The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the case, then you should undertake the EA screening process first to determine if you need to complete this full EA and have a rational basis for this conclusion.

What is the Public Sector Equality Duty (PSED)?

The public sector equality duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:

5. eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act,
6. advance equality of opportunity between those who share a “protected characteristic” and those who do not share that protected characteristic and
7. foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

These are collectively referred to in this EA as the equality aims. Advancing equality (the second equality aim) involves having due regard, in particular, to the need to:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people’s disabilities and
- Encouraging people from protected groups to participate in public life or in other activities where their participation 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

IMPORTANT NOTES:

1. THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.
2. IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO UNLAWFUL DISCRIMINATION E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.

THE HEAD OF SERVICE OR DIRECTOR WHO IS RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITY ANALYSIS AND FOR MAJOR PROPOSALS, IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.
Fostering good relations involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

**Protected Characteristics**

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.

**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 equality 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.
9. The above is a general guide to this changing area of law. You should also refer to the Council’s EA Page [http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm](http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm) for more detailed guidance, and specific advice from the Council’s Equalities Lead should be sought on complex issues.

**What to do if your proposal is scheduled for Cabinet/Committee?**

The EA should be appended to the Cabinet or Committee report and the key findings from it should be set out in the “Equalities Implications” section of the report. This will ensure that the decision-makers are made fully aware of any equality impacts and/or any mitigation action proposed prior to making a decision.

**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.
1. What is the Proposal?
Marlowe Road Estate, at the heart of Wood Street in the same ward, is a system built estate constructed in the 1960s, of 298 council homes, 48 homes purchased by tenants under the Right to Buy (RTB), and characterised by deck access, poor pedestrian walkways and linkages. It also includes the 20 storey Northwood Tower (100 council homes). The estate has suffered from crime and deprivation associated with poor quality housing and public realm design, resulting in tenant dissatisfaction.

An Estates review to identify which Council housing estates required intervention to improve the condition and quality of the stock, deal with issues of underlying tenant dissatisfaction and to reflect Council priorities to regenerate local areas and communities identified Marlowe Road estate as one of the highest priorities for significant intervention beyond planned maintenance.

A regeneration scheme for Marlowe Road estate is feasible, viable and through effective consultation is well supported by residents, the GLA, LBWF planners and the developer market. Following a competitive process the council has selected a development partner subject to negotiating a development agreement which is due to be agreed in March 2015.

2. What are the recommendations?

2.1 Cabinet is recommended to: Approve the appointment of Countryside Properties as the development partner for Marlowe Road subject to agreeing the development agreement.

2.2 Delegate Council officers to approve the final agreement.

2.3 Approve the principle of Equity Transfer for RTB leaseholders to enable them to remain on the estate.

2.4 Remove the site at the corner of Wood Street and Valentine Road from the Red Line (CPO) should negotiations fail.

3. Who is affected by the Proposal?

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

A consultation plan was developed with Ascham Homes, to ensure residents of Marlowe Estate were fully engaged in discussion and development of possible options for their estate. A number of successful events have taken place on the estate and in Wood Street, to find out residents views and aspirations and a Residents Steering Group set up which meets regularly to discuss progress, agree wider consultation arrangements and has visited regenerated areas in other boroughs. Feedback from residents has been positive and the opportunity to get involved in the future of their estate has been welcomed. Residents will continue to be involved as the scheme progresses and with appropriate capacity-building, will be invited to assist in the developer procurement process.

A Housing Needs Assessment survey has been undertaken on the estate, with 86% of tenants potentially affected by the proposals responding to the comprehensive questionnaire. Results of the survey are included in this assessment.

The final desired outcome of the regeneration project is to ensure that the proposals for the regeneration of the Council’s housing stock, takes account of the diverse
needs of Council tenants and leaseholders who live on the estate and residents in the Borough who may have or could in the future have access them.

**Key borough statistics:** The 2011 census shows that Waltham Forest has a population of 258,249. Broken down by broad age group, some 26.1% of the population (67,303) were aged 0-19, 35.8% (92,392) 20-39, 28.2% (72,988) 40-64 and 10% (25,566) were aged 65+. Compared to London and England and Wales Waltham Forest has a younger age profile with 8.1% of its population aged 0-4 and 26.1% 0-19 compared to 7.2% and 24.5% across London and 6.2% and 24% across England and Wales respectively. Those aged 20-39 (35.8%) constitute the same percentage of the population in Waltham Forest as across London as a whole (also 35.8%) compared to only 26.9% across England and Wales. Smaller proportions of the borough population are found in the 40-64 and 65+ age groups which constitute 28.2% and 10% compared to 32.7% and 16.4% across England and Wales. (Source: 2011 Census, Office for National Statistics).

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

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

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

**Age distribution (Note: Tenancies commence at 18, however school age children make up 31.78% of household members surveyed overall):**

- 18 – 24 2%
- 25 – 34 13%
- 35 - 44 30%
- 45 – 54 30%
- 55 – 64 8%
- 65 – 74 9%
- Over 75 8%

**What is the proposal’s impact on the equalities aims?** Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact.

It is possible that there could be a disproportionate impact on young people as they are over represented on the estate when compared to the local population. It is not envisaged that there will be a negative impact on this group. Offers of alternative

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

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

- Each resident required to move from their current home will be allocated a
Age  Click and hover over the questions to find more details on what is required

housing will be allocated according to the Council’s allocations policy. Residents have been awarded additional preference to ‘bid’ for their choice of alternative properties initially.

As the process does / does not involve a long period of temporary decanting away from the estate, we will avoid the need for any ‘double decants’ wherever possible minimising the disruption to residents.

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

Specific provision for play areas for different age groups has been provided and engagement with Young people and schools has also taken place.

- Residents will be able to bid for appropriate properties of their choice, which will benefit all age groups but older people in particular, Ascham Homes ensures that awards of Sheltered accommodation are assessed by a panel initially to ensure that the accommodation is most appropriate for their needs.
- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council’s housing advice services and the decant officer.
- Continue to involve the established Steering Group and local tenant diversity groups in key decisions on the regeneration proposals.
- Continue and build on the successful tenant engagement plan developed for the Marlowe Road estate.
- Waltham Forest Age Concern, and Waltham Forest Community Learning and Skills Service have been identified locally to support the engagement and consultation process where required. It is anticipated that accessing these groups in the future will help to promote involvement and reduce any gaps in participation.
- A record of attendance at events will be taken and information about the equality background respondents recorded.
- If an eligible resident is an older person, or identified as being particularly vulnerable, for example due to physical, sensory or mental health impairment, and likely to have difficulty with the move, then extra support will be offered. This may include packing and help on the day of the move, assistance to understand the bidding process and help with viewings. Ascham Homes have a specific ‘decant officer’ who will assess their specific needs and will be supported by the Housing options team, in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged.
tenant support and resettlement team, who can organise this work.

The impact of these improvements in terms of effective communication and dialogue will be used to measure how the Council and Ascham Homes reaches out to and receives feedback from its residents into the future but in particular from specific equality groups.

**Actions:** Improvement needed to ensure that the dialogue with and support for residents can better promote equality throughout the developing proposals for estate regeneration (Lead Officer: Steve Yianni, Stock Options (Regeneration) Project Manager. Deadline: to be advised, on completion of decant)
- Continue dialogue with Steering Group.
- Continue Tenant Consultation Events with residents and local community
- Review effectiveness of actions
- Take the opportunity to improve younger people and leaseholder equalities information.

**Disability**

**Key borough statistics:** Look for update from latest APS / also see Borough profile update. Recent data from the 2011/2012 Annual Population survey suggests there are 31,000 disabled people of working age (16-64) living in Waltham Forest of which around 16,000 are female and 15,000 male. This represents around 1 in 5 (20%) of the working age population, a higher rate than found across London (16.9%) though lower than that found in England (20.5%). 2012 data finds that across the borough some 10,350 residents claim disability living allowance with rates tending to be higher in the southern and middle wards of the borough though this data should only be treated as a rough indicator of the prevalence of disability. As at January 2012, some 1,299 children and young people had a statement of Special Educational Needs in Waltham Forest.

(Source: 2011 Census, 2011/12 Annual Population survey, Office for National Statistics, Department for Work and Pensions, Department for Education) **Notes:** These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.
Disability  

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

The Montague Road Estate has 234 directly affected by the proposals and subject of the Housing Needs Assessment survey conducted in 2014. In this section of the analysis, the local data can be compared to the 2011 borough population data. The data collected through the Housing Needs Assessment (69% response) shows:

- 8.19% of surveyed residents indicated that they consider themselves or someone in their household to be disabled.
- No residents indicated a current wheelchair user in their household.
- 12.06% of surveyed residents answered yes when asked if they or anyone in their household have a condition, which they feel may affect the design, and layout of a temporary or permanent new home (e.g. mobility, claustrophobia, fear of lifts). 98 residents answered no and 4.85% did not provide a response.

Of the responses to disability questions in the survey, 16 disclosed a specific medical condition, 20 a physical disability and 3 a fear of heights or claustrophobia. x% or 4 residents disclosed a mental health issue.

What is the proposal’s impact on the equalities aims?  
Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact

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

New replacement housing will be allocated according to the Council’s allocations policy. Where possible existing tenanted households who express a preference will be offered the ‘right to return’. A number of new homes on the estate will be designed to be adaptable for wheelchair use.

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

People with disability may find it difficult to move under the terms of the decant and may require extra assistance to understand the process and to ensure they get the best possible outcome in terms of new property and easiness of the move. The Marlowe Road Estate has 278 Council rented or leasehold properties, with 218 homes (171 tenants plus 47 leasehold/freehold homes) directly affected by the proposals and subject of the Housing Needs Assessment survey conducted in 2012. In this section of the analysis, the local data can be compared to the 2011 borough population data. The data collected through the

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

- Continue to involve the established Steering Group and local tenant diversity groups in key decisions on the regeneration proposals.
- Continue and build on the successful tenant engagement plan developed for the Marlowe Road estate.
- Waltham Forest Age Concern, local disability groups and Waltham Forest Community Learning and Skills Service have been identified locally to support the engagement and consultation process where required. It is anticipated that accessing these groups in the future will help to promote involvement and reduce any gaps in participation.
- If an eligible resident is an older person, or identified as being particularly vulnerable, for example due to physical, sensory or mental health impairment, and likely to have difficulty with the move, then extra support will be offered. This may include packing and help on the day of the move, assistance to
Disability  

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

The Housing Needs Assessment (86% response) shows:

- 25.45% of surveyed residents indicated that they consider themselves or someone in their household to be disabled.
- No residents indicated a current wheelchair user in their household.
- 35.76% of surveyed residents answered yes when asked if they or anyone in their household have a condition, which they feel may affect the design, and layout of a temporary or permanent new home (e.g. mobility, claustrophobia, fear of lifts). 98 residents answered no and 4.85% did not provide a response.

Of the responses to disability questions in the survey, 23 or 34.33% disclosed a specific medical condition, 32.84% a physical disability and 23.88% a fear of heights or claustrophobia. 8.96% or 6 residents disclosed a mental health issue.

Understand the bidding process and help with viewings. Ascham Homes routinely arrange this via the Tenant support and resettlement team.

- One-to-one meetings with tenants with mental health issues (using advocates or agencies they are already in contact with) will be offered to help manage any transition.
- Each resident required to move from their current home will be allocated a specific ‘decant officer’ who will assess their specific needs and will be supported by the Community Regeneration officer assigned to the project, in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged.
- The new development will result in fit for purpose accommodation with enhanced safety features and energy efficiency measures that would benefit all age groups but older people in particular.
- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council’s housing advice services and the decant officer.
- A record of attendance at events will be taken and information about the equality background respondents recorded.

The impact of these improvements in terms of effective communication and dialogue will be used to measure how the Council and Ascham Homes reaches out to and receives feedback from its residents into the future but in particular from specific equality groups.

**Actions:** Improvement needed to ensure that the dialogue with residents can better promote equality throughout the developing proposals for estate regeneration  
(Lead Officer: Steve Yianni, Stock Options (Regeneration) Project Manager.  
Deadline: TBA on completion of decant)
Disability  
Click and hover over the questions to find more details on what is required

- Continue dialogue with Steering Group.
- Continue Tenant Consultation Events including meetings with specific diversity groups
- Review effectiveness of actions
- Take the opportunity to improve younger people and leaseholder equalities information.

Ensuring the consultation process in inclusive to ensure that disabled people’s views are heard and taken into account.

Pregnancy and Maternity  
Double click here to add impact / Hide

Key borough statistics:  
According to the 2011 census, 8.1% (20,839) of the Waltham Forest population is aged 0-4 compared to 7.2% across London and 6.2% across England and Wales. For those aged 0-1 these percentages are respectively 3.3% (Waltham Forest), 3% (London) and 2.5% (England & Wales). The Total Fertility rate for Waltham Forest in 2011 is 2.69 (3rd highest across London) compared to a London and England figure of 1.99. The teenage pregnancy rate in Waltham Forest (2010) is 45.7 per 1,000 of the female population aged 15-17 compared with 37.1 across London and 35.5 across England and Wales. Source: 2011 Census, Conception statistics and Birth Summary Tables, Office for National Statistics.

NB: The total fertility rate measures the projected number of births born to a woman over her lifetime. 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”

Pregnancy and Maternity  
Double click here to show borough wide statistics / hide statistics

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

The Montague Road Estate has 234 Council rented or leasehold properties directly affected by the proposals and subject of the Housing Needs Assessment survey conducted in 2014. There is no available data on this group, however the data collected through the Housing Needs Assessment (69% response) shows:
- 15% of residents classified themselves as looking after the family home

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

What is the proposal’s impact on the equalities aims? All existing tenanted households who have expressed a preference will be offered the ‘right to return’.
Where possible the scheme phasing will reflect the decant requirement of existing

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

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

The following improvements were identified as being beneficial in order to ensure
Pregnancy and Maternity  Click and hover over the questions to find more details on what is required

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

The Marlowe Road Estate has 278 Council rented or leasehold properties, with 218 homes (171 tenants plus 47 leasehold/freehold homes) directly affected by the proposals and subject of the Housing Needs Assessment survey conducted in 2012. There is no available data on this group, however the data collected through the Housing Needs Assessment (86% response) shows;

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

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

Where possible the scheme phasing will reflect the decant requirement of existing tenants, within the estate, avoiding the need for any ‘double decants’.

It is not anticipated that there will be any potential negative impact on this group.

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

- Continue to involve the established Steering Group and local tenant diversity groups in key decisions on the regeneration proposals.
- Continue to involve the established Steering Group and local tenant diversity groups in key decisions on the regeneration proposals.
- Continue and build on the successful tenant engagement plan developed for Marlowe Road estate.
- Waltham Forest Age Concern, and Waltham Forest Community Learning and Skills Service have been identified locally to support the engagement and consultation process where required. It is anticipated that accessing these groups in the future will help to promote involvement and reduce any gaps in participation.
- A record of attendance at events will be taken and information about the equality background respondents recorded.
- If an eligible resident is an older person, or identified as being particularly vulnerable, for example due to physical, sensory or mental health impairment, and likely to have difficulty with the move, then extra support will be offered. This may include packing and help on the day of the move, assistance to understand the bidding process and help with viewings.
- Each resident required to move from their current home will be allocated a specific ‘decant officer’ who will assess their specific needs and will be supported by the Community Regeneration officer assigned to the project, in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged. The new development will result in fit for purpose accommodation with enhanced safety features and energy efficiency measures.
- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council’s housing advice services and the decant officer.

The impact of these improvements in terms of effective communication and dialogue will be used to measure how the Council and Ascham Homes reaches out to and receives feedback from its residents into the future but in particular from
Pregnancy and Maternity  Click and hover over the questions to find more details on what is required

specific equality groups.

Actions: Improvement needed to ensure that the dialogue with residents can better promote equality throughout the developing proposals for estate regeneration (Lead Officer: Steve Yianni, Stock Options (Regeneration) Project Manager. Deadline: December 2105-2021

- Continue dialogue with Steering Group and include the developer partner in that forum.
- Continue Tenant Consultation Events including meetings with specific diversity groups
- Review effectiveness of actions
- Take the opportunity to improve younger people and leaseholder equalities information.
- Take the opportunity to improve data and analysis;

Race  Double click here to add impact / Hide

Check box if NOT applicable

Key Borough Statistics: According to 2011 census data Waltham Forest’s White British population is 92,999, 36% of the total borough population. All other ethnic groups constitute 64% of the population (165,250). Broken down by specified ethnicity: White Other (37,472/14.5%), Pakistani (26,347/10.2%), Black Caribbean (18,841/7.3%), Black African (18,815/7.3%), Indian (9,134/3.5%), Other Black (7,135/2.8%), Any other ethnic group (6,728/2.6%), Bangladeshi (4,632/1.8%) and Chinese (2,579/1%). Note: The more detailed ethnicity breakdown goes into more detail and data for more recent arrivals includes: Polish (6,944/2.7%), Other Eastern Europe (6,020/2.3%) and Baltic states (3,011/1.2%). Data on arrivals from other countries over the last 8 years show that Poland, Pakistan and Lithuania have supplied the greatest number of migrants. (Source: 2011 Census, Office for National Statistics, Department for Work and Pensions)

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

Double click here to show borough wide statistics / hide statistics
Race

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

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

What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
The following improvements were identified as being beneficial in order to ensure that any future engagement with tenants can better promote equality.
- Continue to involve the established Steering Group and local tenant diversity groups in key decisions on the regeneration proposals.
- Continue and build on the successful tenant engagement plan developed for Marlowe Road estate.
- Waltham Forest Age Concern, and Waltham Forest Community Learning and Skills Service have been identified locally to support the engagement and consultation process where required. It is anticipated that accessing these groups in the future will help to promote involvement and reduce any gaps in participation.
- A record of attendance at events will be taken and information about the equality background respondents recorded. If an eligible resident is an older person, or identified as being particularly vulnerable, for example due to physical, sensory or mental health impairment, and likely to have difficulty with the move, then extra support will be offered. This may include packing and help on the day of the move, assistance to understand the bidding process and help with viewings.
- Each resident required to move from their current home will be allocated a specific ‘decant officer’ who will assess their specific needs and will be supported by the Community Regeneration officer assigned to the project, in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged. The new development will result in fit for purpose accommodation with enhanced safety features and energy efficiency measures that would benefit all age groups but older people in particular. A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council’s housing advice services and the decant officer and will be available in direct response to those who have identified a need for translations.

The impact of these improvements in terms of effective communication and dialogue will be used to measure how the Council and Ascham Homes reaches out to and receives feedback from its residents into the future but in particular from specific equality groups.

Actions:
Improvement needed to ensure that the dialogue with residents can better promote equality throughout the developing proposals for estate regeneration (Lead Officer: Chris Baines, Stock Options (Regeneration) Project Manager. Deadline: July 2013 to April 2020 on completion of the redevelopment)
- Continue dialogue with Steering Group and involve the developer in that forum.
- Continue Tenant Consultation Events including meetings with specific diversity groups
- Review effectiveness of actions
- Take the opportunity to improve younger people and leaseholder equalities information.
- Take the opportunity to improve data and analysis.
Key borough statistics: According to the 2011 Census the borough has 48.4% of its population stating their religion to be Christian, Muslim 21.9%, Hindu 2.3%, Jewish 0.5%, Sikh 0.5%, Buddhist 0.8% and other 0.4%. Some 18% of residents claimed no religion whilst 7.3% did not state an answer. The multi-faith nature of Waltham Forest is evidenced by more recent data which shows that Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple. NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

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

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

The largest group is Christian, accounting for 42.58% of residents responding to this question. Muslims are the second largest group accounting for 29.68% and 23.23% indicated that they have no religion. 29.09% of residents indicated that they use places of worship or prayer locally.

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

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?
New replacement housing will be allocated according to the Council’s allocations policy. All existing tenanted households who have expressed a preference (78%) will be offered the ‘right to return’. 4 residents have expressed a preference to move to sheltered accommodation. There could be a disproportionate impact on religion / belief as 43% of council tenants are Christian, and 30% are Muslim. Compared to the local population of 23% Muslims are over-represented in Council housing on the estate. However, the proposals will involve people from this group, and it is not anticipated that there will be any potential negative impact on this group.

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

- Continue to involve the established Steering Group and local tenant diversity groups in key decisions on the regeneration proposals.
- Continue and build on the successful tenant engagement plan developed for Marlowe Road estate.
- Waltham Forest Age Concern, and Waltham Forest Community Learning and Skills Service have been identified locally to support the engagement and consultation process where required. It is anticipated that accessing these groups in the future will help to promote involvement and reduce any gaps in participation.
- If an eligible resident is an older person, or identified as being particularly vulnerable, for example due to physical, sensory or mental health impairment, and likely to have difficulty with the move, then extra support will be offered. This may include packing and help on the day of the move, assistance to understand the bidding process and help with viewings.
- Each resident required to move
<table>
<thead>
<tr>
<th>Religion or Belief</th>
<th>Click and hover over the questions to find more details on what is required</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>from their current home will be allocated a specific ‘decant officer’ who will assess their specific needs and will be supported by the Community Regeneration officer assigned to the project, in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged. The new development will result in fit for purpose accommodation with enhanced safety features and energy efficiency measures.</td>
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<td>- A suite of information documents has been produced to provide advice and guidance for those who may have to move home, in conjunction with the Council’s housing advice services and the decant officer.</td>
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<td>- A record of attendance at events will be taken and information about the equality background respondents recorded.</td>
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<td>The impact of these improvements in terms of effective communication and dialogue will be used to measure how the Council and Ascham Homes reaches out to and receives feedback from its residents into the future but in particular from specific equality groups.</td>
</tr>
<tr>
<td>Actions: Improvement needed to ensure that the dialogue with residents can better promote equality</td>
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</tbody>
</table>
### Religion or Belief

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

<table>
<thead>
<tr>
<th>throughout the developing proposals for estate regeneration (Lead Officer: Chris Baines, Stock Options (Regeneration) Project Manager. Deadline: July 2013 to April 2020 on completion of the redevelopment)</th>
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</thead>
<tbody>
<tr>
<td>• Continue dialogue with Steering Group and include the developer in that forum.</td>
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<tr>
<td>• Continue Tenant Consultation Events including meetings with specific diversity groups</td>
</tr>
<tr>
<td>• Review effectiveness of actions</td>
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<tr>
<td>• Take the opportunity to improve younger people and leaseholder equalities information.</td>
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</tbody>
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### Sex

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

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

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

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

**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.

What actions can be taken to avoid or
Additional Equalities Data (Service level or Corporate)

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

- 58.06% of residents responding to the Housing Needs Assessment questionnaire were Female.
- 41.94% are Male.
- None of the residents responding to the Housing Needs Assessment questionnaire responded that they are Transgender.

What is the proposal’s impact on the equalities aims?

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

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

The following improvements were identified as being needed in order to ensure that any future engagement with tenants under the new Management Agreement can better promote equality.

- Involve established, local tenant diversity groups in key decisions on Council Housing in the Borough. These forums provide an opportunity to engage with diversity groups into the future.
- Waltham Forest Community Learning and Skills Service has been identified locally to support the engagement and consultation process.
- It is anticipated that accessing these groups will help to promote involvement and reduce any gaps in participation. A record of attendance at
<table>
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The impact of these improvements in terms of effective communication and dialogue will be measured by how the Council and Ascham Homes reaches out to and receives feedback from its residents but in particular from specific equality groups.

**Actions:** Improvement needed to ensure that the dialogue with residents can better promote equality (Lead Officer: Shane Whitehead, Client Manager Deadline: April 2012 to April 2012)
- Develop the engagement strategy plan with residents and include the developer in the strategy.
- Commence dialogue with Tenant Panels and Tenants Council
- Undertake Staff and Tenant Consultation Events including meetings with specific diversity groups as set out in the Strategy
- Review effectiveness of actions
<table>
<thead>
<tr>
<th>Sexual Orientation and Gender Reassignment</th>
<th>Double click here to add impact / Hide</th>
<th>Check box if NOT applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marriage and Civil Partnership</td>
<td>Double click here to add impact / Hide</td>
<td>Check box if NOT applicable</td>
</tr>
<tr>
<td>Additional Impacts on Advancing Equality &amp; Fostering Good Relations</td>
<td>Double click here to add impact / Hide</td>
<td>Check box if NOT applicable</td>
</tr>
</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...

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

Opportunities to advance equality across all protected groups have been identified and will be actioned as the proposals subject of the Cabinet report are taken forward through the engagement process under the new Management Agreement. Key elements are;

- Involve established, local tenant diversity groups in a key decision on Council Housing in the Borough. These forums provide an opportunity to engage with diversity groups into the future.

- Various voluntary and other local groups which have a link to and/or represent Protected Groups have been identified locally to support the engagement and consultation processes. It is anticipated that accessing these groups will help to promote involvement and reduce any gaps in participation.

- The regeneration proposals require demolition of existing homes and replacement with new. Where possible the scheme phasing will reflect the decant requirement of existing tenants, within the estate, avoiding the need for any ‘double decants’. New replacement housing will be allocated according to the Council’s allocations policy. All existing tenanted households who have expressed a preference (78%) will be offered the ‘right to return’.

- If an eligible resident is an older person, or identified as being particularly vulnerable, for example due to physical, sensory or mental health impairment, and likely to have difficulty with the move, then extra support will be offered. This may include packing and help on the day of the move, assistance to understand the bidding process and help with viewings.

- Each resident required to move from their current home will be allocated a specific ‘decant officer’ who will assess their specific needs and will be supported by the Community Regeneration officer assigned to the project, in order to ensure that older and vulnerable residents and those in other equality groups are treated sensitively and not disadvantaged. The new development will result in fit for purpose accommodation with enhanced safety features and energy efficiency measures.

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

- A record of attendance at events will be taken and information about the equality background respondents will be requested and recorded.
This analysis has concluded that...

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

- Further develop the engagement plan with residents and include the developer partner
- Undertake further consultation Events including meetings with specific diversity groups as set out in this analysis
- Review effectiveness of actions
- Take the opportunity to improve knowledge of LGBT strand and leaseholder equalities information

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

**Outcome of Analysis**  
*Check one that applies*

- **Outcome 1**
  No major change required when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

- **Outcome 3**
  Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have ‘due regard’. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

- **Outcome 2**
  Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

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

Signed off by Head of Service: ___________________________  Name: ___________________________  Date: ___________________________