

**Working together to create a borough of opportunity  
Predictive Equality Impact Assessment (PEIA) (V.2)  
FOR ALL COUNCIL DECISIONS ONLY**



**Title of report or proposal:**

**LBHF Housing Strategy 2007-2014 A Housing Ladder of Opportunity For All**

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

The vision is to work with partners to **create a housing ladder of opportunity for all**. The Council's aim is to assist the vast majority of people in the borough to help themselves progress via increased housing choices and opportunities for residents while supporting the most vulnerable people to regain their independence and place in the community. The key and over riding priority is to find better ways to tackle the social and economic polarity so evident in the borough, recognising that the housing that we allocate and build can help develop more mixed and sustainable communities. The aim is to provide more opportunities for social and private renting tenants, 1<sup>st</sup> time buyers and families to get on the homeownership ladder, recognising that even with a relatively small equity stake, opportunities and choices will flow for those households.

The approaches taken are intended to make neighbourhoods and communities successful by empowering both individual households and neighbourhoods to help themselves. Therefore this strategy identifies the need to work with households living in more deprived neighbourhoods to take a step change to improvement through neighbourhood management initiatives and targeted employment and training schemes. The key objectives outlined in Section 7 of LBHF Housing Strategy 2007-2014 A Housing Ladder of Opportunity For All are as follows:

- 7.1 Secure mixed and sustainable new developments**
- 7.2 Offer more low cost homeownership housing**
- 7.3 Encourage Saving and Equity Stakes**
- 7.4 Develop estate regeneration and area action plans to tackle deprivation**
- 7.5 Maximise use of assets to meet housing demand**
- 7.6 Provide high quality advice to those looking for housing**
- 7.7 Increase employment amongst social tenants and homeless people**
- 7.8 Put in place a sustainable Allocations Plan**
- 7.9 Maximise use of existing social housing stock**
- 7.10 Improve housing management services**
- 7.11 Put in place a robust Housing Revenue Account Strategy**
- 7.12 Provide high quality flexible housing support services**
- 7.13 Provide quality homes fit for the 21<sup>st</sup> Century**

Department:

Housing & Community Support

Form and report **MUST** be checked and countersigned by the Principal Policy Officer (Organisational Development)

Officer Responsible: ***(to be completed by the report author)***

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(Signature, Print Name, Contact Number and Email Address)

Principal Policy Officer: ***(to be completed by the Principal Policy Officer (OD))***

Signed off by Pinakin Patel at **10.23** on **05/09/07**. Email [pinakin.patel@lbhf.gov.uk](mailto:pinakin.patel@lbhf.gov.uk) Tel 020 8753 5727

PLEASE ANSWER THE FOLLOWING QUESTIONS:

**1. Who are the main people that this decision will affect?**

The housing strategy will impact on all residents e.g. owner occupied, social and intermediate tenures, supported housing, homeless and those residing in temporary accommodation. In addition, there will be implications for those aspiring to reside in the borough by virtue of changed criteria governing access to intermediate/low cost housing etc.

**2. Identify the risks that could prevent the planned outcomes**

The strategy's delivery is contingent on stakeholder 'buy-in', furthermore, the tenure mix objectives challenge aspects of the London Plan and policies of the GLA & Housing Corporation. Physical resources are influenced by such factors as land availability, whereas, economic resources will be affected by sourced grant funding and affordability issues relating to salaries and intermediate housing sales.

**3. Could the proposal have a positive impact on a) race b) disability c) gender d) sexual orientation e) age f) belief system groups? (Please provide evidence e.g. user feedback, complaints, monitoring?)**

**a) b) c) d) e) f)** The strategy is predicted to have a positive impact on all category groups due to the policy of supporting the expansion of home ownership, improving LBHF social/general housing stock, increased expectation regarding management service delivery by social landlords, creating sustainable and mixed communities etc. Views are evidenced by online user survey and consultation process. Two examples of positive impact are:

1. A development relating to gender concerns an initiative to assist single mothers in temporary accommodation to increase their income and status via employment schemes.
2. Establishment of the Disabled Peoples Housing Service and resourcing of OT support to effect better matching of disabled applicants with adapted property.

**4. Could the proposal have a negative impact on a) race b) disability c) gender d) sexual orientation e) age f) belief system groups? (Please provide evidence e.g. user feedback, complaints, monitoring,?)**

**a) b) c) d) e) f)** The strategy may adversely impact on BME and disabled service-users due to policy changes associated with housing allocation, reorientation away from social renting to home ownership, housing renewal programmes etc. User groups representing disabled people have comprehensively stated views regarding their concerns about the strategy; this has resulted in a formal reply and greater reference within the strategy to meeting the needs of disabled people.

Formal concern from HAFAD regarding the housing strategy has involved the following:

- Disabled peoples housing need were not met under previous housing policy despite greater percentage of social renting stock being available; therefore, they query how applicants will fare under new regime.
- If 50% of social rent allocations are linked to an employment criterion then this would discriminate against disabled people.
- Disabled people are less able to access funding necessary to purchase a home.

In conclusion, given the fundamental change in housing policy it is currently difficult to quantify the potential adverse impact of changes, however, a process of monitoring and review associated with implementation will address this matter.

**5. Can any negative impact of the decision be justified?**

The new direction detailed in the housing strategy will fundamentally change housing policy in the borough, in the short term this will disrupt the status quo, however, in the medium to long term the strategy will deliver better housing outcomes for all residents. The housing strategy responds to the challenges in the borough and those of the 21<sup>st</sup> Century, this involves tackling the unsustainability of past housing policy and practically improving the quality of life for residents. As evidenced by the consultation process, there exists a broad consensus of support for the strategy but some concern that marginalised groups may not be able to avail of the opportunities available.

**6. If you have undertaken any internal/ external research or consultation(s) please list these below:**

All relevant LBHF professionals were offered face to face interviews, additionally, RSL's, voluntary groups, tenant representatives etc have been consulted (please see consultation report and survey on LBHF website). The consultation process has resulted in changes to the policy particularly in relation to the needs of vulnerable/marginalised communities.

**7. Do you need to undertake any further consultation? If so, what and with whom?**

No further consultation will be undertaken in this round, however, as the strategy is implemented representation will be sought from user groups and relevant stakeholders