



New Homes at Joseph Lancaster Nursery, Deverell Street SE1, Equality analysis



Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Joseph Lancaster estate, Deverell Street, SE1 – Grant of Long Lease and Housing Funding Agreement to Leathermarket Community Benefit Society		
Equality analysis author	Stephen Douglass, Director of Communities		
Strategic Director:	Michael Scorer, Strategic Director of Housing & Modernisation		
Department	Housing & Modernisation	Division	Communities
Period analysis undertaken	February 2017		
Date of review (if applicable)	February 2018		

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

This equality analysis relates to the award of a lease and funding agreement for a development of 40 new homes at council rents by the Leathermarket Community Benefit Society on the site of the former Joseph Lancaster Nursery, Deverell Street, London SE1 which is in the Leathermarket Joint Management Board (JMB) area. The JMB was the first and largest Tenant Management Organisation in Southwark giving local residents real control over the management of their homes and neighbourhood.

Once completed the new homes will be available following the council's local lettings policy to those in housing need.

The homes consist of 7 one bed flats, 24 two bed flats, 3 three bed flats and 6 three bed mews houses.

The scheme is resident led and will enable households in housing need to move from overcrowded homes or those that are under-occupied. A number of the homes are to be wheelchair accessible and the scheme provides four additional accessible parking spaces. All forty are to be built to lifetime homes standard and will be designed in accordance with the London Housing Design Guide, Building for Life and Housing Our Aging Population Panel for Innovation (HAPPI) as one of the priorities is to house tenants who are downsizing and therefore likely to be older with mobility and health issues. Special consideration will be given to level access and to ensuring that the design allows residents to stay living independently in their homes for longer.

The decision maker is the council's cabinet.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Users of the new development will be local Residents in housing need. The scheme will also free up existing units on the Leathermarket area that will be available to people in need in accordance with the council housing allocation policy.</p>
Key stakeholders were/are involved in this policy/decision/business plan	<p>There has been an extensive period of consultation undertaken by the CBS which include a 2012 survey of housing need in the area this revealed that:</p> <ul style="list-style-type: none"> - 99% of households have a household income of less than £30,000; - 55% are registered for re-housing with the Council; - 10% describe themselves as in housing need, but not registered with the Council; - 70% of homes say they are overcrowded - compared with an average of 35% across Southwark as a whole; - 56% do not have any money for a deposit if they wish to buy a property; - 85% would not have the money for a deposit if they wish to rent privately; - 93% cannot afford a rent above £200 per week or the maximum amount that housing benefit will pay. <p>When asked about possible solutions, tenants said the following:</p> <ul style="list-style-type: none"> - 94% thought there should be more genuinely affordable social housing in the JMB estates area; - 85% expressed support for social housing being built on unused or under used land on their estate; - 77% think that staying in the JMB estate area is important. 38% are involved in local community groups; <p>This was followed by a more detailed Housing Needs Survey of all residents to establish the exact need. An attempt was made to make personal contact with each of the JMB's 1,000 properties. This survey established that 30% of all tenants were inadequately housed, many chronically overcrowded but some were under-occupying (many of who had no financial incentive to down size as the bedroom tax did not apply). Using this data, the CBS made its proposal to develop new homes that would prioritise downsizers, releasing larger homes for families and creating a far-reaching chain of benefit.</p> <p>The survey also reinforced the outcome of the initial survey with 85% percent of residents supportive of the building of more social housing on the estates underused land. As a result in order to protect the day-to-day management and maintenance function of the JMB, an independent Leathermarket Community Benefit Society was set up as a community-led Development Vehicle.</p>

The proposal aimed to ensure that development was done with and not to the local community and has had high levels of resident involvement at every stage. The aim of the CBS as a community led organisation is to be able to unlock challenging sites and maximise the provision of, much needed, new truly affordable homes.

As part of this ongoing consultation residents have voiced that they want high quality, energy efficient homes that the community can be proud of.

The CBS has taken a very different approach to community involvement, starting with a completely blank sheet of paper to involve local people in the design of the new homes and help to make sure they are well integrated with the wider estate and improve the local environment.

Custom build principles have been used for the design of the new homes, involving tenants at an early stage and involving them throughout the design process.

There is no systematic monitoring of pregnancy and maternity, gender reassignment, marriage/civil partnership, religion/belief or sexual orientation. Information about service users falling within these protected characteristics is available where there is self-disclosure or where issues raised may directly relate to the grouping.

Monitoring data collated indicates there are a number of key characteristics of clients who may become tenants in the new homes:

- Approximately 63 per cent describe themselves as non-white. This is significantly higher than the proportion of Southwark residents from these communities which, is closer to 50 per cent according to 2011 Census data, is closer to 50%.
- 32% describe themselves as disabled, again significantly higher than in the wider population.
- 20% are over 65, similar to the proportion across Southwark.
- Around 20% have multiple needs or severe medical need.
- 44% are over-crowded in their current accommodation, and 44% under-occupying.

The Leathermarket JMB and CBS have written equalities policies as do potential contractors and sub-contractors on the scheme and the CBS has equality issues embedded within its procurement processes. These cover monitoring of service users and considering the protected characteristics of the Equalities Act, undertaking Equality Analysis, setting equality objectives, engaging with the community, being transparent and accountable, embedding equalities in employment and training and equality of opportunity in recruitment, training, career development, promotion, retention and disciplinary procedures for staff.

One of the key aims of the CBS is to minimise prospective tenants' fuel costs to minimise fuel poverty.

With regard to the units that will be available to households not in the Leathermarket JMB area but on the councils housing register these

will also be allocated following the council's Housing Allocations scheme that sets out the criteria that enable people to register on the Housing Register and be prioritised for social housing based on their individual circumstances and housing need. Consequently those registering for housing are likely to be the most economically disadvantaged and therefore contain an over representation of households in the protected groups including the elderly, families with children, single parent families, those with disabilities and households from ethnic minorities. A full equality analysis was conducted on the Housing Allocations Scheme on adoption and is available at this link:

<http://modern.gov.southwark.gov.uk/documents/s42863/Appendix%203%20Equality%20Analysis.pdf>

Given the scale and significance of the proposals, the Leathermarket CBS made substantial efforts to engage the community around the site in the formulation of the scheme and also engaged with a number of other stakeholders throughout the preparation of the planning application including local residents, Councillors and council officers.

This exercise resulted in a number of amendments to the proposal that are outlined in the statement of community involvement and Design and Access statement submitted with the planning application.

A summary of community consultation events carried out by the CBS is as follows:

Month	Activity
January 2017	Resident Consultation Workshop 1
February 2017	Resident Consultation Workshop 2
June 2017	Resident Consultation Workshop 3
July 2017	Pre-application discussion
August 2017	Resident Consultation Workshop 4
September 2017	Pre-application meeting
September 2017	Resident Consultation Workshop 5
September 2017	Follow up pre-application meeting
October 2017	Meeting with Southwark Council
November 2017	Final pre-application meeting
November 2017	Resident Consultation Workshop 6
December 2017	Submission of planning application

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough.

<p>Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>Positive impacts. The homes are to be built to Lifetime Homes Standard developed to ensure that homes are accessible and inclusive.</p> <p>Lifetime Homes are ordinary homes designed to incorporate Design Criteria that can be universally applied to new homes at minimal cost. Each design feature adds to the comfort and convenience of the home and supports the changing needs of individuals and families at different stages of life.</p> <p>Lifetime Homes are about flexibility and adaptability; they are not 'special', but are designed to create and encourage better living environments for everyone. From raising small children to coping with illness or dealing with reduced mobility in later life.</p> <p>The Leathermarket JMB and CBS have written equalities policies as do potential contractors and sub-contractors on the scheme and the CBS has equality issues embedded within its procurement processes. These cover monitoring of service users and considering the protected characteristics of the Equalities Act, undertaking Equality Analysis, setting equality objectives, engaging with the community, being transparent and accountable, embedding equalities in employment and training and equality of opportunity in recruitment, training, career development, promotion, retention and disciplinary procedures for staff.</p>	<p>Positive impacts. The lifetime homes standard should mean that residents are able to remain and live independently in their homes for longer.</p>
Equality information on which above analysis is based	Health data on which above analysis is based
<p>Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy</p>	

Mitigating actions to be taken	
None	

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
Positive impacts. In addition to the lifetime homes standard referred to above a number of the units are being designed to accommodate wheelchair users.	Positive impacts. The lifetime homes standard should mean that residents are able to remain and live independently in their homes for longer.
Equality information on which above analysis is based	Health data on which above analysis is based
Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	
Mitigating actions to be taken	
None	

Gender reassignment - The process of transitioning from one gender to another.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
No impact	No impact
Equality information on which above analysis is based.	Health data on which above analysis is based
Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	

Mitigating actions to be taken	
None	

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
No impact	No impact
Equality information on which above analysis is based	Health data on which above analysis is based
Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	
Mitigating actions to be taken	
None	

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
No impact	No impact
Equality information on which above analysis is based	Health data on which above analysis is based

Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	
Mitigating actions to be taken	
None	

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The analysis shows that of the potential new tenants a high proportion will be non-white.	No impact
Equality information on which above analysis is based	Health data on which above analysis is based
Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	
Mitigating actions to be taken	
None	

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
No impact	No impact
Equality information on which above analysis is based	Health data on which above analysis is based

Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	
Mitigating actions to be taken	
None	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
No impact	No impact
Equality information on which above analysis is based	Health data on which above analysis is based
Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	
Mitigating actions to be taken	
None	

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
No impact	No impact
Equality information on which above analysis is based	Health data on which above analysis is based
Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	

Mitigating actions to be taken	
None	

Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
Positive impacts. The scheme will provide genuinely affordable homes on council rents to tenants on low incomes.	N/a
Equality information on which above analysis is based	Health data on which above analysis is based
Leathermarket JMB survey and tenancy records. Leathermarket CBS Equalities Policy	

Mitigating actions to be taken	
None	

Human Rights
There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed policy/decision/business plan
Officer's view is that this decision complies with the Human Rights Act and there is no evidence of it unjustifiably discriminating on any particular people or groups and the proposed scheme does not unjustifiably discriminate between housing applicants on grounds such as marital status, age, gender, disability or nationality.
Information on which above analysis is based

Leathermarket JMB survey and tenancy records.
Leathermarket CBS Equalities Policy

Mitigating actions to be taken

None

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			