 4, "Achieve a step change in the number of new homes built". To help those in housing crisis the council will provide more wrap-around services and assist people to live independently by putting in place clear pathways so people can access and leave support services in a planned way. The council is working with partners to increase the number of affordable rented homes built in the	

			borough. This will benefit female-headed households on the council's Housing Register as they receive the majority of social and affordable lettings. With its partners, the council will help residents to secure employment and apprenticeships and access training opportunities as a means of improving access to housing.	
Gender Reassignment				Data is insufficient to comment. The case for collecting this information in this context should be explored.
Age	✓		The Housing Strategy should have a positive impact on homeless applicants from all age groups under objective 1 – 'preventing people becoming homeless' The Housing Strategy objective to achieve a step change in the number of new homes being built includes plans to assist more people to access home ownership. This is likely to benefit first time buyers who tend to be in younger age groups but should also have a positive impact on buyers from all age groups.	
Disability	✓		The Housing Strategy recognises the needs of those with disabilities and seeks to address these through a range of provisions. Proposals include increasing the provision of housing related support services through the development of new support pathways and enabling independent living, for example through disabled facilities grants.	

Race & Ethnicity	✓		Objective 1, “Improve help for those in housing crisis” - The Housing Strategy should have a positive impact on homeless applicants from all ethnic backgrounds. Black households should benefit most from initiatives to prevent homelessess as they are currently disproportionately represented amongst homeless acceptances. Objectives 1, 2, 3 and 4, “Improving help for those in housing crisis”, “Ensure that housing delivers a clear social dividend”, “Drive up the quality of housing for all residents” and “Achieve a step change in the number of new homes being built” respectively, should also lead to a positive outcome for people from all ethnic groups. Data shows that housing crisis disproportionately affects Black households. The council will provide more wrap-around services and assist people to live independently by putting in place clear pathways so people can access and leave support services in a planned way. The council is working with partners to increase the number of affordable rented homes built in the borough. This will benefit Black households who are disproportionately represented on the council’s Housing Register as they receive a substantial number of social and affordable lettings. With its partners, the council will help residents to secure employment and apprenticeships and access training opportunities as a means of improving access to housing. The limited evidence assessed to date suggests that for shared ownership BME residents have not benefited proportionately. The aim of increasing shared ownership in the east of the borough	

			which has a much higher proportion of BME residents is a means of mitigating this apparent impact. As further data is collected and the position clarified, detailed policies and schemes will be informed by that data and the necessity to address and where possible mitigate any adverse impact disclosed with targeted measures and support for disadvantaged groups.	
Sexual Orientation				Data is insufficient to comment. The case for collecting this information in this context should be explored.
Religion or Belief (or No Belief)				Data is insufficient to comment. The case for collecting this information in this context should be explored.
Pregnancy & Maternity				Data is insufficient to comment. The case for collecting this information in this context should be explored.
Marriage and Civil Partnership				Data is insufficient to comment. The case for

(note this only applies in relation to eliminating unlawful discrimination (limb 1))				collecting this information in this context should be explored.

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.				
	Positive	**Negative**	**Details**	**None – why?**
Sex				The Housing Strategy has no impact on staffing structures
Gender Reassignment				As above
Age				As above
Disability				As above
Race & Ethnicity				As above
Sexual Orientation				As above
Religion or Belief (or No Belief)				As above
Pregnancy & Maternity				As above
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				As above

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
Improve help for those in housing crisis	The impact of the Housing Strategy will be more targeted housing related support to help people live more independently including services to prevent rough sleeping. Homeless prevention services will promote early intervention as well as building community capacity to help prevent homelessness. Supporting work and strategies such as the Homelessness Review and Homelessness Strategy will address any particular concerns data highlighted about particular groups with protected characteristics.
Ensure that housing delivers a clear social dividend	Examples of how the Housing Strategy will provide an impact include increasing community cohesion and self-help through increasing community capacity and building resilience within individual households
Drive up the quality of housing for all residents	The Housing Strategy will drive up standards: • In the private rented sector by introducing a licensing scheme for private landlords working in the borough and setting up a lettings agency . These initiatives will tackle issues of poor repair and management, improve health and safety in the private rented sector and ensure statutory compliance with property standards. • In the social rented sector by working towards completing the Decent Homes programme for council-owned homes and working with partner registered providers to improve management of these homes • Ensure the design of new homes built meets Haringey's Quality Charter
Achieve a step change in the number of new homes built	The Housing Strategy provides the framework for enabling the council to meet the Mayor of London's target of building 1502 new homes per year over the next 10 years. This will improve housing support and access to housing for a wide range of households including social housing for those in highest need and ownership, with support for t hose that need it to mitigate any negative impacts. The Council will monitor all shared ownership sales with Housing Association partners in

	order to better understand if certain groups access these schemes less than others.

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	**What does this data include?**

Stage 8 - Final impact analysis

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director		Date of review	
Review approved by Director / Assistant Director		Date of review	

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.