Enfield Council Predictive Equality Impact Assessment/Analysis

NB if there is likely to be an impact on different groups of staff as a result of this proposal, please also complete a restructuring predictive EQIA form

<table>
<thead>
<tr>
<th>Department:</th>
<th>Service:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regeneration &amp; Environment</td>
<td>Housing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title of decision:</th>
<th>Date completed:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduction in Housing Stock</td>
<td>17/11/2016</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Author:</th>
<th>Contact details:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Claire Conway</td>
<td>Sarah Carter, 020 8379 4260</td>
</tr>
</tbody>
</table>

1. **Type of change being proposed:** (please tick)

<table>
<thead>
<tr>
<th>Service delivery change/ new service/cut in service</th>
<th>Policy change or new policy</th>
<th>Grants and commissioning</th>
<th>Budget change</th>
</tr>
</thead>
<tbody>
<tr>
<td>x</td>
<td>x</td>
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</table>

2. The Housing and Planning Act 2016, has introduced several legislative changes and policies that could impact both the core business of the Council and the HRA business plan assumptions from April 2017. Enfield may have a duty to make a payment to the Government based on the estimated value of their high value vacant housing (currently estimated to be c £30M pa).

   This could lead to stock loss of c 150 properties per year from the HRA.

3. **Do you carry out equalities monitoring of your service? If No please state why?**

   Yes

4. **Equalities Impact**
   **Indicate Yes, No or Not Known for each group**

<table>
<thead>
<tr>
<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
<th>Sexual Orientation</th>
<th>Gender reassignment</th>
<th>Pregnancy &amp; Maternity</th>
<th>Marriage &amp; Civil Partnerships</th>
</tr>
</thead>
</table>

| 1. Does equalities monitoring of your service show people from the following groups benefit from your service? (recipients of the service, policy or budget, and the proposed change) |
|-----------------------------|------------------|------------------|------------------|-------------------|---------------------|----------------------|-----------------------------|
| Y                           | N                | Y                | N                | N                 | N                   | N                    | N                           |
| N                           | N                | N                | N                | N                 | N                   | N                    | N                           |
2. Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community? | Y | N | Y | N | N | N | N | N | N | N

3. Could the proposal discriminate, directly or indirectly these groups? | N | N | N | N | N | N | N | N | N | N

4. Could this proposal affect access to your service by different groups in the community? | N | N | N | N | N | N | N | N | N | N

5. Could this proposal affect access to information about your service by different groups in the community? | N | N | N | N | N | N | N | N | N | N

6. Could the proposal have an adverse impact on relations between different groups? | N | N | N | N | N | N | N | N | N | N

N If Yes answered to questions 3-6 above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

If implemented, the policy will necessitate the sale of housing stock. However, it is proposed that properties that are; adapted for people with disabilities and/or properties used as sheltered accommodation could be protected from selection for sale. A disposal decision tool will be implemented that would allow Enfield to identify stock by particular characteristics (e.g. number of bedrooms, adapted, location) and it will be possible for Enfield to protect (i.e. not sell) a particular stock profile.

The impact on loss of housing stock will be equitable across all other groups.

## 5. Tackling Socio-economic inequality

Indicate Yes, No or Not Known for each group

<table>
<thead>
<tr>
<th>Communities living in deprived wards/areas</th>
<th>People not in employment, education or training</th>
<th>People with low academic qualifications</th>
<th>People living in social housing</th>
<th>Lone parents</th>
<th>People on low incomes</th>
<th>People in poor health</th>
<th>Any other socio-economic factor (please state):</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
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<tr>
<td>Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
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<tr>
<td>Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
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<tr>
<td>Could this proposal affect access to your service by different groups in the community?</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
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</table>

If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.

If implemented, the policy will see an overall reduction in social housing stock due the sales of assets. However, it is proposed that properties that are; adapted for people with disabilities and/or properties used as sheltered accommodation could, where possible, be protected from selection for sale.

The impact on loss of housing stock will be equitable across all other groups.

6. Review

If implemented, the impact of loss of stock will be monitored by Housing Demand on a weekly basis and the criteria used to select assets for sale reviewed annually under the HRA Estates Renewal and Governance Board.

As and when the policy is implemented a review of the EQIA will be conducted and a regular (annual review) of EQIA scheduled.
# Enfield Council Predictive Equality Impact Assessment/Analysis

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**Action plan template for proposed changes to service, policy or budget**

Title of decision: Reduction of Housing Stock

Team: Council Housing  
Department: Regeneration & Environment

Service Manager: Madeleine Forster

<table>
<thead>
<tr>
<th>Identified Issue</th>
<th>Action Required</th>
<th>Lead Officer</th>
<th>Timescale/By When</th>
<th>Costs</th>
<th>Review Date/Comments</th>
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Please insert additional rows if needed

**Date to be Reviewed:** Nov 2017

**APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME:** Madeleine Forster  
**SIGNATURE:**

This form should be emailed to joanne.stacey@enfield.gov.uk and be appended to any decision report that follows.