

Appendix F- Full Equalities Impact Assessment

Appendix F Equality Impact Analysis (EIA) Resident/Service User

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| 1. Details of function, policy, procedure or service: | |
| Title of what is being assessed: Draft Housing Strategy | |
| Is it a new or revised function, policy, procedure or service? New strategy | |
| Department and Section: Re/ Barnet Council/ Barnet Homes | |
| Date assessment completed: August 2015 | |
| 2. Names and roles of people completing this assessment: | |
| Lead officer | Chloe Horner |
| Stakeholder groups | Barnet Homes, tenants and residents, housing associations, private sector landlords, advice agencies and community groups. |
| Representative from internal stakeholders | Cath Shaw |
| Representative from external stakeholders | Derek Rust |
| Delivery Unit Equalities Network rep | Lesley Holland |
| Performance Management rep | N/a |
| HR rep (for employment related issues) | N/a |
| 3. Full description of function, policy, procedure or service: | |
| <p>The Housing Strategy has been designed to meet the key current housing challenges in the borough and to meet the Council's statutory requirement to have a Homelessness Strategy. The strategy contains the following six key priorities:</p> <ol style="list-style-type: none"> 1. Increasing the housing supply- to provide homes to house a growing population. 2. Delivery of homes that people can afford- to provide more affordable homes for rent and sale. 3. Sustaining the quality of the private rented sector- while many landlords provide good tenancy and property management there is a need to improve practice in some areas. 4. Tackling homelessness- improving resilience by working with households at risk to get into and/or move into more affordable and more sustainable housing. 5. Providing housing related support to vulnerable people- for example housing suitable for older people suffering from Dementia. 6. Providing efficient and effective services to residents- through housing services provided by Barnet Homes and environmental health services provided by Re. | |

How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.

| Equality Strand | Affected? | Please explain how affected | What action has been taken already to mitigate this? What further action is planned to mitigate this? |
|-----------------|--|---|---|
| 1. Age | Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> | <p>Population projections¹ show significant increases in over people aged over 70 and school age children. This has implications for the housing strategy in terms of the type of homes that are built.</p> <p>Older people are disproportionately represented in the Barnet Homes² tenant population and those of who are not of working age may be more reliant on benefits as a result of higher council rents.</p> <p>54% of people aged 16 to 34 and 28% of people aged 35 to 49 rent from a private landlord³. Only 6% of people aged 65+ and 12% of people aged 50 to 64 rent from a private landlord. Therefore poor standards in the private rented sector are more likely to affect younger people.</p> <p>Affordability issues has resulted in fewer people aged 16 to 34 being able to buy their own home. The average age of first-time buyers has increased.</p> | <p>The council plans to develop more Lifetime homes that are suitable for older people which also reduce the cost of long-term care. There are also plans for specialist housing units to prevent the need for high cost residential nursing care.</p> <p>Plans in the strategy include both smaller units for older people living alone and larger units for families with school age children.</p> <p>In accordance with the new national policy on social rents council rents will be reduced by 1% a year for four years from April 2016. For new homes that the Council builds rents will be charged at 65% average market rent or local housing allowance rate whichever is lower.</p> <p>Barnet Homes and Re already promote the London Landlord Accreditation scheme as a way to improve tenancy and property management.</p> <p>The Article 4 Direction could bring potential positive benefits for residents of new HMOs (shared accommodation), who are often single, students, <i>working age</i>, on low income and transient.</p> <p>There are also plans for purpose-built private rental units which will provide more choice in the private rented sector.</p> |

¹ GLA projections 2014

² Barnet Homes data 2015

³ Census 2011

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| | | <p>The council has corporate parenting duties to young people leaving care.</p> | <p>There are plans in the strategy to promote low-cost homeownership which will increase access for younger people.</p> <p>Young people leaving care are given band 2 status in the allocations scheme and Barnet Homes assists them to continue in training and/or employment through its flexible tenancy pathways.</p> |
| 2. Disability | <p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p> | <p>The 2011 census shows that in Barnet, 6% of the population had a disability or longstanding illness that limits their day-to-day activities in some way.</p> <p>Disability is a key factor in determining housing need and access to council housing so disabled people are disproportionately represented in the Barnet Homes tenant population compared to the borough as a whole.</p> <p>As the number of older people increases- as is expected in the population projections described above, there could be increasing age related disability in the population as a whole in the future.</p> | <p>The council's local tenancy strategy already awards secure tenancies to applicants with high levels of disability.</p> <p>Barnet Homes has produced an accessible housing register to assess the suitability of existing council homes to be made wheelchair accessible. Barnet Homes is developing new homes that are wheelchair accessible.</p> <p>The strategy includes plans to provide supported housing for adults with disabilities to promote independent living and maximise choice and control.</p> <p>Disabled people may benefit from the use of Disability Facility Grants to help them maintain accessibility in their own home whatever tenure it is.</p> |
| 3. Gender reassignment | <p>Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/></p> | <p>There is limited data on the incidence in Barnet and it is not possible to ascertain the specific housing impact of this group.</p> | <p>There are no specific housing issues that have been identified for this group although the focus in Increasing housing supply, delivering affordable homes and improving the private rented sector will be of benefit to all individuals.</p> |
| 4. Pregnancy and maternity | <p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p> | <p>If a pregnant single mother applies to the council for rehousing they will be allocated 1 bedroom only. This restriction is in place to make the most effective use of limited housing stock. If the baby is born at the time of allocation then the household may be offered 2</p> | <p>Pregnant mothers or those on maternity leave will benefit from plans in the strategy to develop more family homes as part of the commitment to increase the housing supply.</p> |

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| <p>5. Race / Ethnicity</p> | <p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p> | <p>bedrooms.</p> <p>Barnet is getting more diverse⁴, driven by more births among BAME communities and an increase in migrants. There are disproportionately high numbers of people living in Barnet Homes housing are from BAME communities and in particular Black ethnicities. 59.8% Barnet Homes tenants are White, 19.4% are Black, 8.2% are Asian and 12.6% are Other⁵. In comparison only 4%⁶ of Black people are owner-occupiers.</p> <p>Evidence shows that minority ethnic groups are more likely to be users of council's housing services.</p> | <p>There may be a disproportionate impact on Black tenants [particularly Afro- Caribbean and African] if council rents are increased. In accordance with national social rent policy, council rents will be reduced by 1% per year for the next four years.</p> <p>37.3 % Black tenants receive no housing benefit and may be impacted adversely compared to 3.2% White and 23.2% Asian. Households receiving no housing benefit are at risk of being drawn into the benefits system. The welfare reform taskforce may enable some households to return to work.</p> <p>Barnet Homes has developed a range of projects to increase the engagement of BAME groups in training and employment.</p> <p>BAME groups who are currently underrepresented in the owner-occupation sector will benefit from the increase in low-cost homeownership options envisaged in the housing strategy.</p> |
| <p>6. Religion or belief</p> | <p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p> | <p>The most common religious beliefs⁷ in Barnet are Christianity (41.2%), followed by Judaism (15.2%), Islam (10.3%), No religion (8.4%), Hinduism (6.2%), Buddhism (1.3%), Other (1.1%), and Sikhism (0.4%).</p> <p>Of the Barnet Homes tenants were a religion is recorded 36% are Christian and 9.9% are Muslim.</p> | <p>Muslim tenants may be more likely to be on housing benefit as they have a lower level of economic activity.</p> <p>In accordance with the new national policy on social rents, council rents for existing tenants will be reduced by 1% a year for four years from April 2016.</p> <p>For new homes that the Council</p> |

⁴ Census 2011

⁵ Barnet Homes management information system 2015

⁶ Census 2011

⁷ Census 2011

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| | | <p>The ONS report⁸ on religion (2013) states that the Jewish population have the highest level of employment, and that Muslims have the lowest level of employment. Muslims also have a significantly lower level of economic activity than other religions at 55%; the main reasons for this inactivity being because they were looking after the home and family (31%), or because they were students (30%).</p> | <p>builds rents will be charged at 65% average market rent or local housing allowance rate whichever is lower.</p> <p>Barnet Homes has developed a range of projects to increase the engagement of BAME groups in training and employment.</p> <p>The welfare reform task force has worked with households affected by the benefit cap and will continue to assist households affected by the lower benefit cap of £23,000 who need to move or get into work to ensure sustainment of tenancy.</p> |
| 7. Gender / sex | Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> | <p>According to the 2013 GLA projections, 48.9% (179,580) of the population in 2015 are male, and 51.1% (187,685) are female. 64.6% of Barnet Homes households are headed by females⁹.</p> | <p>There are no specific housing issues that have been identified for this group although the focus in Increasing housing supply, delivering affordable homes and improving the private rented sector will be of benefit to all individuals regardless of gender.</p> <p>The Older Women's Co-housing (OWCH) has received planning permission for owner-occupied and social rented units and communal areas specifically designed for women over 50.</p> |
| 8. Sexual orientation | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | <p>ONS Integrated Household Survey January to December 2013¹⁰ revealed that 1.6% of the adult population identified themselves as gay, lesbian or bisexual.</p> <p>Stonewall's "Serves You Right Lesbian and gay people's expectations of discrimination", December 2007¹¹ found that 20% "of lesbian and gay people</p> | <p>The focus in Increasing housing supply and delivering affordable homes and improving the private rented sector will be of benefit to all individuals regardless of sexual orientation.</p> <p>In determining access to social housing Barnet Homes assesses housing need in a fair and objective way and in accordance with housing law. It is difficult to</p> |

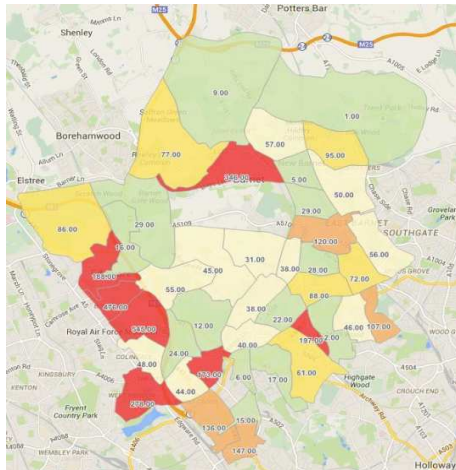
⁸ Full Story: What does the Census tell us about religion in 2011? <http://www.ons.gov.uk/ons/rel/census/2011-census/detailed-characteristics-for-local-authorities-in-england-and-wales/rpt--religion.html>

⁹ Barnet Homes management information system 2015

¹⁰ <http://www.ons.gov.uk/ons/rel/integrated-household-survey/integrated-household-survey/january-to-december-2013/sty-facts-about-lgb-community-in-the-uk.html>

¹¹ <http://www.stonewall.org.uk/documents/servesyouright.pdf>

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| | | surveyed expected to treated worse than heterosexuals when applying for social housing”. | obtain data from individuals on their sexual orientation. |
| 9. Marital Status | Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/> | 47% of Barnet households are married, 27% are single, 5% are separated, 12% are divorced and 8% are widowed. The main impact of marital status is on the type of housing required for different groups. The private rented sector provides a key housing choice for single people who may want to share a house. Separating and divorcing couples provide extra pressure on the housing stock as 2 units are required instead of 1. | Barnet Homes is considering the issues around the rights of tenants in new relationships to request joint tenancies. The Article 4 Direction could bring potential positive benefits for residents of new HMOs (shared accommodation), who are often single, working age, on low income and transient. |
| 10. Other key groups? Carers People with mental health issues Some families and lone parents People with a low income Unemployed people Young people not in employment education or training | Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/> | All these groups may come into contact with housing services in Barnet. The red colour in the map below shows the postcode areas with the highest number of tenants on full housing benefit. | The key aims of the housing strategy to increase the housing supply, deliver more affordable homes and improve the PRS will be of benefit because they can provide housing for carers, people with mental health issues, families, lone parents, people on low income and young people not in employment, education or trainings. For people with mental health issues specialist floating support is provided by Outreach Barnet. The council’s regeneration proposals will provide improvements to these areas that all have the highest levels of deprivation. Increasing the rent on council homes in these areas could result in more tenants becoming dependent on welfare and for some households lead to Barnet Homes taking court action against non-payment of rent. |



4. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?

Despite a difficult financial situation, expectations of local services are increasing. However Resident satisfaction with the council remains relatively high in Barnet. The Residents Perception Survey 2013 found an increase in concern from residents about lack of affordable housing and homelessness (with Barnet residents more concerned about the former compared to the London average). The strategy aims to tackle these issues and **“Increase the housing supply”** and the **“Delivery of homes that people can afford”**, both for rent and low-cost homeownership. This should result in increased levels of satisfaction across all groups of residents in the borough.

One of the key priorities of the strategy is **“Providing efficient and effective services to residents”**. This will improve services, including those of partner organisations Barnet Homes (council housing services) and Re (environmental health and planning services). Better services are integral to increasing and maintaining high resident satisfaction.

Assessing satisfaction of service delivery going forward can include examining the satisfaction rates amongst different groups of residents to ascertain whether certain groups are less satisfied than others.

5. How does the proposal enhance Barnet’s reputation as a good place to work and live?

Barnet is a popular place in which to live and work and there is a high demand for housing. The housing strategy will enhance Barnet’s reputation as a good place to work and live. There is a widespread need for more homes across the household types as demonstrated in the Barnet Housing Needs Assessment. This will be of benefit to all of Barnet’s communities and especially in the more deprived West of the borough where much of the **“Increase the housing supply”** and **“Delivery of homes that people can afford”** objectives will be delivered. In **“Providing suitable housing to support vulnerable people”** the council will ensure that there is good housing that supports specific needs of particular groups, such as older or disabled groups.

“Sustaining the quality in the private rented sector” will benefit the many households now living in the private rented sector. Landlord accreditation and further steps such as the Article 4 Direction on planning of HMOs will enhance Barnet’s reputation as a good place to live.

The housing strategy will provide quality housing and associated services for all of the protected groups in the community.

6. How will members of Barnet’s diverse communities feel more confident about the council and the manner in which it conducts its business?

One of the key priorities of the strategy is **“Providing efficient and effective services to residents”**. Better services are will ensure that residents feel confident about the manner in which the council conducts its business. The key concerns that were raised in the Residents Survey 2013, e.g.: lack of affordable housing and increasing homelessness, will be addressed in the housing strategy and this will contribute to increased confidence by all residents that housing needs are being met in the borough. Housing needs will be met by the housing application process in a fair and equitable manner.

7. Please outline what measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? *Include information about the groups of people affected by this proposal. Include how frequently the monitoring will be conducted and who will be made aware of the analysis and outcomes? This should include key decision makers. Include these measures in the Equality Improvement Plan*

(section 16)

Equalities monitoring will be conducted by Barnet Homes Equalities Group and Barnet Homes Successful Tenancies Board.

The council's Core Strategy deals with policies to increase housing supply and has its own Equalities Impact Assessment. As an integral part of all planning application delegated/committee reports there is a section on equalities impact arising from the planning proposal.

8. How will the new proposals enable the council to promote good relations between different communities? *Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.*

The housing strategy includes plans to redevelop whole neighbourhoods with new and improved housing and facilities. This is intended to promote good relations between different communities.

9. How have employees and residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? *Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community. Please refer to Table 2*

The council undertook a 12 week public consultation on the Housing Strategy. This included an online survey and presentations to Barnet Homes Performance and Advisory Group housing forum and private landlord meetings. There were 93 responses to the online survey and there was general support for the all the priorities:

- 80% agreed that the council should deliver housing to support vulnerable people.
- 77% agreed that the council should provide efficient and effective services to residents.
- 73% agreed that the council should increase the housing supply, especially where the home are affordable.
- 73% agreed that the council should sustain the quality of the private rented sector.
- 70% agreed that the council should deliver more affordable homes that people can afford.
- 69% agreed that the council should tackle homelessness.

However concerns were raised about the affordability of charging affordable rents, particularly to existing council tenants. The Housing Strategy has been revised to take account of a change in national policy on social rents.

Overall Assessment

| 10. Overall impact | | | |
|---|--|--|---|
| Positive Impact <input checked="" type="checkbox"/> | Negative Impact or Impact Not Known ¹² <input type="checkbox"/> | No Impact <input type="checkbox"/> | |
| 11. Scale of Impact | | | |
| Positive impact: Minimal <input type="checkbox"/> Significant <input checked="" type="checkbox"/> | Negative Impact or Impact Not Known Minimal <input checked="" type="checkbox"/> Significant <input type="checkbox"/> | | |
| 12. Outcome | | | |
| No change to decision <input checked="" type="checkbox"/> | Adjustment needed to decision <input type="checkbox"/> | Continue with decision <i>(despite adverse impact / missed opportunity)</i> <input type="checkbox"/> | If significant negative impact - Stop / rethink <input type="checkbox"/> |

¹² 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

13. Please give full explanation for how the overall assessment and outcome was decided.

The overall assessment is that the draft Housing Strategy will have **an overall positive impact** on all sections of Barnet's community for the following reasons:

- Action to prevent homelessness and assist households affected by the Overall Benefits Cap will assist households who are generally more diverse and deprived than the population as a whole. They are more likely to be younger, from a diverse range of backgrounds, and single families with children. These households will be assisted to obtain employment in order to afford the rent or if this is not possible Barnet Homes will assist them to move into more affordable accommodation.
- Much of the new housing, including the affordable housing to be delivered, will be in the West of the borough on the regeneration estates where the most deprived and BAME communities are overrepresented in comparison to other areas of the borough.
- Specialist housing will also be provided for older people and people with disabilities to ensure that there is a choice of tenure and support and an ability to plan ahead for the future to avoid expensive care costs where possible.
- The associated infrastructure improvements on the regeneration estates, including new schools, health and transport facilities, as well as employment opportunities will improve the quality of life for the existing local population, including the secure tenants who will be rehoused on the estate, as well as the new residents who will move into affordable and market housing.
- New family sized council homes are being built on infill sites by Barnet Homes to increase the supply of housing that is available to housing applicants in housing need. This group is likely to be more ethnically diverse than the existing Barnet Homes tenants and younger and the commitment to new family sized accommodation reflects the needs of cultural groups.
- New housing will be built to the Lifetime Homes standard and 5% of new homes will be fully wheelchair accessible.
- Improvement programmes will identify homes in need of adaptation for disabled households through the implementation of Disability Facility Grants.
- Improving the quality of private rented housing will help to meet the housing requirements of many groups of people, especially younger people and those that do not want to buy their own home.
- Outreach Barnet will provide dedicated floating support to vulnerable people who are placed in the private rented sector. These may include young people and people with mental health conditions.

