



WALTHAM FOREST COUNCIL FULL EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Date

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.

What is an Equality Analysis (EA) for? [Double click here for more information / Hide](#)

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

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.

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

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

Guidance on compliance with the PSED for officers and decision makers [Double click here for more information / Hide](#)

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

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

1. What is the Proposal?

Marlowe Road Estate, at the heart of Wood Street in the same ward, is a system built estate constructed in the 1960s, made up of 298 council homes, 48 homes purchased by tenants under the Right to Buy (RTB), and characterised by deck access, poor pedestrian walkways and linkages. It also includes the 20 storey Northwood Tower (99 council homes). The estate suffered from crime and deprivation associated with poor quality housing and public realm design and high tenant dissatisfaction. An Estates review in 2010 identified Marlowe Road as one of the highest priorities for significant intervention beyond planned maintenance in the borough.

This analysis replaces an initial Equalities Analysis that was carried out in early 2016 when the scheme was in the early stages of the regeneration process.

Subsequent to the previous equalities impact analysis a regeneration scheme for Marlowe Road estate was assessed as feasible, viable and well supported by residents, the GLA, LBWF planners and the developer market. Countryside Properties were selected following a competitive process as development partner and have subsequently secured planning permission, signed a development agreement and S106 agreement and began construction in 2017. As of October 2021 Phase 1A and Phase 1B of the development are complete and Phase 2A is onsite at present and expected to begin handover to the Council in November 2021 and complete in March 2022.

2. What are the recommendations?

To agree a deed of variation to the Development Agreement to allow an increase in density to Phase 2B & 3 of the consented scheme.

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

The proposals in the report will have an impact on all Council tenants and leaseholders living in the estate and a wider regenerative impact on residents in the Borough, particularly in the Wood Street ward.

The increase in density will mean that a higher number of residents will reside on the scheme when it is complete but it is not anticipated that there will be any additional impacts on protected characteristics beyond those already identified as a consequence of the regeneration.

A consultation plan was developed in late 2012 to ensure residents of Marlowe Estate were fully engaged in discussion and development of possible options for their estate.

A Residents Steering Group was set up in 2013 and there is an onsite Project Shop open for residents to ensure that they are engaged in the regeneration process. Feedback from residents has been positive and the opportunity to get involved in the future of their estate has been welcomed. Residents were also involved in the developer procurement process.

A Housing Needs Assessment survey was undertaken on the estate in October 2012. 86% of tenants potentially affected by the proposals responded and the results of the survey are included in this assessment. Prior to the commencement of the regeneration scheme the Marlowe Road Estate contained 278 Council rented or leasehold properties, with 218 homes (171 tenants plus 47 leasehold/freehold homes) directly affected by the proposals and subject of the Housing Needs Assessment survey conducted in 2012. In this section of the analysis, the local data can be compared to the 2011 borough population data.

The Council's intention is to ensure that the diverse needs of Council tenants and leaseholders who live on the estate and other local residents within the borough are considered during the regeneration process and that the final scheme improves the local area. The re-provision of the grocery store and post office are seen as crucial for the local community.

Age Double click here to add impact / Hide

Check box if NOT applicable ☐

Key borough statistics: The 2011 census shows that Waltham Forest has a population of 258,249. Broken down by broad age group, some 26.1% of the population (67,303) were aged 0-19, 35.8% (92,392) 20-39, 28.2% (72,988) 40-64 and 10% (25,566) were aged 65+. Compared to London and England and Wales Waltham Forest has a younger age profile with 8.1% of its population aged 0-4 and 26.1% 0-19 compared to 7.2% and 24.5% across London and 6.2% and 24% across England and Wales respectively. Those aged 20-39 (35.8%) constitute the same percentage of the population in Waltham Forest as across London as a whole (also 35.8%) compared to only 26.9% across England and Wales. Smaller proportions of the borough population are found in the 40-64 and 65+ age groups which constitute 28.2% and 10%

compared to 32.7% and 16.4% across England and Wales. (Source: 2011 Census, Office for National Statistics). **Children in Care:** As at December 2012, we had 289 children in our care. 56% were male and 44% female. Most are in the 12-16 age bracket (35%) followed by 6-11 age group (24%). Ethnic breakdown - White: 42%; Black or Black British: 28%; Mixed race: 19%; Asian or Asian British: 6%; Other: 4%. **NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.** Ward based data is available here: <http://www.walthamforest.gov.uk/Pages/Services/statistics-economic-information-and-analysis.aspx?l1=100004&l2=200088>

Double click here to show borough wide statistics / hide statistics

Age Click and hover over the questions to find more details on what is required

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

The data collected through the Housing Needs Assessment of tenants (86% response) shows: Age distribution (Note: Tenancies commence at 18, however school age children make up 31.78% of household members surveyed overall): 18 – 24 2%, 25 – 34 13%, 35 – 44 30%, 45 – 54 30%, 55 – 64 8%, 65 – 74 9%, Over 75 8%

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**

It is possible that there could be a disproportionate impact on young people as they are over represented on the estate when compared to the local population. It is not envisaged that there will be a negative impact on this group. Offers of alternative housing will be allocated according to the Council's allocations policy. Residents have been awarded additional preference to 'bid' for their choice of alternative properties so that they can move away from the estate directly to suitable accommodation elsewhere in the borough.

All residents have the right to return to Marlowe Road if they wish. This process can involve a long period of temporary decanting away from the estate or require 'double decants' in some circumstances, however LBWF will take all necessary actions to avoid this and therefore minimise the disruption to residents as much as possible, especially those with children or who are elderly. Older residents may find

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

The following improvements were identified as being beneficial in order to ensure that any future engagement with tenants can better promote equality.

- Each resident required to move from their current home has been and will continue to be allocated a specific 'decant officer' who will assess their specific needs and will be supported by the Housing Options team, in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged.
- Residents will be able to bid for appropriate properties of their choice, which will benefit all age groups but older people in particular, Waltham Forest Housing ensures that awards of Sheltered accommodation are assessed by a panel initially to ensure that the accommodation is most appropriate for their needs.

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

it difficult to move under the terms of the decant and may require extra assistance to understand the process and to ensure they get the best possible outcome in terms of new property and easiness of the move.

Specific provision for play areas for different age groups has been provided in the plans for the new estate including a plaza area with Multi Use Games Area and additional play equipment and engagement with young people and schools has also taken place. The new estate is designed to be a safer space for children to play and for the elderly to traverse due to pedestrianised avenues, more lighting and active frontages of buildings.

Regeneration Impact

Older resident leaseholders will be less likely to be able to secure a new mortgage on a new home once their property has been purchased by LBWF. The cost of homes in the area means that it is difficult to purchase an equivalent property with the monies received from the compulsory purchase, even when the home-loss payment of 10% is taken into account. This could lead to elderly residents having to move to another area in order to be able to afford a new home. Equally families with children who are settled at a local school and have a network of friends / family and support in the local area could also experience a situation where they are unable to move into equivalent accommodation locally and must uproot their family to another location possibly outside of London.

To mitigate the impact on elderly residents or families who found themselves in circumstances such as the above LBWF implemented a Shared Equity scheme whereby resident leaseholders wishing to remain on the estate. Shared Equity allows resident leaseholders to reinvest the money they receive for the purchase of their property into a new home on the estate even if they cannot afford to purchase the full amount. The Council holds the unsold equity and the resident pays no mortgage or rent. Several resident leaseholders have taken up this option and in many cases the Council varied the affordability criteria to allow residents who could not meet the minimum equity requirement to purchase a new home on the estate on a shared equity basis.

- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council's housing advice services and the decant officer.
- If an eligible resident is an older person, or identified as being particularly vulnerable, for example due to physical, sensory or mental health impairment, and likely to have difficulty with the move, then extra support will be offered. This may include packing and help on the day of the move, assistance to understand the bidding process and help with viewings. Waltham Forest Housing has a tenant support and resettlement team, who can organise this work.
- The food/convenience store and post office will remain open during the redevelopment and this will benefit the vulnerable and older residents.
- Where an elderly or vulnerable leaseholder is unable to transfer their mortgage the council has agreed vary eligibility criteria to ensure that leaseholders who wish to remain on the estate have been able to do so through the Shared Equity scheme.
- In cases where leaseholders have young children in education in the area this has been taken into consideration when a decision has been made on varying Shared Equity criteria. In each case the decision has been taken to lower the affordability criteria to accommodate families wishing to remain.
- The impact of these improvements in terms of effective communication and dialogue will be used to measure how the Council reaches out to and receives feedback from all its residents into the future but, in particular, from specific equality groups.

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

[Check box if NOT applicable](#) ☐

Key borough statistics: Look for update from latest APS / also see Borough profile update Recent data from the 2011/2012 Annual Population survey suggests there are 31,000 disabled people of working age (16-64) living in Waltham Forest of which around 16,000 are female and 15,000 male. This represents around 1 in 5 (20%) of the working age population, a higher rate than found across London (16.9%) though lower than that found in England (20.5%). 2012 data finds that across the borough some 10,350 residents claim disability living allowance with rates tending to be higher in the southern and middle wards of the borough though this data should only

be treated as a rough indicator of the prevalence of disability. As at January 2012, some 1,299 children and young people had a statement of Special Educational Needs in Waltham Forest.

(Source: 2011 Census, 2011/12 Annual Population survey, Office for National Statistics, Department for Work and Pensions, Department for Education) **Notes: These statistics provide general data for this protected characteristic. 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](#)

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

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

The data collected through the Housing Needs Assessment (86% response) shows:

- 25.45% of surveyed residents indicated that they consider themselves or someone in their household to be disabled.
 - No residents indicated a current wheelchair user in their household.
 - 35.76% of surveyed residents answered yes when asked if they or anyone in their household have a condition, which they feel may affect the design, and layout of a temporary or permanent new home (e.g. mobility, claustrophobia, fear of lifts). 98 residents answered no and 4.85% did not provide a response.
- Of the responses to disability questions in the survey, 23 or 34.33% disclosed a specific medical condition, 32.84% a physical disability and 23.88% a fear of heights or claustrophobia. 8.96% or 6 residents disclosed a mental health issue.

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***

New replacement housing will be allocated according to the Council’s allocations policy. Existing tenanted households who express a preference have been and will continue to be offered the ‘right to return’. 10% of new homes on the estate will be designed to be adaptable for wheelchair use.

Where possible the scheme phasing will reflect the decant requirement of existing tenants, within the estate, avoiding the need for any ‘double decants’. Where double decanting of a disabled tenant cannot be avoided particular attention has been and will continue to be given to the circumstances of these residents at the point that they need to move.

People with disabilities may find it difficult to move under the terms of the decant and may require extra assistance to understand the process and to ensure they get the best possible outcome in terms of their new property and easiness of the move.

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

The following improvements were identified as being beneficial in order to ensure that any future engagement with tenants can better promote equality.

- Continue and build on the successful tenant engagement plan developed for the Marlowe Road estate.
- If an eligible resident is disabled then extra support will be offered. This may include packing and help on the day of the move, assistance to understand the bidding process and help with viewings. The Council routinely arrange this via the Tenant support and resettlement team.
- One-to-one meetings with tenants with mental health issues (using advocates or agencies they are already in contact with) have been offered to help manage any transition.
- Each resident required to move from their current home will be allocated a specific ‘decant officer’ who will assess their specific needs and will be supported by the Community Regeneration officer assigned to the project,

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

The new estate when complete will be more user friendly for disabled residents with mobility issues as pedestrians will be prioritised and vehicle movement controlled through street design and traffic calming measures

Increase in density Impact

There are no additional impacts due to the increase in density that are not addressed above.

in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged.

- The new development will result in fit for purpose accommodation with enhanced safety features and energy efficiency homes that benefit all protected groups but will be particularly appropriate for those with disabilities.
- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council's housing advice services and the decant officer.
- The Council will continue to ensure the consultation process is inclusive and that disabled people's views are heard and taken into account.

Pregnancy and Maternity *Double click here to add impact / Hide*

Check box if NOT applicable ☐

Key borough statistics: According to the 2011 census, 8.1% (20,839) of the Waltham Forest population is aged 0-4 compared to 7.2% across London and 6.2% across England and Wales. For those aged 0-1 these percentages are respectively 3.3% (Waltham Forest), 3% (London) and 2.5% (England & Wales). The Total Fertility rate for Waltham Forest in 2011 is 2.69 (3rd highest across London) compared to a London and England figure of 1.99. The teenage pregnancy rate in Waltham Forest (2010) is 45.7 per 1,000 of the female population aged 15-17

compared with 37.1 across London and 35.5 across England and Wales. Source: 2011 Census, Conception statistics and Birth Summary Tables, Office for National Statistics. **NB: The total fertility rate measures the projected number of births born to a woman over her lifetime 2. These statistics provide general data for this protected characteristic. 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

Pregnancy and Maternity *Click and hover over the questions to find more details on what is required*

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

There is no available data on this group, however the data collected through the Housing Needs Assessment (86% response) shows;

- 6.45% of residents classified themselves as looking after the family home
- 14.55% of residents indicated that they use local nurseries 39.39% indicated that they use local schools

All existing tenanted households who have expressed a preference (78%) will be offered the 'right to return'.

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*

People who are pregnant may find it difficult to move under the terms of the decant and may require extra assistance to understand the process and to ensure they get the best possible outcome in terms of new property and easiness of the move. It is not anticipated that there will be any potential negative impact on this group.

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

- If an eligible resident is pregnant then extra support will be offered. This may include packing and help on the day of the move.
- The Shared Equity option that has been developed for resident leaseholders to remain within the same area means that children can continue to attend

Pregnancy and Maternity *Click and hover over the questions to find more details on what is required*

Increase in density Impact

There are no additional impacts due to the increase in density that are not addressed above.

the local schools where they are already settled. In several cases the Council has altered the eligibility criteria of the policy to allow families to purchase a new home on the estate who would not have been able to afford to do so otherwise. A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council's housing advice services and the decant officer.

Race *Double click here to add impact / Hide*

Check box if NOT applicable ☐

Key Borough Statistics: According to 2011 census data Waltham Forest's White British population is 92,999, 36% of the total borough population. All other ethnic groups constitute 64% of the population (165,250). Broken down by specified ethnicity: White Other (37,472/14.5%), Pakistani (26,347/10.2%), Black Caribbean (18,841/7.3%), Black African (18,815/7.3%), Indian (9,134/3.5%), Other Black (7,135/2.8%), Any other ethnic group (6,728/2.6%), Bangladeshi (4,632/1.8%) and Chinese (2,579/1%). Note: The more detailed ethnicity breakdown goes into more detail and data for more recent arrivals includes: Polish (6,944/2.7%), Other Eastern

Europe (6,020/2.3%) and Baltic states (3,011/1.2%). Data on arrivals from other countries over the last 8 years show that Poland, Pakistan and Lithuania have supplied the greatest number of migrants. (Source: 2011 Census, Office for National Statistics, Department for Work and Pensions)

NB: These statistics provide general data for this protected characteristic. 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

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

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

The data collected through the Housing Needs Assessment (86% response) shows Marlowe Road estate has the following ethnicity breakdown:

Ethnicity – Main Groups:

White – 39%

Black African / Caribbean / Black British – 37%

Asian / Asian British – 19%

Mixed Multiple Ethnic Groups – 5%

Ethnicity – Subgroups:

British – 25%

African – 17%

Caribbean – 13%

White Other – 11%

Asian Other – 9%

Pakistani – 8%

Black Other – 7%

Race Click and hover over the questions to find more details on what is required

Irish – 2%
White & Asian – 2%
Mixed other – 2%
White & Black African – 1%
White & Black Caribbean – 1%
Indian – 1%
Arab – 1%

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**

Although the regeneration programme will bring about positive benefits, there could be a disproportionate impact on BAME groups as 75% of council tenants on the estate are from a BAME background. New replacement housing will be allocated according to the Council's allocations policy. All existing tenanted households who have expressed a preference (78%) will be offered the 'right to return'. Of 14 residents (8.48%), 8 indicated that they would like information in the Turkish language, 2 in Urdu, and one each in Burmese, Chinese, Tamil, and Somali.

Increase in Density Impact

There are no additional impacts due to the increase in density that are not addressed above.

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

- Continue to involve the established Steering Group and local tenant diversity groups in key decisions on the regeneration proposals.
- Build on the successful tenant engagement plan developed for the Marlowe Road estate.
- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council's housing advice services and the decant officer.

Religion or Belief Double click here to add impact / Hide

Check box if NOT applicable ☐

Key borough statistics: According to the 2011 Census the borough has 48.4% of its population stating their religion to be Christian, Muslim 21.9%, Hindu 2.3%, Jewish 0.5%, Sikh 0.5%, Buddhist 0.8% and other 0.4%. Some 18% of residents claimed no religion whilst 7.3% did not state an answer. The multi-faith nature of Waltham Forest is evidenced by more recent data which shows that Waltham Forest has

around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple. **NB: These statistics provide general data for this protected characteristic. 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](#)

Religion or Belief Click and hover over the questions to find more details on what is required

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

Religion or Belief Click and hover over the questions to find more details on what is required

The Marlowe Road Estate has 278 Council rented or leasehold properties, with 218 homes (171 tenants plus 47 leasehold/freehold homes) directly affected by the proposals and subject of the Housing Needs Assessment survey conducted in 2012. In this section of the analysis, the local data can be compared to the 2011 borough population data. The data collected through the Housing Needs Assessment (86% response) shows:

The largest group is Christian, accounting for 42.58% of residents responding to this question. Muslims are the second largest group accounting for 29.68% and 23.23% indicated that they have no religion. 29.09% of residents indicated that they use places of worship or prayer locally. 60% indicated that they do not use local places of worship and 11% gave no answer.

Religion Breakdown:

Christian – 43%

Muslim – 30%

No religion – 23%

Hindu – 2%

Buddhist – 1%

Jewish – 1%

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***

New replacement housing will be allocated according to the Council's allocations policy. All existing tenanted households who have expressed a preference (78%) will be offered the 'right to return'. 4 residents have expressed a preference to move to sheltered accommodation. There could be a disproportionate impact on religion / belief as 43% of council tenants are Christian, and 30% are Muslim. Compared to the local population of 23% Muslims are overrepresented in Council housing on the estate. However, it is not anticipated that there will be any potential negative impact on this group.

Increase in density Impact

There are no additional impacts due to the increase in density that are not addressed above.

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

- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council's housing advice services and the decant officer.

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

Check box if NOT applicable ☐

Key borough statistics: The 2011 census put the gender split of Waltham Forest as Male: 128,970 (49.94%) and Female 129,279 (50.06%). (Source: 2011 Census, Office for National Statistics).

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

Sex [Click and hover over the questions to find more details on what is required](#)

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

The data collected through the Housing Needs Assessment (86% response) shows: 58.06% of residents responding to the Housing Needs Assessment questionnaire were Female. 41.94% are Male. None of the residents responding to the Housing Needs Assessment questionnaire responded that they are Transgender.

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***

There is likely to be a disproportionate impact on women as 58% of council tenants on the estate are women. Women are over-represented in Council housing tenancies compared to 51% of the borough population. However, it is not anticipated that there will be any potential negative impact on this group through the regeneration or increase in density proposals.

Increase in density Impact

There are no additional impacts due to the increase in density that are not addressed above.

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

- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council's housing advice services and the decant officer.

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

Check box if NOT applicable ☒

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

Check box if NOT applicable ☒

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

Check box if NOT applicable ☒

Conclusion

Consider the Guidance below and set out your conclusions from the equalities analysis of the 8 protected characteristics. If there are negative equalities impacts, but you think that the proposals should still proceed in the current or amended form, explain what the objective justification for this is, providing evidence as

appropriate. If it is helpful, refer to other documents e.g. the Cabinet report. You may find it helpful to identify one of the 4 outcomes below as being closest to your current proposals. (Use your conclusions as a basis for the "Equalities Implications" in the Cabinet report.)

This analysis has concluded that some minor adjustments to remove barriers or to better advance equality have been identified by the assessment, but the assessment has not identified any potential for discrimination or adverse impact and most opportunities to advance equality have been taken.

Opportunities to advance equality across all protected groups have been identified and will be actioned as the recommendations in relation to the proposals are taken forward: Key elements are:

- Involve established, local tenant diversity groups in a key decision on Council Housing in the Borough. These forums provide an opportunity to engage with diversity groups into the future.
- Various voluntary and other local groups which have a link to and/or represent Protected Groups have been identified locally to support the engagement and consultation processes. It is anticipated that accessing these groups will help to promote involvement and reduce any gaps in participation.
- The regeneration proposals require demolition of existing homes and replacement with new. Where possible the scheme phasing will reflect the decant requirement of existing tenants, within the estate, avoiding the need for any 'double decants'. New replacement housing will be allocated according to the Council's allocations policy. All existing tenanted households who have expressed a preference (78%) will be offered the 'right to return'.
- If an eligible resident is an older person, or identified as being particularly vulnerable, for example due to physical, sensory or mental health impairment, and likely to have difficulty with the move, then extra support will be offered. This may include packing and help on the day of the move, assistance to understand the bidding process and help with viewings.
- Each resident required to move from their current home will be allocated a specific 'decant officer' who will assess their specific needs and will be supported by the Community Regeneration officer assigned to the project, in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged. The new development will result in fit for purpose accommodation with enhanced safety features and energy efficiency measures.
- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council's housing advice services and the decant officer.
- All leaseholders / freeholders have been given detailed information and has been visited by the decant officer to agree the best solution to their housing needs. This has resulted in 6 leaseholders who were previously resident on Marlowe Road estate purchasing a new property on the estate on a shared equity basis. All resident

leaseholders who wished to take up this offer were accommodated and in one case the Council purchased an additional property from the developer in order to ensure that this outcome was possible.

Actions:

Improvement needed to ensure that the dialogue with residents can better promote equality

Further develop the engagement plan with residents and the developer partner based on lessons learnt

Undertake further consultation events including meetings with specific diversity groups as set out in this analysis

Review effectiveness of actions

The impact of these improvements in terms of effective communication and dialogue will be measured by how the Council and the developer reaches out to and receives feedback from its residents but in particular from specific equality groups

The re-provision of a larger food/convenience store (Co-op) is now complete and provides a valuable resource for local residents. The new post office will also be positive for local cohesion and has now been open since early 2020. The relocated Wood Street library has also been open since early 2021 and provides a valuable service for the local community as well as a café and local hub.

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: Assistant Director Housing Regeneration

Name: Meera Kumar

Date: October 2021