

Carpenters Estate – Resident Charter Equalities Impact Assessment

1. Management of the EqIA

- a. John McCollin Senior Projects Manager
- b. Simon Rees Strategic Manager – Housing Partnerships & Development
- c. Roberto Bruni Housing Regeneration Projects Manager
- d. Baljit Shari Principal eBAS Officer

2. Identification of policy aims, objectives and purpose

To assist the Mayor reaching a decision with regard to the draft Residents’ Charter which has been negotiated by the Council, Carpenters Tenant Management Organisation (Carpenters TMO) and Carpenters Residents’ Steering Group that will in turn facilitate the land assembly process prior to regeneration of the Carpenters estate.

3. Scope / focus of the EqIA

An Equalities Impact Assessment (EqIA) was carried out in order to fulfil the Council's General Public Duty under the Equality Act 2010.

Officers have also considered the impact of the project aims with regard to class or socio-economic disadvantaged related to protected characteristic groups. This is because Newham Council believes that building personal, community and financial capacity for local residents is the most effective and sustainable route to an equitable, cohesive and resilient community.

Officers have taken into account that the Council waiting list has a disproportionate representation of households that have protected characteristics and may be considered to be disadvantaged due to their ethnicity, age, disability, sexuality or sexual orientation, class or socio economic situation in particular.

Carpenters Residents by Property Size Needs

Property Size	Secure	L'Hold	F'Hold	Total
1	71	18	0	89
2	9	6	0	15
3	36	0	69	105
4	11	0	26	37
5	1	0	0	1
Total	128	24	95	247

Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Age	Medium	<ul style="list-style-type: none"> ▪ A significant number of the 128 tenants (48%) are aged 60 or above years with a corresponding 4% of the 24 leaseholders being in the same age category. ▪ The project proposals may impact positively for tenants and leaseholders in this protected characteristic group as the likelihood is that they will be re-housed in better quality affordable housing accommodation. ▪
Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Disability	Low	<ul style="list-style-type: none"> ▪ Council records show that there are 7 tenanted households (no leaseholders) with registered disabled family members that could potentially be affected by the rehousing and purchase proposals detailed in the Cabinet report. ▪ There are 8 tenanted and 2 leaseholder households who have special adaptations in their homes. Where residents indicate the need for re-provision or a new provision of disabled facilities, the Charter commits the Council to the funding of these works
Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Transgender	Low	<ul style="list-style-type: none"> ▪ Prioritising and ring fencing 128 number properties in the Stratford area for rehousing tenants of Carpenters estate over a 3 year period will have minimal or no impact on the CBL general waiting list applicants for this protected characteristic group.
Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Pregnancy and maternity	Low	<ul style="list-style-type: none"> ▪ Prioritising and ring fencing 128 number properties in the Stratford area for rehousing tenants of Carpenters estate over a 3 year period will have minimal or no impact on the CBL general waiting list applicants for this protected characteristic group. ▪ The Charter allows all tenants to be rehoused in suitable accommodation taking into account the number of family members, the project proposals will therefore impact positively for tenants in this protected characteristic group.

Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Race	Low	<ul style="list-style-type: none"> ▪ Of the 152 affected resident tenants and leaseholders living on the Carpenters estate who have provided the relevant information 71% of leaseholders and 48% of tenants are from minority ethnic background. ▪ This protected characteristic group disproportionately relies heavily on social rented / affordable housing provision because historically people from ethnic diverse backgrounds have less disposable income in comparison to other socio economic groups. ▪ The project proposals may impact positively for tenants and leaseholders in this protected characteristic group as the likelihood is that they will be re-housed in better quality affordable housing accommodation. ▪ Prioritising and ring fencing 128 number properties in the Stratford area for rehousing tenants of Carpenters estate over a 3 year period will have minimal or no impact on the CBL general waiting list applicants for this protected characteristic group.
Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Religion / belief	Low	<ul style="list-style-type: none"> ▪ Prioritising the 128 households for rehousing tenants of Carpenters estate over 3 years will have minimal impact on the CBL waiting list applicants. The Charter also allows for reasonable consideration of special requirements when selecting the locality of suitable homes
Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Sexual orientation	Low	<ul style="list-style-type: none"> ▪ Prioritising and ring fencing 128 number properties in the Stratford area for rehousing tenants of Carpenters estate over a 3 year period will have minimal or no impact on the CBL general waiting list applicants for this protected characteristic group.
Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Sex	Low	<ul style="list-style-type: none"> ▪ Prioritising and ring fencing 128 number properties in the Stratford area for rehousing tenants of Carpenters estate over a 3 year period will have minimal or no impact on the CBL general waiting list applicants for this protected characteristic group.

Protected Characteristic	Assessment of relevance High , Medium, Low	If Low you must provide evidence.
Class or socio-economic disadvantage	Medium	<ul style="list-style-type: none"> ▪ Prioritising the 152 number of households for rehousing tenants and leaseholders of Carpenters estate will have a minimal impact on the CBL waiting list applicants. This protected characteristic group relies heavily on social rented / affordable housing provision due to their reduced disposable income threshold.

4. Relevant data, research and consultation

- a. Data Source: Choice Based lettings Waiting List Applicants
- b. Figures derived from the CBL applicant waiting list were used to assess the potential negative impact on the protected group categories
- c. Information based on the demographics of the affected resident tenants and leaseholders of Carpenters estate.

During 1 April 2011 – 31 March 2012, of the 697 households that were re housed through the choice based letting system a combined total of 549 (78%) moved into 1 or 2 bed room properties. Of the total 697 households rehoused 100 (14%) moved into 1 and 2 bedroom properties in the Stratford area.

This demonstrates that there is a high demand but also a good supply of 1 and 2 bedroom properties available for re housing purposes in Stratford and across the borough.

In the coming years 2012-15 a total of 72 social / affordable rent 1 and 2 bed new build units will become available in the Stratford area (with a further 116 units of varying sizes will become available borough-wide). Also a further 23 number 1 and 2 bedroom properties earmarked for low cost home ownership will become available in the Stratford area (122 units of varying sizes across the borough). In this context officers have assessed that prioritising 152 tenants and leaseholders from Carpenters estate would have minimal impact on those seeking access to affordable housing in the Stratford area and across the borough.

5. Assessment of Impact and outcomes

Protected characteristics	Issues taken from evidence	Judgement + / -	Recommendations
Age	<ul style="list-style-type: none"> ▪ Of the 152 number of affected resident tenants and leaseholders living on the Carpenters estate who have provided the relevant information 35% are aged 60 or over ▪ There will be heightened security concerns for elderly residents who do not move as the buildings become increasingly empty 	Positive impact for tenants and leaseholders in this protected characteristics category as they will have access to new build affordable accommodation with life-time homes features designed into the construction specification.	The project team can seek to identify property / household matches to suit households that require accommodation life-time homes features.

Protected characteristics	Issues taken from evidence	Judgement + / -	Recommendations
Class or Socio-economic disadvantage	<ul style="list-style-type: none"> ▪ People who are disadvantaged due to class or socio economic reasons tend to rely heavily on social rented accommodation ▪ Prioritising and ring fencing 128 number properties in the Stratford area for rehousing tenants of Carpenters estate over a 3 year period will have minimal or no impact on the CBL general waiting list applicants for this protected characteristic group. 	Negative	Officers to ensure that a rigorous tenancy audit process is undertaken to establish that only eligible households and family members are re-housed during the decanting programme in line with the Charter proposals.

Equality Impact Assessment Action Plan for [Carpenters Lease Swap Proposal]						
Issues identified and groups affected	Actions to be taken	Timescales of actions	Who is responsible for delivery	Intended outcomes	Performance measures	Reference to service or other plans
Disability - Alternative accommodation offer not as accessible as current accommodation for disabled leaseholders	The Council will make provisions to install special adaptations as appropriate to an individual service user's requirements in any properties identified to facilitate priority re-housing. The project team can seek to identify property / household matches to suit households that require accommodation life-time homes features.	2012-2015	Strategic Manager (Housing Partnerships and Development)			
Class or Socio-economic disadvantage People who are disadvantaged due to	Through the application of its planning policy, the London Plan and the Council's Housing	2011-2015	Strategic Manager (Housing Partnerships and Development)	Between 2012-15, 492 new one, two and three bedroom units will be completed by the Council's		

<p>class or socio economic reasons tend to rely heavily on social rented accommodation and will be disproportionately impacted on by the loss of housing from the Council's stock Many of these people will also share one or more of the protected characteristics.</p>	<p>Strategy, the Council will seek to maximise the development and availability of affordable housing in the borough while ensuring that balanced and sustainable communities are developed. Such arrangements will help facilitate the prioritising of 152 number of properties to re-house tenants and leaseholders of Carpenters estate</p>			<p>Registered Providers preferred partners, as a result of Council support. In addition further homes, which the Council is de-converting from hostel to residential accommodation, will be handed over. The Council has also submitted a bid to the HCA seeking funds to deliver a programme of new build affordable housing, which includes a mix of one bed , two and three bed units between 2011-2015</p>		
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6. Formal agreement

a. Sign off by: John East
Director - Community Infrastructure

b. Sign off by: David Hodgkins
Head of Strategy

7. Publication of results

a. *EqlA published on Council website (full or summary version)*

8. Monitoring and review

a. *Set dates and mechanism for monitoring and reviewing*