



Equalities Impact Assessment (EqIA)

EqIAs make services better for everyone and support value for money by getting services right first time.

EqIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then create an action plan to get the best outcomes for service users and staff¹. They analyse how all our work as a council might impact differently on different groups protected from discrimination by the Equality Act 2010². They help us make good decisions and evidence how we have reached them.³

An EqIA needs to be started as a project starts to identify and consider possible differential impacts on people and their lives, inform project planning and, where appropriate, identify mitigating actions. A full EqIA must be completed before any decisions are made or policy agreed so that the EqIA informs that decision or policy. It is also a live document; you should review and update it along with your project plan throughout.

You should first consider whether you need to complete this full EqIA⁴.

Other key points to note:

- Full guidance notes to help you are embedded in this form – see the End Notes or hover the mouse over the numbered notes.
- Please share your EqIA with your Equalities Champion and the final/updated version at the end of the project.
- Major EqIAs should be reviewed by the relevant Head of Service.
- Examples of completed EqIAs can be found on the Equalities Hub

Appendix 9

1. Responsibility for the EqlA	
Title of proposal ⁵	Proposed property licensing schemes
Name and job title of completing officer	Rick Mason, Project Officer
Head of service area responsible	James Armitage
Equalities Champion supporting the EqlA	Rosie Evangelou
Performance Management rep	Jonathan Tunde-Wright
HR rep (for employment related issues)	N/A
Representative (s) from external stakeholders	N/A

2. Description of proposal	
Is this a: (Please tick all that apply)	
New policy /strategy / function / procedure / service <input checked="" type="checkbox"/>	Review of Policy /strategy / function / procedure / service <input checked="" type="checkbox"/>
Budget Saving <input type="checkbox"/>	Other <input type="checkbox"/>
If budget saving please specify value below: £139,000	If other please specify below:
<p><i>Please outline in no more than 3 paragraphs⁶:</i></p> <ul style="list-style-type: none"> Proposal to re-introduce a borough-wide addition licensing scheme for houses in multiple occupation (HMOs) not covered by the governments' mandatory HMO licensing requirements, and new selective licensing schemes for nine new (with effect from 5th May 2022) wards, for all other privately rented properties. The previous additional licensing scheme expired after five years in July 2021. Property licensing is administered and 	

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enforced by Environmental Health, which is a service operated for Barnet Council by Re (Regional Enterprise) Ltd. – the joint venture between the council and Capita PLC.

- The aims of the schemes are to require privately rented properties in scope to be licenced and subject to licence conditions, designed to improve the property condition and management. The effect of wholesale licensing is to improve the health, safety and welfare of tenants across a large number of properties, and to improve the impacts on the local neighbourhood, by reducing anti-social behaviour and crime associated with the private rented sector (PRS).
- Schemes cannot be introduced without undertaking a public consultation on the proposals. This was undertaken between 5th August and 5th November 2021. After considering the outcomes from the consultation, the proposals will be put to the Housing and Growth Committee to determine if the schemes should go ahead. If approved, the schemes cannot commence sooner than 3 months after a designation is made, which must be published. Only the new wards of Burnt Oak, Colindale South and Colindale North will be implemented three months after the designation is made under what is known as the General Approval provisions. The remaining six proposed wards must be submitted to the Secretary of State for consent before being implemented.

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3. Supporting evidence

What existing data informs your assessment of the impact of the proposal on protected groups of service users and/or staff?

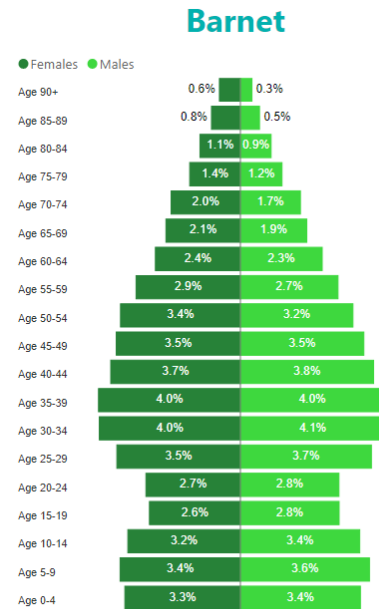
Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis

Protected group	What does the data tell you⁷? <i>Provide a summary of any relevant demographic data about the borough's population from the <u>Joint Strategic Needs Assessment</u>, or data about the council's workforce</i>	What do people tell you⁸? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i>
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Age⁹

There are lower numbers of residents in the older age groups – the table below shows that for both males and females in the borough, the most populous age bands are 30-34 years and 35-39 years and the least populous are 85-89 years and 90+ years.



Source: ONS Population Estimates, 2019

The additional and selective licensing schemes could bring potential positive impacts for residents of HMOs (shared accommodation), who are often single, students, working age, on low income and transient, and those in other PRS properties who may also fit the same characteristics, but also families, often with young children and those in older generations.

225 consultation respondents answered the 'Age' question.

The age group with the highest number of respondents was 35-44 at 25%. Only one respondent was between 18-24 and three respondents over 75 years.

A written response from Barnet Public Health stated that "The benefits are likely to impact more vulnerable groups most greatly, such as the elderly and poorer households, and therefore can help to address health inequalities." Age was not otherwise an issue mentioned by respondents in relation to the proposals consulted upon.

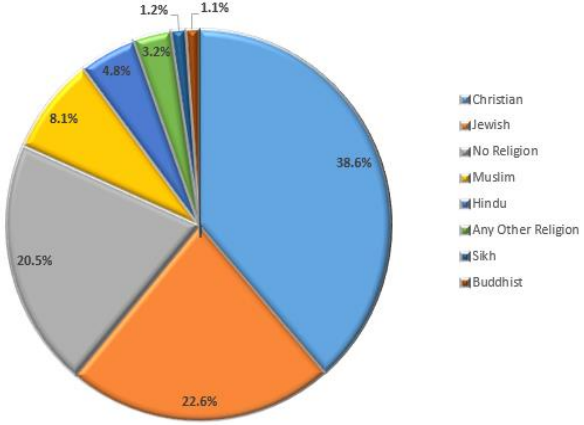
Appendix 9

<p>Disability¹⁰</p>	<p>There are a small number of residents with a learning disability (7,276 in 2018) and a significant number with a physical disability (23,735 in 2018). The Joint Strategic Needs Assessment 2011-2015 stated:</p> <p>“A disabled person is twice as likely as a non-disabled person of the same age to be unemployed and claiming benefits. Although most disabled people are in employment, at any given level of qualification a disabled person is more likely than a non-disabled person to be low-paid and almost a third of working age disabled adults live in income poverty – double the rate for working age non-disabled adults.</p> <p>It is estimated there are approximately 12,600 adults in Barnet with a serious physical disability, and a further 29,500 with a moderate physical disability. With population increase and improve survival rates, these numbers are set to increase significantly over the coming years”.</p> <p>People with a disability may be more likely to be out of work. People outside of work are more likely to be living in poorer quality, cheaper accommodation and so the proposals would have a positive impact on them.</p>	<p>224 consultation respondents answered the ‘Disability’ question. 11% (25) stated they consider that they have a disability, with 19% preferring not to say.</p> <p>In terms of the definition of disability respondents consider themselves to have, mental illness was highest at 44% (11), followed by mobility at 36% (9). Disability was not an issue mentioned by respondents in relation to the proposals consulted upon.</p>
<p>Gender reassignment¹¹</p>	<p>Unlikely to have an adverse disproportionate effect.</p>	<p>225 respondents answered the question on ‘Gender identity’. 1% (3) of respondents indicated that their gender identity was different to the sex they were registered at birth, with 17% (39) preferring not to say. Gender identity was not an issue mentioned by respondents in relation to the proposals consulted upon.</p>

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Marriage and Civil Partnership¹²	Unlikely to have an adverse disproportionate effect.	Consultees were not asked to state their relationship or marital status. 226 respondents answered the question on 'Household'. 31% were a family with one or two dependent children and 27% were a single person household or a couple without children living in household. However relationship status and household make-up were not issues mentioned by respondents in relation to the proposals consulted upon.																																																						
Pregnancy and Maternity¹³	Unlikely to have an adverse disproportionate effect.	133 and 125 respondents answered the 'Pregnancy/maternity leave' questions respectively. No respondents stated they were either pregnant or on maternity leave, although 35 and 31 respondents preferred not to say, respectively. Pregnancy or maternity leave was not an issue mentioned by respondents in relation to the proposals consulted upon.																																																						
Race/ Ethnicity¹⁴	<p>The population is ethnically diverse and between 2018 and 2030, the population of Barnet is set to become more ethnically diverse. The table below shows that in 2018, the largest ethnic category in Barnet is White British, accounting for 40% of the borough population.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #92d050;"> <th style="text-align: left;">Ethnic Group</th> <th style="text-align: center;">No. of persons (2018)</th> <th style="text-align: center;">% of population (2018)</th> </tr> </thead> <tbody> <tr><td>White British</td><td style="text-align: center;">158,900</td><td style="text-align: center;">40.0%</td></tr> <tr><td>Other White</td><td style="text-align: center;">72,300</td><td style="text-align: center;">18.2%</td></tr> <tr><td>Other Asian</td><td style="text-align: center;">30,500</td><td style="text-align: center;">7.7%</td></tr> <tr><td>Indian</td><td style="text-align: center;">30,200</td><td style="text-align: center;">7.6%</td></tr> <tr><td>Black African</td><td style="text-align: center;">23,200</td><td style="text-align: center;">5.9%</td></tr> <tr><td>Other Ethnic Group</td><td style="text-align: center;">16,100</td><td style="text-align: center;">4.1%</td></tr> <tr><td>Chinese</td><td style="text-align: center;">10,500</td><td style="text-align: center;">2.6%</td></tr> <tr><td>White Irish</td><td style="text-align: center;">8,900</td><td style="text-align: center;">2.2%</td></tr> <tr><td>White & Asian</td><td style="text-align: center;">7,100</td><td style="text-align: center;">1.8%</td></tr> <tr><td>Arab</td><td style="text-align: center;">7,000</td><td style="text-align: center;">1.8%</td></tr> <tr><td>Other Mixed</td><td style="text-align: center;">6,700</td><td style="text-align: center;">1.7%</td></tr> <tr><td>Pakistani</td><td style="text-align: center;">6,400</td><td style="text-align: center;">1.6%</td></tr> <tr><td>Black Caribbean</td><td style="text-align: center;">4,900</td><td style="text-align: center;">1.2%</td></tr> <tr><td>Other Black</td><td style="text-align: center;">4,500</td><td style="text-align: center;">1.1%</td></tr> <tr><td>White & Black African</td><td style="text-align: center;">3,900</td><td style="text-align: center;">1.0%</td></tr> <tr><td>White & Black Caribbean</td><td style="text-align: center;">3,500</td><td style="text-align: center;">0.9%</td></tr> <tr><td>Bangladeshi</td><td style="text-align: center;">2,500</td><td style="text-align: center;">0.6%</td></tr> </tbody> </table> <p>Ethnic minority communities and migrants are often most likely to be living in poorer quality,</p>	Ethnic Group	No. of persons (2018)	% of population (2018)	White British	158,900	40.0%	Other White	72,300	18.2%	Other Asian	30,500	7.7%	Indian	30,200	7.6%	Black African	23,200	5.9%	Other Ethnic Group	16,100	4.1%	Chinese	10,500	2.6%	White Irish	8,900	2.2%	White & Asian	7,100	1.8%	Arab	7,000	1.8%	Other Mixed	6,700	1.7%	Pakistani	6,400	1.6%	Black Caribbean	4,900	1.2%	Other Black	4,500	1.1%	White & Black African	3,900	1.0%	White & Black Caribbean	3,500	0.9%	Bangladeshi	2,500	0.6%	224 respondents answered the question on 'Ethnicity'. The highest proportion stated they were White – British at 40.6% (91), followed by White – any other at 14.3% (32). However, 22% (51) of respondents preferred not to say. Race or ethnicity was not an issue mentioned by respondents in relation to the proposals consulted upon.
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	<p>cheaper accommodation and so the proposals would have a positive impact on them.</p>																			
<p>Religion or belief¹⁵</p>	<p>There is a range of beliefs among the population, with the largest groups being Christian (38.6%), Jewish (22.6%) and No Religion (20.5%). The chart below shows the different beliefs in Barnet by percentage in 2017.</p>  <table border="1" data-bbox="421 411 1003 837"> <thead> <tr> <th>Religion</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>38.6%</td> </tr> <tr> <td>Jewish</td> <td>22.6%</td> </tr> <tr> <td>No Religion</td> <td>20.5%</td> </tr> <tr> <td>Muslim</td> <td>8.1%</td> </tr> <tr> <td>Hindu</td> <td>4.8%</td> </tr> <tr> <td>Any Other Religion</td> <td>3.2%</td> </tr> <tr> <td>Sikh</td> <td>1.2%</td> </tr> <tr> <td>Buddhist</td> <td>1.1%</td> </tr> </tbody> </table> <p>At the time of the 2011 census the most common religious belief in the borough was 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>The ONS report 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</p>	Religion	Percentage	Christian	38.6%	Jewish	22.6%	No Religion	20.5%	Muslim	8.1%	Hindu	4.8%	Any Other Religion	3.2%	Sikh	1.2%	Buddhist	1.1%	<p>223 respondents answered the question on 'Religion or belief'. The largest number of respondents at 21% (47) was 'No religion', followed by 18% (41) 'Christian'. 39% (88) of respondents preferred not to say.</p> <p>Religion or belief was not an issue mentioned by respondents in relation to the proposals consulted upon.</p>
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	<p>the home and family (31%), or because they were students (30%) and this group might be impacted by an additional licensing scheme should there be any loss of HMOs from the borough or where the costs of licensing are passed onto the tenants by landlords.</p> <p>It is likely that a significant proportion of landlords may be from the Jewish community and the impact of the scheme to them and to their business interests is likely to be significant, although the fees connected with licencing are a generally small part of their outgoings.</p> <p>At the same time there is the possibility that the scheme may drive some from the private rented sector within the borough with the consequent impact on business that may have, although this may lead to a refocus upon alternative investment vehicles/types or alternative property investments including those within the residential sector. It might also be the case that some landlords may look at reinvesting in properties in adjacent areas within neighbouring authority's jurisdiction in attempt to avoid licensing.</p> <p>The other non-Christian group with significant representation in Barnet is that of Islam although there is no particular evidence of how this group would be affected by the scheme's proposals.</p>	
Sex ¹⁶	There is a marginally higher female population (50.4%) than male population (49.6%). JSNA 2019	223 respondents answered the question on 'Gender'. 42% stated female and 40% male, with 17% preferring not to answer.

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	Unlikely to have an adverse disproportionate effect.	Gender was not an issue mentioned by respondents in relation to the proposals consulted upon.																																																																																					
Sexual Orientation ¹⁷	Unlikely to have an adverse disproportionate effect.	224 respondents answered the question on 'Sexual orientation'. 60% stated heterosexual, with 36% preferring not to say. Sexual orientation was not an issue mentioned by respondents in relation to the proposals consulted upon.																																																																																					
Other relevant groups ¹⁸	<p><u>Ward respondent lives in:</u> The table below shows the GLA estimated ward populations in Barnet for 2021. The wards are ranked according to population size, with Colindale (31,874) accounting for 7.75% of the total borough population. In contrast, High Barnet with an estimated population of 16,071 represents only 3.9% of the Barnet population.</p> <table border="1" data-bbox="472 770 1008 1394"> <thead> <tr> <th>Ward Name</th> <th>Population</th> </tr> </thead> <tbody> <tr><td>Colindale</td><td>31874</td></tr> <tr><td>Burnt Oak</td><td>20247</td></tr> <tr><td>West Finchley</td><td>17830</td></tr> <tr><td>Golders Green</td><td>23177</td></tr> <tr><td>Childs Hill</td><td>22806</td></tr> <tr><td>Woodhouse</td><td>18871</td></tr> <tr><td>Hendon</td><td>20206</td></tr> <tr><td>East Finchley</td><td>17356</td></tr> <tr><td>Coppetts</td><td>17846</td></tr> <tr><td>Finchley Church End</td><td>17111</td></tr> <tr><td>West Hendon</td><td>21115</td></tr> <tr><td>Brunswick Park</td><td>16821</td></tr> <tr><td>Oakleigh</td><td>17010</td></tr> </tbody> </table>	Ward Name	Population	Colindale	31874	Burnt Oak	20247	West Finchley	17830	Golders Green	23177	Childs Hill	22806	Woodhouse	18871	Hendon	20206	East Finchley	17356	Coppetts	17846	Finchley Church End	17111	West Hendon	21115	Brunswick Park	16821	Oakleigh	17010	<p>215 respondents answered the question about the ward that they live, rent a property, work or have a business in. The table below shows the responses.</p> <table border="1" data-bbox="1093 534 1794 1394"> <thead> <tr> <th>Ward</th> <th>Number of respondents</th> <th>Percentage of respondents</th> </tr> </thead> <tbody> <tr><td>Brunswick Park</td><td>2</td><td>1%</td></tr> <tr><td>Burnt Oak</td><td>11</td><td>5%</td></tr> <tr><td>Childs Hill</td><td>19</td><td>9%</td></tr> <tr><td>Colindale</td><td>29</td><td>13%</td></tr> <tr><td>Coppetts</td><td>4</td><td>2%</td></tr> <tr><td>East Barnet</td><td>5</td><td>2%</td></tr> <tr><td>East Finchley</td><td>3</td><td>1%</td></tr> <tr><td>Edgware</td><td>8</td><td>4%</td></tr> <tr><td>Finchley Church End</td><td>12</td><td>6%</td></tr> <tr><td>Garden Suburb</td><td>6</td><td>3%</td></tr> <tr><td>Golders Green</td><td>34</td><td>16%</td></tr> <tr><td>Hale</td><td>5</td><td>2%</td></tr> <tr><td>Hendon</td><td>24</td><td>11%</td></tr> <tr><td>High Barnet</td><td>5</td><td>2%</td></tr> <tr><td>Mill Hill</td><td>8</td><td>4%</td></tr> <tr><td>Oakleigh</td><td>2</td><td>1%</td></tr> <tr><td>Totteridge</td><td>4</td><td>2%</td></tr> <tr><td>Underhill</td><td>3</td><td>1%</td></tr> </tbody> </table>	Ward	Number of respondents	Percentage of respondents	Brunswick Park	2	1%	Burnt Oak	11	5%	Childs Hill	19	9%	Colindale	29	13%	Coppetts	4	2%	East Barnet	5	2%	East Finchley	3	1%	Edgware	8	4%	Finchley Church End	12	6%	Garden Suburb	6	3%	Golders Green	34	16%	Hale	5	2%	Hendon	24	11%	High Barnet	5	2%	Mill Hill	8	4%	Oakleigh	2	1%	Totteridge	4	2%	Underhill	3	1%
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East Barnet	17525
Edgware	21290
Underhill	16620
Garden Suburb	16862
Hale	18698
Mill Hill	24378
Totteridge	17558
High Barnet	16071
TOTAL	411272

West Finchley	7	3%
West Hendon	6	3%
Woodhouse	4	2%
Other	14	7%

Most respondents answering this question stated wards to the west of the borough, with the greatest numbers largely in the wards proposed for selective licensing and so therefore potentially most effected by the proposals.

The only issue raised in the consultation in relation to ward was about selective licensing in Colindale capturing the many new build properties in the area that are of a good standard.

This issue is acknowledged, although Colindale remains one of the two most deprived wards in Barnet (with Burnt Oak) and so there are many more poor quality PRS properties in the area that will benefit from the licensing proposals. It is proposed to amend the final designation to exclude newly built developments in regeneration areas.

Otherwise, areas and wards were not mentioned by consultees in their responses.

Housing tenure:

The high cost of home ownership in Barnet has led to a tenure shift away from owning a property and towards privately rented accommodation. 26.62% of households in the borough now rent from a private landlord according to the analysis

Of a total of 466 consultation responses, private tenants represented 22% of respondents, with 26% being owner occupiers and 5% being social tenants. 31 respondents stated that they lived in an HMO in Barnet. Respondents indicated a range of issues relative to HMOs that they thought were a serious or very serious problem. The percentage of respondents believing this to be

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	of the PRS in 2021 for the proposed licensing consultation.			the case ranged from 23% for overcrowding up to 54% for poor noise/sound insulation.
	Ward	Private Rented	Total dwellings	PRS %
	Brunswick Park	997	6340	15.73%
	Burnt Oak	1580	6936	22.78%
	Childs Hill	3377	9299	36.32%
	Colindale	3138	12892	24.34%
	Coppetts	1852	7212	25.68%
	East Barnet	1730	6992	24.74%
	East Finchley	1796	7050	25.48%
	Edgware	1790	6812	26.28%
	Finchley Church End	2037	7115	28.63%
	Garden Suburb	1651	6870	24.03%
	Golders Green	2529	7565	33.43%
	Hale	1486	6524	22.78%
	Hendon	3378	8054	41.94%
	High Barnet	1523	7254	21.00%
	Mill Hill	1753	8789	19.95%
	Oakleigh	1614	6891	23.42%
	Totteridge	1427	6817	20.93%
	Underhill	1012	6835	14.81%
West Finchley	2527	7236	34.92%	

Issue	% of residents of HMOs thinking this is a serious or very serious problem
Poor amenities such as toilet, bathroom or kitchen facilities	22%
Poor fire safety, such as escape routes, fire doors and fire alarms	25%
Property in poor state of repair	35%
Poor management of common parts such as disrepair/cleanliness	39%
Poorly converted flats or rooms	26%
Too many occupying/overcrowding	23%
Poor security	42%
Poor energy efficiency	35%
High cost of heating	36%
Damp and mould	23%
Poor noise/sound insulation	52%
Problems with anti-social behaviour	25%

51% believed their health has been adversely affected by the condition of the property to some extent or a great deal.
 39% of private tenants believed that the proposed additional licensing will help improve the health & safety of tenants living in HMOs.
 30% of private tenants expressing an opinion believed that the proposed additional licensing scheme would have a positive impact on them and their family.

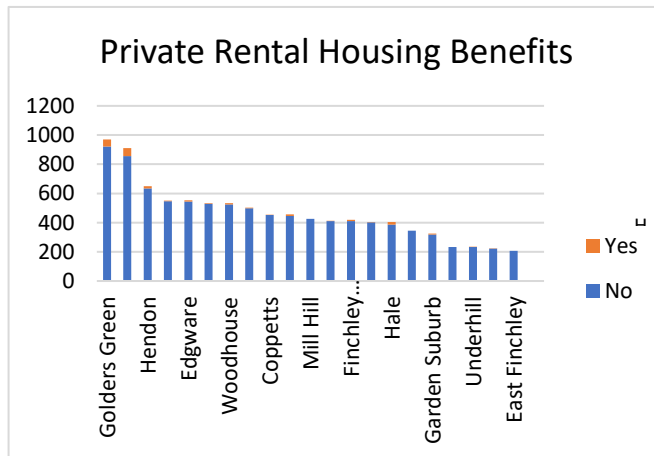
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	West Hendon	2575	7481	34.42%	<p>46% of owner occupiers believed that the proposed additional licensing scheme would have a positive impact on them and their family.</p> <p>49% of private tenants and 48% of owner occupiers believed the proposed additional licensing scheme would have a positive impact on their local area.</p> <p>Overall, 45% of private tenants and 46% of owner occupiers believed there would be a positive impact on the borough from the scheme.</p> <p>26% of respondents stated that they lived in a privately rented property that is not an HMO, in Barnet.</p> <p>Respondents indicated a range of issues relative to private rented properties that they thought were a serious or very serious problem. The percentage of respondents believing this to be the case ranged from 12% for overcrowding up to 41% for high costs of heating.</p>																										
	Woodhouse	2431	7597	32.00%																											
	TOTAL	42203	158561	26.62%																											
					<table border="1"> <thead> <tr> <th style="background-color: #008080; color: white;">Issue</th> <th style="background-color: #008080; color: white;">% of residents of other privately rented properties thinking this is a serious or very serious problem</th> </tr> </thead> <tbody> <tr> <td>Poor amenities such as toilet, bathroom or kitchen facilities</td> <td>20%</td> </tr> <tr> <td>Property in poor state of repair</td> <td>21%</td> </tr> <tr> <td>Poor management of common parts such as disrepair/cleanliness</td> <td>15%</td> </tr> <tr> <td>Poorly converted flats or rooms</td> <td>19%</td> </tr> <tr> <td>Too many occupying/overcrowding</td> <td>12%</td> </tr> <tr> <td>Poor security</td> <td>16%</td> </tr> <tr> <td>Poor energy efficiency</td> <td>29%</td> </tr> <tr> <td>High cost of heating</td> <td>41%</td> </tr> <tr> <td>Damp and mould</td> <td>34%</td> </tr> <tr> <td>Poor noise/sound insulation</td> <td>26%</td> </tr> <tr> <td>Problems with anti-social behaviour</td> <td>14%</td> </tr> <tr> <td>Crime affecting your home</td> <td>14%</td> </tr> </tbody> </table>	Issue	% of residents of other privately rented properties thinking this is a serious or very serious problem	Poor amenities such as toilet, bathroom or kitchen facilities	20%	Property in poor state of repair	21%	Poor management of common parts such as disrepair/cleanliness	15%	Poorly converted flats or rooms	19%	Too many occupying/overcrowding	12%	Poor security	16%	Poor energy efficiency	29%	High cost of heating	41%	Damp and mould	34%	Poor noise/sound insulation	26%	Problems with anti-social behaviour	14%	Crime affecting your home	14%
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Appendix 9

Receipt of benefits:

There are 9,755 housing benefit claimants in the PRS in Barnet. Of these, 201 were in HMOs and 9,554 in single lettings.



Employment status:

32% believed their health has been adversely affected by the condition of the property to some extent or a great deal.
 55% of private tenants believed that the proposed selective licensing will help improve the health & safety of tenants living in other private rented properties.
 49% of private tenants expressing an opinion believed that the proposed selective licensing schemes would have a positive impact on them and their family.
 48% of owner occupiers believed that the proposed selective licensing schemes would have a positive impact on them and their family.
 44% of private tenants and 43% of owner occupiers believed the proposed selective licensing schemes would have a positive impact on their local area.

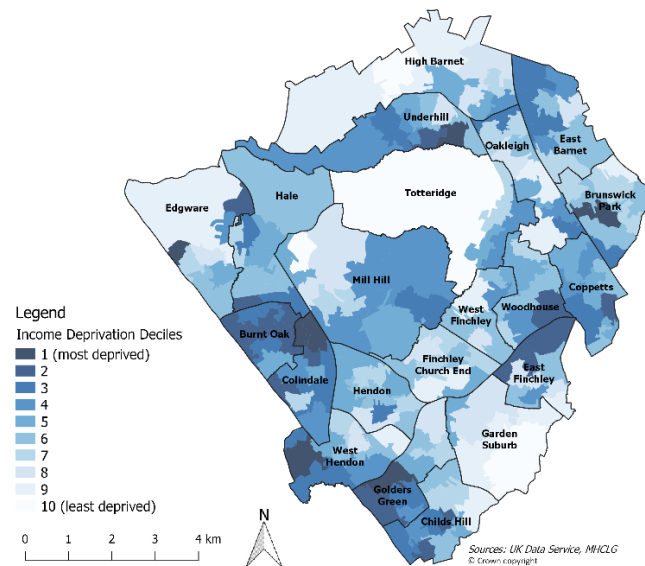
Respondents did not raise any issues relating to persons in receipt of benefits. However, a written response from Barnet Public Health stated: “The benefits are likely to impact more vulnerable groups most greatly, such as the elderly and poorer households, and therefore can help to address health inequalities.”

Appendix 9

The Public Health Outcomes Framework 2021 reports that, the employment rate for working age people in Barnet (aged 16-64 years) is 75.1%, equal to that in London, with England being 76.2%.

The figure below shows the wards localized in the west and south of the borough that have a greater overall level of deprivation also have increased levels of income deprivation (shown on the map as darker patches). However, wards such as Brunswick Park, with less deprivation overall, also have small areas within them where income deprivation is pronounced.

Respondents did not raise any issues relating to employment status. However, a written response from Barnet Public Health stated: “The benefits are likely to impact more vulnerable groups most greatly, such as the elderly and poorer households, and therefore can help to address health inequalities.”



Appendix 9

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ¹⁹?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service delivery? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	

Appendix 9

Age	<p>Younger persons are more likely to be affected should the schemes lead to a loss of PRS properties from the borough as they are a group that tend to be prevalent particularly in HMO accommodation.</p> <p>Potentially all age groups would benefit from the improved conditions that licensing would bring about and be less at risk of retaliatory eviction for complaining about their conditions as this is prohibited in licensable properties which are not so licensed.</p> <p>The proposed schemes will have the potential to improve the quality of the PRS and this would be beneficial to all groups within the wider local community by reducing social and environmental factors associated with the PRS relating to ASB such as noise and rubbish, crime and general upkeep.</p> <p>Of the 6 adjacent local authorities, 5 of them have borough-wide additional licensing schemes for HMOs in operation. Hertsmere do not have a scheme or proposals for a scheme that we are aware of. For selective licensing, Harrow and Brent have schemes adjacent to Barnet's proposed areas for selective licensing. Enfield have a part-borough scheme due to come into operation in September 2021, Haringey are consulting on a part borough scheme between May and August 2021, but Camden do not have a selective licensing scheme. The potential impact of the proposed schemes in Barnet is thus mitigated to a degree.</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 issued under the under the Town and Country Planning (General Permitted Development) Order 1995 could bring potential positive benefits for residents of new HMOs (shared accommodation), who are often single, students, working age, on low income and transient.</p> <p>There are plans for new purpose-built private rental units which will provide more choice in the PRS.</p> <p>There are plans in the Housing Strategy to promote low-cost homeownership which will increase access for younger people.</p> <p>Barnet Homes has also established the Get Real Project, which provides shared accommodation for young people, including care leavers".</p>	☒	☐	☐	☐
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Appendix 9

Disability	<p>Although it is considered that the proposed licensing schemes are disability neutral, there is potential for it to have a positive impact which would benefit this group who are among the more vulnerable of the borough's population and place them at less risk of retaliatory eviction for complaining about their conditions as this is prohibited in licensable properties which are not so licensed.</p> <p>Increased collaborative working with landlords and managing agents resulting from the schemes will enable the Environmental Health Team to effectively signpost landlords and their disabled tenants to certain grants which could have a positive impact on their health and wellbeing as well as being of benefit through the promotion of good working relationships, education and training.</p> <p>Although the additional licensing scheme for HMOs would be borough wide and so support all disabled people in HMOs, the selective licensing scheme by definition of the Act and government guidance cannot cover all areas and so will only support disabled people living in rented properties in the wards included.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<p>It is considered that the proposed licensing schemes are gender reassignment neutral and therefore do not adversely affect the transgender population.</p> <p>Potentially though this group would benefit from the improved conditions that licensing would bring about and be less at risk of retaliatory eviction for complaining about their conditions as this is prohibited in licensable properties which are not so licensed.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	<p>We have not identified any inequitable impacts relating to marriage and civil partnership.</p> <p>Potentially all groups would benefit from the improved conditions that licensing would bring about regardless of marital status and be less at risk of retaliatory eviction for complaining about their conditions as this is prohibited in licensable properties which are not so licensed.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>Although it is considered that the proposed licensing schemes are pregnancy and maternity neutral, there is potential for this group to benefit from the improved conditions that licensing would bring about and along with a reduced risk of retaliatory eviction for complaints made about living conditions as this is prohibited in licensable properties which are not so licensed.</p> <p>The licensing schemes will have the potential to improve the quality of the PRS generally with consequential benefits to all groups within the wider local</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Appendix 9

	community by reducing social and environmental factors associated with the PRS relating to ASB, such as noise and rubbish, crime and general upkeep.				
Race/ Ethnicity	<p>Although there is no evidence as to whether those within ethnic minority and other groups are overrepresented in the HMO sector, they may potentially be on lower incomes, possibly unemployed or among the student population taking into consideration that Middlesex University caters for a significant number of overseas students and as such they may be more likely tenants in HMOs.</p> <p>Potentially all these groups would benefit from the improved conditions that licensing would bring about and be less at risk of retaliatory eviction for complaining about their conditions as this is prohibited in licensable properties which are not so licensed.</p> <p>The proposed selective licensing scheme for the Burnt Oak and Colindale area is based upon the deprivation criterion in the Act. The other proposed areas for selective licensing are also in the most deprived areas of the borough. There is therefore a strong likelihood that these proposals will benefit ethnic minority groups, who tend to live in the more deprived areas of the borough.</p>	☒	☐	☐	☐
Religion or belief	<p>Muslim tenants may be more likely to be on housing benefit as they have a lower level of economic activity. Increasing council rents could make them more dependent on welfare. The welfare reform taskforce (part of BOOST) may enable some households to return to work.</p> <p>Barnet Homes has developed a range of projects to increase the engagement of ethnic minority 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 who need to move or get into work to ensure sustainment of tenancy.</p> <p>The licensing schemes have the potential to improve the quality of rented properties for all who occupy them or may occupy them in the future and one of the aims of the scheme is to engender a closer working relationship with landlords, reduce business uncertainty and prevent situations which require statutory interventions because of poor housing conditions.</p> <p>Potentially all religious groups would benefit from the improved conditions that licensing would bring about and be less at risk of retaliatory eviction for</p>	☒	☐	☐	☐

Appendix 9

	complaining about their conditions as this is prohibited in licensable properties which are not so licensed.				
Sex	<p>Potentially all genders would benefit from the improved conditions that licensing would bring about and be less at risk of retaliatory eviction for complaining about their conditions as this is prohibited in licensable properties which are not so licensed.</p> <p>In terms of displacement of the PRS to surrounding areas of the 6 adjacent local authorities, 5 of them do have additional licensing schemes for HMOs in operation. Partial schemes are in place for selective licensing in Harrow and Brent adjacent to the proposed areas in Barnet. The potential for additional licensing to encourage landlords to move out of Barnet is thus mitigated to a degree.</p> <p>The licensing schemes will have the potential improvement of the quality of the PRS and this has the potential to benefit all groups within the wider local community by reducing social and environmental factors associated with the PRS relating to ASB, such as noise and rubbish, crime and general upkeep.</p> <p>Barnet Homes has also established the Get Real Project, which provides shared accommodation for young people, including care leavers”.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	The licensing schemes have a neutral impact with regards to sexual orientation. However, the schemes would potentially benefit all who live in the PRS resulting from the improved conditions that licensing would bring about and be less at risk of retaliatory eviction for complaining about their conditions as this is prohibited in licensable properties which are not so licensed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

5. Other key groups Are there any other vulnerable groups that might be affected by the proposal? <i>These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed</i>	Positive impact	Negative impact		No impact
		Minor	Major	

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Which ward the respondent lives in	<p>Additional licensing is proposed to be borough-wide and so would have a positive impact on people in all wards. Selective licensing is proposed for the areas covered by the existing wards of Burnt Oak, Colindale, West Hendon, Childs Hill, Hendon, Golders Green, Edgware and Hale and so there would be a positive impact specifically for persons in those wards.</p> <p>By ward, consultation data suggests most respondents are in the west of the borough, which is the part of the borough where selective licensing is proposed and also where the most issues with the condition of the PRS are present. The schemes will have an impact on all wards to some extent due to the borough-wide additional licensing proposal.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing tenure	<p>Tenure analysis carried out for the consultation shows the percentage of privately rented accommodation is around 26%. It also shows that a large number of PRS properties have poor conditions, indicative of poor management and maintenance by landlords.</p> <p>Consultation data showed that in both HMOs and other privately rented properties, a large number of people have experienced problems with their accommodation and/or it has adversely affected their health and/or the proposed schemes will have a positive impact on them or their families. A large number of owner occupiers also believe that the schemes will have a positive impact on them, the local area and Barnet as a whole.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment status	<p>The Index of Multiple Deprivation (IMD) 2019 shows that certain areas of the borough are suffering a greater level of deprivation. In particular, Colindale and Burnt Oak are the most deprived wards overall. They are also the most deprived for the employment and income domains of the IMD. Selective licensing in these areas will contribute to a reduction in deprivation.</p> <p>The consultation respondents did not raise any issues relating to employment status.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Receipt of benefits	<p>A large number of private renters are in receipt of housing benefit.</p> <p>Consultation data does not indicate an adverse disproportionate effect on respondents based on if they are in receipt of benefits or not as this was not specifically asked.</p> <p>Nevertheless, the proposals will help to improve the standard of the PRS and so will benefit those on housing benefit who privately rent.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Appendix 9

6. Cumulative impact²⁰

Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?

Yes No

It is a legislative requirement that schemes do not work in isolation and work as part of a wider strategy to improve housing, as well as ASB and deprivation. The proposals will have a positive impact on all groups with protected characteristics described earlier as receiving a positive impact through the combined approach and implementation of strategies, including the housing strategy, corporate plan, homelessness and rough sleeping strategy, community safety strategy and development plan.

7. Actions to mitigate or remove negative impact

Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.

Group affected	Potential negative impact	Mitigation measures ²¹ <i>If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.</i>	Monitoring ²² <i>How will you assess whether these measures are successfully mitigating the impact?</i>	Deadline date	Lead Officer

Appendix 9

8. Outcome of the Equalities Impact Assessment (EqIA)²³

Please select one of the following four outcomes

Proceed with no changes

The EqIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Proceed with adjustments

Adjustments are required to remove/mitigate negative impacts identified by the assessment

Negative impact but proceed anyway

This EqIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below

Do not proceed

This EqIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

Reasons for decision

The EqIA has identified only positive or neutral impacts on groups with protected characteristics and so there is no reason not to proceed on the basis of equality impact.

Sign-off

9. Sign off and approval by Head of Service / Strategic lead ²⁴	
Name	Job title
<input type="checkbox"/> Tick this box to indicate that you have approved this EqIA	Date of approval:
<input type="checkbox"/> Tick this box to indicate if EqIA has been published Date EqIA was published: Embed link to published EqIA:	Date of next review:

Footnotes: guidance for completing the EqIA template

¹ The following principles explain what we must do to fulfil our duties under the Equality Act when considering any new policy or change to services. They must all be met or the EqIA (and any decision based on it) may be open to challenge:

- **Knowledge:** everyone working for the council must be aware of our equality duties and apply them appropriately
- **Timeliness:** the duty applies at the time of considering proposals and before a final decision is taken
- **Real Consideration:** the duty must be an integral and rigorous part of your decision-making and must influence the process.
- **Sufficient Information:** you must assess what information you have and what is needed to give proper consideration.
- **No delegation:** the council is responsible for ensuring that anyone who provides services on our behalf complies with the equality duty.
- **Review:** the equality duty is a continuing duty – it continues after proposals are implemented/reviewed.
- **Proper Record Keeping:** we must keep records of the process and the impacts identified.

² Our duties under the Equality Act 2010

The council has a legal duty under this Act to show that we have identified and considered the impact and potential impact of our activities on all people with ‘protected characteristics’ (see end notes 9-19 for details of the nine protected characteristics). This applies to policies, services (including commissioned services), and our employees.

We use this template to do this and evidence our consideration. You must give ‘due regard’ (pay conscious attention) to the need to:

- **Avoid, reduce or minimise negative impact:** if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately.
- **Promote equality of opportunity:** by
 - Removing or minimising disadvantages suffered by people with a protected characteristic
 - Taking steps to meet the needs of these groups
 - Encouraging people with protected characteristics to participate in public life or any other activity where participation is disproportionately low
 - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- **Foster good relations between people who share a protected characteristic and those who don’t:** e.g. by promoting understanding.

³ EqIAs should always be proportionate to:

- The size of the service or scope of the policy/strategy
- The resources involved
- The size of the likely impact – e.g. the numbers of people affected and their vulnerability

The greater the potential adverse impact of the proposal on a protected group (e.g. disabled people) and the more vulnerable the group is, the more thorough and demanding the process required by the Act will be. Unless they contain sensitive data – EqIAs are public documents. They are published with Cabinet papers, Panel papers and public consultations. They are available on request.

⁴ When to complete an EqIA:

- When developing a new policy, strategy, or service

- When reviewing an existing service, policy or strategy
- When making changes that will affect front-line services
- When amending budgets which may affect front-line services
- When changing the way services are funded and this may impact the quality of the service and who can access it
- When making a decision that could have a different impact on different groups of people
- When making staff redundant or changing their roles

Wherever possible, build the EqlA into your usual planning and review processes.

Also consider:

- Is the policy, decision or service likely to be relevant to any people because of their protected characteristics?
- How many people is it likely to affect?
- How significant are its impacts?
- Does it relate to an area where there are known inequalities?
- How vulnerable are the people who will be affected?

If there are potential impacts on people but you decide not to complete an EqlA you should document your reasons why.

⁵ **Title of EqlA:** This should clearly explain what service / policy / strategy / change you are assessing.

⁶ **Focus of EqlA:** A member of the public should have a good understanding of the proposals being assessed by the EqlA after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EqlA)'

This section should explain what you are assessing:

- What are the main aims or purpose of the proposed change?
- Who implements, carries out or delivers the service or function in the proposal? Please state where this is more than one person or group, and where other organisations deliver it under procurement or partnership arrangements.
- How does it fit with other services?
- Who is affected by the service, or by how it is delivered? Who are the external and internal service-users, groups, or communities?
- What outcomes do you want to achieve, why and for whom? E.g.: what do you want to provide, what changes or improvements, and what should the benefits be?
- What do existing or previous inspections of the service tell you?
- What is the reason for the proposed change (financial, service, legal etc)? The Act requires us to make these clear.

⁷ **Data & Information:** Your EqlA needs to be informed by data. You should consider the following:

- What data is relevant to the impact on protected groups is available? (is there an existing EqlA?, local service data, national data, community data, similar proposal in another local authority).
- What further evidence is needed and how can you get it? (e.g. further research or engagement with the affected groups).
- What do you know from service/local data about needs, access and outcomes? Focus on each characteristic in turn.
- What might any local demographic changes or trends mean for the service or function? Also consider national data if appropriate.
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any group(s)?

- Is the service having a positive or negative effect on particular people or groups in the community?

⁸ **What have people told you about the service, function, area?**

- Use service user feedback, complaints, audits
- Conduct specific consultation or engagement and use the results
- Are there patterns or differences in what people from different groups tell you?
- Remember, you must consult appropriately and in an inclusive way with those likely to be affected to fulfil the equality duty.
- You can read LBB [Consultation and Engagement toolkit](#) for full advice or contact the Consultation and Research Manager, rosie.evangelou@barnet.gov.uk for further advice

⁹ **Age:** People of all ages, but consider in particular children and young people, older people and carers, looked after children and young people leaving care. Also consider working age people.

¹⁰ **Disability:** When looking at disability, consideration should be given to people with different types of impairments: physical (including mobility), learning, aural or sensory (including hearing and vision impairment), visible and non-visible impairment. Consideration should also be given to: people with HIV, people with mental health needs and people with drug and alcohol problems. People with conditions such as diabetes and cancer and some other health conditions also have protection under the Equality Act 2010.

¹¹ **Gender Reassignment:** In the Act, a transgender person is someone who proposes to, starts or has completed a process to change their gender. A person does not need to be under medical supervision to be protected. Consider transgender people, transsexual people and transvestites.

¹² **Marriage and Civil Partnership:** consider married people and civil partners.

¹³ **Pregnancy and Maternity:** When looking at pregnancy and maternity, give consideration to pregnant women, breastfeeding mothers, part-time workers, women with caring responsibilities, women who are lone parents and parents on low incomes, women on maternity leave and 'keeping in touch' days.

¹⁴ **Race/Ethnicity:** Apart from the common ethnic groups, consideration should also be given to Traveller communities, people of other nationalities outside Britain who reside here, refugees and asylum seekers and speakers of other languages.

¹⁵ **Religion and Belief:** Religion includes any religion with a clear structure and belief system. As a minimum you should consider the most common religious groups (Christian, Muslim, Hindu, Jews, Sikh, Buddhist) and people with no religion or philosophical beliefs.

¹⁶ **Sex/Gender:** Consider girls and women, boys and men, married people, civil partners, part-time workers, carers (both of children with disabilities and older cares), parents (mothers and fathers), in particular lone parents and parents on low incomes.

¹⁷ **Sexual Orientation:** The Act protects bisexual, heterosexual, gay and lesbian people.

¹⁸ **Other relevant groups:** You should consider the impact on our service users in other related areas.

¹⁹ **Impact:** Your EqlA must consider fully and properly actual and potential impacts against each protected characteristic:

- The equality duty does not stop changes, but means we must fully consider and address the anticipated impacts on people.
- Be accurate and transparent, but also realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific where you can so decision-makers have a concrete sense of potential effects.

- Questions to ask when assessing whether and how the proposals impact on service users, staff and the wider community:
- Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
- Is there evidence of higher/lower uptake of a service among different groups? Which, and to what extent?
- Does the project relate to an area with known inequalities (where national evidence or previous research is available)?
- If there are likely to be different impacts on different groups, is that consistent with the overall objective?
- If there is negative differential impact, how can you minimise that while taking into account your overall aims?
- Do the effects amount to unlawful discrimination? If so the plan **must** be modified.
- Does it relate to an area where equality objectives have been set by LBB in our [Barnet 2024 Plan](#) and our [Strategic Equality Objective](#)?

²⁰ **Cumulative Impact**

You will need to look at whether a single decision or series of decisions might have a greater negative impact on a specific group and at ways in which negative impacts across the council might be minimised or avoided.

²¹ **Mitigating actions**

- Consider mitigating actions that specifically address the impacts you've identified and show how they will remove, reduce or avoid any negative impacts
- Explain clearly what any mitigating measures are, and the extent to which you think they will reduce or remove the adverse effect
- Will you need to communicate or provide services in different ways for different groups in order to create a 'level playing field'?
- State how you can maximise any positive impacts or advance equality of opportunity.
- If you do not have sufficient equality information, state how you can fill the gaps.

²² **Monitoring:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further monitoring, equality assessment, and consultation are needed.

²³ **Outcome:**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Also explain what positive impacts will result from the actions and how you can make the most of these.
- Make it clear if a change is needed to the proposal itself. Is further engagement, research or monitoring needed?
- Make it clear if, as a result of the analysis, the policy/proposal should be stopped.

²⁴ **Sign off:** You will need to ensure the EqIA is signed off by your Head of Service, agree whether the EqIA will be published, and agree when the next review date for the EqIA will be.