

Appendix 2 - 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 diverse 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 diverse 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 e.g., 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 diverse 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

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Disposal of Walbrook House
Team/ Department	Housing,Regeneration and Development
Executive Director	Sarah Cary
Cabinet Member	Cllr George Savva (social housing) The Leader (regeneration)
Author(s) name(s) and contact details	Amena Martin Amena.martin@enfield.gov.uk
Committee name and date of decision	

Date the EqlA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqlA actions (if any)	Karen Lucas
Name of Director who has approved the EqlA	Joanne Drew

The completed EqlA should be included as an appendix to relevant EMT (Executive Management Team)/ 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

<p>Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision</p> <p>Please summarise briefly:</p> <p>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?</p>

Walbrook House is a council-owned tower block located in Lower Edmonton and comprises of 126 homes. This report provides an update on the progress towards decant of the block as approved by the Cabinet Member for Social Housing in March 2022 and seeks authority for officers to decommission the block and secure vacant possession to facilitate disposal due to the uneconomic cost of full refurbishment and ongoing maintenance.

Rehousing the residents will provide a positive impact on their health and wellbeing.

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 (e.g., 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)? No

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

Disposal of the block will not have a differential impact (positive or negative) as residents with families have been rehoused from Walbrook House a permanent home.

Mitigating actions to be taken

No mitigation action identified. We will continue to monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics

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? No

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

Currently 570 applicants are on the Council Housing list. Disposal of the block will not have a differential impact (positive or negative) All Council Tenants have been rehoused on a permanent basis elsewhere in the borough. The Council prioritise tenants for rehousing due to mobility issues and overcrowding.

Mitigating actions to be taken

No mitigation action identified. We will continue to monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics

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? No

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

Although there is lack of available local data in this area, we do not believe that the acquisition of these homes will have a differential impact (positive or negative) on transgender people.

Mitigating actions to be taken

No mitigation action identified. We will continue to monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics

Marriage and Civil Partnership

Marriage and civil partnerships are diverse 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? No

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

Disposal of Walbrook House will not have a differential impact (positive or negative), because of marital status.

Mitigating actions to be taken

No mitigation action identified. We will continue to monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics

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.

Disposal of the block will not have a differential impact (positive or negative) All residents have been moved to suitable alternative permanent housing, to accommodate their housing requirements.

Mitigating actions to be taken

No mitigation action identified. We will continue to monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics.

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.

There is a disproportionate number of people from BAME (Black and Asian and Minority Ethnic) backgrounds on the housing register. There are approximately 1,494 Black applicants (African, Caribbean and Other) on the housing register waiting to be housed, in comparison to just 779 White UK applicants. There are 3,724 housing register applicants with ethnicities data recorded. Applicants with a Black background make up 40.1% of the applicants that provided their ethnicity whereas White UK group make up 20.9%. When comparing the demographics with the borough of Enfield, White UK group make up 40.5% of the total population.

Ethnicity % for remaining leaseholders still resident.
 White 20%
 Black / African / Caribbean / Black 20%
 Asian / Asian British 30%
 Mixed / Multiple ethnic groups 0%
 Other ethnic groups 30%
 Not known 0%

Disposal of the block will have no impact (positive or negative) on people of certain race. All resident leaseholders will be given housing options suited to their financial circumstances.

Mitigating actions to be taken

We will monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristic.

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? No

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

The most reliable estimates on percentages of Enfield residents of different religions are those from the 2011 Census; Christianity (all denominations) was the most common religion in the borough (53.6%) at that time. 16.7% of residents were of the Muslim faith, and 15.5% hold no religion or belief at all. Sikhs were the smallest group in the borough, composing 0.3% of the population, and people of 'Other religion' made up 0.6%. We do not believe that the disposal will have a differential impact (Positive or negative).

Mitigating actions to be taken

We will monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics.

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? No

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

There is little boroughwide reliable data on sexual orientation, however the ONS (Office for National Statistics) 2019 Annual Population Survey predicted that 92.1% of the UK population identified as heterosexual while 2.9% identified as lesbian, gay, or bisexual.

2,595 applicants in the housing register specified their sexual orientation whereby 97.1% identified themselves as heterosexual, less than 1% as gay/lesbian and 2% as other. The increase in social housing however will not have a differential impact (positive or negative), because of sexual orientation. Properties will be allocated on the basis of need rather than household characteristics.

Mitigating actions to be taken

We will monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics.

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? No

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

There is a disproportionate number of female applicants on the housing register representing 74.6% of 6,216 applicants that have indicated their sex. Male applicants make up 25.3% of the applicants. Females are more likely to be single parents – 94% of single parents on Enfield’s Housing Register are mothers.

We do not believe that the disposal will have a differential impact (Positive or negative). We have no single parent leaseholders registered at Walbrook House

Mitigating actions to be taken

We will monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics

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? Yes

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

Enfield is the 9th most deprived London borough and has the 11th highest rate of child poverty in the country. Enfield's median household income is £35,300, which is the 9th lowest of the 33 London boroughs and lower than the London average. Within the borough, there are clear differences in household income between the western and eastern parts. Median incomes in the most affluent neighbourhoods are twice those of the least affluent. The median rent charge in the year ending March 2021 was £1,300. This is 44% of the median household income per month. As at March 2020, 3,497 households were in temporary accommodation – the second highest number of all English authorities. Enfield has a higher total number of households in temporary accommodation per thousand, (26.29), than the England, (4.03), and London, (16.05), average.

We do not believe that the disposal will have a differential impact (Positive or negative).

Mitigating actions to be taken.

We will monitor the implementation of the decision to ensure that it is not having a differential impact on people or households with protected characteristics.

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 council's housing team has already begun to record the specific requirements and concerns of the residents of Walbrook House. This insight will be deepened through further engagement upon decision to decant the block and then used to form a baseline of need in re-housing.

The subsequent re-housing of residents will be informed by this information and the outcomes of each resident re-housed will be recorded on the central database and reported to the Director Housing and Regeneration and the Cabinet Member for Social Housing on a weekly basis throughout the decant period.

The on-site engagement team will also ensure that the ongoing needs and concerns of residents remaining in situ during the decant period are monitored and addressed.

For resident leaseholders, engagement has begun already to establish personal circumstances that may require additional support for those residents in moving and/or buying a new property off the estate. Again, this will form the baseline from which progress in supporting such residents will be reported weekly to the Director Housing and Regeneration and the Cabinet Member for Social Housing.