



‘You will not get far if you perceive the duty to be over burdensome or take a mechanistic approach....there will be progress if the duty is seen as a way of fundamentally changing the core values and culture of the organisation.....we need and outcome-oriented approach’ – CRE Chair 2001

## Equality Impact Assessment: Stage 1: Initial Screening Form for Policies or Functions (including new & revised)

### A: Summary Details

Directorate: Community and Children's Services

Section: Housing and Neighbourhoods

Person responsible for the assessment: Paul Jackson

Contact details: paul.jackson@cityoflondon.gov.uk

Names of other people participating in review: Jacqueline Campbell

Name of Policy to be assessed: Sheltered Housing Review Phase 2; Decant Policy for Secure Social Housing Tenants

Is this a new or revised policy: New

Date policy scheduled for Committee (if relevant): CCS 11 March 2016

### B: Preparation

*It is important to consider all available information that could help determine whether the policy could have any actual or **potential** adverse impact. Please attach examples of available monitoring information, research and consultation reports.*

1. Do you have monitoring data available on the number of people (with protected characteristics\*) who are using or are potentially impacted upon by your policy? *Please specify what monitoring information you have available (your monitoring information should be compared to the current available census data or more recent population data if available to see whether a proportionate number of people are taking up your service).*

- City of London population percentages by BAME group relating to the growing older population in the City (see Appendix 1).
- Age bands of residents at Mais House (See Appendix 1).
- Ethnicity of residents at Mais House by gender (Appendix 1)
- ONS data shows the number of older people in the City of London is growing more rapidly. Over the past decade number of people aged 60 and over grew from 1270 to 1500, an increase of 18%. This increase could rise to more than 25% by 2021.

2. If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data for this area? If not, specify the arrangement you intend to make; if not please give a reason for your decision.

3. Please list any consultations that you may have had and/or local/national consultations, research or practical guidance that will assist you in completing this EqIA.
- Sheltered housing review Phase 1:
    - Consultation through focus groups with older people in general needs and sheltered housing
    - Written responses from residents of Mais House to the Committee report: Sheltered Housing Review Phase 2
  - Housing our Ageing Population: Panel for Innovation (HAPPI) report
  - Best practice in promoting social well-being in extra care housing: A literature review – Joseph Rowntree Foundation

**C: Your Policy or Function**

1. What is the main purpose of the policy or function?

To rehouse existing residents of Mais House, temporarily or permanently, to permit the redevelopment of Mais House as a lifetime homes scheme prioritised for older people.

2. Are there any other objectives of the policy or function, if so what are they?

To ensure additional support is provided to existing residents of Mais House as required throughout the decanting and rehousing process.

3. Do any written procedures exist to enable delivery of this policy or function?

- The City's Allocations Policy will be used implement the rehousing of existing and future residents.
- A decant policy will be created for Committee approval to enable other aspects and specific requirements of the policy (for example, payment of home loss and disturbance payments).
- The City's procurement procedures will be used to procure services to redevelop Mais House.

4. Are there elements of common practice in the service area or function that are **not** clearly defined within the written procedures?

No.

5. Who are the main stakeholders of the policy?

- Members of Community & Children's Services Committee
- Departmental Leadership Team (CCS)
- Housing and Neighbourhoods Division
- Housing Programme Board
- Sheltered Housing Residents (Mais House)

6 Is the policy associated with any other Corporation policy (s)?

See C) 3 above.

7 Are there any areas of the service/policy that are governed by discretionary powers? If so, is there clear guidance as to how to exercise these?

No.

8 Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, what responsibility, and which bodies?

The redevelopment of Mais House will be undertaken by the Department of Community and Children's Services in conjunction with the City Surveyor and overseen by the Housing Programme board.

**D: The Impact**

Assess the potential impact that the policy could have on people who share the protected characteristics. The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any people who share one or more of the protected characteristics, you will need to also assess whether that negative potential impact is high, medium or low.

*(N.B. Impact will not be equally negative or positive or neutral for all groups. There will be differing degrees of impact, the purpose of this section is to highlight whether it is disproportionately different)*

a) Identify the potential impact of the policy/service/proposal on men and women:

Gender	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Women			x	Mais House and the proposed general needs lifetime homes scheme cater for all genders. The number of women residents at Mais House is approximately half that of the men but there is no data to suggest that the proposal would have a disproportionate impact on women.
Men			x	Mais House and the proposed general needs lifetime homes scheme cater for all genders. The number of women residents at Mais House is approximately half that of the men but there is no data to suggest that the proposal would have a disproportionate impact on women.
Transgender/ transexual			x	There is no data to suggest that the proposal would have a disproportionate impact on transgender/transsexual people.

b) identify the potential impact of the policy/service/proposal on the basis of the following:

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason

<b>Pregnancy &amp; Maternity</b>			<b>x</b>	There is no data to suggest that the proposal would have a disproportionate impact on people on account of pregnancy or maternity
<b>Marriage &amp; Civil Partnership</b>			<b>x</b>	There is no data to suggest that the proposal would have a disproportionate impact on people on account of marriage or civil partnership

c) Identify the potential impact of the policy/service/proposal on different race groups:

<b>Race</b>	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
<b>Asian</b> (including Bangladeshi, Pakistani, Indian, Chinese, Vietnamese, Other Asian Background – please specify _____)			<b>x</b>	Resident BAME groupings are shown in Table 3 of the Appendix 1. In comparison to the Greater London community, there is a higher proportion of White residents and Black residents, and a smaller proportion of Asian residents at Mais House. There is no other data to suggest that the proposal would have a disproportionate impact on people on account of ethnicity. There are no known language or specific cultural requirements amongst the existing resident group at Mais House. All allocations of housing are made strictly according to housing need regardless of ethnic origin
<b>Black</b> (including Caribbean, Somali, Other African, Other black background – please specify _____)			<b>x</b>	As above
<b>White</b> (including English, Scottish, Welsh, Irish, Other white background – please specify _____)			<b>x</b>	As above
<b>Mixed/ Dual heritage</b> (White and Black Caribbean, White and Black African, White and Asian, Other mixed)			<b>x</b>	As above

background - please specify )				
<b>Gypsies/Travellers</b>			<b>x</b>	As above
<b>Other</b> (please specify)			<b>x</b>	As above

d) Identify the potential impact of the policy/service/proposal on disabled people:

<b>Disability</b>	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
<b>Physical Disability</b>	<b>x</b>	<b>x medium</b>		Disability will be engaged because some existing residents have a disability or high support needs. Some residents have expressed concern about the burden of relocating and the process of moving home may impact negatively on some. Careful consideration will be given to residents personal requirements. Options and support for rehousing for these residents may require more time planning and resource to achieve satisfactory outcomes. The provision of new homes built to lifetime standards for existing and prospective tenants is expected to be broadly positive in terms of delivering better space standards and storage, and more adaptable and wheelchair accessible housing for people with disabilities.

<b>Sensory Impairment</b>	<b>x</b>	<b>x medium</b>		As above
<b>Learning Difficulties</b>	<b>x</b>	<b>x medium</b>		As above
<b>Mental Health Issues</b>	<b>x</b>	<b>x medium</b>		As above

e) Identify the potential impact of the policy/service/proposal on different age groups:

<b>Age Group (specify, for example younger, older etc)</b>	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
Older People	<b>x</b>	<b>x medium</b>		Age will be engaged because most residents of sheltered housing schemes are aged 60 or over. The prospect of rehousing from Mais House is viewed with concern by some residents in terms of the burden of moving and loss of friends. In consultation, companionship and social interaction was viewed as more significant by older residents in sheltered housing than those in general needs. Careful consideration will be given to residents personal requirements. Options and support for rehousing for some residents may require more time planning and resource to achieve satisfactory outcomes. The future impact of the provision of new homes to lifetime standards for existing and prospective tenants is expected to be broadly positive in terms of delivering better space standards and more adaptable and age-appropriate housing. The number of older people in the City is growing more rapidly. Over the past decade number of people aged 60 and over grew from 1270 to 1500, an increase of 18%. This increase could rise to more than 25% by 2021.



Young People/children			x	Young people and children are broadly unaffected by the proposals. The allocation policy is likely to result in more older people being rehoused on one-bedroom accommodation providing more space for children and young people to visit older relatives.
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f) identify the potential impact of the policy/service/proposal on lesbians, gay men, bisexual or heterosexual people:

Sexual Orientation	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Lesbian			x	There is no data to suggest that the proposal would have a disproportionate impact on people on account of sexual orientation
Gay Men			x	As above
Bisexual			x	As above
Heterosexual			x	As above

g) Identify the potential impact of the policy/service/proposal on different religious/faith groups?

Religious/Faith groups (specify)	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Buddhist			x	There is no data to suggest that the proposal would have a disproportionate impact on people on account of sexual orientation
Christian			x	As above
Hindu			x	As above
Jewish			x	As above
Muslim			x	As above
Sikh			x	As above

Other (please specify)			x	As above
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h) As a result of completing Question 1 a-f above what is the potential impact of your policy?

High ⑤                      Medium    x⑤                      Low ⑤

Could you minimise or remove any negative potential impact? Explain How.

All options and requirements for rehousing will be discussed in full on an individual basis with each resident and, if appropriate, their family. A range of options will be considered including general needs housing, extra-care provision and other sheltered housing. Residents will be supported by a dedicated project manager throughout the process who will refresh requirements to enable specific needs to be addressed. The PM will explore the needs of the individual with them, working with the local authority and to find a solution which meets the needs and wishes of each resident as far as can possibly be managed. Every effort will be made to keep friends together where this is possible and the needs of the individual tenant will be paramount throughout. There will be consultation with existing residents around the features that we could consider incorporating into designs/works to increase suitability for older residents. The proposed scheme will be a lifetime homes scheme that will better support residents in remaining in their homes as long as possible. Residents decanted will have the opportunity to move back following work and there will be continued engagement with residents as plans develop. The provision of home loss and disturbance payments will ensure no residents will suffer financial loss or hardship as a consequence of their move.

3. If there is no evidence that the policy promotes equality of opportunity or prevents unlawful discrimination– could it be adapted so that it does? How?

The policy actively promotes the development of new homes that will be more suitable to people with disabilities and older people. No evidence of unlawful discrimination has been identified to date in the adoption of this policy.

Please ensure that all actions identified are included in the attached action plan and reflected in your service plan.

Please sign and date this form, keep one copy and send one to Equality, Diversity & Human Rights Manager

Signed

Signed

Signed

Lead Officer

Service Head

Date

Date

Date

## Action Plan

Recommendation	Key activity	Progress milestones	Officer Responsible	Progress
Gather data on housing and support needs for all affected residents	Housing Needs Survey	April 2016	Decant Programme Manager Sheltered Housing Manager	
Consult with residents about the features of the proposed scheme	Consultation	To be agreed	Development Manager Decant Programme Manager	
Develop range of rehousing options and supply	Allocations function	May 2016	Allocations Manager	

## Appendix

The City has a relatively small Black population, less than London and England and Wales. Figures and changes since 2001 are shown in Table 1.

**Table 1: Ethnic Group 2001 and 2011**

Source: Office of National Statistics© **Crown Copyright**

	City of London		Greater London		England and Wales	
	% 2001	% 2011	% 2001	% 2011	%2001	% 2011
White	84.6	78.6	71.2	59.8	91.3	86
Mixed	2.3	3.9	3.2	5	1.3	2.2
Asian	8.9	12.7	13.2	18.5	4.8	7.5
Black	2.6	2.6	10.9	13.3	2.2	3.3
Other countries	1.7	2.1	1.6	3.4	0.4	1

**Table 2: Age bands of Mais House residents**

Age	Number
60 – 69	19
70 - 79	16
80 - 89	13
90- 92	4

In comparison to the Greater London community, there is a higher proportion of White residents and Black residents, and smaller proportion of Asian residents at Mais House.

**Table 3: Ethnicity of Mais House Residents**

Ethnicity	% Female	% Male	% Total
White	23	56	79
Asian	0	2	2

Black	6	13	19
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## Appendix 3

Mais House Residents Survey  
Summary of responses

Total number of responses: 37

Residents' comments are unedited except where necessary to preserve anonymity.

1.	Is it important to you to live in sheltered housing rather than a general housing estate? (* two respondents did not answer this question)	Yes 28	No 7
2.	If you answered yes to question 1, what is important to you?		
	The monitoring alarm system	20	
	Support from a scheme manager	25	
	Daily checks	16	
	Secure building access	27	
	Something else (see comments below)	4	
	<i>'I am satisfied with the size of the flat I live in now. Anything bigger may be more than I can afford.'</i>		
	<i>'The above questions are very important to me.'</i>		
	<i>'Before I lived in Mais House I had to climb two flights of stairs in Mais House there are no stairs I have to use because with the lift it makes all parts easily reached.'</i>		
	<i>'Keep the scheme manager.'</i>		
3.	What is important to you in the area you live in?		
	Friends within the building or in the area	16	
	Family living nearby	22	
	Good transport	31	
	Easy access to GP and health services	29	
	Local amenities for instance shops restaurants, cinema, library	28	
	Something else (see comments below)	7	
	<i>'Stability. I would like to continue life at Mais House.'</i>		
	<i>'I have been very happy here since I moved into my flat and when I have an</i>		

	<i>emergency the scheme manager and Link line have always come to my rescue.'</i>	
	<i>'Keep our scheme manager.'</i>	
	<i>'It is often very difficult to get an appointment at Wells Park GP. For the amenities mentioned above a bus is required.'</i>	
	<i>'Local football team that I support'</i>	
	<i>'Safe, quiet area.'</i>	
	<i>'Off road parking.'</i>	
4.	What kind of support do you consider you need to help you remain living independently?	
	No support	9
	Scheme manager as currently provided	27
	More support than you currently have at Mais house – if so what do you think you need? (See comments below)	4
	<i>'Under discussion at present.'</i>	
	<i>'Filling in important forms that need to be sent.'</i>	
	<i>'I need the scheme manager to help and advise me on the mundane things in life. As life goes on this can be valuable help'</i>	
	<i>'CCTV camera outside my flat.'</i>	
5.	Any other information you would like to tell us?	
	<i>'I am horrified at the thought of re-locating at this stage of my life. Mais House has provided the only stable address at which I have lived since (retirement) this has now rapidly disappeared.'</i>	
	<i>'I would like to stay here because we are all friends we are a close family. We help each other and support each other. We find the manager very helpful. She always supports us if we need help and helps us fill in forms and explains letters.'</i>	
	<i>'A new flat in Otto close would be very welcome, failing that I'm quite content with my accommodation size being as it is, however the windows and heating system do need sorting plus there seems to be quite a problem with various bugs, insects and clothes moths making an appearance from nooks and crannies here and there. Having a carpet doesn't help. I wish I had put in an alternative floor covering at the start as I am very quiet and respectful of those below me anyway.'</i>	
	<i>'I don't want to leave Mais House or my flat.'</i>	
	<i>'I had to take out a bank loan which I paid off over 18 months. Then I had to ask for a second loan which I am again paying over 18 months at £63 per month. I</i>	



	<i>need these loans to enable me to cover my living expenses. I am not spending wildly but my pension income is not great. I worry that I may not be able to pay my rent if the new flats are more expensive. I look forward to having an individual meeting.'</i>
	<i>'I do not want to leave Mais house. My flat and accommodation suits me. I am disabled and all the amenities I need are here at Mais House and in my flat.'</i>
	<i>'I would like a one bedroom sheltered housing property please.'</i>
	<i>'Keep the scheme manager.'</i>
	<i>'Keep the scheme manager.'</i>
	<i>'I would be very happy to move to the Almshouses in Brixton eventually. Not yet, it would be too much upheaval.'</i>
	<i>'Would like to stay on the estate. Would consider other areas depending what is on offer.'</i>
	<i>'I would rather stay in my home in Mais House but the uncertainty of what is going to happen when it will happen, for how long the disruption is like living on a precipice. During the first meeting Jacquie Campbell asked if we had any ideas of where we would like to move to. A flat in Lammas Green could solve my problem. Thank you.'</i>
	<i>'The only thing I need is a living room it gets a bit cramped when all the grand kids come to visit me.'</i>
	<i>'Emergency pendant only.'</i>