What is an Equality Analysis (EA) for?
The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which
the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should
only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult
social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the
appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the
case, then you must seek advice first and have a rational basis for this conclusion. The EA should normally be appended to the Cabinet or other report and the key
findings set out in the “Equalities Implications” section of the report. **NOTE:** Failure to complete an EA and implications section adequately or at all is likely to
result in the deferral of consideration of the report as it places in doubt the legality and effectiveness of the overall decision.

What is the Public Sector Equality Duty (PSED)?
The new public sector duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:
1. **eliminate unlawful discrimination**, harassment and victimisation and other conduct prohibited under the Act,
2. **advance equality of opportunity** between those who share a “protected characteristic” and those who do not share that protected characteristic and
3. **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 in 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** involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

**Protected Characteristics** defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual
orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination etc.
Guidance on Compliance with the PSED for officers and decision makers

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

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

The above is a general guide to this changing area of law. You should also refer to the Council’s Guidance Notes on EAs and specific advice from the Equalities Team should be sought on complex issues. In addition to the Act, the Council is required to comply with any statutory Code of Practice issued by the Equality and Human Rights Commission. New Codes of Practice under the new Act have yet to be published but Codes of Practice issued under the previous legislation remain relevant and the EHRC has also published non-statutory guidance on the PSED (go to http://www.equalityhumanrights.com for full details).

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.
3. THE HEAD OF SERVICE OR DIRECTOR WHO ARE RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITIES ASSESSMENTS AND IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.
The Proposals

1. What is the Proposal?

The proposal is to re-commission the Home Improvement Agency service which supports older people, disabled adults and children with disabilities as part of the re-commissioning programme for Supporting People (SP) funded supported housing services for vulnerable people. It is projected that this will realise additional financial benefits, contributing to the Medium Term Financial Strategy.

A saving of £2.25m - 25% of the 2010-11 budget of £8.8m- has already been reduced from SP funded supported living 2011/13 reducing the budget to £6.5m. SP supported living services support the Adult Social Care Prevention Strategy and strategy to reduce dependence on more expensive residential care. In provision of support for vulnerable people SP services are in line with the Council’s priority to support the most vulnerable in Waltham Forest and contribute to the Homeless Prevention Strategy. There is a risk that further reductions in supported living will increase demand for more expensive care or impact on other savings lines i.e. older people, mental health and learning disabilities. Additional savings will be sought from the re-commissioning programme for existing contracts to mitigate risks of negative impact on other budgets and on service users ensuring reductions are managed in a planned way and quality of service is maintained.

A re-commissioning programme for existing Waltham Forest Supporting People services was agreed by the SP Commissioning Body in June 2010 and has already re-commissioned supported living services for people with learning disabilities, people with mental health problems, specialist refuges, street homeless and extra care for older people. Services for young single homeless people are due for re-commissioning in 2012 and the future commissioning programme includes provision for ex-offenders and people recovering from substance misuse followed by the new commissioning cycle for learning disabilities services which are covered by a Framework Agreement until 2014. An average of 11% savings has been achieved as part of planned savings over 2010-13.

The contract for the Home Improvement agency expires in March 2014 and the proposed re-commissioning of services will ensure continuity of support to vulnerable people and enable savings to be managed in a planned way, minimising disruption for vulnerable service users and working with the market of third sector providers. Where possible savings will continue to be achieved in non-staff costs and will be benchmarked. The proposal will involve achieving an additional level of saving on the remaining contracts in the re-commissioning programme in addition to the 11% saving already agreed in the Medium Term Financial Strategy through the procurement process and remodelling of contracts

This proposal will involve:-
- Re-commissioning the Home Improvement Agency for older people and disabled people.
2. What are the recommendations?

To recommission the Home Improvement agency service providing support and advice for older people disabled people and children with disabilities to ensure continuity of service and compliance with the Council’s procurement rules.

3. Who is affected by the Proposal?

Identify the main groups most likely to be affected by the recommendations, directly and indirectly. Examples are: the client group of the service (and possibly their families or carers); service users affected by a change – which may be all residents for a universal service like waste collection or a specific neighbourhood that is directly affected by a proposal, e.g. to reduce opening of a local office will affect those in that immediate area primarily. This will be the starting point for your equalities analysis, i.e. you analyse the equalities impact of those affected.

The Home Improvement agency provides support and advice including delivering major adaptations for older people and disabled people and children with disabilities living with families.

According to the 2011 Waltham Forest Housing Needs Survey, 19,300 households in Waltham Forest contained at least one person with health problems. This represents around 20% of all households. It should be noted that some of the households contained more than one individual with health issues. The main problems identified were conditions that substantially limit one or more physical functions, and mental
health problems. The same survey reveals that around 5,600 households include members who need some form of care or support. Around 6,000 households reported that the health problem affected the housing requirements of their household. Of these households, over half (54%) rent from a social landlord while around 42% own their own home and are therefore responsible for their own adaptations. Given that many of these households will have relatively low incomes, the affordability of adaptations can be a problem. Of those who do have special housing requirements, 52% felt that their requirements were already met by their current home, which implies that 48% of households felt that their homes were not adequately adjusted to the health problems of household members. This represents around 3% (2,800) of all households in Waltham Forest. Of this group 48% thought that their current home could be adapted to meet their needs; 43% felt that they would need to move to another home which was more suitable for their needs. Therefore, there are currently around 1,400 households in Waltham Forest who require adaptation in their current homes and 1,200 who need to move to another home, split approximately equally between the private and social sector.

Service need has previously been identified as an average of 17 cases agreed for major adaptations per month.

The black and minority ethnic (BME) group is growing at a faster rate compared to the rest of the population.
Additional Equalities Data (Service level or Corporate) You should include more detailed analysis of the impact of the proposals e.g. the age breakdown of service users or if a decision affects a few wards, details of the age breakdown / impact in that area. You may append additional data that will not fit easily into this template, e.g. graphs and tables. **NOTE:** that different age groups may have to be considered separately where there is evidence of differential impact.

The 2011 census population data reported that there are 258,200 people within the London Borough of Waltham Forest (LBWF) and 25,528 (9.91%) are aged 65 and over.

The number of older people is projected to increase from 25,770 in 2001 to 28,386 by 2021. Chingford has the highest proportion of older people out of the three GP Consortia.

The index on income deprivation affecting older people is significantly higher compared to the England average. The number of people aged 50+ in Waltham Forest is increasing by over 30% in the next 20 years.

The Occupational Therapy Service data indicates more older people are living independently in the community and adaptations help to maintain people’s independence and facilitate discharge.

Young people in transition

There is a growth on number of young people with learning disabilities and complex needs in transition: between 54 and 63 expected over the next 3 years
This will mean increased demand on adaptations over coming years.

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 e.g. where a protected group is disproportionately represented with another group of service users affected by a decision, such as the unemployed. If relevant to your proposal also consider Children in Care.

If services were to be reduced then this could lead to increased homelessness for younger people, less positive outcomes in healthy living and reduced access to employment and education and potential negative impacts on community safety e.g. preventing youth involvement in crime and gang culture.

Reductions to SP services for older people is likely to have a negative impact on this client group. This proposal mitigates impact on older people as it does not include specialist supported living for older people but may have some negative impact on older people in learning disabilities supported housing which would be mitigated by maintaining service quality in the re-commissioning exercise.

The Home Improvement agency has a positive impact on the health and well being of older people and young people with disabilities. There are no direct implications for Children in Care but young people in transition with

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations? Provide details of how effective the mitigation will be and how it will be monitored.

These risks would be mitigated in the re-commissioning programme by focussing reductions on non-staff costs and maintaining standards for service quality.

Through the re-commissioning of HIA services, ensure efficiencies are focussed on non-staff costs and that service quality and outcomes targets are maintained. The proposal is to maintain existing levels of service to mitigate against any potential negative or adverse impact.

Ensure continuation of positive outcomes for people from different equality groups through standard contract monitoring procedures and monitoring of demand to ensure appropriate capacity of the service to meet needs.

Supporting People Outcomes measurement continues to monitor impact of reductions (Lead Officer: Yvonne Toms Deadline: Monitored in quarterly returns by LBWF SP)

Supporting People Contract Management meetings with new provider (Lead Officer: Yvonne Toms Deadline: Contract management meetings in place)

Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions (Lead Officer: Yvonne Toms Deadline: In
disabilities benefit from Home Improvement Agency services.

All potential providers will be asked to supply evidence of how they meet the Equality Act 2010 as part of the re-commissioning exercise to ensure both their policies and practice are legally compliant as well as demonstrate how they are able to support the council in delivering equalities.
**Disability**

**Key borough statistics:** Recent data from the 2009 Annual Population Survey suggests there are 24,000 disabled people of working age (16-64) living in Waltham Forest. This would represent around 16% of the resident working-age population and is in line with the London average. 2011 data on the percentage of those claiming Disability Living Allowance shows that claimant rates tend to be higher in the southern and middle wards of the borough compared to the North though this data should only be treated as a rough indicator of the prevalence of disability. There are 19,000 people with reduced mobility living in Waltham Forest, half of whom have walking difficulties (48%) and 13% are wheelchair users. It is estimated that there are between 1,800 and 3,200 children and young people in the borough experiencing some form of disability. As of June 2010, 1,418 children and young people had a statement of Special Educational Needs in Waltham Forest (Source: 2001 Census, 2009 Annual Population survey, Office for National Statistics, Department for Work and Pensions). **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”.

**Additional Equalities Data (Service level or Corporate)** See guidance under “Age”. **Note:** different groups within the disabled population may need to be highlighted (e.g. visually impairment and hearing impact or mobility difficulties may be impacted differently)

Supporting People services help to improve the physical health and well-being of service users and support them to live independently. In 2011-12, 48% clients in SP services reported having a physical disability – higher than the general population of Waltham Forest. The programme supports over 185 people with mental health problems per year and in older peoples provision the majority of service users (92%) were assessed as FACS substantial suggesting they have significant disabilities, mobility problems and/or ill health.

The HIA work is focussed on home improvements for older people and disabled people. In 2012-13, the HIA completed 215 Disabled Facilities Grants and 167 Council adaptations for disabled people and carried out 543 jobs under the handyperson service for older people and disabled people. Le.

**What is the proposal’s impact on the equalities aims?** See Guidance under “Age”.

*If services were to be reduced then this could lead to increased homelessness for younger people, less positive outcomes in healthy living and reduced access to employment and education and potential negative impacts on community safety*  

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?** See Guidance under “Age”.

The potential negative impacts will be minimised by ensuring savings are met through the delivery of efficiency savings rather than on staff or service
e.g. preventing youth involvement in crime and gang culture.

The re-commissioning of HIA services will support older people with disabilities, promoting independence, health and well-being and reducing risk of harm.

reductions. The current level of service provision is to be maintained.

Maintaining good quality housing related support in the re-commissioning process and monitoring service outcomes in contract management

Ensure continuation of positive outcomes for people from different equality groups through standard contract monitoring procedures:

Supporting People Outcomes measurement continues to monitor impact of reductions (Lead Officer: Yvonne Toms Deadline: Monitored in quarterly returns by LBWF SP)

Supporting People Contract Management meetings with new provider (Lead Officer: Yvonne Toms Deadline: Contract management meetings in place)

Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions (Lead Officer: Yvonne Toms Deadline: In place)

Key borough statistics: Data regarding recent births from the GLA shows that Waltham Forest has 8.9% of its population aged between 0 and 4 compared to a London wide figure of 7.6% (2011). For those up to the age of 1 this percentage is 1.9% and 1.6% respectively. The Total Fertility rate for Waltham Forest in 2009 is 2.54 (4th highest across London) compared to a London wide figure of 1.95. The teenage pregnancy rate in Waltham Forest (2009) is 55 per 1,000 of the female population aged 15-17 compared with 41 across London and 38 across England. Source: 2010 SHLAA from GLA, Office for National Statistics.
### Pregnancy and Maternity

**Additional Equalities Data (Service level or Corporate)** See Guidance under “Age”. **NOTE:** There is a likely crossover between impacts on pregnancy and maternity and sex and age, i.e. impacts on women of child bearing age.

No specific implications in relation to pregnancy/ maternity

### Race

**Key Borough Statistics:** Waltham Forest’s BAME population is 98,830 out of 232,726. This is 42% of the total population and 8th highest across London when expressed as a percentage of total population. Broken down by specific ethnicity: Pakistani (9%), Black Caribbean (8.9%), Black African (7.1%), Other Asian (4.1%), Black Other (4.1%), Indian (3.5%), Other (3.7%), Bangladeshi (1.2%) and Chinese (0.9%). Of all the new arrivals to the borough since 2002, the top 3 countries of origin have been Poland, Pakistan and Lithuania (Source: GLA 2010 SHLAA and NINO Registrations Data 2002 –2010 DWP). **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”.

### What is the proposal’s impact on the equalities aims? See Guidance under “Age”.

None

### What actions can be taken to avoid or mitigate any negative impact or to better advance equality? See Guidance under “Age”.

| None | None |
**Additional Equalities Data (Service level or Corporate)** See Guidance under “Age”. **NOTE:** “Race” includes ethnic or national origins, colour or nationality

The analysis of current users of the SP funded supported living indicates that 67% are BAME origin, a higher proportion than the general Waltham Forest population. There is a need to ensure the re-commissioning of supported living results in services are which are sensitive and responsive to diverse community needs.

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**What is the proposal’s impact on the equalities aims?** See Guidance under “Age”.

*Savings in re-commissioning sheltered housing for older people and learning disabilities supported living could impact on the positive outcomes achieved for these clients groups in terms of access to employment and education, health and well-being and maintaining community safety maintaining safety for older people. There are no direct implications for Children in Care but former children in care but young people in transition benefit from learning disabilities support services. As BAME service users are over-represented in these services, any reductions to services is likely to impact on this group disproportionately.*

Re-commissioning of the HIA service needs to be responsive to diverse community needs

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**What actions can be taken to avoid or mitigate any negative impact or to better advance equality?** See Guidance under “Age”.

The potential negative impacts will be minimised by ensuring savings are met through the delivery of efficiency savings rather than on staff or service reductions. The current level of service provision is to be maintained.

*Ensure BAME needs are addressed in the analysis of the service, service user consultation and the re-commissioning of supported living services provided as part of the proposal*

*Ensure continuation of positive outcomes for people from different equality groups through standard contract monitoring procedures:*
**Supporting People Outcomes** measurement continues to monitor impact of reductions (Lead Officer: Yvonne Toms Deadline: Monitored in quarterly returns by LBWF SP)

**Supporting People Contract Management** meetings with new provider (Lead Officer: Yvonne Toms Deadline: Contract management meetings in place)

**Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions** (Lead Officer: Yvonne Toms Deadline: In place)

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**Key borough statistics:** According to the 2001 Census the borough has 57% of its population stating their religion to be Christian, Muslim 15.1%, Hindu 1.8%, Jewish 0.7%, Sikh 0.6%, Buddhist 0.4% and other 0.4%. Some 15% of residents claimed no religion whilst 9% 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. Source: 2001 census and Waltham Forest Faith Forum. **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”**.
In 2011-12, 2159 people were supported to access faith, leisure and cultural activities through Supporting People services.

In an analysis of SP service users in August 2011, 87% of those indicating religion of belief compared to the borough population was as follows:

<table>
<thead>
<tr>
<th>Religion or Belief</th>
<th>% of service users</th>
<th>% Borough population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian</td>
<td>63%</td>
<td>57%</td>
</tr>
<tr>
<td>Muslim</td>
<td>14%</td>
<td>15.1%</td>
</tr>
<tr>
<td>Hindu</td>
<td>0%</td>
<td>1.8%</td>
</tr>
<tr>
<td>Jewish</td>
<td>0.6%</td>
<td>0.7%</td>
</tr>
<tr>
<td>Sikh</td>
<td>0.6%</td>
<td>0.6%</td>
</tr>
<tr>
<td>Buddhist</td>
<td>0.6%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Other</td>
<td>1.2%</td>
<td>0.4%</td>
</tr>
<tr>
<td>None/ not stated</td>
<td>20%</td>
<td>24%</td>
</tr>
</tbody>
</table>

15% of people in the borough population have no religion and 9% did not say (2001 Census)

- Christian, Muslim, Jewish, Sikh and Buddhist people are using the services broadly in line with their level in the borough population.

What is the proposal’s impact on the equalities aims? See Guidance under “Age”

What actions can be taken to avoid or mitigate any negative impact or to better advance equality? See Guidance under “Age”

Ensuring diverse cultural needs are met through re-commissioning of the
<table>
<thead>
<tr>
<th>Sex</th>
<th>supported living service and contract monitoring procedures which are already in place</th>
</tr>
</thead>
</table>

HIA services have a positive impact for people with a diverse range of community and faith needs, providing culturally sensitive services.

**Key borough statistics:** Estimates of the gender split in Waltham Forest are 50.6% female and 49.4% male (Mayhew Harper) and 51.3% female and 48.7% male (GLA SHLAA). (Source: 2011 Mayhew Harper population count and GLA 2010 SHLAA). **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”.
Additional Equalities Data (Service level or Corporate) See guidance under “Age”. NOTE: See Guidance under “Age”.

65% of people accessing all short-term Supporting People services in Waltham Forest in 2010-11 were female and 35% male.

HIA services improve properties, enabling service users to maintain dignity, privacy and security.

What is the proposal’s impact on the equalities aims? See Guidance under “Age”.

Recommissioning HIA services could impact on the positive outcomes achieved for these clients groups in terms of health and well-being and maintaining community safety. Given that women are over-represented as service users any reductions to services is likely to impact on this group disproportionately for instance in increased risk of losing the ability to live independently and less positive outcomes in health and well-being for young women with disabilities and older women.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality? See Guidance under “Age”.

The potential negative impacts will be minimised by ensuring savings are met through the delivery of efficiency savings rather than on staff or service reductions. The current level of service provision is to be maintained.

Ensure the re-commissioned HIA services are sensitive to the needs of women and men

Ensure continuation of positive outcomes for people from different equality groups through standard contract monitoring procedures:

Supporting People Outcomes measurement continues to monitor impact of reductions (Lead Officer: Yvonne Toms Deadline: Monitored in quarterly returns by LBWF SP)

Supporting People Contract Management meetings with new provider (Lead Officer: Yvonne Toms Deadline: Contract management meetings in place)
Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions (Lead Officer: Yvonne Toms Deadline: In place)

Sexual Orientation and Gender Reassignment

**Key borough statistics:** National estimates of LGBT population range from 0.3% to 10% using different measures. A recent study commissioned by Waltham Forest Council suggested the population to be somewhere between 7,000 to 10,000 people in 2007 (this is 4-6% of the adult population). The study also suggested that there may be at least 35 transgender individuals in the borough (Source: Measuring Sexual Identity – Office for National Statistics, Waltham Forest LGBT Matters).

**NB:** These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.
Additional Equalities Data (Service level or Corporate): See Guidance under “Age”. NOTE: Sexual orientation and gender reassignment are different protected characteristics and so need to be considered separately. However, data is usually collected together (under LGBT) and so analysis can more practically done together.

A 2009/10 local study estimated the borough wide Lesbian Gay Bisexual and Transgendered (LGBT) population to be between 7,000 and 10,000 in 2007 (4-6% of the adult population).1

A profile of tenants in supported housing in August 2011 indicated the majority of tenants – 95% - were heterosexual, 4% were gay and 1% bi-sexual. Given the current lack of data is not possible to say what proportion of service users are LGBT or how this compares to the Borough population although the analysis suggests an alignment with the borough estimate of the LGBT population (4-6%).

What is the proposal’s impact on the equalities aims? See Guidance under “Age”.

HIA living services have a positive impact for the LGBT population as service users reflect the estimates of the local LGBT population

What actions can be taken to avoid or mitigate any negative impact or to better advance equality? See Guidance under “Age”.

Ensure continuation of positive outcomes for people from different equality groups through standard contract monitoring procedures Re-commissioning of the HIA service needs to be responsive to diverse community needs including the needs of the LGBT community.

Supporting People Outcomes measurement continues to monitor impact of

1 Source: Waltham Forest LGBT Matters. The needs and experiences of lesbians, gay men, bisexual and trans men and women in Waltham Forest. Draft research report. Sigma Research, September 2009
<table>
<thead>
<tr>
<th>Key borough statistics:</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007-2008</td>
</tr>
<tr>
<td>2008-2009</td>
</tr>
<tr>
<td>2009-2010</td>
</tr>
<tr>
<td>2010-2011</td>
</tr>
</tbody>
</table>

**NB:** These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

**Reductions** (Lead Officer: Yvonne Toms Deadline: Monitored in quarterly returns by LBWF SP)

**Supporting People Contract Management meetings with new provider** (Lead Officer: Yvonne Toms Deadline: Contract management meetings in place)

**Develop more financially efficient approaches in the re-commissioning of services to mitigate the impact of grant reductions** (Lead Officer: Yvonne Toms Deadline: In place)
**Additional Equalities Data (Service level or Corporate)**  
*See guidance under “Age”. **NOTE:** this characteristic is only relevant to the first equality aim: eliminating unlawful discrimination or conduct.*

These services do not have a direct impact in respect of marriage and civil partnership.

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<table>
<thead>
<tr>
<th><strong>What is the proposal’s impact on the equalities aims?</strong> See Guidance under “Age”.</th>
<th><strong>What actions can be taken to avoid or mitigate any negative impact or to better advance equality?</strong> See Guidance under “Age”.</th>
</tr>
</thead>
<tbody>
<tr>
<td>No specific implications in relation to marriage or civil partnership</td>
<td></td>
</tr>
</tbody>
</table>

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**Additional Impacts on Advancing Equality & Fostering Good Relations**

See pages 1 and 2 for full details of these two aims. This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the 8 protected characteristics covered by these aims. Remember, marriage and civil partnership is not covered.

Key borough data: From our 2011 Cohesion Survey, a third of our respondents believe that differences are ‘definitely respected’. A further 46% believe this is the case most of the time, and just 6% feels this is not the case. By age group, a higher proportion of older residents feel differences are respected ‘definitely/most of the time’ (86% aged 66+ years). Residents with a disability are less likely to feel differences are respected (74%) than those without a disability (80%). The survey also shows that participation in community activity is 75% for Asian residents and residents in North Chingford (72%).
### Additional Equalities Data (Service level or Corporate)

You can rely on the additional data set out above in respect of the 8 protected characteristics as these do not apply to marriage and civil partnership.

Support given in supported living includes linking service users with cultural, leisure and faith opportunities and this has a positive impact on social cohesion. Events in schemes include celebration of culture and religion which helps to promote understanding and prevent prejudice.

<table>
<thead>
<tr>
<th>Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?</th>
<th>What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.</th>
</tr>
</thead>
<tbody>
<tr>
<td>The HIA service enables older people and people with disabilities to establish and maintain independent living which promotes community cohesion</td>
<td>Ensure continuation of positive outcomes for people from different equality groups through standard contract monitoring procedures:</td>
</tr>
<tr>
<td></td>
<td>Supporting People Outcomes measurement continues to monitor impact of reductions (Lead Officer: Yvonne Toms Deadline: Monitored in quarterly returns by LBWF SP)</td>
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<tr>
<td></td>
<td>Supporting People Contract Management meetings with new provider (Lead Officer: Yvonne Toms Deadline: Contract management meetings in place)</td>
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</tbody>
</table>
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 the impact of the proposal is:-

Outcome 2: The Home Improvement Agency service has positive outcomes including promoting, health and well-being and community safety for older and disabled vulnerable people in Waltham Forest and for children with disabilities living with families... HIA services have a positive impact for vulnerable people in line with the Council’s priority to support the most vulnerable residents and the Prevention Strategy and Homelessness Strategy. The potentially negative impacts of funding reductions should be mitigated through the planned re-commissioning process to maintain quality of services and ensure this is continued through contract monitoring procedures.
Outcome of the Analysis

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

(source: EHRC “Using the equality duties to make fair financial decisions”)