



# WALTHAM FOREST COUNCIL FULL EQUALITY ANALYSIS (EA) TEMPLATE

Decision *Housing Revenue Account (HRA) Budget including tenants rent and service charges*

Date *22<sup>nd</sup> February 2024*

## What is an Equality Analysis (EA) for?

The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult

social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the case, then you should undertake the EA screening process first to determine if you need to complete this full EA and have a rational basis for this conclusion.

## What is the Public Sector Equality Duty (PSED)?

The public sector equality duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:

5. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act,
6. advance equality of opportunity between those who share a “protected characteristic” and those who do not share that protected characteristic and
7. foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

These are collectively referred to in this EA as the equality aims. Advancing equality (the second equality aim) involves having due regard, in particular, to the

need to:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people’s disabilities *and*
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to “level the playing field” with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

## IMPORTANT NOTES:

1. **THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.**
2. **IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO UNLAWFUL DISCRIMINATION E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.**

THE HEAD OF SERVICE OR DIRECTOR WHO IS RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITY ANALYSIS AND FOR MAJOR PROPOSALS, IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.

## Fostering good relations

Fostering good relations involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

## Protected Characteristics

Protected Characteristics defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination.

## Guidance on compliance with the PSED for officers and decision makers

To comply with the duty, the Council must have “due regard” to the three equality aims. This means the PSED must be considered as a relevant factor in a decision alongside other relevant matters such as budgetary, legal, economic and practical implications. What regard is “due” will depend on the circumstances of each proposal and importance of equalities to the decision being taken. Some key principles for compliance during the decision-making process are set out below:

1. The duty is mandatory and important and must be met by the decision-maker and not delegated.
2. EAs must be evidence based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
3. There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
4. There must be compliance with the duty when proposals are being formulated by officers and then by members or officers when taking the decision: the Council cannot rely on an EA produced after the decision is made but sometimes a “provisional” EA is appropriate e.g. before consultation on a proposal.
5. Officers and members making a decision where there is an equality impact must give conscious and open minded consideration to the impact of the duty on the decision, e.g. be prepared to change or amend a decision although negative equalities impacts does not stop a decision being made (see 7).
6. The duty is **not**, however, to achieve the three equality aims but to take them into account when making the final decision – therefore, **the duty does not stop difficult but justifiable decisions being made.**
7. The decision maker may take into account countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities, e.g. financial targets, value for money or service needs.
8. The duty is ongoing: EAs should be reviewed over time and there should be evidence of how impact will be monitored after the decision.

## What to do if your proposal is scheduled for Cabinet/Committee? [Double click here for more information / Hide](#)

## The Proposals

### 1. What is the Proposal?

To agree the Housing Revenue Account (HRA) budget for 2024/25 including tenants rents and service charges.

It is proposed to increase tenant rents by 7.7% in line with the rent standard set by the Regulator for Social Housing of CPI+1%. Increase service charges to enable full cost recovery from tenants receiving the service in line with council policy. It is proposed to continue the phased increase of heating charges, to enable full cost recovery in 2025/26. In addition, agree increases to garage rents, travellers rents and sheltered accommodation rents and service charges.

### 2. What are the recommendations?

From 1<sup>st</sup> April 2024

Agree the dwelling rents increase of 7.7% in accordance with the rent standard set by The Regulator of Social Housing.

Agree the increase in tenants rents to enable full cost recovery with the exception of heating charges which will continue to be phased.

Agree the increase in garage rents of 10% for residents and 20% for non residents

Agree the increase in travellers rents and sheltered accommodation rents and service charges of 7.7% inline with the social rent policy.

### 3. Who is affected by the Proposal?

Council tenants, including those in temporary accommodation and sheltered accommodation. Tenants of garages and tenants at the traveller's site will be directly impacted by the proposal either through the contribution they pay to rent or other service charges such as heating.

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

Check box if NOT applicable ☐

**Key borough statistics:** Waltham Forest has an estimated total population of 271,200 as at 2015. It has a higher proportion of young and working-age people compared to the national average but similar to the London as a whole. The median age of residents is 34.1 years compared to the London average of 34.6 years and the UK average of 40 years.

	Waltham Forest	Waltham Forest (%)	London (%)	England and Wales (%)
Aged 0-4	22,100	8%	7%	6%
Aged 5-15	37,000	14%	13%	13%
Aged 16-24	28,800	11%	11%	11%
Aged 25-49	115,400	43%	42%	34%
Aged 50 – 64	40,000	15%	15%	18%
Aged 65+	27,900	10%	12%	18%
Total	271,200	100%	100%	100%

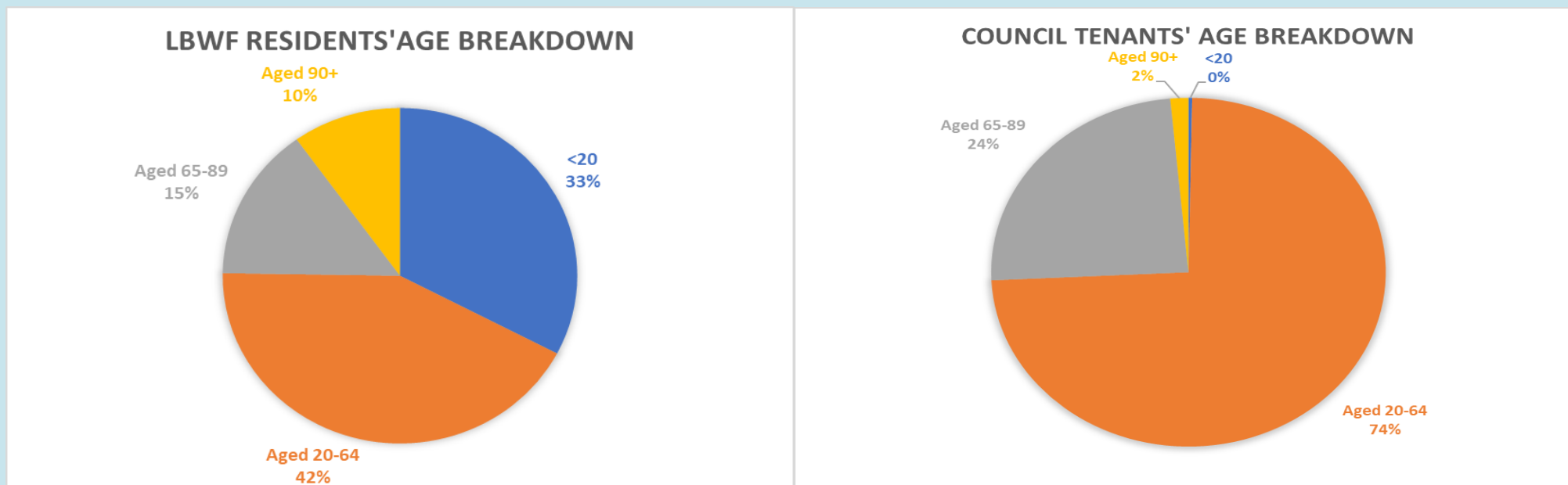
Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.  
For more detailed breakdowns or further information please contact the Strategy and Design team ([insight@walthamforest.gov.uk](mailto:insight@walthamforest.gov.uk)).

## Age

### Additional Equalities Data (Service level or Corporate)

LBWF has approximately 10,000 Council rented properties with 12,000 tenants which include joint tenancies. Following tenant-based surveys regarding LBWF's population, it is estimated that 37% of tenant households have at least one member over 60. The Greater London Authority (GLA) 2021 round of population projections estimate that the Waltham Forest population will increase from 276,350 residents in 2021 to a total of 287,800 by 2026, an increase of 11,450 (4.1%). The fastest growing group is projected to be those aged 18-21 (13.5%) and 65+ (15.5%).

## Age



Current borough statistics highlight that those aged over 65 in LBWF formulate 25% of the population, this is an increase from last year and is projected to increase further.

There is no equalities information held on people who rent garages.

There is no specific information on the people who are not eligible for benefits. People of state pension age form a higher proportion of those eligible for benefits than the general population and this would indicate that those not eligible are a lower proportion.

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

All Council tenants will be impacted by the 7.7% rent increase, as well as the increase in service charges. However, tenants receiving housing benefit will not see any direct adverse impact. Current statistics show that 70% of tenants currently receive one of these benefits. Others may be adversely impacted by a benefit cap or under-occupancy due to Government policy on the welfare reform, which only applies to working age households. Moreover, service charges increase will allow for improvements in services and in maintenance standards, which will therefore positively impact all tenants. No age group will be uniquely impacted by the increases in rent and service charges.

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

The Council promotes the uptake of benefits by those tenants who qualify for housing benefit. There is provision in the budget to assist tenants adversely affected by welfare reform – such as providing advice and assisting tenants who wish to move to smaller properties.

The Council has set up a liaison group to address the many issues raised by the welfare reform. The group has prepared an action plan allocating responsibility to various officers. Under occupation changes will only apply to 'working age tenants' and therefore the impact upon older people is likely to be minimal. However, as part of the review of the Waltham Forest Allocations Scheme, measures have been

put in place to assist under occupiers. In December 2012 Cabinet agreed that the initial period of Additional Preference for under-occupiers requiring re-housing should be reduced to 3 months (from 12 months); and that the Council should be able to make direct offers of accommodation to under-occupying tenants.

Heating charges reflect the Council's ability to negotiate bulk purchase arrangements for fuel supplies. The Council has a commitment to maintain good standards of insulation in Council properties. Further improvements to insulation are included in the HRA capital programme.

The Council is working to minimise the numbers of people in temporary accommodation and to keep the cost down. There is an established process in place between Revenue & Benefits and Housing Services to identify TA households affected by the benefits cap. Housing staff support the residents to apply for Discretionary Housing Payments, which will make up any shortfall that they are assessed as not being able to afford themselves, and this service will be extended to cover those affected by the Cap as a result of the rent adjustment.

Moreover, all tenants receive a letter notifying them of changes in rents. The action plan for responding to welfare reform includes measures for communicating the implications to tenants.

Once the key decision has been agreed letters will be sent to all Council tenants notifying them of the changes. Information outlined within the letters will clearly state contact numbers at Waltham Forest and at the Benefits Section for housing benefit and other sources of advice if they have any concerns.

**Key borough statistics:** The 2011 Census asked people to rate their health as very good, good, fair, bad or very bad. The data shows that a total of 13,500 residents of Waltham Forest considered their health to be bad or very bad (5% of the population). In addition, the 2011 census asked people if they had a health problem or disability that has lasted or was expected to last for at least 12 months and which limited the person’s day-to-day activities, either a little or a lot. As many as 37,600 residents said in the census that their day-to-day activities are limited because of their health. This is made up of seven per cent of population who said their day-to-day activities were limited a lot (17,900 people) and eight per cent whose activities were limited a little (19,700). In total, this is 15 per cent of residents compared to 18 per cent nationally.

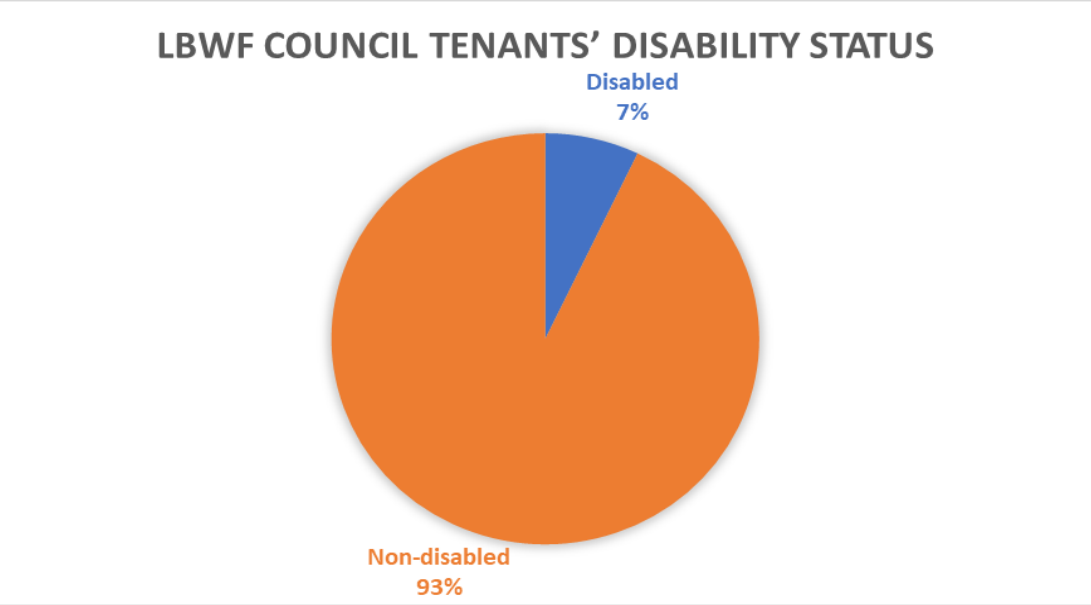
Health tends to deteriorate further with age with more than half of residents aged 65 and over (57 per cent) having a limiting long-term health problem or disability. Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

For more detailed breakdowns or further information please contact the Strategy and Design team ([insight@walthamforest.gov.uk](mailto:insight@walthamforest.gov.uk)).

Disability

Additional Equalities Data (Service level or Corporate)

In Waltham Forest 37,600 residents responded in the Census that their day-to-day activities are limited because of their health. This is made up of 7% of the population who said their day to-day activities were limited a lot (17,900 people) and 8% whose activities were limited a little (19,700). In total, this equates to 15% of residents compared to 18% nationally. Health problems and disabilities are more prevalent among the older population – more than half of residents aged 65 and over (57%) self-reported having a limiting long-term health problem or disability. For council tenants, 7% of tenants reported having a lifetime limiting illness, most of whom are over 65.



## Disability

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

According to a research study by the Labour Force Survey (September 2022) Disabled people are almost twice as likely to be unemployed as non-disabled people. On average, living costs are estimated to be £583 more on average a month for disabled people; with 24% of families with disabled children, costs amount to over £1,000 a month (Scope November 2022). After housing costs, the proportion of working age disabled people living in poverty (27%) is higher than the proportion of working age non-disabled people (19%).

Disabled people are more likely to not be working, and where they are working, are more likely to be earning less. Regarding welfare reform (specifically changes related to under-occupation), disabled tenants who require an additional bedroom for a non-resident carer who provides overnight care for the Housing Benefit claimant or their partner, will not experience a Housing Benefit reduction. There are no exemptions for other disabled tenants. Changes to service costs will affect all tenants. The capital programme includes provision for adaptations to make dwellings suitable for disabled tenants.

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

To mitigate the impact of these changes to disabled people who are not exempt, the Council looks to how Discretionary Housing Payments can be used to support tenants according to their individual circumstances.

The Council promotes the uptake of benefits by those tenants who qualify for housing benefit. There is provision in the budget to assist tenants adversely affected by welfare reform, for instance to provide advice and to assist those who wish to move to smaller accommodation.

## Pregnancy and Maternity

Check box if NOT applicable ☐

**Key borough statistics:** In 2014, a total of 4,600 children were born in Waltham Forest. The General Fertility Rate (number of live births per 1,000 women aged 15-44) in the borough is 74.2 (3<sup>rd</sup> highest in London) compared to the London average of 63.3. The borough also has the 7<sup>th</sup> highest teenage (under 18) conception rates of London Boroughs (26.2 compared to the London average of 21.5 per 1,000 female population aged 15 to 17). In 2014, there were 114 teenage conceptions with 62% abortion rate among 15-17 year olds in Waltham Forest (*Source: Office for National Statistics*).

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

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## Pregnancy and Maternity

### Additional Equalities Data (Service level or Corporate)

Not applicable.

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

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



## Pregnancy and Maternity

It is not envisaged that those residents who are pregnant or on maternity leave will be adversely affected by the rent or service charge increases as a result of their pregnancy or maternity.

### advance equality and foster good relations?

Not applicable.

## Race

Check box if NOT applicable ☐

**Key borough statistics:** About half of Waltham Forest residents are White ethnic background (52%) and within this 38% are White British or Irish background. 15% are categorised as 'White Other', who are predominantly from the Central and Eastern European countries (Source: 2011 Census).

The largest minority ethnic group in the borough is Asian (21% of the total population) including people of Pakistani (10%), Indian (4%), Bangladeshi (2%) and Other Asian (5%) backgrounds. 17% of the resident population is Black including Black Caribbean (7%), Black African (7%) and Other Black (3%). 5% of the population have mixed/multiple ethnicities.

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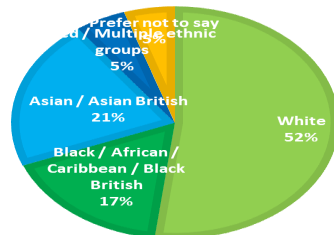
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## Race

### Additional Equalities Data (Service level or Corporate)

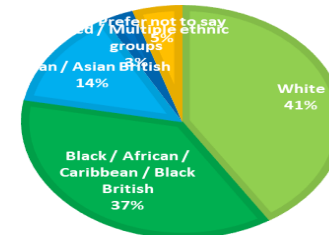
LBWF POPULATION BY ETHNICITY

■ White  
 ■ Black / African / Caribbean / Black British  
 ■ Asian / Asian British  
 ■ Mixed / Multiple ethnic groups  
 ■ Prefer not to say



LBWF COUNCIL TENANTS' ETHNICITY

■ White  
 ■ Black / African / Caribbean / Black British  
 ■ Asian / Asian British  
 ■ Mixed / Multiple ethnic groups  
 ■ Prefer not to say



For council tenants, 54% of tenants are from BAME groups.

## Race

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

A report by the Department for Work and Pensions tells us that working-age adults living in households headed by someone from an ethnic minority were more likely to live in low-income households. For example, over half of households from the Bangladeshi, Asian Other, Black, and Other ethnic groups were in the 2 lowest income quintiles (after housing costs), with Black households being most likely out of all ethnic groups to have a weekly income of less than £600.

Given the over-representation of BAME groups as Council tenants it is likely that this group is disproportionately impacted by the proposed reduction. Improvements in services and in maintenance standards will benefit all tenants. Increases in rents will affect all tenants but those who qualify for housing benefit or Universal Credit will not be directly affected.

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

The Council promotes the uptake of benefits by those tenants who qualify. There is provision in the budget to assist tenants adversely affected by welfare reform, for instance to provide advice and to assist those who wish to move to smaller accommodation.

## Religion or Belief

Check box if NOT applicable ☐

**Key borough statistics:** The borough also has a diverse range of faith communities. According to the 2011 Census, Christianity is the main religion in Waltham Forest, with 48 per cent of residents identifying as Christian. The second biggest religion is Islam with 22% of residents saying they are Muslims compared to 5% nationally. Other religions in the borough are Hindu (2.3% of residents), Buddhist (0.8%), Jewish (0.5%) and Sikh (0.5%). 18% of residents said they are secular/have no religion and 7% chose not to state their religion in the Census.

Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple.

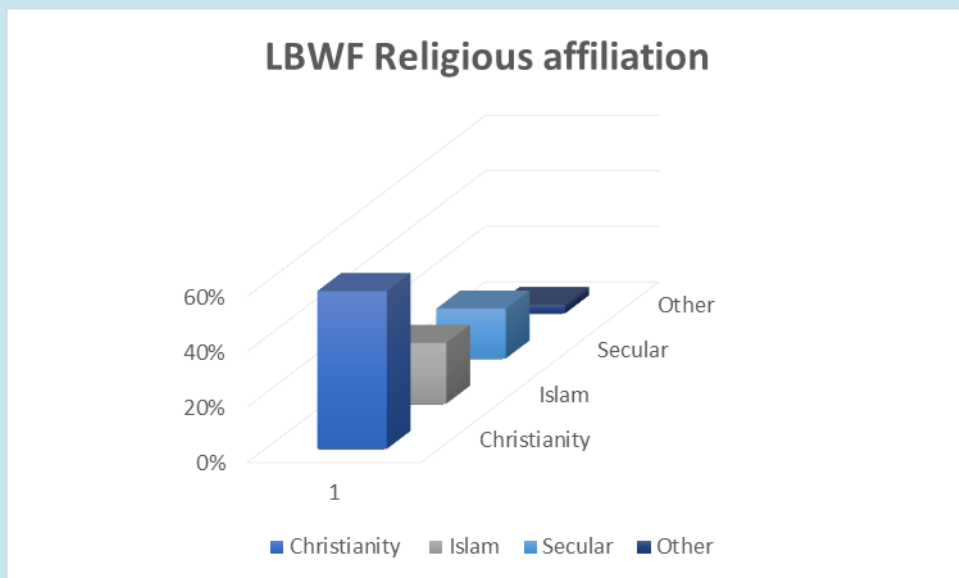
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## Religion or Belief

### Additional Equalities Data (Service level or Corporate)

## Religion or Belief



According to the 2011 Census, Christianity remains the main religion, with 48% of residents identifying as Christian. Although this proportion has decreased from 57% in 2001, this was mostly due to increases in other groups as the absolute number of Christians has remained static. Almost a quarter of residents (22%) identified themselves as Muslims (compared to 5% nationally), an increase from 15% in 2001. There has also been a small increase in the proportion of people who identify themselves as secular (15% to 18%).

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

It is not envisaged that there will not be any direct or disproportionate impact on residents caused by the rent or service charge increases as a result of their religion. Changes in rents will affect all tenants but those who qualify for housing benefit or Universal Credit will not be directly affected.

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

The Council promotes the uptake of benefits by those tenants who qualify. There is provision in the budget to assist tenants adversely affected by welfare reform, for instance to provide advice and to assist those who wish to move to smaller accommodation.

Sex

Check box if NOT applicable ☐

**Key borough statistics:** In total, there is approximately equal number of men and women living in Waltham Forest (2014 Mid-year population estimates, ONS). However, there is a growing gender imbalance as people get older. 47% of those aged 50 and over are male and 53% are female, compared to 51% male and 49% female among the residents aged under 50.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

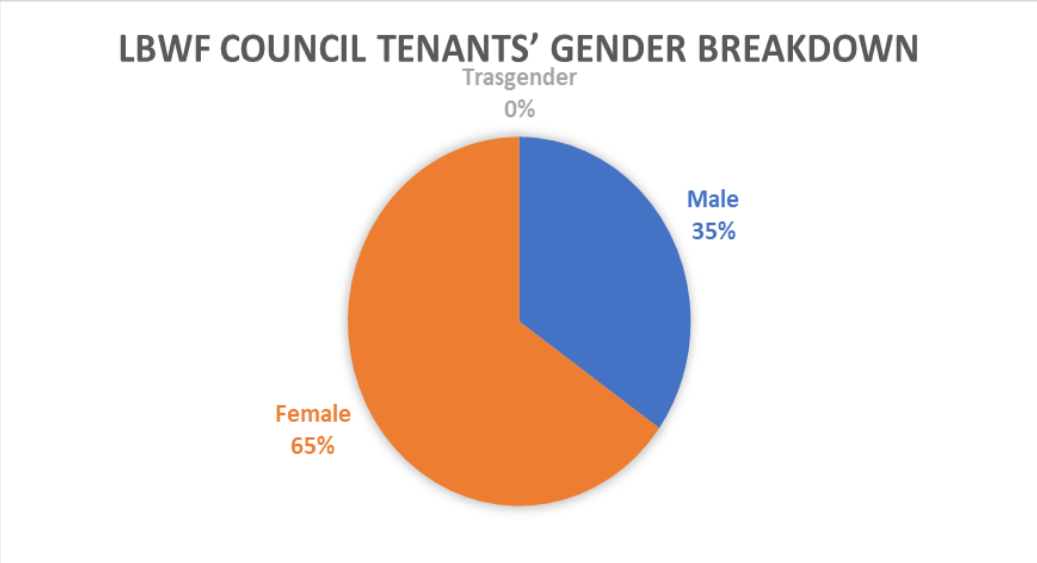
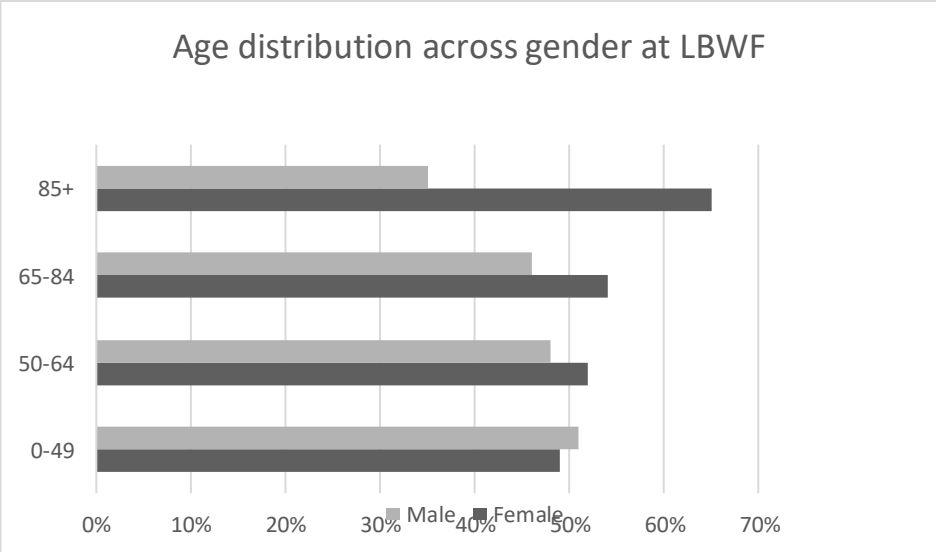
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Age	Male	Female
Aged 0 to 15	51%	49%
Aged 16 to 24	51%	49%
Aged 25 to 49	51%	49%
Aged 50 to 64	48%	52%
Aged 65+	45%	55%
Total	50%	50%

Source: 2014 Mid-year population estimates, Office for National Statistics

Sex

Additional Equalities Data (Service level or Corporate)



## Sex

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

Changes in service charges and rents will affect all tenants. For rent increases, but those who qualify for housing benefit or Universal Credit will not be directly affected.

Women are overrepresented as council tenants so an increase in rents and charges may have a disproportionate effect on this group.

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

The Council promotes the uptake of benefits by those tenants who qualify. There is provision in the budget to assist tenants adversely affected by welfare reform, for instance to provide advice and to assist those who wish to move to smaller accommodation.

## Sexual Orientation and Gender Reassignment

Check box if NOT applicable ☐

**Key borough statistics:** In 2014, 1.6% of adults in the UK identified their sexual identity as lesbian, gay or bisexual. This comprised of:

- 1.1% who identified as gay or lesbian
- 0.5% who identified as bisexual.

A further 0.3% of population identified their sexual identity as other, not falling into heterosexual/straight, gay/lesbian, or bisexual categories.

London had the highest percentage of adults identifying themselves as lesbian, gay or bisexual, at 2.6%.

The likelihood of an adult identifying as LGBT decreased with age. In 2014, 2.6% of adults aged 16 to 24 identified as LGBT, which decreased to 0.6% of adults aged 65 and over. (Source: Integrated Household Survey, Office for National Statistics).

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

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## Sexual Orientation and Gender Reassignment

### Additional Equalities Data (Service level or Corporate)

Experimental statistics on sexual orientation in the UK in 2018 released by the ONS suggest that more people are identifying as LGBT than previously. In 2018, an estimated 94.6% of the UK population aged 16 years and over (53.0 million people) identified as heterosexual or straight. This represents a continuation of the decrease seen since 2014, when 95.3% of the population identified themselves as heterosexual or straight. People in London were most likely to identify as LGB (2.8%) than any other region. This would equate to an estimated 7,800 people in Waltham Forest.

For the LBWF:

Housing Tenants	Borough Population
Of those responding 97% of tenants identified themselves as heterosexual, 1.3% gay, 2% bisexual.	It is estimated 4% to 6% of the population is gay, lesbian or bisexual
It should be noted that this data for 1,728 tenants (18% of all tenants)	

## Sexual Orientation and Gender Reassignment

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

It is not anticipated that the proposed increase to rents will adversely affect individuals based on their sexual orientation.

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

The Council promotes the uptake of benefits by those tenants who qualify. There is provision in the budget to assist tenants adversely affected by welfare reform, for instance to provide advice and to assist those who wish to move to smaller accommodation.

## Marriage and Civil Partnership

Check box if NOT applicable ☐

### Key borough statistics:

Marital and civil partnership status	Waltham Forest	%
All usual residents aged 16+	203,100	100%
Single	88,100	43%
Married	81,300	40%
In a registered same-sex civil partnership	700	0%
Separated	7,600	4%
Divorced or legally dissolved same-sex civil partnership	15,400	8%
Widowed or surviving partner from a same-sex civil partnership	10,000	5%

Source: 2011 Census

The Civil Partnership Act 2004 came into force on 5 December 2005. The Marriages (Same Sex Couples) Act made provision for the marriage of same sex couples in England and Wales with first marriages taking place on 29 March 2014. From 10 December 2014 civil partners were able to convert their civil partnership into a marriage.

### Number of marriages/civil partnerships by area of formation

	2011	2012	2013	2014
Marriages	956	773	878	n/a
Civil partnerships (total)	30	18	31	8
..Civil partnerships (male)	16	16	20	5
..Civil partnerships (female)	14	2	11	3

Source: Office for National Statistics

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

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## Marriage and Civil Partnership

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

Not applicable.

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

### 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

It is not anticipated that the proposed increase in rents and charges will adversely affect individuals if they are married or in civil partnerships, more so than non-married residents or those not in civil partnerships.

Not applicable.

### Additional Impacts on Advancing Equality & Fostering Good Relations [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

See pages 1 and 2 for full details of these two aims. 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 8 protected characteristics covered by these aims. Remember, marriage and civil partnership is not covered.

**Key borough statistics:** According to the **Resident Insight Survey** (wave 13 conducted in Feb-Mar 2016), 77% of Waltham Forest residents feel that their local area is a place where people from different backgrounds get on well together.

Women are more likely than men to feel that people from different backgrounds are getting on well locally (81% compare to 74%). Young people aged 16-29 are most likely to feel people are getting on well (84%), while older residents aged 65+ are least likely to think so (66%). BME residents are more likely to think that people from different background are getting on well in their local area than White residents (83% compared to 74%), which is likely related to the different age profile of the BME and White populations.

**The Living Together Survey** from Dec 2015-Feb 2016 found that 62% of residents agreed that they have the opportunity to mix with people from different backgrounds to themselves. One fifth (20%) feel they do not really mix with people from different backgrounds. People in the north of the borough (Chingford) are least likely to feel they have opportunity to mix with people from different backgrounds to themselves (55% compared to 68% in Leytonstone, 63% in Walthamstow and 61% in Leyton). Younger and BME residents are more likely to mix with people from different background than older residents and those of White background. The survey also found that not enough mixing between people of different backgrounds and lack of understanding of each other are perceived to be the two main reasons which can stop people from getting on together.

Note: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient information about those affected by the proposals.

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## Additional Impacts on Advancing Equality & Fostering Good Relations

### Additional Equalities Data (Service level or Corporate)

LBWF has a large population concentration in the south of the borough, with Lea Bridge being home to over 16,900 residents as of 2017. Heading northwards toward Chingford the borough changes into a more suburban and less densely populated community. North of the borough also has a higher proportion of older residents e.g. 24% of population in Chingford Green are aged 65 and over compared to only 7% in Grove Green, High Street and Leyton. There is a relatively large range of incomes across Waltham Forest wards. Typically, those in the north of the borough earn more than those located in the south. Leyton residents have the lowest median household income of £27,790, whilst Endlebury has £43,210 - a difference of £15,420.

**Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?**

Not applicable.

**What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above?**

Not applicable.

## Conclusion

### This analysis has concluded that...

There will be residents from certain protected characteristics who may be more likely to experience difficulties paying increased charges and rent. It will therefore need to be ensured that those tenants who will be adversely impacted are given appropriate advice and support to help them avoid rent arrears and financial hardship. Informing tenants well in advance of the rent increase and of the impact a reduction in housing benefit will cause for under-occupiers, will help residents to budget effectively and make informed and independent choices.

Note the Council currently has no way of identifying tenants impacted by the under-occupation charge or the benefit cap when they are in receipt of UC.

### Outcome of Analysis *Check one that applies*

☒ **Outcome 1**

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

☐ **Outcome 3**

Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to 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 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 4**

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

Signed off by Head of Service:



Name: Jane Martin

Date: 12/2/24