

APPENDIX 2

Report

Rehousing Options and Equality Impact Assessment

Florian and Racine

Sceaux Gardens

22 August 2017

Contents

Introduction

Equality Act

Population

Rehousing Preferences

Consultation Process

Conclusions

Recommendations

Appendix

Equalities Impact Assessment

Introduction

Florian and Racine are two terraces of one bedroom bungalows on Sceaux Gardens Estate between Camberwell and Peckham. The other blocks on the estate range from six to twelve storeys. The Sceaux Gardens Tenants and Residents Association suggested that Florian and Racine could provide more new Council homes if they were redeveloped. There is also a block of garages at the East end of the estate that could be redeveloped and new homes provided. LBS New Homes Delivery Team has worked with the residents of Florian and Racine, the TRA and South London Gallery to develop proposals for new homes.

If the proposals for new homes at Florian and Racine are approved by the Council, the current residents of Florian and Racine will need to be rehoused. This report analyses the rehousing preferences and includes an Equality Impact Assessment of rehousing current Florian and Racine residents.

This report has been prepared by Neal Purvis of Open Communities for LBS New Homes Delivery Team.

Accommodation and Population

There are 33 one bedroom bungalows in Florian and Racine. In August 2017, one property is void. There are three leaseholders, two of which are non resident.

Block	Address	Number
Florian	1-18	18
Racine	1-15	15
		33

Data Collection

The data in this report was collected by LBS New Homes Direct Delivery Team and Community Engagement Division on 8 and 9 September, 2016, and 9 March 2017. Where there was no response, a copy of the questionnaire and return envelope was provided. As the composition of households changes and the data is updated, further versions of this report will be prepared. From the 30 occupied properties, 20 households were interviewed (66% rate of return).

	Tenanted Bungalows	Respondents	Voids	Percentage Return
Florian	14	10	1	71%
Racine	15	7		47%
Address not given		3		

	Leasehold Bungalows	Respondents	Percentage Return
Florian	3		
Racine	0	0	
Not recorded			

Equality Act

The Equality Act 2010 requires local authorities and other public bodies to have due regard to the aims of the general equality duty when making decisions and when setting policies. The Act identifies nine protected characteristics that local authorities must take into account when considering how to advance equality and good relations, as well as eliminating discrimination.

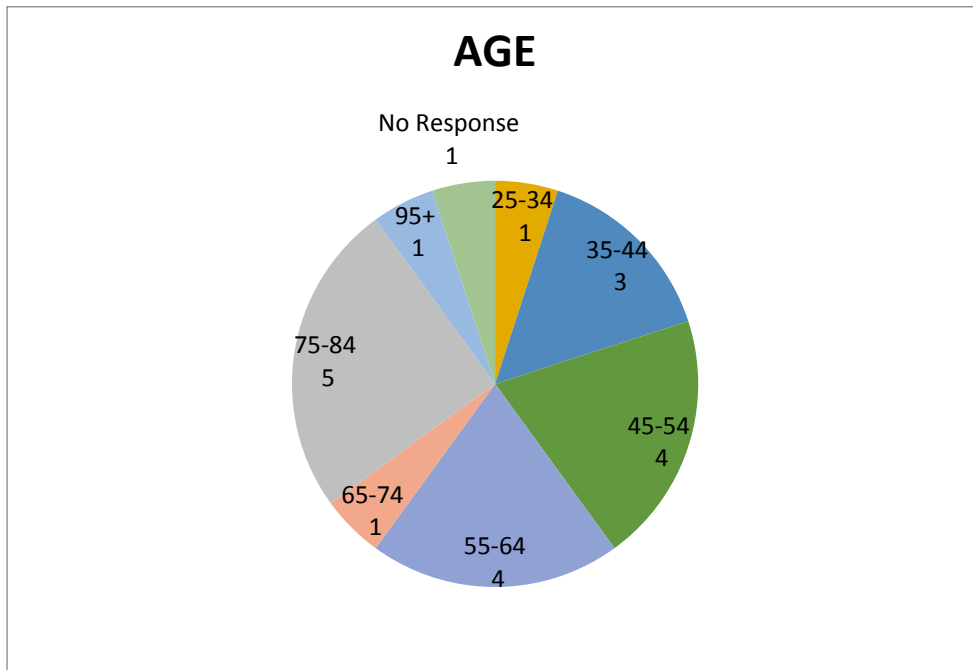
The nine protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

This report considers the impact of a decision to decant Florian and Racine on those with the protected characteristics.

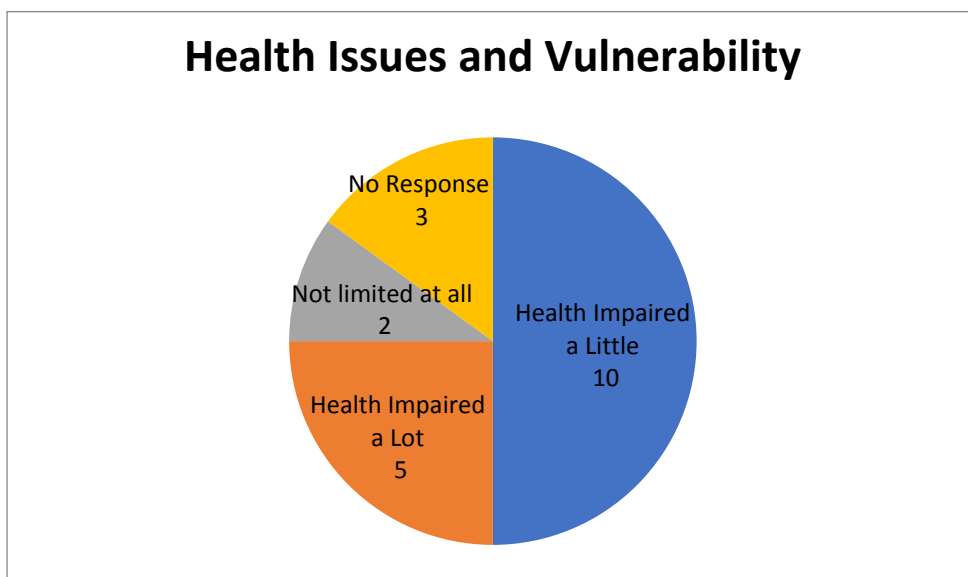
Age

Of the 20 respondents to the survey, seven (35%) are over the age of 65. Only one (5%) is under the age of 35. The majority (55%) are aged between 35 and 64.



Disability

Two thirds of the residents who responded have long term health issues that limits their day to day activities. Half of the residents reported that health problems impaired them a little and a quarter that they were impaired a lot. The cause of this was a physical or mobility disability for the great majority of residents.



Gender Reassignment

Of the 14 residents who responded to the question on gender re assignment. Two were transsexual and 12 were not.

Marriage and Civil Partnership

Of the thirteen respondents to the question about their marital status there was an even spread between Married or in a Civil Partnership, Divorced and Never Married, with one person identifying themselves as separated.

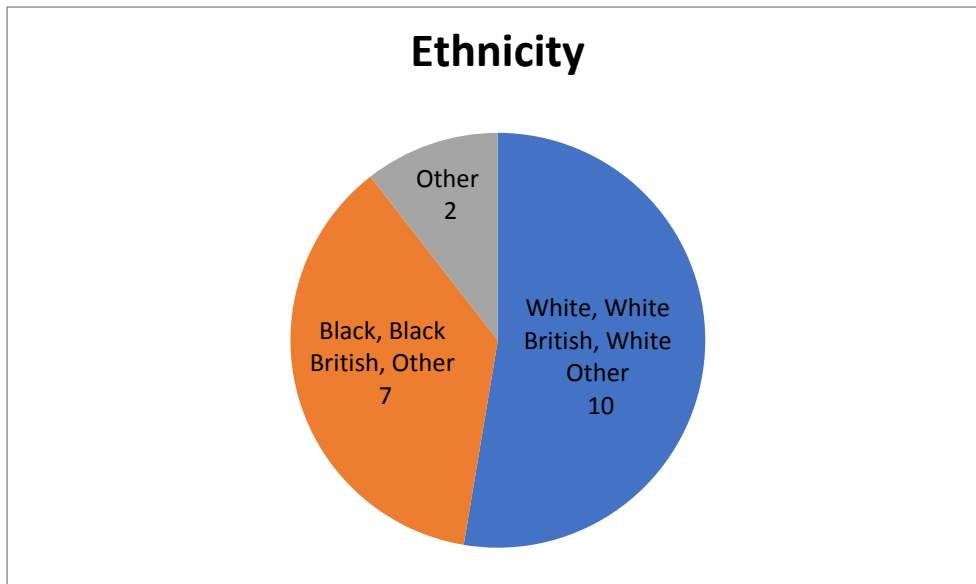
	Married or in Civil Partnership	Divorced	Never Married or in Civil Partnership	Separated
Number	4	4	4	1

Pregnancy and Maternity

None of the 15 respondents were pregnant or on maternity leave.

Ethnicity

Of the 19 respondents to the question on ethnicity, 10 were White (53%), 7 were Black (37%) and 2 (11%) defined themselves as another ethnicity.



Religion and Belief

Of the 14 respondent to the question on religion, 9 people were Christian (56%), with 4 respondents having No Religion (25%).

	Buddhist	Christian (including Catholic)	No Religion	Muslim
Respondents	1	9	4	2
Percentage	6%	56%	25%	13%

Sex

Four of the respondents did not answer the question identifying their sex. There were slightly more men than women among those who responded.

	Male	Female	Not Answered
Respondents	9	7	4
Percentage	45%	35%	20%

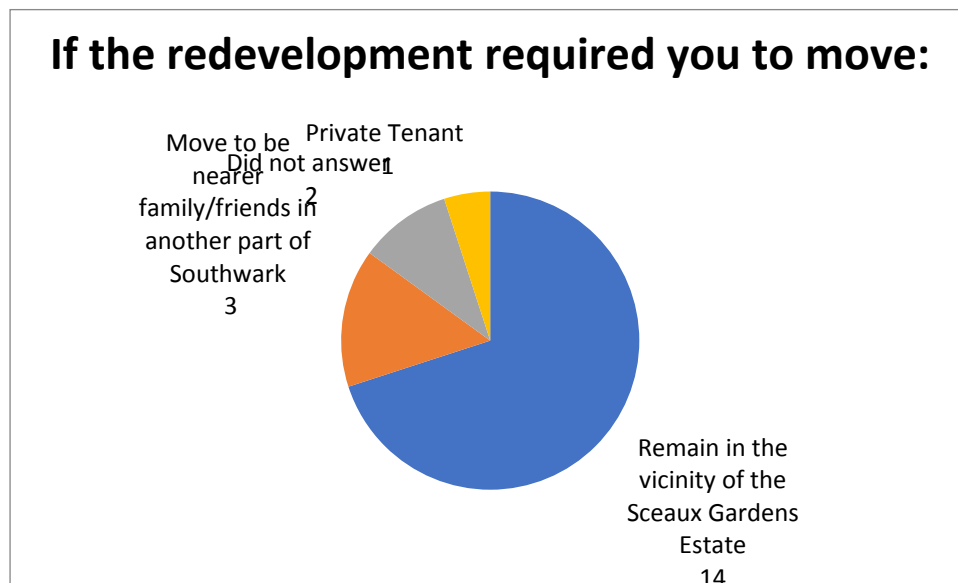
Sexual Orientation

The great majority of the 15 who responded to the question on sexual orientation were heterosexual.

	Heterosexual / Straight	Bi Sexual	No Response
Number	14	1	5

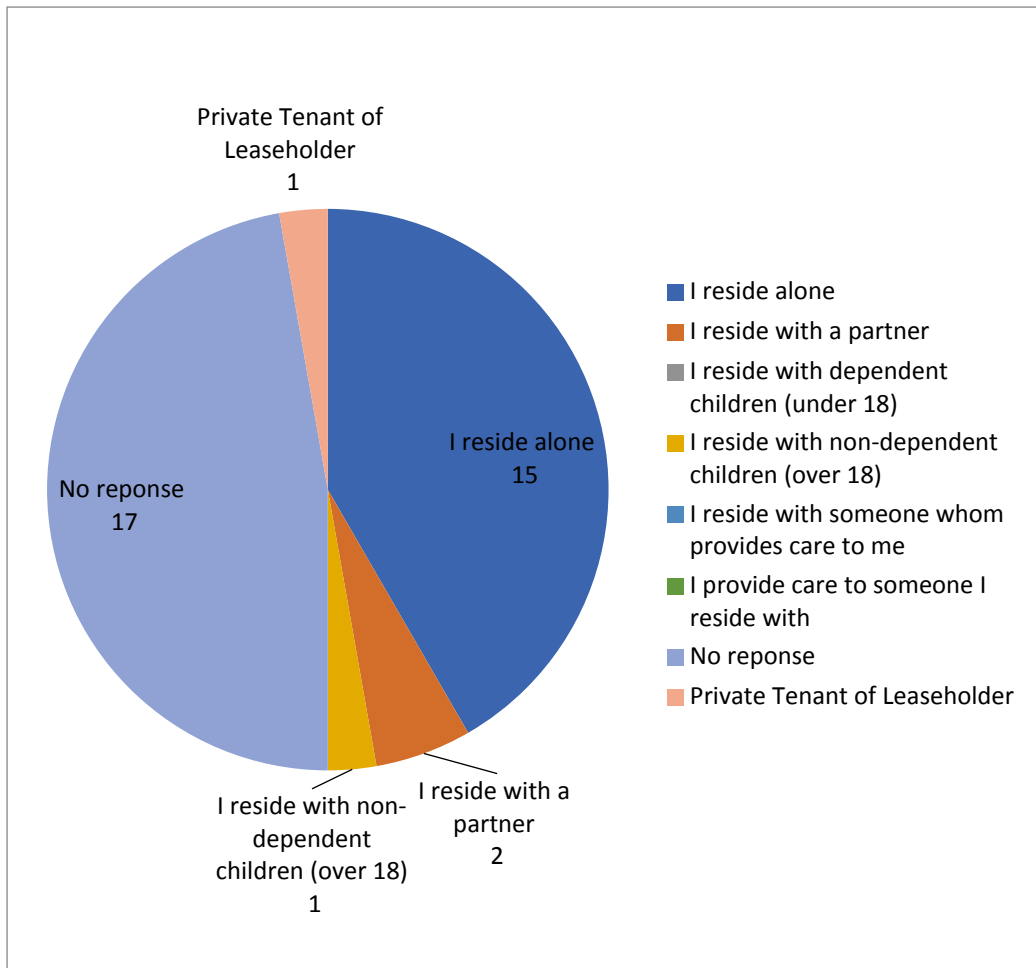
Rehousing Preferences

Alongside the collection of equalities data, residents were asked if they would prefer to remain in the Sceaux Gardens Area, move elsewhere in Southwark, or to move out of Southwark. Of the 17 who answered the question, 14 households want to remain in the vicinity of Sceaux Gardens Estate.



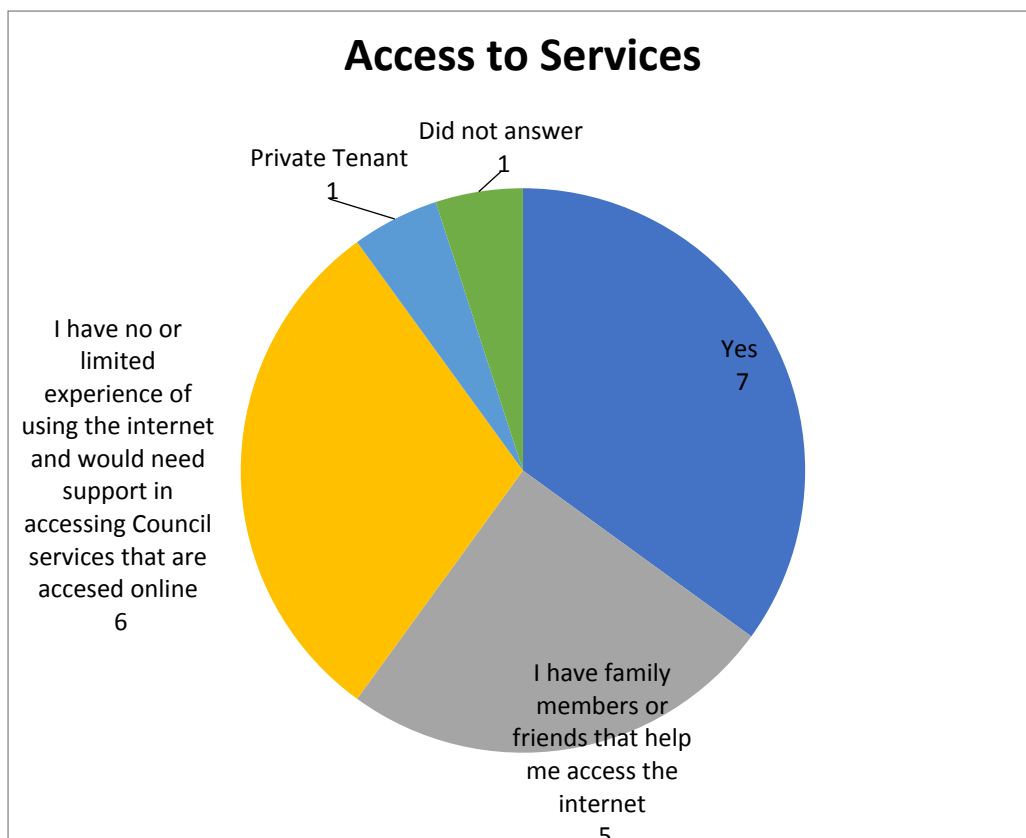
Household Size

As all of the homes in Florian and Racine are small one bedroom homes, they meet housing need for one person households, or a couple. Of 18 respondents, 15 were single person households. There is only one household where there is a larger household living in the property, with a single person and a non dependent child over 18 sharing the bungalow. Two of the homes are occupied by couples.



Access to the Bidding Process

To access the Council's Choice Based Letting System, and to look at and bid for properties, residents need to access internet, or get help from someone to do this on their behalf. Seven residents have internet access and five can help from family or friends to access the internet. 30% of those interviewed have no access to the internet and will need help or support to be able to bid for homes on the Council's Lettings System. This support will be provided by the Council's New Homes Delivery Team, together with the Council's Community Engagement Team and Resident Service.



Consultation Process

There has been a comprehensive consultation process with residents living in Florian and Racine alongside residents living on Sceaux Gardens Estate, and local community organisations that could be affected by proposals, including Sceaux Gardens TRA and South London Gallery. The consultation schedule is below.

Date	Event	Details
15 th July 2015	New Homes Delivery Team presentation to Sceaux Gardens T&RA	Initial proposal to presentation Sceaux Gardens T&RA
19 th April 2016	T&RA meeting	Attendance at by New Homes delivery team to Sceaux Gardens T&RA to present update
24 th May 2016	Sceaux Gardens Resident Design Group meeting	Attended RDG meeting to update members on proposals and to advise of future consultation.

15 th July 2016	T&RA meeting	Attendance at by New Homes delivery team to Sceaux Gardens T&RA to present update
27 th September 2016	Drop in meeting showing red line boundary and proposal to develop sites	All residents and businesses within 100m invited to attend drop in session. Red line boundary of proposed development area shown. Attendees invited to be part of project group, questionnaire completed.
8 th November 2016	Florian and Racine door knocking exercise	Spoke with Florian and Racine households and/or left letters. Completion of equalities impact assessments and gather of data.
8 th November 2016	Project group meeting 1	Self-appointed group of Sceaux Gardens T&RA members and residents of Florian and Racine ("The Project Group" Initial introductory training session by Open Communities
12 th January 2017	Project group meeting 2	Design development meeting chaired by Calford Seaden attended by project group
20 th January 2017	Initial telephone conversations with non-residents homeowners	1 & 10 Florian, also sent equalities impact assessments via email
2 nd March 2017	Project group meeting 3	Design development meeting with project group chaired by Open Communities with presentation from architects, Q&A with New Homes Team and Calford Seaden
9 th March 2017	Florian and Racine door knocking exercise	Door knocking exercise with Private tenants of 1 & 10 Florian. Completion of equalities impact assessments.
19 th June 2017	Project group meeting 5	Design development meeting with project group chaired by Open Communities with presentation from architects, Q&A with New Homes Team and Calford Seaden
3 rd August 2017	Project group meeting 5	Design development meeting with project group chaired by

		Open Communities with presentation from architects, Q&A with New Homes Team and CalfordSeaden
18 th July 2017	T&RA Meeting	Attendance at by New Homes delivery team to Sceaux Gardens T&RA to present update
3 rd August 2017	Project group meeting 6	Design development meeting with project group chaired by Open Communities with presentation from architects, Q&A with New Homes Team and CalfordSeaden

Conclusions

Residents in Florian and Racine are varied in age, with a high level of disability. For the rehousing process to meet the needs of residents, considerable support will be needed to assist residents to register on the Council's Housing Register, and to explain the options available for residents to move, and to help residents to bid and view properties through the Choice Based Letting System. The current proposals to develop new homes on the estate, include an option for anyone who wants to return to the estate, to be able to. There will be a local letting scheme which will give local residents first refusal on new homes in Sceaux Gardens area. Tenants with decant status in Florian and Racine will have Priority 1, and will therefore be in a strong position to access new homes through the decant process.



Equality Analysis Template

July 2014

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies.

Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	To inform a decision on whether to decant Florian and Racine and build new Council Homes on Sceaux Gardens Estate.
---	--

Equality analysis author	Neal Purvis, Open Communities				
Strategic Director:	Gerri Scott				
Department		Division			
Period analysis undertaken	September 2016 to July 2017				
Date of review (if applicable)	TBC				
Sign-off		Position		Date	

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

1.1 Brief description of policy/decision/business plan

Decision to rehouse the residents of Florian and Racine, to demolish and redevelop the Florian, Racine and garage site on Sceaux Gardens Estate, as part of the Council's commitment to build 11,000 new Council Homes.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>The key users that will be impacted by this decision are as follows:</p> <ol style="list-style-type: none">1. 29 Secure Tenants of Florian and Racine2. 3 remaining leaseholders (2 are non resident)<ol style="list-style-type: none">a) 2? sub-tenants of the non-resident leaseholdersb) 1 resident home owner occupier
Key stakeholders were/are involved in this policy/decision/business plan	<p>The key community stakeholders have been consulted about the proposal to develop new homes at Sceaux Gardens are as follows:</p> <ol style="list-style-type: none">1. Residents in Florian and Racine through drop in sessions on (dates) and individual consultation door to door with 20 households.2. The Sceaux Gardens TRA and the South London Gallery are represented on the Resident Steering Group that has met 4 times to develop design proposals, and consultation methods.3. Direct Delivery Officers have attended Sceaux Gardens TRA meetings to keep the TRA up to date on the proposals (2) times, and the Lakanal Resident Project Team based on the estate, twice.4. The Racine and Florian Residents were invited to attend a drop-in Consultation with all the residents affected by the proposal <p>Internal stakeholder divisions that have been involved in the decision to decant Florian and Racine to enable new build are:</p> <ol style="list-style-type: none">1. New Homes Delivery2. Specialist Housing Services including Resident Services and the Leasehold Management Team3. Legal services

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.

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).

Potential impacts (positive and negative) of proposed policy/decision/business plan

1. None of the residents are school age. There is no impact on young people.
2. Majority of respondents are of working age; if they move outside of London, it may have an impact on their ability to find work.
3. For vulnerable people and those aged 55+ moving or leaving their established community may have a negative impact on general well-being. Access to existing medical and support services may be disrupted.
4. Retired leaseholders who are mortgage free may not be able to raise another mortgage to buy a new home (*have you interviewed the resident leaseholder?*).
5. Decanting will address the single household overcrowding. Current proposals to develop new homes on the estate, include an option for anyone who wants to return to the estate, to be able to. There will be a local letting scheme which will give local residents first refusal on new homes in Sceaux Gardens area. Tenants with decant status in Florian and Racine will have Priority 1, and will therefore be in a strong position to access new homes through the decant process.
6. The internal layout is poor, and space standards in the current accommodation are low and tenants will be able to move to more suitable accommodation for their physical condition.

Equality information on which above analysis is based

A survey in September of 2016 – March 2017 of two thirds of the households showed

- More than half of the households are aged between 34-64.
- Three quarters of the residents suffer from impaired health, mostly physical or mobility
- The great majority of households are single person households
- Around three quarters of tenants want to remain in the Sceaux Gardens area

Mitigating actions to be taken

1. Through choice based lettings policy, tenants would have a certain degree of choice about where they can move to. Current proposals to develop new homes on the estate, include an

option for anyone who wants to return to the estate, to be able to. There will be a local letting scheme which will give local residents first refusal on new homes in Sceaux Gardens area. Tenants with decant status in Florian and Racine will have Priority 1, and will therefore be in a strong position to access new homes through the decant process.

2. One Resident leaseholder will get rehousing support from Housing Management Services and the New Homes Delivery Team. The Council has adopted rehousing policies for homeowners affected by decanting of Council Housing.
3. Two Sub-tenants made homeless as a result of leaseholder buyout are able to obtain alternative accommodation via Southwark if they qualify for housing assistance.

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.

Possible impacts (positive and negative) of proposed policy/decision/business plan

1. Move would impact on residents/ occupants in particular who have mobility problems and have had their current home adapted to meet their disability. Their new home would need to be adapted for their use as well.
2. Residents/ occupants affected by a disability would need to re-establish, new medical support networks if the move disrupts their current support networks, such as hospital, GP etc.
3. On a positive note residents/ occupants affected by a disability could gain a home more suitable which complies with the requirements of Equality Act 2010 and built to Life Time Home Standards and/or adapted for wheelchair use.
4. All new homes on Sceaux Gardens will be built to Lifetime Homes Standard and 10% of the new homes built on Sceaux Gardens will be to wheelchair accessible standards.

Equality information on which above analysis is based

75% of survey respondents had household members with some form of health issue that restricts daily living. disability or access need. Physical disability and lack of mobility accounted for the very great majority of the types of disability reported.

Mitigating actions to be taken

1. Choice based lettings will enable tenants' choice in finding a suitable property. The new build homes on the estate will all be built to Lifetime Home Standards and will include 10% wheelchairs.
2. The Council will offer help to pack/unpack and organise moving for tenants who are decanted.
3. Leaseholders who qualify for rehousing assistance will be registered for the the choice based lettings system. The Council offers rehousing assistance through ownership or reversion to tenancy. Leaseholders who do not qualify for Council assistance can choose

their next home, in line with their housing needs, within the budget they have following buyout.

4. Sub-tenants made homeless as a result of the leaseholders selling to the Council are able to obtain alternative, accommodation via Southwark if they qualify for housing assistance.

Gender reassignment - The process of transitioning from one gender to another.

Possible impacts (positive and negative) of proposed policy/decision/business plan

Rehousing residents that have reassigned their gender could expose them to harassment in their new community. There are small minority of people with reassigned gender and currently rehousing policy does not discriminate against them. Choice Based Letting gives the tenant options to decide where they would prefer to live and crucially where they would not.

Equality information on which above analysis is based.

2 respondents reported having a member of their household with a reassigned gender.

Mitigating actions to be taken

1. Both Southwark housing management and housing associations have policies and officers in specialist teams to deal with anti-social behaviour such as the Southwark Anti-Social Behaviour Unit.
2. Choice based letting system, with a local letting scheme for new build homes on Sceaux Gardens will give tenants/ residents a choice of where they can move to.
3. Eligible sub-tenants who wish to remain in the area can register on the Council's housing waiting list.

Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners 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).**

Possible impacts (positive and negative) of proposed policy/decision/business plan

Just under one third of total respondents are married or in a civil partnership. However, the rehousing policy will not discriminate against residents/ occupants who are either single, married or in a civil partnership.

Equality information on which above analysis is based

The survey found that 4 of the respondents were married while 9 confirmed they were single.

Mitigating actions to be taken

N/A

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.

Possible impacts (positive and negative) of proposed policy/decision/business plan

1. The lettings policy does not take into account unborn children in determining housing need. However, babies under 26 weeks old would be considered when determining housing need.
2. Leaseholders who are on maternity leave may have difficulty qualifying for a mortgage.
3. Rehoused households with new babies may not have the same access to access to nursery places, childminders or family/support networks.

Equality information on which above analysis is based
None of the residents were pregnant at the time of the survey.
Mitigating actions to be taken
None necessary.

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.

Possible impacts (positive and negative) of proposed policy/decision/business plan

The majority of respondents were identified as White, with around a third identified as Black. However, the rehousing policy does not disadvantage or discriminate against any race or ethnic group as both are applied fairly and equally to all groups throughout the process, and offers all tenants the option to remain within half a mile of their existing home at Sceaux Gardens.

Equality information on which above analysis is based

53% of respondents were White and 37% were confirmed as Black overall.

Mitigating actions to be taken

N/A

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.

Possible impacts (positive and negative) of proposed policy/decision/business plan

Residents, who are predominately Christian and Muslim, may have to move away from their preferred place of worship.

Equality information on which above analysis is based

56% of respondents said they were of the Christian faith while 13% said they were Muslim in faith

Mitigating actions to be taken

Choice based letting, and the local letting scheme priority over new build will give tenants the ability to remain the area. Tenants need one or two bedroom homes and there is a regular supply of this size of home through the Council's Choice Based Letting Scheme.

Sex - A man or a woman.

Possible impacts (positive and negative) of proposed policy/decision/business plan

There are slightly more respondents who were male (56%). However, rehousing policy (will not disadvantage or discriminate against any gender as it is applied equally to all groups throughout negotiations).

Equality information on which above analysis is based

9 of the respondents were male, 7 were female.

Mitigating actions to be taken

N/A

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Possible impacts (positive and negative) of proposed policy/decision/business plan

The majority of respondents were confirmed as heterosexual. However, the rehousing policy (i.e. choice based letting, option to return and the leaseholder assistance package) will not disadvantage or discriminate against sexuality as it is applied equally to all groups throughout negotiations.

Equality information on which above analysis is based

14 of the respondents were heterosexual, with 1 bisexual.

Mitigating actions to be taken

N/A

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

Possible impacts (positive and negative) of proposed policy/decision/business plan

There is no “right to family life” impact as all household residents have the option to be rehoused together (including older children living with their families).

Information on which above analysis is based

One household includes an adult child living with a parent.

Mitigating actions to be taken

1. Tenants have been given priority for new build on the estate.
2. There is a variety of bedroom sizes as part of the newbuild.
3. Officers work closely with families to ensure their housing needs continue to be met through supportive, focussed case work
4. Leaseholders are reimbursed the cost of appointing professional advisers to represent them in negotiations to secure market value in accordance with CP legislation and guidelines for buyout. Resident leaseholders qualify for a 10% of the market value as a home loss payment as well as rehousing assistance for ownership or reversion to tenancy.
5. Leaseholders that cannot afford to buy elsewhere are offered rehousing assistance.

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			

5. Equality objectives (for business plans)

Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			2013/14	2014/15
