

Equality Impact Assessment

Name of Project	Estate Renewal Rehousing and Payments Policy	Cabinet meeting date If applicable	12 th July 2016
Service area responsible	Housing Commissioning, Sites and Investment		
Name of completing officer	Sue Witherspoon	Date EqIA created	12 th January 2016
Approved by Director / Assistant Director	Lyn Garner, Director of Regeneration Planning and Investment	Date of approval	

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 – Sue Witherspoon – Housing Strategy and Projects	5.
2. Equalities / HR - Kathryn Booth, Policy and Equalities	6.
3. Legal Advisor (where necessary) – Michelle Williams, Legal	7.
4. Trade union	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

This report sets out the results of consultation on a draft policy, which was initially considered by Cabinet in June 2015. The Cabinet approved the policy, subject to consultation, and this report sets out the results of the consultation, and seeks to obtain approval for the final policy. The policy covers the impact on tenants, leaseholders and owner occupiers when an estate is renewed to such an extent, that the residents have to move. It applies to all estate regeneration schemes, when 10 or more homes are involved. It sets out

- Rehousing policies for all residents, and in particular what will happen when their families have grown since they first moved in, and they now have adult children living at home;
- Rehousing policies where household sizes have changed, so that the occupants now have a spare room;
- The extent of compensation paid for home loss, and disturbance, both for tenants, leaseholders and for freeholders
- The arrangements for the payment of home loss and disturbance payments
- The commitment to return tenants to the new homes on the estate after regeneration where possible (but not guaranteed)
- Arrangements for advice and assistance to all residents

This proposal will affect all residents in any estate regeneration scheme equally. However, the impact of the disruption of a forced move is likely to have a greater impact on certain residents, such as elderly residents, single parents, and households with school age children.

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?
This report does not have an impact on Haringey staff	

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?
OHMS – existing information on customers	Tenant and leaseholder data
Joint Strategic needs assessment	http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-jsna Brings together data about the demographics, providing information on population characteristics

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	Estate Renewal programmes are designed to replace poor quality housing and environments with improved housing. Estate renewal also improves the quality of the environment, provides opportunities for community development, and work opportunities.	Single parent households may struggle to cope with a requirement to move home less well than two parent households. Moving home involves costs, which are re-imbursed, but do involve organising removals, connections and disconnections, forwarding mail, and furnishing a new home. It may also involve having to find a new doctor, dentist and school for any children.	Single parent households are more likely to be headed by a woman, and therefore this proposal may have a greater impact on women, than men.	
Gender Reassignment				No impact currently identified as insufficient data available.
Age	Estate Renewal programmes are designed to provide improved quality of housing.	Rehousing is very disruptive to older people. Facing the disruption of a move can be particularly distressing in older age.	Older people may be more reliant on neighbours that they know community facilities, and proximity to families that provide care and support.	
Disability	All new homes designed on the replacement estate will be built to planning	Rehousing is very disruptive to households with a disability. Homes may already have been		

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?
	requirements, which include a target for wheelchair homes in line with the London Plan, and Lifetime homes and neighbourhoods as set out in the London Plan. There will in effect be a greater supply of specially designed and built properties for people with disabilities.	adapted to their needs, and there may be considerable changes to the layout of the home, kitchen bathroom, entrance, parking arrangements and the environment to suit their needs. The household may have developed local support links with family, friends and neighbours, which have the potential to be broken by a forced move.		
Race & Ethnicity				No differential impact. All tenants of different racial backgrounds are likely to be equally affected by the proposals.
Sexual Orientation				No impact currently identified as insufficient data available.
Religion or Belief (or No Belief)				No impact differential impact. All tenants and leaseholders of different religious backgrounds are likely to be equally affected.
Pregnancy & Maternity	Estate Renewal is designed to improve	Rehousing is very disruptive, and likely to		

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?
	the quality of homes in the local environment and will provide improved homes for all residents	be difficult for households including a pregnant woman.		
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				No impact differential impact. All tenants and leaseholders of different whether married, in a civil partnership or otherwise are likely to be equally affected.

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 proposals in the Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees
Gender Reassignment				The proposals in the Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees
Age				The proposals in the Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees
Disability				The proposals Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees
Race & Ethnicity				The proposals in the Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees
Sexual Orientation				The proposals in the

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?
				Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees
Religion or Belief (or No Belief)				The proposals in the Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees
Pregnancy & Maternity				The proposals in the Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				The proposals in the Estate Renewal Rehousing and Payments Policy do not have a direct impact on employees

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>This EQiA identifies that there are impacts both positive and negative on all members of the community, and a disproportionate impact on certain sections of the community. The groups with protected characteristics, where there is a disproportionate impact, are households containing older people, female headed single parent households, and households containing someone with a disability or households containing a pregnant woman. The positive impacts are that the replacement homes, built after a renewal programme has been completed, will be better designed and more appropriately laid out for the needs of older people, and people with disabilities. However, the immediate negative impact will be a period of severe disruption, which households have to move, and arrange to move all their household goods, and make new arrangements to access local services. In some cases, this may occur twice, if they move away from an estate, and then return once the estate renewal programme has been completed.</p>	<p>On balance it is the view of the Council that the benefits to the whole community of estate renewal will outweigh the temporary disbenefits suffered by those households falling into these groups. In addition, the Council will take action to mitigate the immediate disruptive effect of moving for vulnerable households.</p> <p>It is the standard practice of the Council to employ dedicated workers assigned to each estate renewal scheme, to assist households with the bidding process, so that they are able to select a home of their choice to move to, in the period whilst they are in Band A of the Choice Based Lettings Scheme. Once the period in the 12 months prior to the demolition has started, officers will visit each household to make sure that their housing, and any medical needs are understood, and make sure that all offers of accommodation are appropriate for the needs of the household.</p> <p>Where the household is particularly vulnerable, and has no supporting family members, then the Council will assist with essential arrangements for a move to take place.</p> <p>Where a household has a disability, an occupational therapist will be involved in assessing the medical needs of any household containing a disabled member are accommodated.</p>

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
<p>Consultation has taken place on the Council's website: http://www.haringey.gov.uk/housing/housing-strategies-policies-and-plans/estate-renewal-re-housing-and-payments-policy-consultation The Policy has also been promoted at seven public meetings. One public meeting involved inviting 800 tenants via email and 720 tenants via snail mail to a Tenants Panel. These tenants are ones who have indicated an interested in being consulted on policies. In addition 2,000 emails have been sent to leaseholders, and 700 snail mail invitations have been sent to leaseholders to invite them to a</p>	<p>A summary of the proposals was produced in leaflet form, and also placed on the Council's website. A Questionnaire was also produced and has been placed on the Council's website.</p> <p>Specific questions have been asked in the Questionnaire about specific issues that have been raised during the course of previous estate renewal schemes. Tenants, leaseholders and owner occupiers affected have also been invited to give general comments on the proposals in the Questionnaire.</p>

Stage 7 - Consultation and follow up data from actions set above

Data Source (include link where published)	What does this data include?
<p>Leaseholder Panel.</p> <p>The remaining five meetings were held on estates which have been publicly named, as estates where residents will be consulted about potential refurbishment or regeneration proposals.</p> <p>91 responses were received in all, either through the website and online survey, or in paper form. In addition, there were specific comments from the meetings, and some individuals who commented directly to the Council through the Council's Strategy In Box.</p>	<p>As a result of the Consultation, amendments to the policy were made.</p> <ul style="list-style-type: none">• A recognition of the disruption and distress that rehousing can cause;• Clarification of the types of tenancy that will be offered when tenants are required to move• Greater emphasis on information and consultation in the early stages of developing estate renewal schemes• Certainty to tenants who are bidding on Choice Based Lettings when they have been given Band A "decant" status, setting out the minimum period of time that they will be able to bid freely for a new home, before the bidding window closes, and they are offered a final offer of accommodation which they will be required to accept, or make their own arrangements• Reassurance on the level of rents and service charges, that will be charged on the new homes• Clarification on what can be claimed for, under a Disturbance payment claim.

Stage 8 - Final impact analysis

Although estate regeneration is highly disruptive, its aim is to improve the housing, environment and opportunities of local people for an improved quality of life. Therefore, the negative impacts of renewal are therefore considered to be outweighed by the positive impact of improved neighbourhoods, improve quality of housing, and the increased number of homes provided through the estate renewal programme.

The Council also plans to take mitigating action, so that vulnerable households who are disproportionate affected by the disruption of estate regeneration are supported through the process, and benefit from the changes to the design and layout of the new homes on the replacement estates.

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director	<input type="text"/>	Date of review	<input type="text"/>
Review approved by Director / Assistant Director	<input type="text"/>	Date of review	<input type="text"/>

Stage 10 – Publication

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