

| MAYOR AND CABINET | | | |
|--------------------------|---|----------------|--|
| Title | Annual Lettings Plan 2016/17 | | |
| Key decision | Yes | Item no | |
| Wards | All | | |
| Contributors | Executive Director for Customer Services, Head of Law | | |
| Class | Part 1 | 18 May 2016 | |

1. Summary and Purpose of this report

- 1.1 The Annual Lettings Plan sets out how the Council intends to allocate the lettings that become available to it on 2016/17. This covers properties which become available from the Council's own homes and those of other providers where the Council has nomination rights.
- 1.2 It is projected that the number of available lets will continue the trend of reducing year on year, with 901 lettings forecast for 2016/17. Since 2011/12, the number of relets available has reduced by over 50%.
- 1.3 The aims of the Annual Lettings Plan remain to distribute the lettings available to those in most need, to reduce households in unsuitable and costly temporary accommodation, to reduce under occupation and severe overcrowding, to move single vulnerable households on from supported accommodation to independence and to support the regeneration of designated housing estates.
- 1.4 Since 2011/12 numbers in nightly paid temporary accommodation has increased by 67%. Therefore it is proposed to continue to keep the increased number of lettings to homeless households to help to manage the increase in accepted homeless applications and reduced supply.
- 1.5 This report also presents the final lettings outcomes for 2014/15 and the position for the first nine months of 2015/16 (1st April '15 to 31st December '15). It also shows the current demand position on the housing register. This reflects performance in supply and demand management since April 2015 and informs the proposed lettings plan for 2016/17.

2. Policy Context

- 2.1 The contents of this report are consistent with the Council's policy framework. It supports the achievements of the Sustainable Community Strategy policy objectives:

- Ambitious and achieving: where people are inspired and supported to fulfil their potential.
- Empowered and responsible: where people can be actively involved in their local area and contribute to tolerant, caring and supportive local communities.
- Healthy, active and enjoyable: where people can actively participate in maintaining and improving their health and well-being, supported by high quality health and care services, leisure, culture and recreational activities.

2.2 The proposed recommendations are also in line with the Council policy priorities:

- Strengthening the local economy – gaining resources to regenerate key localities, strengthen employment skills and promote public transport.
- Clean, green and liveable – improving environmental management, the cleanliness and care for roads and pavements and promoting a sustainable environment

3. Recommendations

The Mayor is recommended to:

- 3.1 Note the lettings outcomes for 2014/15 and 2015/16 and the position on the housing register.
- 3.2 Agree the proposed Lettings Plan for 2016/17.

4. Background

4.1 Housing Allocations schemes are governed by legislation which requires housing authorities to determine and publish a lettings scheme setting out how it will prioritise applications for social housing. It is a requirement that certain groups are given “reasonable preference” within the policy. These groups are:

- People who are homeless
- Those living in unsatisfactory housing, e.g. overcrowded or lacking amenities
- Those who need to move on medical grounds
- Those who need to move to a particular locality within the district where it would cause hardship if they were unable to do so
- Those owed a duty under other relevant legislation such as a prohibition order on a property.

4.2 Allocation policies must give preference to these groups above others. There is no requirement to give an equal weighting to all of the reasonable preference categories. From December 2014 to December 2015 numbers of households in temporary accommodation have stabilised, in part because of the increase of lettings to this priority group. However, overall since 2011/12 numbers in temporary accommodation have increased by 67%.

- 4.3 A key element of the allocations scheme is the Annual Lettings Plan which should be agreed by Members each year. This outlines the distribution between applicants with differing needs of the supply of lettings expected over the coming year.
- 4.4 Five priority areas have been identified for the plan, as listed below in no particular order:
- Homeless households in temporary accommodation – in order to sustain the numbers in temporary accommodation at a manageable level, and manage the pressures from homeless demand as a result of ongoing welfare reform and housing market conditions.
 - Decants – based on projected need from schemes due to go on site imminently, in order to ensure schemes start on time and the council maximises the benefit from funding secured for current regeneration schemes
 - Under-occupation – a national priority, there are a high number of under occupiers registered which has increased largely due to the spare room subsidy. The Trading Places project team has been working with Registered Housing Providers to identify other ways to reduce the levels of under-occupation in social housing stock.
 - Severe overcrowding (2 bedrooms or more) – a key local and national priority
 - Move-on from supported housing schemes – to cater for the need to decant a number of supported schemes, moving vulnerable households into independent homes and to free up supported housing bed spaces for those with support needs waiting for accommodation
- 4.5 The annual lettings plan for 15/16 projected that 1,098 properties would become available to let. Current projections estimate that there will be around 1,110 lets in 2015/16.
- 4.6 Since the introduction of Affordable Rents and Fixed Term tenancies in the Housing Association sector, there is evidence that these are less attractive to potential transfer tenants, particularly under-occupiers. Therefore it is anticipated that the number of people choosing to move home will reduce, with a corresponding reduction of relets by 10% in 16/17.
- 4.7 In 14/15 there were 293 lets to properties on Fixed Term tenancies; representing 25% of the total number of lets of 1,158. In 15/16 (1st April – 31st December 2015) there has been 218 let or approved to let, representing 24% of the 895 lets. There has been no shortage in demand for these tenancies from homeless households.
- 4.8 The Mayor of London launched the ‘Housing Moves’ pan-London mobility scheme in May 2012. Lewisham continues to actively participate. Lewisham’s contribution for 15/16 is 74 lets across 1-3 bedroom units. To date Lewisham has offered 41 properties and has successfully let 11 properties. Due to Lewisham being a successful ‘importer’ of housing applicants, ‘Housing Moves’ has since reduced Lewisham’s contribution for 15/16 as they are balancing the scheme by way of equalisation.

- 4.9 Participation in this scheme offers an opportunity for Lewisham applicants to obtain the same number of lets to properties elsewhere in London. There is no net loss in available lettings to Lewisham applicants. Priorities for moves include employment and under-occupation, which are also key priorities for Lewisham.

5. Lettings Outcomes 2014/15 and 2015/16

- 5.1 A summary of the main outturn results in lettings is shown below. Full details are provided in Appendices 2 & 3.

| | 2011/12 | 2012/13 | 2013/14 | 2014/15 | 15/16 1 st Dec – 31 st Apr | Projected 2015/16 |
|--------------------|---------|---------|---------|---------|---|----------------------|
| General needs lets | 1486 | 1408 | 1119 | 996 | 840 | 981 |
| Special lets | 336 | 345 | 286 | 152 | 97 | 115 |
| Housing moves | 0 | 6 | 11 | 10 | 11 | 14 |
| Total lets | 1822 | 1,759 | 1,416 | 1,158 | 948 | 1,110 |

Note that special lets includes sheltered lets, disabled units and temporary to permanent tenancy sign ups).

- 5.2 The projected outturn for 2015/16 is 1,110 which is 4% (48 lettings) below the previous year. Lettings have reduced by 712 units (39%) in 5 years.
- 5.3 An analysis of the overall percentage of lettings to each band shows the following:

| | Actual % of lets 14/15 | Percentage of lets Apr – Dec '15 | Percentage of lets 15/16 target |
|---------------|---------------------------|-------------------------------------|------------------------------------|
| Band 1 | 17.4% | 14.1% | 15.2% |
| Band 2 | 21.8% | 20.9% | 19.5% |
| Band 3 | 46.8% | 53.6% | 41.7% |
| Special lets | 13.1% | 10.2% | 18.8% |
| Housing Moves | 0.9% | 1.2% | 4.8% |

Note that special lets includes sheltered lets, disabled units and temporary to permanent tenancy sign ups).

- 5.3 The increase in lets to band 3 is attributed to 80% of two beds and 70% of three beds being offered to households in temporary accommodation who are band 3 priority, in line with the priority to reduce the number of homeless households in temporary accommodation.
- 5.4 The decrease in lets to 'Special Lets' is attributed to the reduction of available lets to both disabled and sheltered housing customers.

5.6 Decants are broadly performing to target.

| Scheme | Households moved via CBL | Direct matched | |
|------------------------|---------------------------------|-----------------------|------------|
| Heathside & Lethbridge | 3 | 48 | |
| Excalibur | 5 | 9 | |
| Milford Towers | 5 | | |
| Kenton | | 8 | |
| Somerville | | 13 | |
| Individual decants | 9 | | |
| Total | 22 | 78 | 100 |

Decanting tenants who are 'direct matched' are not included in the final outturn figures as they are not moved via Choice Based Letting.

5.8 An analysis of waiting times for lettings broken down by the various categories of need is shown at Appendix 4 and 5. The shortest waiting time in 14/15 was in band 2 at 4.8 weeks and in the current year in band 1 at 0.5 weeks. In 2015/16 the overall average wait for 1 bed needs across all bands is 86.4 weeks, a significant decrease in wait time from the previous year at 114.7 weeks. For 4 or more bedrooms it is currently 177.6 weeks, a significant increase from the previous year at 130.3 weeks.

6. Proposed Plan for 2016/17

6.1 The Lettings Plan proposed is set out at Appendix 1. It projects a decrease in the overall supply of new build accommodation, 125 across all tenures in 16/17. This can be attributed to Housing Associations building fewer new homes at affordable rents. Re-lets have decreased consistently over the last few years and are projected for 16/17 to be 776 (this includes temp to perm and direct lets) a reduction of 10%. The total projected letting for 16/17 is 901.

6.2 It should be noted that the continued increased percentage of lettings to households in the homeless priority group will impact on the number of lettings available to the other four priority groups. However this is mitigated by achieving the aim of reducing the number of households in temporary accommodation.

6.3 The remaining lettings not targeted to priority homeless have been spread across the other priority bands to ensure that rehousing opportunities are allocated to those in the highest need. Groups in these bands who will benefit from the remaining lets include emergency cases (e.g. those we agreed to move as a result of violence) care leavers, homeless prevention, medical needs and households who are overcrowded by one bedroom.

6.4 The housing register at the end of December 2015 had 9,268 households registered. In April 2015 to December 2015, 895 properties were advertised to let, reflecting the extent to which demand outweighs supply.

6.5 There are 810 households registered in band 1 as under occupiers, this is an

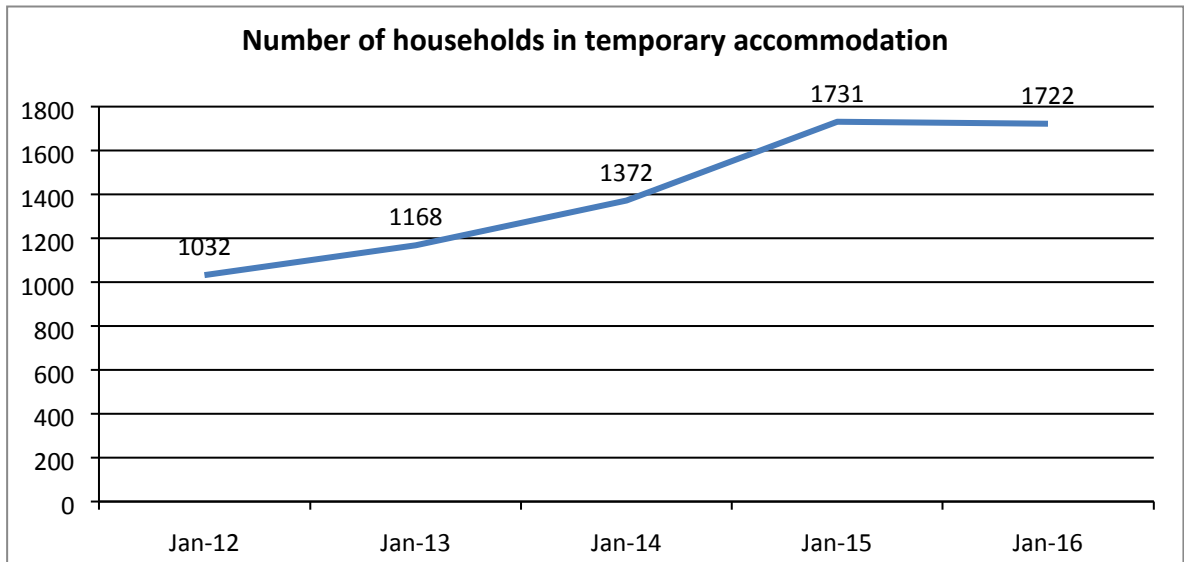
increase of 44 from last year despite moving 110 under occupying households. The increase can be attributed to the ongoing impact of the 'bedroom tax'. The Trading Places Team continues to work with this group in order to release larger homes supporting the Housing Strategy. This remains a key priority for 2016/17 and the Trading Places Team are utilising other options to obtain moves such as facilitating mutual exchange moves and chain lettings. The table below represents properties released via the Trading Places Team and the size property they moved to.

| Bed Size released | Bed size moved to | | | | Total Moves |
|-------------------|-------------------|----|---|----|-------------|
| | 1 | 2 | 3 | 4+ | |
| 2 | 43 | | | | 43 |
| 3 | 34 | 18 | | | 52 |
| 4+ | 4 | 6 | 4 | 1 | 15 |
| Total | 81 | 24 | 4 | 1 | 110 |

- 6.6 This year the team was tasked with supporting tenants both generally under occupying and those affected by the bedroom tax. The intensive support work carried out by the team has meant that out of the 110 tenants moved, 61 are no longer affected by the bedroom tax and as such are no longer at such a high risk of eviction.
- 6.7 The team has also facilitated a series of chain lettings. Specifically, 43 two bedroom properties released have been advertised as preference to homeless households, helping to alleviate the large numbers of homeless families in temporary accommodation. 67 larger sized properties have all been advertised as preference to overcrowded tenants which has worked to tackle both the issues of overcrowding within the borough as well as the lack of general supply and relets.
- 6.8 Trading Places has worked effectively with Housing Benefit and the different housing providers to pilot a scheme around the more effective use of the discretionary housing payment budget and will continue to implement this in order to provide support to those tenants affected by the bedroom tax who are actively seeking to downsize. The project is currently supporting 195 tenants to move; 109 of which are affected by the bedroom tax and who are reliant on the continuous support provided by the team to ensure a move to a smaller, more affordable home.
- 6.9 There are currently 216 cases registered with a decant need. The number of council decants needing rehousing next year is higher than last year and still requires a percentage of lettings to account for future phases on several of the council's major regeneration schemes on Excalibur, Heathside & Lethbridge, Milford Towers, and Deptford. Additionally, there is a small 'young person's

pathway' decant planned and we expect several ad-hoc decant requests from our housing partners throughout the year.

- 6.10 Move on within the supported housing pathway remains a number one priority for Lewisham's single homeless intervention team and other supported providers. The supported housing move-on nominations are an integral part of the move on from the pathway and in preventing homeless applications within the single homeless cohort. They also enable us and our partners to much better manage the flow of people through supported housing and wider pathways.
- 6.11 Nominations are being used to support quicker hospital discharge and better health outcomes for those within the mental health supported housing cohort. This facilitates a reduction in the number using expensive registered care placements and helps to "de-silt" these schemes. The mental health pathway is to increase by an additional 50 units to strengthen this approach. This use of supported housing pathways and initiatives such as housing first continues to contribute to the reduction in rough sleeping.
- 6.12 The young person's pathway is to increase by a further 15 units, and the vulnerable adults pathway will increase the amount of last stage accommodation by a similar number. There are currently 175 supported housing move-on nominations on the register and a further 50 clients within the pathway who are currently assessed as move-on ready.
- 6.13 There are 446 serious overcrowded cases registered that lack two or more bedrooms, a slight increase from last year at 414. 46 severely overcrowded households moved in the period up to 31/12/15, an increase for the same period of time in 14/15 of 30. Targets will continue to be set for this group in 2016/17 as it remains a priority area. Trading Places are continuing to facilitate chain lets; three bedroom properties released via the scheme are advertised with preference to overcrowded households.
- 6.14 There were 1,722 households in temporary accommodation at the end of December 2015 an increase of 67% in 5 years. However, following the focused work including procuring PSL and Hostels, prevention work, and increasing the lettings to this priority group we have for the first time in five years stabilized the number of households in temporary accommodation; a small decrease from last year of 0.5% (9 households).



6.15 The production of a detailed Lettings Plan, targeting a range of priorities in each band is a more proactive and focused way of addressing lettings priorities. It is however, administratively intensive and requires ongoing monthly monitoring of performance against targets in order to ensure that targets within the plan are reached. A half year review of progress against the lettings plan targets will be undertaken and will be reported back to the Housing Select Committee and Mayor & Cabinet thereafter if changes to the plan are required.

7. Financial Implications

7.1 There are significant costs associated with housing generally, including managing the allocations service, managing the provision of council housing and providing services to those experiencing homelessness. All of these are affected over time by the demand for housing. The lettings plan is merely the means by which that demand is allocated to existing properties. As such, changes to the plan do not have direct financial implications.

7.2 Council regeneration schemes are currently performing successfully. It is worth noting, however, that the Council's financial plans in respect of these schemes are dependent on the timely and effective operation of decant programmes and any delays in such programmes would have a negative impact on those plans.

8. Legal Implications

8.1 Section 159(1) of the Housing Act 1996 requires a local authority to comply with Part 6 of the Act (sections 159 to 174) in allocating housing accommodation. Section 159(7) provides that "subject to the provisions of this Part, a local housing authority may allocate housing accommodation in such manner as they consider appropriate." Section 169 provides that, when exercising their functions under Part 6 of the 1996 Act, as amended by the 2002 Homelessness Act, local housing authorities "shall have regard to such guidance as may be given by the Secretary of State" when carrying out their role in allocating social housing.

- 8.2 In compliance with section 166A (of the 1996 Act,) Lewisham Housing Authority has a scheme (Allocations Policy), "... for determining priorities..." which sets out the procedure to be followed when allocating housing accommodation.
- 8.3 The 'Allocation of accommodation; guidance for local housing authorities in England' was published on 29th June 2012. It replaced all previous guidance on social housing allocations. It expressly aims to assist local housing authorities to take advantage of the provisions within the Localism Act 2011. It also encourages authorities to make use of the existing flexibilities within the allocation legislation to ensure that social homes are allocated to people who are deemed to need and deserve them the most, such as "hard working" families and members of the Armed Forces. Further Guidance, namely "Providing social housing for local people" [Statutory guidance on social housing allocations for local authorities in England] was published in December 2013
- 8.4 The Localism Act 2011 introduced a number of significant amendments to Part 6 of the 1996 Act. Of particular relevance here are the following provisions: Section 160ZA was inserted by the Localism Act 2011. It established the concept of the qualifying person. Social housing may only be allocated to 'qualifying persons' and housing authorities are given the power to determine what classes of persons are or are not qualified to be allocated Housing (s.160ZA(6) and (7)).
- 8.5 Section 166A requires housing authorities in England to allocate accommodation in accordance with a scheme which must be framed to ensure that certain categories of applicants are given reasonable preference for an allocation of social housing. Section 166A(9) includes a new requirement for an allocation scheme to give a right to review a decision on qualification in s.160AZ(9), and to inform such affected persons of the decision on the review and the grounds for it. This is in addition to the existing right to review a decision on eligibility.
- 8.6 Section 166A(12) provides that housing authorities must have regard to both their homelessness and tenancy strategies when framing their allocation scheme. The requirement for an allocation scheme to contain a statement of the authority's policy on offering a choice of accommodation or the opportunity to express preferences about their accommodation is retained. (s.166A(2)). However, the requirement to provide a copy of this statement to people to whom they owe a homelessness duty (under s.193(3A) or s.195(3A) of the 1996 Act) is repealed by s.148(2) and s.149(3) of the Localism Act 2011. This is because, following the changes to the main homelessness duty made by the Localism Act 2011, there can no longer be a presumption that the homelessness duty will be brought to an end in most cases with an allocation under Part 6.
- 8.7 The European Convention on Human Rights states in Article 8 that "Everyone has the right to respect for his private and family life, his home and correspondence". The Human Rights Act 1998 incorporates the Convention. Whilst it does not, however, necessarily mean that everyone has an immediate

right to a home, (because Article 8 is a “qualified” right and therefore is capable in certain circumstances, of being lawfully and legitimately interfered with,) the provision by an Authority of a relevant proactive Allocations Policy and Lettings Plan does assist to reinforce the Article 8 principles.

- 8.8 The Equality Act 2010 (the Act) introduced a new public sector equality duty (the equality duty or the duty). It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 8.9 In summary, the Council must, in the exercise of its functions, have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - advance equality of opportunity between people who share a protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.
- 8.10 The duty continues to be a “have regard duty”, and the weight to be attached to it is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. It is not an absolute requirement to eliminate unlawful discrimination, advance equality of opportunity or foster good relations.
- 8.11 The Equality and Human Rights Commission issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled “Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice”. The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at: <http://www.equalityhumanrights.com/legal-and-policy/equality-act/equality-act-codes-of-practice-and-technical-guidance/>
- 8.12 The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:
1. The essential guide to the public sector equality duty
 2. Meeting the equality duty in policy and decision-making
 3. Engagement and the equality duty
 4. Equality objectives and the equality duty
 5. Equality information and the equality duty
- 8.13 The essential guide provides an overview of the equality duty requirements including the general equality duty, the specific duties and who they apply to.

It covers what public authorities should do to meet the duty including steps that are legally required, as well as recommended actions. The other four documents provide more detailed guidance on key areas and advice on good practice. Further information and resources are available at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/>

9. Crime and Disorder Implications

- 9.1 The allocations scheme recognises the importance of housing in responding to the needs of victims of crime who can be awarded emergency priority where their life is in danger and their case is supported by the police. These include applicants under the witness protection program. Furthermore, the scheme contributes to reducing offending and awards priority for offenders (dependent upon the nature of their offence), imprisoned for over 13 weeks who relinquish their existing social tenancy.

10. Equalities Implications

- 10.1 An assessment of the equalities issues arising from the Lettings Plan has been carried out in order to comply with the council's duties under the Equalities Act 2010 and is appended at Appendix 8.
- 10.2 The lettings plan priorities have generally positive impacts, and reflect the need to focus targets on key local and national priorities around housing need. The allocation of targets to each band ensures that all groups with priority under the allocations scheme receive a percentage of lettings.
- 10.3 Applicants who join the housing register are asked to complete monitoring in relation to their gender, age, ethnicity, disability, sexual orientation and religion or belief. Appendix 8 and 9 show the ethnic profile of lettings by bedroom size for 2014/15 and 2015/16.
- 10.4 The lettings outturn for different ethnic groups showed a similar profile to previous periods and there were no significant increases or reduction across groups. The number of households not disclosing their ethnicity remains high. When implementing the new Allocation Policy in October 2012 we also introduced a new housing application with an updated ethnic monitoring form which will help us improve the data we capture.
- 10.5 There are some negative impacts to the proposal to allocate a higher proportion of social housing lettings to homeless households than other priority areas, particularly on overcrowded households within the social sector and the private rented sector where applicants are predominantly from BME origins and applications where the lead applicant is female.
- 10.6 However, this negative impact is balanced by the positive impact that will be seen on the same protected groups through the increased lettings made to homeless applicants who will then be moved on from temporary accommodation into settled housing.
- 10.7 The production of a detailed Lettings Plan, targeting a range of priorities in

each band is a more proactive and focused way of addressing lettings priorities. It is however, administratively intensive and requires ongoing monthly monitoring of performance against targets in order to ensure that targets within the plan are reached. A half year review of progress against the lettings plan targets will be undertaken and will be reported back to the Housing Select Committee and Mayor & Cabinet thereafter if changes to the plan are required.

11. Environmental Implications

11.1 There are no environmental implications.

12. Background documents and originator

12.1 There are no background documents associated with this report.

12.2 If you require more information on this report please contact Genevieve Macklin, Head of Strategic Housing on 0208 314 6057.

Appendix 1 – Lettings Plan 2016/17

| Band & Rehousing Reason | Bed Size | | | | | Total | % of general lets | % of all lets |
|------------------------------|-----------|------------|------------|------------|-----------|------------|--------------------------|----------------------|
| | Studio | 1 | 2 | 3 | 4+ | | | |
| Band 1 | | | | | | | | |
| Decant | 0 | 45 | 27 | 12 | 17 | 101 | 12.41% | 11.21% |
| Un Occ High Demand | 0 | 43 | 10 | 1 | 0 | 54 | 6.63% | 5.99% |
| All other band 1 | 1 | 31 | 7 | 2 | 0 | 41 | 5.04% | 4.55% |
| Total Band 1 | 1 | 119 | 44 | 15 | 17 | 196 | 24.08% | 21.75% |
| Band 2 | | | | | | | | |
| Overcrowded by 2 bed or more | 0 | 0 | 3 | 32 | 7 | 42 | 5.16% | 4.66% |
| Supported Housing Move On | 29 | 54 | 0 | 0 | 0 | 83 | 10.20% | 9.21% |
| All other band 2 | 0 | 7 | 30 | 5 | 0 | 42 | 5.16% | 4.66% |
| Total Band 2 | 29 | 61 | 33 | 37 | 7 | 167 | 20.52% | 18.53% |
| Band 3 | | | | | | | | |
| Priority Homeless | 2 | 25 | 216 | 105 | 6 | 354 | 43.49% | 39.29% |
| All other band 3 | 9 | 68 | 1 | 15 | 4 | 97 | 11.92% | 10.77% |
| Total Band 3 | 11 | 93 | 217 | 120 | 10 | 451 | 55.41% | 50.06% |
| Grand Total | 41 | 273 | 294 | 172 | 34 | 814 | 100.00% | 90.34% |
| | | | | | | | % of Special lets | % of all lets |
| Special Lets | | | | | | | | |
| Temp to Perm | 0 | 2 | 26 | 9 | 2 | 39 | 51.32% | 4.33% |
| Sheltered | 6 | 22 | | 0 | 0 | 28 | 36.84% | 3.11% |
| Disabled | 0 | 5 | 4 | 0 | 0 | 9 | 11.84% | 1.00% |
| Total Special Lets | 6 | 29 | 30 | 9 | 2 | 76 | 100.00% | 8.44% |
| Housing Moves | 0 | 4 | 4 | 3 | 0 | 11 | | 1.22% |
| Overall total lets | 47 | 306 | 328 | 184 | 36 | 901 | | 100.00% |

Appendix 2 - Total Lettings – 2014/15

| Band & Rehousing Reason | Bed Size | | | | | Grand Total | % of General Lets | % of All Lets |
|----------------------------------|----------|-------|-------|-------|---------|-------------|-------------------|---------------|
| | 0 Bed | 1 Bed | 2 Bed | 3 Bed | 4 Bed + | | | |
| <u>Band 1</u> | | | | | | | | |
| Decant | | 13 | 9 | 7 | 2 | 31 | 3.1% | 2.7% |
| Emergency | | 2 | 6 | 5 | | 13 | 1.3% | 1.1% |
| Leaving Care | | 39 | 7 | | | 46 | 4.6% | 4.0% |
| OC Unable to Succeed Tenancy | | 2 | | | | 2 | 0.2% | 0.2% |
| Retiring LBL Tenant Employee | | 1 | | | | 1 | 0.1% | 0.1% |
| Starred Decant Priority | | | 3 | 4 | 2 | 9 | 0.9% | 0.8% |
| Succession Too Large Property | | 3 | | | | 3 | 0.3% | 0.3% |
| Under Occ High Demand | | 75 | 14 | 6 | 1 | 96 | 9.6% | 8.3% |
| <u>Band 1 Total</u> | | 135 | 39 | 22 | 5 | 201 | 20.2% | 17.4% |
| <u>Band 2</u> | | | | | | | | |
| Homeless Prevention | | 4 | 40 | | | 44 | 4.4% | 3.8% |
| Medical High | | 9 | 9 | 11 | 2 | 31 | 3.1% | 2.7% |
| Overcrowded by 2 bed or more | | | 5 | 32 | 13 | 50 | 5.0% | 4.3% |
| Supported Housing Move On | 25 | 101 | 2 | | | 128 | 12.9% | 11.1% |
| <u>Band 2 Total</u> | 25 | 114 | 56 | 43 | 15 | 253 | 25.4% | 21.8% |
| <u>Band 3</u> | | | | | | | | |
| Medical Low | 7 | 32 | 2 | 3 | | 44 | 4.4% | 3.8% |
| Overcrowded By 1 Bed | 8 | 34 | 5 | 19 | 1 | 67 | 6.7% | 5.8% |
| Priority Homeless | 4 | 37 | 233 | 94 | 38 | 406 | 40.8% | 35.1% |
| Welfare | 5 | 19 | 1 | | | 25 | 2.5% | 2.2% |
| <u>Band 3 Total</u> | 24 | 122 | 241 | 116 | 39 | 542 | 54.4% | 46.8% |
| <u>Grand Total</u> | 49 | 371 | 336 | 181 | 59 | 996 | 100.0% | 86.0% |
| Special Lets | Bed Size | | | | | Grand Total | % of Special Lets | % of All Lets |
| | 0 Bed | 1 Bed | 2 Bed | 3 Bed | 4 Bed + | | | |
| Temp to Perm | | 7 | 32 | 14 | 2 | 55 | 36.2% | 4.7% |
| Sheltered | 6 | 58 | 1 | | | 65 | 42.8% | 5.6% |
| Disabled | | 11 | 10 | 11 | | 32 | 21.1% | 2.8% |
| <u>Total Special Lets</u> | 6 | 76 | 43 | 25 | 2 | 152 | 100.0% | 13.1% |
| Housing Moves | | 3 | 4 | 3 | | 10 | | 0.9% |
| <u>Overall Total Lets</u> | 55 | 450 | 383 | 209 | 61 | 1158 | | 100.0% |

Appendix 3 – Total Lettings 15/16 – (1st April '15 – 31st December '15)

| Band & Rehousing Reason | Bed Size | | | | | Grand Total | % of General Lets | % of Total Lets |
|-------------------------------|-----------|------------|------------|------------|-----------|-------------|-------------------|-----------------|
| | 0 Bed | 1 Bed | 2 Bed | 3 Bed | 4 Bed | | | |
| Band 1 | | | | | | | | |
| Decant | | 12 | 5 | 3 | | 20 | 2.4% | 2.1% |
| Emergency | | 1 | 2 | 2 | | 5 | 0.6% | 0.5% |
| Exceptional Medical | | | | 1 | | 1 | 0.1% | 0.1% |
| Leaving Care | 1 | 27 | 4 | | | 32 | 3.8% | 3.4% |
| Leaving Institutions | | 1 | | | | 1 | 0.1% | 0.1% |
| Management Discretion 1 | | 2 | | | | 2 | 0.2% | 0.2% |
| Retiring Lbl Tnt Emp | | 2 | 1 | 1 | | 4 | 0.5% | 0.4% |
| Starred decant priority | | | 2 | | | 2 | 0.2% | 0.2% |
| Success Too Large Pr | | 3 | | | | 3 | 0.4% | 0.3% |
| Un Occ High Demand | | 48 | 13 | 3 | | 64 | 7.6% | 6.8% |
| Band 1 Total | 1 | 96 | 27 | 10 | 0 | 134 | 16.0% | 14.1% |
| Band 2 | | | | | | | | |
| Homeless Prevention | | 5 | 49 | 3 | | 57 | 6.8% | 6.0% |
| Medical High | | 4 | 1 | 5 | | 10 | 1.2% | 1.1% |
| Overcrowded by 2 bed or more | | | 3 | 43 | 9 | 55 | 6.5% | 5.8% |
| Supported Housing Move On | 27 | 49 | | | | 76 | 9.0% | 8.0% |
| Band 2 Total | 27 | 58 | 53 | 51 | 9 | 198 | 23.6% | 20.9% |
| Band 3 Total | | | | | | | | |
| Former armed forces personnel | | 1 | | | | 1 | 0.1% | 0.1% |
| Management Discretion 3 | | 1 | | | | 1 | 0.1% | 0.1% |
| Medical Low | 4 | 30 | 1 | | 1 | 36 | 4.3% | 3.8% |
| Overcrowded By 1 Bed | 2 | 32 | | 22 | 3 | 59 | 7.0% | 6.2% |
| Priority Homeless | 3 | 28 | 241 | 110 | 11 | 393 | 46.8% | 41.5% |
| Welfare | 2 | 16 | | | | 18 | 2.1% | 1.9% |
| Band 3 Total | 11 | 108 | 242 | 132 | 15 | 508 | 60.5% | 53.6% |
| Grand Total | 39 | 262 | 322 | 193 | 24 | 840 | 100.0% | 88.6% |
| Special Lets | Bed Size | | | | | Grand Total | % of Special Lets | % of Total Lets |
| | 0 Bed | 1 Bed | 2 Bed | 3 Bed | 4 Bed | | | |
| Temp to Perm | | 2 | 29 | 11 | | 42 | 43.3% | 4.4% |
| Sheltered | 7 | 33 | 1 | | | 41 | 42.3% | 4.3% |
| Disabled | | 5 | 7 | 1 | 1 | 14 | 14.4% | 1.5% |
| Total Special Lets | 7 | 40 | 37 | 12 | 1 | 97 | 100.0% | 10.2% |
| Housing Moves | | 4 | 4 | 3 | | 11 | | 1.2% |
| Overall Total Lets | 46 | 306 | 363 | 208 | 25 | 948 | | 100.0% |

NB – There were an additional 78 lettings to decanting tenants bringing the total moves to 100 exceeding the target of 92.

**Appendix 4 - Average waiting times based on lettings outcomes (weeks)
2014/15**

| Band & Rehousing Reason | Bed Size | | | | | Average |
|-------------------------------|-------------|--------------|--------------|--------------|--------------|--------------|
| | 0 Bed | 1 Bed | 2 Bed | 3 Bed | 4 Bed + | |
| <u>Band 1</u> | | | | | | |
| Decant | | 147.4 | 121.0 | 117.8 | 97.7 | 130.0 |
| Emergency | | 23.2 | 15.0 | 22.5 | | 18.9 |
| Exceptional Medical | | 17.5 | | | | 17.5 |
| Leaving Care | | 85.1 | 114.9 | | | 89.6 |
| OC Unable to Succeed Tenancy | | 20.2 | | | | 20.2 |
| Retiring LBL Tenant Employee | | 36.6 | | | | 36.6 |
| Starred Decant Priority | | 104.7 | 141.5 | 142.4 | 148.4 | 136.4 |
| Succession Too Large Property | | 15.6 | | | | 15.6 |
| Under Occ High Demand | | 326.7 | 428.3 | 87.9 | 232.0 | 326.7 |
| <u>Band 1 Total</u> | | 223.1 | 215.8 | 93.5 | 144.8 | 206.5 |
| <u>Band 2</u> | | | | | | |
| Homeless Prevention | | 4.8 | 32.5 | | | 30.1 |
| Medical High | | 105.8 | 27.2 | 140.6 | 87.4 | 97.6 |
| Overcrowded by 2 bed or more | | | 50.8 | 78.0 | 228.5 | 114.4 |
| Supported Housing Move-On | 6.9 | 9.0 | 34.4 | | | 9.0 |
| <u>Band 2 Total</u> | 6.9 | 21.1 | 33.0 | 99.7 | 209.7 | 46.7 |
| <u>Band 3</u> | | | | | | |
| Medical Low | 87.0 | 108.1 | 107.0 | 251.4 | | 116.9 |
| Overcrowded By 1 Bed | 110.2 | 102.5 | 195.8 | 265.3 | 198.4 | 160.1 |
| Priority Homeless | 34.5 | 46.0 | 101.5 | 108.3 | 95.2 | 96.4 |
| Welfare | 40.4 | 84.3 | 113.1 | | | 76.3 |
| <u>Band 3 Total</u> | 69.1 | 85.7 | 104.0 | 140.4 | 97.9 | 104.2 |
| <u>Grand Total</u> | 40.8 | 114.7 | 104.7 | 124.4 | 130.3 | 110.3 |

**Appendix 5 - Average waiting times based on lettings outcomes (weeks) - April
1st 2015 – 31st December 2015**

| Avg. Weeks Taken | 0 Bed | 1 Bed | 2 Bed | 3 Bed | 4 Bed | Grand Total |
|-------------------------------|--------------|--------------|--------------|--------------|--------------|--------------------|
| <u>Band 1</u> | | | | | | |
| Decant | | 91.2 | 147.1 | 112.7 | | 106.8 |
| Emergency | | 0.8 | 50.2 | 20.7 | | 23.9 |
| Exceptional Medical | | | | 9.9 | | 9.9 |
| Leaving Care | 18.4 | 75.2 | 31.8 | | | 68.0 |
| Leaving Institutions | | 4.9 | | | | 4.9 |
| Management Discretion 1 | | 0.5 | | | | 0.5 |
| Retiring LBL Tenant Employee | | 2.1 | 41.5 | 39.7 | | 25.4 |
| Starred decant priority | | 6.7 | 48.2 | | | 34.4 |
| Succession Too Large Property | | 5.9 | | | | 5.9 |
| Un Occ High Demand | | 196.7 | 340.1 | 53.6 | | 217.8 |
| <u>Band 1 Total</u> | 18.4 | 129.2 | 198.7 | 59.0 | | 137.1 |
| <u>Band 2</u> | | | | | | |
| Homeless Prevention | | 18.1 | 55.1 | 51.8 | | 51.6 |
| Management Discretion 2 | | 3.4 | | | | 3.4 |
| Medical High | | 73.9 | 343.3 | 110.2 | | 150.1 |
| Overcrowded by 2 bed or more | | | 49.9 | 95.4 | 227.4 | 114.5 |
| Supported Housing Move On | 6.3 | 9.0 | 1.0 | | | 8.0 |
| <u>Band 2 Total</u> | 6.3 | 16.6 | 74.1 | 94.6 | 227.4 | 59.2 |
| <u>Band 3</u> | | | | | | |
| Former armed forces personnel | | 33.7 | | | | 33.7 |
| Management Discretion 3 | | 11.1 | | | | 11.1 |
| Medical Low | 98.9 | 111.3 | 325.3 | | 795.4 | 132.5 |
| Overcrowded By 1 Bed | 60.0 | 113.6 | 38.9 | 262.8 | 139.7 | 163.3 |
| Priority Homeless | 43.4 | 53.7 | 92.6 | 108.2 | 94.4 | 93.3 |
| Welfare | 35.6 | 68.0 | | | | 61.0 |
| <u>Band 3 Total</u> | 54.1 | 86.7 | 93.1 | 134.0 | 149.5 | 101.9 |
| <u>Grand Total</u> | 25.3 | 86.4 | 98.8 | 119.6 | 177.6 | 97.5 |

Appendix 6 - Let's to AF/FT properties 2014/15

| Applicant Type & Rehousing Reason | Bed Size | | | | | Grand Total |
|-----------------------------------|----------|------------|------------|-----------|-----------|-------------|
| | 0 Bed | 1 Bed | 2 Bed | 3 Bed | 4 Bed + | |
| <u>Applicants</u> | | | | | | |
| Homeless Prevention | | 2 | 6 | | | 8 |
| Leaving Care | | 11 | 2 | | | 13 |
| Medical High | | | 1 | 2 | 1 | 4 |
| Medical Low | | 14 | 1 | 2 | | 17 |
| Overcrowded By 1 Bed | 1 | 13 | 1 | 1 | | 16 |
| Overcrowded by 2 bed or more | | | 2 | 6 | 1 | 9 |
| Starred Decant Priority | | | | | 2 | 2 |
| Supported Housing Move-On | 2 | 22 | | | | 24 |
| Welfare | | 2 | | | | 2 |
| <u>Total Applicants</u> | 3 | 64 | 13 | 11 | 4 | 95 |
| <u>Homeless</u> | | | | | | |
| Priority Homeless | 2 | 15 | 75 | 32 | 16 | 140 |
| <u>Total Homeless</u> | 2 | 15 | 75 | 32 | 16 | 140 |
| <u>Transfers</u> | | | | | | |
| Decant | | 1 | 1 | 1 | | 3 |
| Emergency | | 1 | 2 | | | 3 |
| Medical High | | 3 | 4 | 3 | | 10 |
| Medical Low | 1 | 2 | 1 | 2 | | 6 |
| Overcrowded By 1 Bed | | | 1 | 6 | 1 | 8 |
| Overcrowded by 2 bed or more | | | | | 3 | 3 |
| Success Too Large Property | | 1 | | | | 1 |
| Supported Housing Move-On | | 6 | | | | 6 |
| Un Occ High Demand | | 13 | 2 | 1 | 1 | 17 |
| Welfare | | | 1 | | | 1 |
| <u>Total Transfers</u> | 1 | 27 | 12 | 13 | 5 | 58 |
| <u>Grand Total</u> | 6 | 106 | 100 | 56 | 25 | 293 |

Appendix 7 - Let's to AF/FT properties 2015/16 – (1st April '15 to 31st December 2015)

| Lets to AF/FT | 0 Bed | 1 Bed | 2 Bed | 3 Bed | 4 Bed | Grand Total |
|------------------------------|------------|-----------|-----------|-----------|----------|-------------|
| Band 1 | | | | | | |
| Decant | | 2 | 3 | | | 5 |
| Emergency | | 1 | | 1 | | 2 |
| Exceptional Medical | | | | 1 | | 1 |
| Leaving Care | | 2 | 1 | | | 3 |
| Retiring LBL Tenant Employee | | 2 | | | | 2 |
| Un Occ High Demand | | 10 | 2 | 2 | | 14 |
| Band 1 Total | | 17 | 6 | 4 | | 27 |
| Band 2 | | | | | | |
| Homeless Prevention | | 1 | 16 | 1 | | 18 |
| Medical High | | 4 | 1 | 3 | | 8 |
| Overcrowded by 2 bed or more | | | 1 | 6 | 2 | 9 |
| Supported Housing Move On | | 8 | 1 | | | 9 |
| Band 2 Total | | 13 | 19 | 10 | 2 | 44 |
| Band 3 Total | | | | | | |
| Medical Low | | 13 | 1 | | | 14 |
| Overcrowded By 1 Bed | 1 | 7 | 2 | 3 | 2 | 15 |
| Priority Homeless | | 19 | 63 | 30 | 3 | 115 |
| Welfare | | 3 | | | | 3 |
| Band 3 Total | 1.0 | 42 | 66 | 33 | 5 | 147 |
| Grand Total | 1.0 | 72 | 91 | 47 | 7 | 218 |

Annual Lettings Plan 2016-17

Equalities Analysis Assessment

1 Introduction

- 1.1 The Equality Act 2010 (the Act) introduced a new public sector equality duty (the equality duty or the duty). It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 1.2 In summary, the Council must, in the exercise of its functions, have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - advance equality of opportunity between people who share a protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.

2 Key Considerations

- 2.1 The lettings plan priorities have generally positive impacts, and reflect the need to focus targets on key local and national priorities around housing need. The allocation of targets to each band ensures that all groups with priority under the allocations scheme receive a percentage of lettings.
- 2.2 Applicants who join the housing register are asked to complete monitoring in relation to their gender, age, ethnicity, disability, sexual orientation and religion or belief. The following tables show the ethnic profile of the borough as at the time of the 2011 census and the ethnic profile of lettings by bedroom size for 2014/15 and 2015/16.
- 2.3 The lettings outturn for different ethnic groups showed a similar profile to previous periods and there were no significant increases or reduction across groups. The number of households not disclosing their ethnicity remains high. When implementing the new Allocation Policy in October 2012 we also introduced a new housing application with an updated ethnic monitoring form which will help us improve the data we capture.
- 2.4 There are some negative impacts to the proposal to allocate 80% of social housing lettings to homeless households, particularly on overcrowded households within the social sector and the Private Rented sector where applicants are predominantly from BME origins and applications where the lead applicant is female.
- 2.5 However, this negative impact is balanced by the positive impact that will be seen on the same protected groups through the increased lettings made to homeless applicants who will then be moved on from temporary accommodation into settled housing.
- 2.6 The production of a detailed Lettings Plan, targeting a range of priorities in each band is a more proactive and focused way of addressing lettings priorities. It is however, administratively intensive and requires ongoing monthly monitoring of performance against targets in order to ensure that targets within the plan are reached. A half year review of progress against the lettings plan targets will be undertaken and will be reported back to the Housing Select Committee and Mayor & Cabinet thereafter if changes to the plan are required.

3 Ethnic Profile of the London Borough of Lewisham – 2011 Census

| Ethnicity | Total | % |
|------------------------|----------------|----------|
| White | 147,684 | 54% |
| Mixed | 20,468 | 7% |
| Asian or Asian British | 25,533 | 9% |
| Black or Black British | 74,933 | 27% |
| Other Ethnic Groups | 7,251 | 3% |
| Total | 275,869 | |

4 Ethnicity Monitoring of Lettings 2014/15

| Ethnic monitoring of lettings | Bed Size | | | | | | | | | | Total | |
|---|-----------|-------------|------------|--------------|------------|--------------|------------|--------------|-----------|-------------|------------------------|---------------|
| | 0 Bed | | 1 Bed | | 2 Bed | | 3 Bed | | 4 Bed + | | Total Count of Bedroom | |
| | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| African | 6 | 0.5% | 44 | 4.0% | 49 | 4.5% | 43 | 3.9% | 16 | 1.5% | 158 | 14.5% |
| Any other Asian background | 1 | 0.1% | 5 | 0.5% | 10 | 0.9% | 4 | 0.4% | 1 | 0.1% | 21 | 1.9% |
| Any other Black/ African/ Caribbean background | | 0.0% | 8 | 0.7% | 16 | 1.5% | 10 | 0.9% | 6 | 0.5% | 40 | 3.7% |
| Any other ethnic group | 6 | 0.5% | 4 | 0.4% | 13 | 1.2% | 9 | 0.8% | 2 | 0.2% | 34 | 3.1% |
| Any other mixed/ multiple ethnic background | | 0.0% | 6 | 0.5% | | 0.0% | 1 | 0.1% | 2 | 0.2% | 9 | 0.8% |
| Any other White background | 2 | 0.2% | 17 | 1.6% | 13 | 1.2% | 9 | 0.8% | 1 | 0.1% | 42 | 3.8% |
| Arab | | 0.0% | 2 | 0.2% | | 0.0% | | 0.0% | | 0.0% | 2 | 0.2% |
| Bangladeshi | | 0.0% | | 0.0% | 1 | 0.1% | 1 | 0.1% | | 0.0% | 2 | 0.2% |
| Caribbean | 6 | 0.5% | 83 | 7.6% | 64 | 5.9% | 31 | 2.8% | 12 | 1.1% | 196 | 17.9% |
| Chinese | | 0.0% | 3 | 0.3% | 7 | 0.6% | 3 | 0.3% | | 0.0% | 13 | 1.2% |
| English/Welsh/Scottish/Northern Irish/British | 16 | 1.5% | 110 | 10.1% | 65 | 5.9% | 24 | 2.2% | 5 | 0.5% | 220 | 20.1% |
| Irish | 1 | 0.1% | 3 | 0.3% | 2 | 0.2% | 2 | 0.2% | | 0.0% | 8 | 0.7% |
| Not disclosed | 15 | 1.4% | 140 | 12.8% | 98 | 9.0% | 48 | 4.4% | 14 | 1.3% | 315 | 28.8% |
| Pakistani | | 0.0% | 1 | 0.1% | | 0.0% | | 0.0% | | 0.0% | 1 | 0.1% |
| White and Black African | | 0.0% | 4 | 0.4% | | 0.0% | | 0.0% | | 0.0% | 4 | 0.4% |
| White and Black Caribbean | 2 | 0.2% | 10 | 0.9% | 9 | 0.8% | 7 | 0.6% | | 0.0% | 28 | 2.6% |
| Grand Total | 55 | 5.0% | 440 | 40.3% | 347 | 31.7% | 192 | 17.6% | 59 | 5.4% | 1093 | 100.0% |

5 Ethnicity Monitoring of Lettings 2015/16 – (1st April '15 – 31st December'15)

| Ethnic monitoring of lettings | 0 Bed | | 1 Bed | | 2 Bed | | 3 Bed | | 4 Bed | | Total | |
|--|-----------|-------------|------------|--------------|------------|--------------|------------|--------------|-----------|-------------|------------|---------------|
| | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| African | 6 | 0.7% | 33 | 3.7% | 61 | 6.8% | 38 | 4.2% | 8 | 0.9% | 146 | 16.3% |
| Any other Asian background | 2 | 0.2% | 7 | 0.8% | 7 | 0.8% | 6 | 0.7% | | 0.0% | 22 | 2.5% |
| Any other Black/ African/ Caribbean background | | 0.0% | 9 | 1.0% | 14 | 1.6% | 2 | 0.2% | 1 | 0.1% | 26 | 2.9% |
| Any other ethnic group | 2 | 0.2% | 6 | 0.7% | 9 | 1.0% | 8 | 0.9% | 2 | 0.2% | 27 | 3.0% |
| Any other mixed/ multiple ethnic background | | 0.0% | 6 | 0.7% | 6 | 0.7% | 2 | 0.2% | | 0.0% | 14 | 1.6% |
| Any other White background | 3 | 0.3% | 15 | 1.7% | 12 | 1.3% | 14 | 1.6% | 2 | 0.2% | 46 | 5.1% |
| Arab | | 0.0% | | 0.0% | 1 | 0.1% | 1 | 0.1% | | 0.0% | 2 | 0.2% |
| Bangladeshi | | 0.0% | 1 | 0.1% | 1 | 0.1% | 1 | 0.1% | | 0.0% | 3 | 0.3% |
| Caribbean | 10 | 1.1% | 68 | 7.6% | 62 | 6.9% | 43 | 4.8% | 4 | 0.4% | 187 | 20.9% |
| Chinese | 1 | 0.1% | 4 | 0.4% | 3 | 0.3% | 2 | 0.2% | | 0.0% | 10 | 1.1% |
| English/Welsh/Scottish/Northern Irish/British | 12 | 1.3% | 83 | 9.3% | 50 | 5.6% | 17 | 1.9% | 1 | 0.1% | 163 | 18.2% |
| Indian | | 0.0% | | 0.0% | 2 | 0.2% | 1 | 0.1% | | 0.0% | 3 | 0.3% |
| Irish | | 0.0% | 1 | 0.1% | 2 | 0.2% | | 0.0% | | 0.0% | 3 | 0.3% |
| Not disclosed | 6 | 0.7% | 59 | 6.6% | 91 | 10.2% | 51 | 5.7% | 7 | 0.8% | 214 | 23.9% |
| White and Asian | | 0.0% | 1 | 0.1% | 1 | 0.1% | | 0.0% | | 0.0% | 2 | 0.2% |
| White and Black African | 1 | 0.1% | | 0.0% | 1 | 0.1% | 2 | 0.2% | | 0.0% | 4 | 0.4% |
| White and Black Caribbean | 3 | 0.3% | 7 | 0.8% | 7 | 0.8% | 6 | 0.7% | | 0.0% | 23 | 2.6% |
| Grand Total | 46 | 5.1% | 300 | 33.5% | 330 | 36.9% | 194 | 21.7% | 25 | 2.8% | 895 | 100.0% |