

EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Local Lettings Policy to enhance studio upgrade scheme

Date

18.06.2020

What is the Public Sector Equality Duty (PSED)?

[Double click here for more information / Hide](#)

What is an Equality Analysis (EA)?

[Double click here for more information / Hide](#)

How to demonstrate compliance

[Double click here for more information / Hide](#)

Deciding what needs to be assessed

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Role of the assessor

[Double click here for more information / Hide](#)

How to carry out an Equality Analysis (EA)

[Double click here for more information / Hide](#)

The Proposal *Click and hover over the questions to find more details on what is required*

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1. What is the Proposal?

To temporarily amend the Housing Allocations Scheme through the means of a Local Lettings Plans (LLP) which will for the period of the policy enhance the “studio upgrade” scheme whereby some City of London tenants of studio properties can apply to transfer to a one-bedroom home. The objective is to create additional voids within the studio property stock to support the Corporation’s need to decant people who had been sleeping rough who have been housed as a response to Covid-19 in emergency temporary accommodation.

2. What are the recommendations?

To approve the implementation of a LLP

3. Who is affected by the Proposal? *Identify the main groups most likely to be directly or indirectly affected by the recommendations.*

The effect of the LLP will impact on people who have been rough sleeping, households on the Corporation’s Housing Waiting List and tenants of the City of London seeking a transfer.

Age [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

[Double click here to show borough wide statistics / hide statistics](#)

Age

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

The demographics of those who sleep rough differs from the City’s population. Nine per cent of those who slept rough in the Square Mile across 2018/19 were aged 55 years or older.

22 per cent of applicants for a studio flat on the Housing Waiting list are aged 55 years or older

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The housing allocations scheme already gives tenants of studio properties who are aged 45 or over the ability to apply for an upgrade to a one-bedroom home. This policy would positively impact that group.

The increased advantage of this group may reduce opportunity for those under-occupiers seeking to down size to a one bedroom home. This group is more likely to

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The policy will be designed so that it does not dominate our allocations. In doing so it will continue to provide for urgent moves and for other needs groups.

The policy will also be time limited so that any impacts will not be enduring. The increased priority given to studio upgrade will be less than that of under-occupying households.

Age

be older (40% awaiting a one bedroom are 55 years or older)

Disability [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

[Double click here to show borough wide statistics / hide statistics](#)

Disability

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Physical ill health, mental ill health and substance misuse are more prevalent among those who sleep rough.

What is the proposal's impact on the equalities aims?

The policy will provide more opportunity for those in the beneficiary group with disabilities.

The policy may reduce opportunities for those on the waiting list with disabilities and prolong the wait for suitable housing.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The policy will be designed so that it does not dominate our allocations. In doing so it will continue to provide for urgent moves and for other needs groups. The policy will also be time limited so that any impacts will not be enduring

It will also ensure that emergency moves can still be facilitated.

Specially adapted properties will continue to be prioritised for those who need such a property

Pregnancy and Maternity [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

Type response here

What is the proposal's impact on the equalities aims?

The policy may reduce the availability of one-bedroom homes to which some pregnant or households with children less than 12 months of age would be entitled.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The policy will be designed so that it does not dominate our allocations. In doing so it will continue to provide for urgent moves and for other needs groups. The policy will also be time limited so that any impacts will not be enduring.

Race [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

[Double click here to show borough wide statistics / hide statistics](#)

Race

Race Additional Equalities Data (Service level or Corporate) <i>Include data analysis of the impact of the proposals</i> The ethnicity of those recorded sleeping rough in the city in 2018/19 differs from that of the resident population. Those who identify as white British, white Irish or white other account for 80 per cent of those seen rough sleeping. 7 percent of this population were Black and 4 per cent Asian Waiting list?	
What is the proposal's impact on the equalities aims? BAME households are overrepresented on the housing waiting list. There is a greater presentation of homelessness and overcrowding. Therefore, the policy may reduce the opportunity for some of these households and prolong their time on the waiting list.	What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations? The proposal relates to studio and one-bedroom properties and therefore will not impact of those severely overcrowding (which by definition would require the minimum to two bedrooms) Other mitigation set above apply.

Religion or Belief Double click here to add impact / Hide	Check box if NOT applicable <input checked="" type="checkbox"/>
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[Double click here to show borough wide statistics / hide statistics](#)

Religion or Belief Additional Equalities Data (Service level or Corporate) <i>Include data analysis of the impact of the proposals</i> Type response here	
What is the proposal's impact on the equalities aims? Type response here	What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations? Type response here

Sex Double click here to add impact / Hide	Check box if NOT applicable <input type="checkbox"/>
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Key borough statistics: At the time of the 2011 Census the usual resident population of the City of London could be broken up into: <ul style="list-style-type: none"> • 4,091 males (55.5%) • 3,284 females (44.5%) 	A number of demographics and projections for demographics can be found on the Greater London Authority website in the London DataStore . The site details statistics for the City of London and other London authorities at a ward level: <ul style="list-style-type: none"> • Population projections NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.
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[Double click here to show borough wide statistics / hide statistics](#)

Sex Additional Equalities Data (Service level or Corporate) <i>Include data analysis of the impact of the proposals</i> Equality Analysis template February 2016	
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Sex

12 per cent of those seen rough sleeping in the city in 2018/19 were female

56 per cent of housing waiting list applicants for studio properties are male and 44 per cent female.

What is the proposal's impact on the equalities aims?

Females are under-represented in the rough sleeping population and – to a lesser extent – among those seeking a studio property.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The policy will be designed so that it does not dominate allocations. In doing so it will continue to provide for urgent moves and for other needs groups. The policy will also be time limited so that any impacts will not be enduring.

Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key borough statistics – suggested sources include:

- [Sexual Identity in the UK – ONS 2014](#)
- [Measuring Sexual Identity – ONS](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Sexual Orientation and Gender Reassignment

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Local data is limited. However, the government and voluntary sector acknowledge there are links between homelessness and the LGBTQ+ community.

What is the proposal's impact on the equalities aims?

Where the LGBTQ+ community is overrepresented in street homelessness, the policy should have a positive impact.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Marriage and Civil Partnership [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☒

Key borough statistics - sources include:

- [The 2011 Census contain data broken up by local authority on marital and civil partnership status](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Marriage and Civil Partnership

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

What is the proposal's impact on the equalities aims? *Look for **direct impact** but*

What actions can be taken to avoid or mitigate any negative impact or to better

Marriage and Civil Partnership	
<i>also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact</i>	advance equality and foster good relations?
Type response here	Type response here

Additional Impacts on Advancing Equality & Fostering Good Relations [Double click here to add impact / Hide](#) [Check box if NOT applicable](#) ☐

<p>This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the protected characteristics covered by these aims. In addition to the sources of information highlighted above – you may also want to consider using:</p> <ul style="list-style-type: none"> Equality monitoring data in relation to take-up and satisfaction of the service 	<ul style="list-style-type: none"> Equality related employment data where relevant Generic or targeted consultation results or research that is available locally, London-wide or nationally Complaints and feedback from different groups.
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[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations	
Additional Equalities Data (Service level or Corporate)	
<p>Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?</p> <p>The policy will provide opportunity to some of the most disadvantaged, and those experiencing greatest health inequalities, in the City's community.</p>	<p>What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above?</p>

Conclusion and Reporting Guidance

Set out your conclusions below using the EA of the protected characteristics and submit to your Director for approval.

If you have identified any negative impacts, please attach your action plan to the EA which addresses any negative impacts identified when submitting for approval.

If you have identified any positive impacts for any equality groups, please explain how these are in line with the equality aims.

Review your EA and action plan as necessary through the development and at the end of your proposal/project and beyond.

Retain your EA as it may be requested by Members or as an FOI request. As a minimum, refer to any completed EA in background papers on reports, but also include any appropriate references to the EA in the body of the report or as an appendix.

This analysis has concluded that...

The potential for adverse or negative impacts on the advancement of equalities is considered very low. To mitigate this risk the proposed policy enhancement has been limited in scale (points awarded) and time. It is considered these mitigations are sufficient to address the potential of significant or lasting impacts. It will serve to benefit some of the City's most disadvantaged.

Outcome of analysis - check the one that applies

☐ Outcome 1

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

☐ Outcome 2

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

☒ Outcome 3

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should in line with the duty have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

☐ Outcome 4

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Director:

Name: Andrew Carter

Date: 18.06.2020

