

## Enfield Equality Impact Assessment (EqIA)

### Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>Council Housing Work Plan HRDCAB2324_001</b>
<b>Team/ Department</b>	<b>Council Housing / HRD</b>
<b>Executive Director</b>	<b>Joanne Drew</b>
<b>Cabinet Member</b>	<b>Cllr Savva</b>
<b>Author(s) name(s) and contact details</b>	<b>Will Solly Will.Solly@enfield.gov.uk</b>
<b>Committee name and date of decision</b>	<b>13<sup>th</sup> March 2024 –Cabinet - KD 5720</b>

<b>Date the EqlA was reviewed by the Corporate Strategy Service</b>	<b>24/01/2024</b>
<b>Name of Head of Service responsible for implementing the EqlA actions (if any)</b>	<b>Will Solly</b>
<b>Name of Director who has approved the EqlA</b>	<b>Joanne Drew</b>

The completed EqlA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqlA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

## Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

**Please summarise briefly:**

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

**What is the proposed decision or change?**

Seeking approval on the Council Housing Work Plan for 2023-2024 which sets out how we will manage the service.

**What are the reasons for the decision or change?**

Emerging changes in Social Housing regulation, Housing Ombudsman codes and Building Safety requirements.

**What outcomes are you hoping to achieve from this change?**

To get approval on the Council Housing Teams approach to 2024-2025.

**Who will be impacted by the project or change - staff, service users, or the wider community?**

The impact of the plan will be focussed on council housing tenants and leaseholders however the wider community will benefit from development programmes and external works programmes as will improve the overall neighbourhood aesthetics.

## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)**

**Age**

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

The new Council Housing plan is not expected to have a differential impact on people of a specific age or age group.

The breakdown of our main tenants age is shown below:

Count of Tenancy Number	
Age Range	Total
18-24	225
25-34	739
35-44	1561
45-54	2283
55-64	2262
65+	2897
Not recorded	80
Grand Total	10047

Our council housing tenants are more likely to be aged 35 and over. The subsequent delivery of the actions within the Council Housing plan is expected to positively impact all Council housing residents across all age groups by providing homes that are warm, comfortable, and decent as well as safe and compliant homes. Our aim is to ensure our homes are child, age, and disability friendly as set out within the plan

**Mitigating actions to be taken**

No mitigating actions identified.

**Disability**

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

According to the Census 2021, 13.6% of Enfield's population has a disability. People with a disability are more likely to live in the social rented sector. According to the English Housing Survey 2020/21, over half (55%) of households in the social rented sector had one or more household members with a long-term illness or disability.<sup>1</sup>

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents with a key focus on vulnerabilities and ensuring needs of residents are considered and recorded.

**Mitigating actions to be taken**

No mitigating actions identified.

**Gender Reassignment**

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken**

No mitigating actions identified.

**Marriage and Civil Partnership**

<sup>1</sup> Department for Levelling Up, Housing and Communities, [English Housing Survey](#), 2020/21

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

The Council Housing Plan is not expected to have a differential impact on people in a marriage or civil partnership. The subsequent delivery of the actions within the plan is expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken**

No mitigating actions identified.

**Pregnancy and maternity**

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken**

No mitigating actions identified.

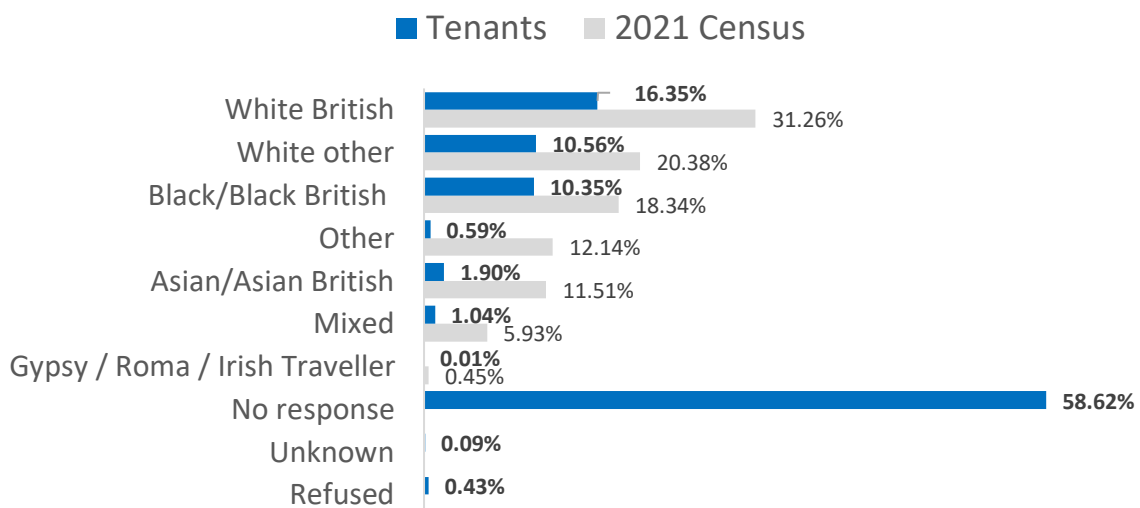
**Race**

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected. The graph below shows the ethnic breakdown of council housing tenants in comparison to Census 2021 data.

**Ethnic breakdown of (all) tenant population compared to 2021 Census profile\***



\*Comparisons are difficult as almost 6 in 10 tenants did not provide ethnicity data.

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken**

No mitigating actions identified.



**Religion and belief**

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken**

No mitigating actions identified.

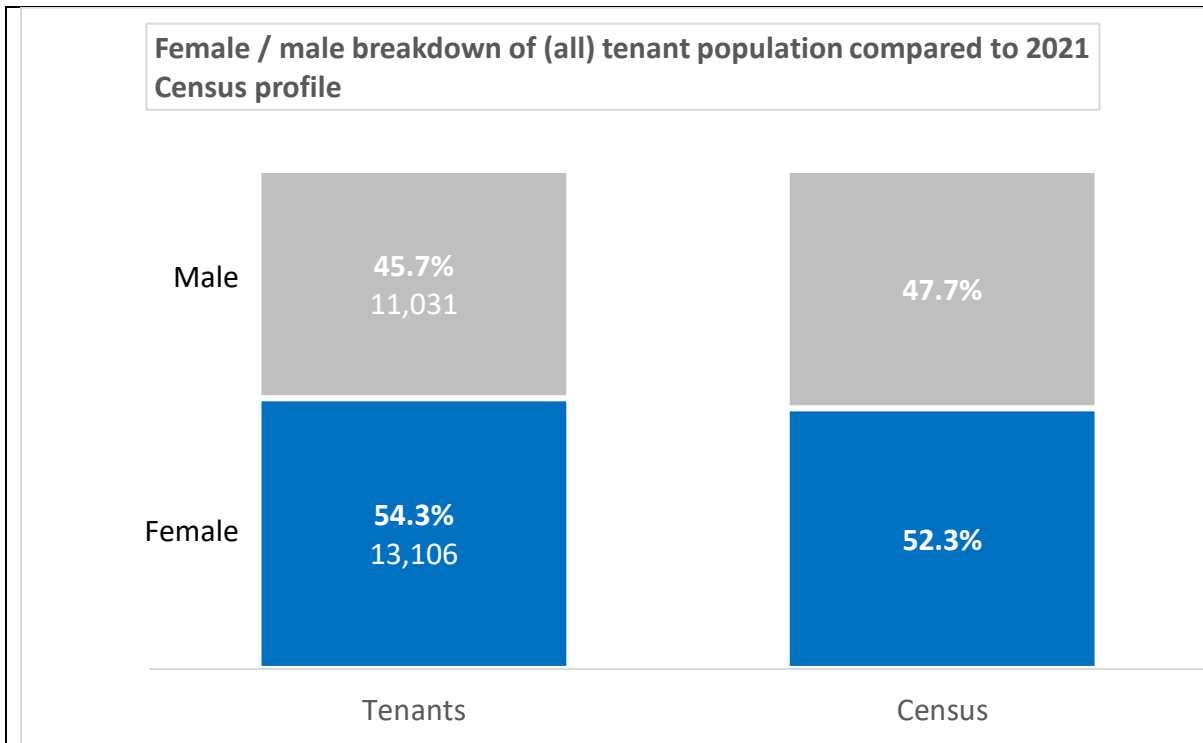
**Sex**

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

The ratio of females to males in the tenant profile is broadly reflective of the borough as a whole:



The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken**

No mitigating actions identified.

**Sexual Orientation**

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service

meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken**

No mitigating actions identified.

**Care Experience**

This refers to a person who has spent 13 weeks or more in local authority care.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with care experience?

Please provide evidence to explain why this group may be particularly affected.

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken**

**Socio-economic deprivation**

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

People living in the social rented sector tend to have a lower income. According to the English Housing Survey 2020/21, 50% of social renters (almost 2 million households) were in the lowest income quintile.<sup>2</sup> Social renters are also less likely to be in full-time employment (25%) than owners (50%) and private renters (58%).

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

**Mitigating actions to be taken.**

N/A

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<sup>2</sup> <sup>2</sup> Department for Levelling Up, Housing and Communities, [English Housing Survey](#), 2020/21

## Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The senior management team will review the plan in regular performance meetings. Reviewing against KPI indicators relating to the plan and performance of each indicator. With the plan expecting to see a positive impact on all residents we would anticipate this being reflected by these indicators and the tenancy satisfaction measures which are asked each year to the effected residents.

## Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments