

## APPENDIX 2- Equality Impact Analysis Tool

### Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

## General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (link), as well as from your service or borough leads:

**LBHF**  
Opportunities Manager:  
[PEIA@lbhf.gov.uk](mailto:PEIA@lbhf.gov.uk) or ext 3430

## Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2020 /Quarter 2
Name and details of project.	<p>Lannoy &amp; Hartopp Point</p> <p><b>Project summary:</b></p> <p>The Council has undertaken and commissioned extensive structural surveys to look at the condition of Hartopp and Lannoy Points. These surveys are now complete and have found significant Health and Safety issues at Hartopp and Lannoy Points. The Council’s appointed structural engineer advised the building must be repaired or demolished as soon as reasonably practicable.</p> <p>We have also completed comprehensive Fire Risk Assessments (FRA) which have identified issues of compartmentation between flats and within the communal areas. These issues and existing issues of damp and water ingress of the buildings would need addressing as part of any refurbishment of the blocks.</p> <p>The two options available to adequately address the issues, are to refurbish Hartopp and Lannoy Points or demolish the blocks. Both options require all the remaining households to move to new homes; the extent of refurbishment and repair required, and the disruption to daily living does not make it feasible with residents in-situ. Having identified the issues of compartmentation H&amp;F acted immediately, to offer residents with mobility and medical issues a voluntary transfer. This was later extended to all residents.</p> <p>The Economy Department has successfully moved 63 households under this offer and is working with the 49 remaining households to achieve vacation of the two blocks, with minimum negative impact for residents.</p> <p>Following consultation and consideration of the options the Council resolved to demolish the two blocks on the 29<sup>th</sup> April 2019. In order to demolish the blocks, it will be necessary to relocate all Council tenants and acquire privately held leasehold properties owned by a mixture of owner occupiers and investor owners.</p>

**Our offer to residents:**

**Council Tenants –for council tenants the offer is:**

- A lifetime tenancy of a new home in their area of choice, where available, within borough.
- An offer based on current housing need- over crowded households will move to larger properties.
- Home loss payment
- Financial assistance for the costs of moving home
- Management and payment of removals, disconnections and reconnections costs.
- Band 1 prioritised move.
- 1 to 1 housing needs assessment.
- A retained right to return
- If downsizing, a downsizing incentivisation payment
- Advice and support from a dedicated decant officer, assigned to the project.

**Resident leaseholders: for resident leaseholders the offer is:**

- Where properties are acquired by agreement the value offered will significantly exceed the market value of the leasehold interest.
- A further Home Loss payment, equal to 10 per cent of market value agreed.
- A disturbance payment to cover reasonable costs of moving and purchasing a new home.
- Reimbursement of reasonable professional fees.
- The Council will make available equity share loans to support residents stay in the local area. .

**Non-resident leaseholders: for Non-resident leaseholders the offer is:**

- Where properties are acquired by agreement the value offered will significantly exceed the market value of the properties. Plus, a Basic Loss payment of 7.5 per cent.
- Reimbursement of reasonable professional fees and reinvestment costs.
- If it is necessary to acquire properties by compulsion leaseholders will be entitled to compensation as set out in the Statutory Compensation Code. Compensation calculated on the basis of the Code is significantly less than offers made to acquire leasehold interests by agreement. However, the Code provides for leaseholders to be put back in the position they were prior to the acquisition, so far as money can.
- Advice and support from a dedicated decant officer, assigned to the project.

**Privately renting tenants: for privately renting tenants the offer is:**

We are supporting private residents affected by the demolition by:

- Providing a single point of contact in our H&F Advice Service co-ordinating advice to L&H private tenants.
- Carrying out a rent affordability assessment to inform properties suitable for the applicant.
- Working with private tenants to support them to secure a new tenancy, having explained and reviewed their options, including eligibility for a housing duty under our scheme of allocations.
- Working with private tenants, where needed, to match them to a tenancy with one of our private landlords. We procure private sector lease properties, working with and vetting these landlords, to ensure the property is H&S compliant, is of a good standard and the rent is affordable.
- Once placed the services of a tenancy sustainment officer to provide support to ensure the tenancy sustains.
- Where appropriate and wanted, the option of a nomination to the “Homefinder” register of social housing across the uk, to increase their range of housing options.
- Advice and support from a dedicated decant officer, assigned to the project.

### **The acquisition process for leaseholders.**

The Council has instructed Avison Young's specialist site assembly and compulsory purchase team to undertake negotiations to acquire leasehold interests. All leaseholders are encouraged to instruct their own specialist adviser, with the reasonable costs reimbursed by the Council. When undertaking negotiations to acquire leasehold interests, an early part of the process involves identifying any protected characteristics. The Council's appointed surveyor then ensures that negotiations are undertaken with regard to the Council's PSED obligations.

In undertaking consultation and negotiations with residents the Council's team has become aware that a number of affected parties hold protected characteristics. Affected parties may have other protected characteristics which have not been identified or disclosed or which residents may not wish to disclose.

In undertaking negotiations to acquire interests the Council's team works with all affected residents on an individual basis through their adviser (where appointed), paying particular care to those who are vulnerable or have specific needs.

The Council has identified that the scheme may potentially have a detrimental effect or disproportionate impact on persons who share a relevant protected characteristic particularly in terms of families with young children, individuals with disabilities/medical conditions, and the elderly. For these parties will likely face greater challenges in relocating and relocation may have a greater impact on their family life. However the Council has balanced these potential equality impacts against the benefits of the scheme and benefits realised by these parties in being relocated from unsafe to safe housing. The Council has concluded that the decision to demolish the blocks and make a CPO is proportionate and justified in the circumstances. The Council has also adopted a number of measures to mitigate the impact of the Scheme including:

- Provision of a shared equity scheme for qualifying residents which is in excess of the statutory compensation entitlement.
- The use of the Council's mortgage lending powers to assist those owner occupier leaseholders who cannot readily access the mortgage market.
- Assistance and support in locating and securing alternative suitable alternative accommodation
- Provision of compensation for special adaptations required for eligible elderly or disabled leaseholders.
- When undertaking negotiations to acquire leasehold interests, an early part of the process involves identifying any protected characteristics. The appointed surveyor then ensures that negotiations are undertaken with regard to the Council's PSED obligations.
- The rehousing policy for affected residents has been prepared having regard to the Council's PSED obligations.
- Secure tenants' housing assessment is in accordance with this PSED and they are offered a new home suitable for their needs on the estate. This includes taking account of any protected characteristics, for example elderly or disabled secure tenants requiring special adaptations will be eligible to claim for these costs or the adaptations will be made to the new dwelling.
- Private tenants requiring and requesting assistance will be assessed in accordance with the Council's Housing policy. Housing assistance will be offered to some private tenants with particular difficulties relocating who are not technically eligible for assistance as defined by the Compensation Code or Housing Allocations Policy.
- The Council's Equality, Diversity, and Inclusion Policy provides a clear statement on the Council's commitment and approach to equality, diversity, and inclusion, in the areas of employment, service delivery and procurement. This policy underlies the Council's approach to delivering the scheme.
- When granting planning permission for the future redevelopment of the Order Land the Council will take account of its PSED duty.

<b>Lead Officer</b>	<b>LBHF</b> Name: Matt Rumble Position: Head of Area Regeneration Email: matt.rumble@lbhf.gov.uk Telephone No:0208 753 4552
<b>Lead Borough</b>	Matt Rumble
<b>Date of completion of final EIA</b>	Completed 16 April 2019 Reviewed 15 August 2019

<b>Section 02</b>	<b>Scoping of Full EIA</b>						
<b>Plan for completion</b>	Timing: Immediate Resources: Maureen James – Decant Manager						
<b>Analyse the impact of the project.</b>	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.						
	<b>Protected characteristic</b>	<b>Borough Analysis</b>					<b>Impact:</b> Positive, Negative, Neutral
	Age		<b>Tenancy households:</b>	<b>% Hartopp Point &amp; Lannoy Point</b>	<b>Leasehold properties</b>	<b>Compared with % all H&amp;F Tenants</b>	Negative
		<b>Tenancies</b>					



				<b>Tenants</b>				
	Tenant aged 18-54	18 tenancies	60.0%	Some information provided for the purposes of undertaking negotiations	50.1%			
	Tenant aged 55+	12 tenancies	40%	Some information provided for the purposes of undertaking negotiations	49.9%			
	<b>Grand Total</b>	<b>30 tenancies</b>	<b>100.0%</b>	<b>19 properties</b>	<b>100.0%</b>			
	<b>Household breakdown- 56 properties.</b>		<b>30 Tenancies: Number of residents</b>		<b>18 Leaseholds:</b>			
	Under 18	15 residents	Some information provided for the purposes of undertaking negotiations					
18 +	45residents	Some information provided for the purposes of undertaking negotiations						

		Total	60 residents	Some information provided for the purposes of undertaking negotiations	
		<ul style="list-style-type: none"> <li>• Comparison to borough wide profile shows a lower percentage of older tenants are now resident in the blocks compared to borough average and demonstrates our success to date in successfully moving older residents without negative impact.</li> <li>• 15 children remain living in the blocks, which is in line with borough profile.</li> </ul> <p><u>Negative impacts identified:</u></p> <ul style="list-style-type: none"> <li>• Older residents will be more settled and need additional support when moving.</li> <li>• Older people may have specific medical needs which may make relocation more challenging.</li> <li>• Disturbance of people who live on their own with health conditions and care packages in place can negatively affect their health and well-being.</li> <li>• Disruption to school travel or child care arrangements can have negative educational and emotional impacts.</li> <li>• It is believed a number of the privately held investment properties are occupied by young people. A number of these properties have been modified to include additional bedrooms and overall providing poor quality/sub-standard accommodation, albeit likely providing relatively low-cost living space in the locality.</li> <li>• Young adult private tenants may have limited resources and may find it difficult to remain within the local area unless they are able to locate other low cost sub-standard or poor-quality living space.</li> <li>• Demolition will impact level access to some retained properties</li> <li>• Our older leaseholders are more likely to have difficulty transferring</li> </ul>			

		<p>mortgages.</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• Relocating residents from substandard and structurally unsafe housing represents a positive benefit for affected parties, particularly when the whole cost of the move is funded and or facilitated by the Council.</li> <li>• Older residents with reduced health or mobility now have the option to move to a property meeting their current health profile.</li> </ul> <p><b>Mitigation for Council tenants:</b></p> <ul style="list-style-type: none"> <li>• We have carried out needs assessment to identify housing and social needs.</li> <li>• We arrange relevant OT/ Social Services assessment for residents where identified, to ensure care packages adjusted where appropriate.</li> <li>• We ensure reasonable adaptations are carried out within the new home in line with OT assessments.</li> <li>• We have a “handyman” service to support residents settling into new homes.</li> <li>• Provide financial and resettlement support.</li> <li>• Have provided an undertaking to move residents within the immediate locality, where properties are available, to minimise increase in travel distances or care arrangements.</li> <li>• Give over-crowded families the opportunity to move to larger properties to solve this and increase the well-being and educational performance environment.</li> <li>• Give families the opportunity to move to properties with outside space for play.</li> <li>• Provided older residents with the option of a fast-track move to sheltered housing, with the reassurance and support this provides for older residents, especially those living alone.</li> <li>• Offer of specialist floating support services where needed.</li> </ul>	

### **Mitigation for leaseholders**

- The Council has instructed Avison Young's specialist site assembly and compulsory purchase team to undertake negotiations to acquire leasehold interests. All leaseholders are encouraged to instruct their own specialist adviser, with the reasonable costs reimbursed by the Council. When undertaking negotiations to acquire leasehold interests, an early part of the process involves identifying any protected characteristics. The Council's appointed surveyor then ensures that negotiations are undertaken with regard to the Council's PSED obligations. Specific mitigations:
- Provision of a shared equity scheme for qualifying residents which is in excess of the statutory compensation entitlement.
- The use of the Council's mortgage lending powers to assist those owner occupier leaseholders who cannot readily access the mortgage market.
- Assistance and support in locating and securing alternative suitable accommodation
- Provision of compensation for special adaptations required for eligible elderly or disabled leaseholders.
- Offer of specialist floating support services where needed.

### **Mitigation for Private tenants**

- Private tenants requiring and requesting assistance will be assessed in accordance with the Council's Housing policy. Housing assistance will be offered to some private tenants with particular difficulties relocating who are not technically eligible for assistance as defined by the Compensation Code or Housing Allocations Policy.
- Working with private tenants, where needed, to match them to a tenancy with one of our private landlords. We ensure the rent charged is affordable, addressing the income profile of young residents starting their employment careers.

- Offer of specialist floating support services where needed.

**Mitigation for adjoining residents**

Level access will be provided at all times to retained properties.

Disability

Negative

Disability /long term illness	Hartopp Point & Lannoy Point Tenants	% Hartopp Point & Lannoy Point Tenants	% Borough Wide	Hartopp Point & Lannoy Point Leaseholders
N	9	30	90.4%	Some information provided for the purposes of undertaking negotiations
Y	21	70	9.6%	Some information provided for the purposes of undertaking negotiations
<b>Grand Total</b>	<b>30 tenancies</b>	<b>100.0%</b>	<b>100%</b>	<b>19 leaseholds</b>

- Disproportionately high number of residents presenting with a disability or medical condition.
- Disproportionately high percentage of residents presenting with a mobility condition. The Household Needs survey highlighted that a significant number (70%) of Lannoy and Hartopp residents consider themselves to have a disability or medical conditions that is directly affected by the size, location or design of the home they live in. This statistic is subjective rather than objective and not subject to medical assessment or review.
- Limited information has been provided by leaseholders and private tenants but the team responsible for undertaking negotiations are fully

signed up to minimising any negative impact as part of their acquisition process.

Negative Impacts identified:

- Residents with a learning difficulty may need a separate form of communication and engagement to help their understanding of the reality of their situation.
- Residents who have had their property adapted would be affected by having to move to another property.
- Residents with mobility issues need to be near existing network, and level access accommodation, assistance with move.
- Demolition will impact level access to some retained properties
- More difficulty getting mortgage?

**Positive impacts**

- Relocating residents from substandard and structurally unsafe housing represents a positive benefit for affected parties, particularly when the whole cost of the move is funded and or facilitated by the Council.
- Residents who need to move due to a medical condition or disability, will now have their transfer needs met and move to appropriate accommodation due to this project, rather than joining a waiting list with other H&F applicants.

**Mitigation for Council tenants**

- We arrange relevant OT/ Social Services assessment for residents where

		<p>identified – we have an O/T attached to the project to expedite assessments for their new homes.</p> <ul style="list-style-type: none"> <li>• We make sure reasonable adaptations are carried out within the new home in line with OT assessments.</li> <li>• Commission handyman service to support additional fixtures and fittings.</li> <li>• Moving residents within the local area, where properties are available, and to level access properties.</li> <li>• Full support and removals package in place to carry out removals, including packing assistance where needed, and disconnection and re-connection of household appliances.</li> <li>• Offer of specialist floating support services where needed.</li> </ul> <p><b>Mitigation for leaseholders</b></p> <ul style="list-style-type: none"> <li>• The Council has instructed Avison Young’s specialist site assembly and compulsory purchase team to undertake negotiations to acquire leasehold interests. All leaseholders are encouraged instruct their own specialist adviser, with the reasonable costs reimbursed by the Council. When undertaking negotiations to acquire leasehold interests, an early part of the process involves identifying any protected characteristics. The Council’s appointed surveyor then ensures that negotiations are undertaken with regard to the Council’s PSED obligations.</li> </ul> <p>Specific mitigation:</p> <ul style="list-style-type: none"> <li>• Assistance and support in locating and securing alternative suitable alternative accommodation</li> <li>• Provision of compensation for special adaptations required for eligible elderly or disabled leaseholders</li> <li>• Offer of specialist floating support services where needed.</li> </ul> <p><b>Mitigation for Private tenants</b></p> <ul style="list-style-type: none"> <li>• Private tenants requiring and requesting assistance will be assessed in</li> </ul>	

		<p>accordance with the Council’s Housing policy. Housing assistance will be offered to some private tenants with particular difficulties relocating who are not technically eligible for assistance as defined by the Compensation Code or Housing Allocations Policy.</p> <ul style="list-style-type: none"> <li>• Working with private tenants, where needed, to match them to a tenancy with one of our private landlords. We ensure the rent charged is affordable, addressing the income profile of young residents starting their employment careers.</li> <li>• Offer of specialist floating support services where needed.</li> </ul>	
	Gender reassignment	<p>Although we hold very limited data there is no disproportionate impact identified.</p> <p><b>Mitigation for all residents</b></p> <ul style="list-style-type: none"> <li>• All transferring tenants have been offered appropriate support to move to the area of the borough of their choice, where properties are available, so local networks and support systems can be maintained.</li> <li>• Proximity to Charing Cross Hospital’s leading gender re-assignment department can be maintained where needed, as our offer to residents enables moves within the borough.</li> <li>• Equality and Human Rights Commission guidance on this protected characteristic is to collect data where relevant. Gender re-assignment is not relevant to the majority of housing services, with the exception of tackling harassment.</li> </ul>	Neutral



	Marriage and Civil Partnership	<p>No disproportionate impact identified.</p> <p><b>Mitigation for all residents</b></p> <ul style="list-style-type: none"> <li>The Council recognises gay relationships and civil partnerships with respect to household composition and management of all our policies and processes.</li> </ul>	Neutral
	Pregnancy and maternity	<p>No disproportionate impact identified, however we recognise the disruption during the actual decanting process on pregnant mothers or families with new born children.</p> <p><b>Mitigation for Council tenants:</b></p> <ul style="list-style-type: none"> <li>Full support package provided for packing, removals, disconnections and reconnections.</li> <li>Offer of specialist floating support services where needed to assist during the move process.</li> </ul> <p><b>Mitigation for leaseholders:</b></p> <ul style="list-style-type: none"> <li>Offer of specialist floating support services where needed to assist during the move process.</li> </ul> <p><b>Mitigation for private tenants:</b></p> <ul style="list-style-type: none"> <li>Offer of specialist floating support services where needed to assist during the move process.</li> </ul>	Neutral

	Race	<p>No disproportionate impact identified.</p> <ul style="list-style-type: none"> <li>• The diversity of the estate is significant and shows a broad spread across the different race and ethnicity classifications. Review of the race profile of block residents shows little variance when compared with the borough wide profile.</li> <li>• The largest variance between Hartopp &amp; Lannoy Point residents and the borough profile is a 6% increase in White English residents living in the blocks, but this is still low.</li> <li>• The Council's Scheme of Allocations does not discriminate as it's based on housing needs which delivers a consistent, fair assessment, and is not influenced by someone's race.</li> <li>• The borough is small with excellent transport provision, enabling connections with established groups/networks to remain in place.</li> </ul> <p><b>Mitigation for all:</b></p> <ul style="list-style-type: none"> <li>• Translation or offer of translation in place for all residents who do not speak English as their main language in their home.</li> <li>• Translation and interpretation provision is available when specific tenant engagement and leaseholder negotiation is undertaken.</li> </ul>	Neutral
	Religion/belief (including non-belief)	<p>No disproportionate impact identified but very little data held</p> <ul style="list-style-type: none"> <li>• Very few residents have chosen to share their religious belief details, less than 10% across the blocks. This is mirrored in the data held by H&amp;F across its stock, which is also less than 10%</li> <li>• No aspects of the project that prevents residents from practicing their religion or faith.</li> </ul>	Neutral

		<p><b>Mitigation for all</b></p> <ul style="list-style-type: none"> <li>Residents are provided with the opportunity to share information regarding their faith/beliefs to minimise disruption and maintain connection to places of worship while we manage this decant project.</li> </ul>	
	Sex	<p>No disproportionate impact identified</p> <p>There is a high proportion of tenancies held by women, which is consistent with the borough profile.</p> <p><b>Mitigation for all:</b></p> <ul style="list-style-type: none"> <li>Officer involved in the project management are all trained in Equalities issues and apply these principles across all aspects of the project.</li> </ul>	Neutral
	Sexual Orientation	<p>No disproportionate impact identified.</p> <p>Although very limited data is available there is no disproportionate impact identified.</p> <p>Equality and Human Rights Commission guidance on this protected characteristic is to collect data where relevant. Sexuality is not relevant to most of housing services, with the exception of tackling harassment.</p>	Neutral
<p><b>Human Rights or Children's Rights</b>          If your decision has the potential to affect Human Rights or Children's Rights, please contact your Borough Lead for advice.</p> <p>N/A</p>			

<b>Section 03</b>	<b>Analysis of relevant data</b> Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
<b>Documents and data reviewed</b>	LBHF: <ul style="list-style-type: none"> <li>• Northgate Housing Management Database.</li> <li>• Individual Needs Assessments completed with residents.</li> <li>• Leaseholder negotiation schedule</li> </ul>
<b>New research</b>	Not required

<b>Section 04</b>	<b>Consultation</b>
	Complete this section if you have decided to supplement existing data by carrying out additional consultation.
<b>Consultation in LBHF</b>	Individual needs assessments. No additional consultation.
<b>Analysis of consultation outcomes</b>	N/A

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	Analysis has shown the following impacts: <p><b>Negative impacts identified:</b></p> <ul style="list-style-type: none"> <li>• Older people may be more settled and require more support when moving.</li> <li>• Disruption to school life and home study may occur during the move and possible loss of informal child care arrangements.</li> </ul>

- Disturbance of people, if on their own, frail and vulnerable, may affect their health and well-being.
- Residents who do not speak or read English may be negatively impacted as they may not understand the process fully.
- Cost impact on retired residents.
- Cost impact for those with low disposable incomes.
- The cost and challenge of relocating for private tenants, these negative impacts may be worse for young people.
- It is believed a number of the privately held investment properties are occupied by young people. A number of these properties have been modified to include additional bedrooms and overall providing poor quality/sub-standard accommodation, albeit likely providing relatively low- cost living space in the locality.
- Young adult private tenants may have limited resources and may find it difficult to remain within the local area unless they are able to locate other low cost sub-standard or poor-quality living space.
- Demolition will impact level access to some retained properties
- Our older leaseholders are more likely to have difficulty transferring mortgages.
- Residents with a learning difficulty may need a separate form of communication and engagement to help their understanding of the reality of their situation.
- Residents who have had their property adapted would be affected by having to move to another property.
- Residents with mobility issues need to be near existing network, and level access accommodation, assistance with move.
- Demolition will impact level access to some retained properties

### **Positive impacts identified**

- Relocating residents from substandard and structurally unsafe housing to better quality housing represents a positive benefit for affected parties, particularly when the whole cost of the move is funded and or facilitated by the Council.
- Older residents with reduced health or mobility now have the option to move to a property meeting their current health profile, without joining a waiting list.
- Over-crowded families have the opportunity to move to larger properties to which improves well-being and educational performance environment without joining waiting list.
- Families have the opportunity to move to properties with outside space for play.
- Older residents have the option of a fast-track move to sheltered housing, with the reassurance and support this provides for older residents, especially those living alone. This option wouldn't be available outside of this

project.

- Residents who need to move due to a medical condition or disability, will now have their transfer needs met and move to appropriate accommodation due to this project, rather than joining a waiting list with other H&F applicants.

#### **Mitigation- Council tenants**

- Needs Assessments have been carried out and dedicated rehousing support is being provided by the Council
- Translation and interpretation services are in place for residents and leaseholders when specific tenant engagement and leaseholder negotiation is being undertaken.
- OT care assessment is in place.
- Designated OT linked to the project.
- The offer of a specialist floating support service is in place.
- Financial help is available for moving costs and setting up new home.
- H&F organise and pay for removals, disconnections and reconnections between properties.
- Band 1 Housing awarded to residents to ensure housing priority.
- Focus on home modifications for people with disabilities.
- Compensation is being provided to tenants and homeowners through Home Loss and disturbance payments.
- Options for all Council tenants to return when site is redeveloped.
- Rehousing Project team are equalities trained to ensure full understanding of equalities issues for individual households (access to place of worship, schools, nurseries, day centres, support groups, health etc.), so that as far as possible these can be supported through the move process.
- Bespoke support to move available to particularly vulnerable and less engaged individuals and households.
- On site surgeries held 3 times a week to ensure open channel of communication with residents to reduce stress and provide an accessible in-person response to any issues.
- EQUI undertaken to ensure impacts identified and mitigation actions put in place where needed.
- 

#### **Mitigation for leaseholders**

- The CPO process forces leaseholders to have to sell but they have the options to purchase an alternative property or enter shared ownership arrangements.
- Provision of a shared equity scheme for qualifying residents which is in excess of the statutory compensation entitlement.
- The use of the Council's mortgage lending powers to assist those owner occupier leaseholders who cannot

readily access the mortgage market.

- Assistance and support in locating and securing alternative suitable alternative accommodation
- Provision of compensation for special adaptations required for eligible elderly or disabled leaseholders
- The Council has instructed Avison Young's specialist site assembly and compulsory purchase team to undertake negotiations to acquire leasehold interests. All leaseholders are encouraged instruct their own specialist adviser, with the reasonable costs reimbursed by the Council.
- When undertaking negotiations to acquire leasehold interests, an early part of the process involves identifying any protected characteristics. The Council's appointed surveyor then ensures that negotiations are undertaken with regard to the Council's PSED obligations.
- The offer made to acquire leasehold interests by agreement exceed the lease-holders statutory entitlement to claim.
- Access for to a shared equity scheme is available for eligible homeowners to enable them to remain within the local area.
- The offer to leaseholders has been prepared according to government guidance and the Council's PSED.

#### **Mitigation for Private tenants**

- Private tenants requiring and requesting assistance will be assessed in accordance with the Council's Housing policy.
- Housing assistance will be offered to some private tenants with particular difficulties relocating who are not technically eligible for assistance as defined by the Compensation Code or Housing Allocations Policy.
- We are working with private tenants, where needed, to match them to a tenancy with one of our private landlords. We ensure the rent charged is affordable and the property is of a good standard and complies with H&S standards.

#### **Mitigation for all:**

- Translation or offer of translation in place for all residents who do not speak/read English as their main

	<p>language in their home.</p> <ul style="list-style-type: none"> <li>• Officer involved in the project management are all trained in Equalities issues and apply these principles across all aspects of the project.</li> <li>• Offer of specialist floating support services where needed to assist during the move process.</li> </ul>
--	---

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>					
<b>Outcome of Analysis</b>	<p>To date, we have successfully decanted 63/112 households, including elderly residents that have a medical condition/disability, where the project has the potential to have a negative impact. So far, the mitigation actions we have put in place have minimised the negative impact. The decant process has gone well and feedback from the residents has been positive.</p> <p>The Council's team will continue to apply the current approach and positive actions to mitigate negative impacts identified above, as this is working and achieving the outcomes we want under our equalities policy.</p>					

<b>Section 07</b>	<b>Action Plan</b>																	
<b>Action Plan</b>	<p>Note: You will only need to use this section if you have identified actions as a result of your analysis</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Issue identified</th> <th style="width: 20%;">Action (s) to be taken</th> <th style="width: 15%;">When</th> <th style="width: 15%;">Lead officer and borough</th> <th style="width: 15%;">Expected outcome</th> <th style="width: 15%;">Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td>No actions identified</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>						Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan	No actions identified					
Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan													
No actions identified																		

<b>Section 08</b>	<b>Agreement, publication and monitoring</b>					
<b>Chief Officers' sign-off</b>	<p><b>LBHF</b>  Name: Jo Rowlands  Position: Strategic Director for the Economy  Email: jo.rowlands@lbhf.gov.uk</p>					



	Telephone No:	
<b>Key Decision Report (if relevant)</b>	<b>LBHF</b> Date of report to Cabinet 29/04/2019 EQIA Reviewed 15/08/2019 Key equalities issues have been included: Yes	
<b>Lead Equality Manager (where involved)</b>	<b>LBHF</b> Name: Peter Smith Position: Head of Policy and Strategy Date advice / guidance given: 16/04/19 Email: peter.smith@lbhf.gov.uk Telephone No: 0208 753 2206	