

APPENDIX 6 TO PAPER NO. 19-XX**SSA EQUALITY IMPACT AND NEEDS ASSESSMENT**

Directorate	Housing and Regeneration
Service Area	Housing
Service/policy/function being assessed	Resident Participation and Consultation Strategy
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved	Laura Hood
Date approved by Directorate Equality Group (if applicable)	
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	06/08/2019
Date submitted to Directors' Board	

SUMMARY**Please summarise the key findings of the EINA.**

The updated Resident Participation and Consultation Strategy details the Department's objectives and approach to ensuring that there is a robust, inclusive participation structure which encourages resident involvement at all levels.

One of the principle aims of the Strategy is to ensure that all residents of Council-managed stock have the opportunity to get involved in matters affecting their housing, from one-off events to being an active member of the formal participation structure. Key changes proposed by the draft Strategy include providing more informal routes for participation and amendments to the constitutions governing the formal participation structures. A revised membership model for the formal structures places a focus on residents of Council managed properties (whether tenants or resident leaseholders) as they are most affected by the housing management services provided by the Council.

The policies and practices in the Strategy will not impact negatively on any groups of people who have one or more protected characteristic. Older people, who are overrepresented amongst the Council tenant population, have access to a range of participation opportunities including regular activities hosted by sheltered schemes such as exercise classes, bingo and film nights and day trips. These are available to all older people in the Borough, although priority is given to residents of the sheltered schemes organizing them. In addition, the Council's Supported Housing Services Team have two community development coordinators who are responsible for organising social inclusion events for older council residents, such as a book club and choir. A key focus of their role is to engage with harder to reach groups and ensure all older residents have the opportunity and are supported to get involved in their local community.

In terms of any negative on any other group on the basis of a protected characteristic, the range of participation opportunities are available to residents irrespective of any protected characteristic. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic and also stipulates making reasonable adjustments as necessary to ensure that activities are accessible to all.

Legislation and national policy around resident involvement has not changed significantly since the previous Strategy, other than the Social Housing Green Paper which aims to improve resident empowerment. This has not therefore had a negative impact on any of the protected characteristic groups.

1. Background

Briefly describe the service/policy or function:

The minimum requirements for tenant involvement and empowerment are set out in the Regulator of Social Housing's Tenant Involvement and Empowerment Standard 2017. This stipulates that social landlords must give tenants a wide range of opportunities to influence and be involved in matters including housing-related policies and strategic priorities, decision-making about service delivery, scrutiny of their landlord's performance and the management of their homes. Support must be given to tenants to facilitate their participation, including through capacity-building, the provision of timely and relevant performance information and by ensuring that implications of changes to services are clearly explained. The Council's service standards in relation to resident involvement build on these to recognise the importance role that leaseholders and freeholders play in helping to shape services. The Council's service standards therefore exceed minimum requirements and apply to both tenants and leaseholders of Council-managed housing and set out some specific commitments.

The Strategy sets out the context in which it sits, the work of the Resident Working Group (RWG) in reviewing participation opportunities and helping to develop the Strategy, the different participation opportunities available and how the Department will encourage wider involvement. The action plan sets out the Department's commitments to resident participation and next steps to be taken to enhance the participation opportunities available.

2. Analysis of need and impact

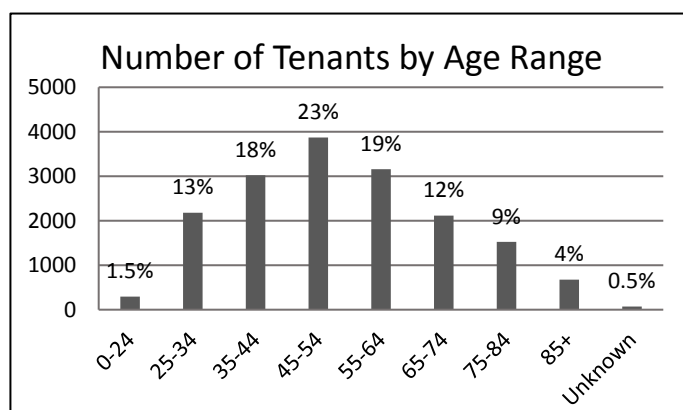
Protected group	Findings		
Age	<u>Borough population (2011 Census):</u>		
	Age	No.	%
	0-15	48,765	16%
	16-24	36,102	12%
	25-34	88,957	29%
	35-44	52,063	17%
	45-54	32,188	10%
	55-64	22,009	7%

65-74	14,455	5%
75-84	8,763	3%
85+	3,693	1%

Wandsworth has a significantly higher percentage of young people residing in the borough than the national average. 29% of the population are aged between 25 and 34, compared with 13.5% nationally.

Council tenant profile:

Age Range	Amount	%
0 - 24	296	2%
25 – 34	2176	13%
35 – 44	3020	18%
45 – 54	3869	23%
55 – 64	3158	19%
65 – 74	2114	13%
75 - 84	1522	9%
85+	673	4%
Unknown	69	0%



Wandsworth Council tenants have a significantly higher representation of people over the age of 45 (67.5%) than compared to the borough profile (26%). This is even more true of tenants over the age of 65 who represent a quarter of all Council tenants whilst only making up 9% of the borough demographic. As life expectancy is expected to rise in the borough, it is possible that this percentage will also continue to rise.

The draft Resident Participation and Consultation Strategy outlines participation and engagement opportunities, most of which are open to residents of all ages. Certain age groups have access to specific opportunities, for example the Chelsea Kicks programme for young people and the sheltered housing participation structure. One of the commitments set out in the Strategy is to 'ensure that older residents are supported to get involved in their local community through continued commitment to

	the provision of a varied programme of activities within sheltered housing schemes and the continued work of the community development coordinators’. This Strategy does not propose any changes to existing age-related rules which are already established (RA membership is open to residents aged 16 and over; members aged 18 and over may be voted in as officers).													
Disability	<u>Borough population (2011 Census):</u>													
	2011 Census: Adults not in employment and dependent children and persons with long-term health problems or disability	Number (total population: 306,995)												
	One person in household with a long-term health problem or disability: with dependent children	4,276 (1.4%)												
	One person in household with a long-term health problem or disability: no dependent children	18,177 (5.9%)												
	In 2011, 7.3% of households in the borough contained at least one person with a long-term health problem or disability. These figures are mirrored by Wandsworth Council’s 19,500 tenants, where 7.5% are registered as having some kind of disability. It should be noted however that these figures are not directly comparable as tenancy data does not include household members. The new Housing IT system, going live in August 2019, will allow tenants and their household members to record any protected characteristics against their profile. No proposal within the Strategy disproportionately impacts on anyone with a disability.													
Gender (sex)	<u>Borough population:</u>													
	GLA Population Projection 2019 (based on 2011 Census):													
	<table><tr><th>Gender</th><th>No.</th><th>%</th></tr><tr><td>Female</td><td>170,608</td><td>52%</td></tr><tr><td>Male</td><td>158,220</td><td>48%</td></tr><tr><td>Total</td><td>328,828</td><td>100%</td></tr></table>	Gender	No.	%	Female	170,608	52%	Male	158,220	48%	Total	328,828	100%	
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	<u>Council tenant profile:</u>													

	Number of Tenants by Gender <table><tr><th></th><th>Female</th><th>Male</th><th>Unknown</th></tr><tr><td>Number of Tenants</td><td>11149</td><td>5672</td><td>76</td></tr></table> Based on the 2011 census, the GLA estimates that the current population in the borough is 328,828. This is divided 52/48% between females and males. In comparison, Wandsworth Council has a significantly higher percentage of female tenants (61%) to male (36%) with the gender of 3% unknown. No proposal in the Strategy will disproportionately impact on either gender.		Female	Male	Unknown	Number of Tenants	11149	5672	76																
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Gender reassignment	There is no reliable data collected for this protected characteristic.																								
Marriage and civil partnership	<u>Borough population:</u> <table><tr><th>2011 Census: Martial and Civil Partnership status</th><th>No.</th><th>%</th></tr><tr><td>Single (never married or never registered a same-sex civil partnership)</td><td>138,767</td><td>54%</td></tr><tr><td>Married</td><td>83,428</td><td>33%</td></tr><tr><td>In a registered same-sex civil partnership</td><td>1,500</td><td>1%</td></tr><tr><td>Separated (but still legally married or still legally in a same-sex partnership)</td><td>6,311</td><td>2%</td></tr><tr><td>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</td><td>16,527</td><td>6%</td></tr><tr><td>Widowed or surviving partner from a same-sex civil partnership</td><td>9,456</td><td>4%</td></tr><tr><td>Total:</td><td>255,98</td><td>100%</td></tr></table> There is no reliable housing data for tenants who are married of in civil partnership.	2011 Census: Martial and Civil Partnership status	No.	%	Single (never married or never registered a same-sex civil partnership)	138,767	54%	Married	83,428	33%	In a registered same-sex civil partnership	1,500	1%	Separated (but still legally married or still legally in a same-sex partnership)	6,311	2%	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	16,527	6%	Widowed or surviving partner from a same-sex civil partnership	9,456	4%	Total:	255,98	100%
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Pregnancy and paternity.	There is no reliable housing data for those tenants who are currently pregnant or on maternity leave.																								

Race/ ethnicity	<u>Borough population (Census 2011):</u>																							
	<table><tr><th>Ethnicity</th><th>No.</th><th>%</th></tr><tr><td>Asian/Asian British</td><td>37,053</td><td>11%</td></tr><tr><td>Black/African/Caribbean/Black British</td><td>34,982</td><td>11%</td></tr><tr><td>Mixed/Multiple Ethnic Groups</td><td>19,443</td><td>6%</td></tr><tr><td>Other Ethnic Groups</td><td>5,131</td><td>2%</td></tr><tr><td>White</td><td>227,789</td><td>70%</td></tr><tr><td>Total</td><td>324,398</td><td>100%</td></tr></table>			Ethnicity	No.	%	Asian/Asian British	37,053	11%	Black/African/Caribbean/Black British	34,982	11%	Mixed/Multiple Ethnic Groups	19,443	6%	Other Ethnic Groups	5,131	2%	White	227,789	70%	Total	324,398	100%
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There is a significantly higher percentage of Council tenants belonging to a black ethnic group (30%) than in the Borough as a whole (11%). Despite being the most represented ethnic group in Council properties, there is a lower percentage of people of a white ethnic group in Council housing (42%) than in the borough (70%). People of an Asian ethnic group are slightly underrepresented in Council housing with 9% as opposed to borough wide (11%). It is worth noting, however, that 12% of Council tenants have an ethnic group recorded as ‘unknown’. This is most likely due to ethnicity not being recorded when this group became Council tenants.																								
No proposal in this Strategy will disproportionately affect anyone of any particular ethnicity.																								
Religion and belief, including non-belief	<u>Borough population (Census 2011):</u>																							
	<table><tr><th>Faith</th><th>No</th><th>%</th></tr><tr><td>Buddhist</td><td>2,574</td><td>0.8%</td></tr><tr><td>Christian</td><td>162,590</td><td>53%</td></tr><tr><td>Hindu</td><td>6,496</td><td>2%</td></tr><tr><td>Jewish</td><td>1,617</td><td>0.5%</td></tr><tr><td>Muslim</td><td>24,746</td><td>8%</td></tr></table>			Faith	No	%	Buddhist	2,574	0.8%	Christian	162,590	53%	Hindu	6,496	2%	Jewish	1,617	0.5%	Muslim	24,746	8%			
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	Sikh	832	0.3%
	Other Religion	1,283	0.4%
	No Religion	82,740	27%
	No Response	24,117	8%
	There is no reliable data for tenants' religious beliefs however we may reasonably assume that the Census data is largely mirrored amongst tenants.		
Sexual orientation	<u>Borough population (Census 2011):</u>		
	<u>Heterosexual</u>	<u>Lesbian, gay or bisexual (LGB)</u>	<u>Don't know/refuse/other</u>
	221,000	6,000	24,000
	Source: Annual Population Survey (APS), Office for National Statistics 2013 – 15		
	Wandsworth Council has not historically collected data on the sexual orientation of tenants.		

3. Impact

Protected group	Positive	Negative
Age	A comprehensive range of participation and engagement opportunities are available to residents including those aimed at specific age groups. As identified above, older people are overrepresented amongst the Council's tenant population and the Strategy aims to ensure that there is a range of participation opportunities aimed specifically at this group. These include regular activities hosted by sheltered schemes such as exercise classes, bingo and film nights and day trips. These are open to all older residents in the Borough, with priority given to residents of Council's sheltered schemes. Activities are publicised through Homelife and the WATCH newsletter. In addition, the Council's Supported Housing Services Team have two community development coordinators who are responsible for organising social inclusion events for older council	<i>None identified</i>

	residents, such as a book club and choir. A key focus of their role is to engage with harder to reach groups and ensure all older residents have the opportunity and are supported to get involved in their local community. For example, the Council's 'Men in Sheds' programme which aims to prevent social isolation by giving men and women over 50 years old an opportunity to work on a range of projects including woodwork and crafts whilst meeting likeminded people. The Strategy highlights these activities and includes a commitment to, 'Ensure that older residents are supported to get involved in their local community through continued commitment to the provision of a varied programme of activities within sheltered housing schemes and the continued work of the community development coordinators'. The Strategy does not make any amendments to established rules around minimum age requirements. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including age. This also stipulates making reasonable adjustments as necessary to ensure that activities are accessible to all.	
Disability	The Strategy does not specifically address the needs of residents with disabilities, however the range of participation opportunities are available to residents irrespective of disability. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including disability. This also includes making reasonable adjustments as necessary	<i>None identified</i>

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	to ensure that activities are accessible to all. It is recognised that there is a need to give further consideration to whether any of the participation opportunities available present barriers for people with disabilities to taking part, and how the Department can ensure that all residents are able to engage in activities irrespective of disability.	
Gender (sex)	The Strategy does not specifically address the needs of residents of either gender, however the range of participation opportunities are available to residents irrespective of gender. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including gender.	<i>None identified</i>
Gender Identity	RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including gender identity. The range of participation opportunities are available to residents irrespective of gender identity.	<i>None identified</i>
Marriage and civil partnership	The range of participation opportunities are available to residents irrespective of marriage and civil partnership status. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including marriage/civil partnership status.	<i>None identified</i>
Pregnancy and maternity	The Strategy does not specifically address the needs of residents who are pregnant/on maternity leave, however the range of participation opportunities are available to residents	<i>None identified</i>

	irrespective of whether they are pregnant/on maternity leave. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including pregnancy and maternity.	
Race/ethnicity	The range of participation opportunities are available to residents irrespective of race/ethnicity. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including race/ethnicity.	<i>None identified</i>
Religion and belief, including non belief	The range of participation opportunities are available to residents irrespective of religion and belief. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including religion and belief.	<i>None identified</i>
Sexual orientation	The range of participation opportunities are available to residents irrespective of sexual orientation. In addition, RAs, the AHP and BRF are bound by a Constitution which prohibits any conduct that discriminates or harasses on the grounds of any protected characteristic including sexual orientation.	<i>None identified</i>

4. Data gaps

Data gap(s)	How will this be addressed?
Sexual orientation, religion, disability and gender identity for Council tenants and household members.	The new Housing IT system, going live in August 2019, will allow tenants and their household members to record any protected characteristics against their profile. The aim is to collect whole household data as well as tenant data.

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Data for resident groups who do not have a direct relationship with the Council, e.g. subtenants of leaseholders and household members of tenants.	Household members will be able to submit data via the new Housing IT system. There are no plans to gather more data on leaseholders' subtenants.
Protected characteristic data specifically relating to those engaged in some form of participation activity.	There are no plans to collect data on protected characteristics from those engaged in participation activities.

5. Actions

Action	Lead Officer	Deadline
Review action plan as contained within the draft Resident Participation and Consultation Strategy	Rachel Field/Laura Hood	As necessary

6. Consultation

The draft Resident Participation and Consultation Strategy has been through a comprehensive consultation process to ensure that residents' and other stakeholders' views have been central to its development. Central to this has been a residents' working group (RWG) who participated in a series of five workshops between March and August 2019 at which a full-scale review of the Council's participation structures was conducted. The results of these workshops fed directly into the development of the draft Strategy, which has also been reviewed by the RWG. As well as the RWG, views of the wider resident population were sought through an online questionnaire available to the public throughout the period of the review.

The draft Strategy (and accompanying EINA) will be presented at the Area Housing Panels in Autumn 2019 and will be subject to a six-week public consultation, the results of which will inform the final Strategy which will be launched at a Residents' Association Conference in early 2020.