

Regeneration of Excalibur Estate Equality Analysis Assessment

February 2012

1) Introduction

An Equalities Analysis Assessment (EAA) is the process of systematically analysing a proposed or existing policy or strategy to identify what effect, or likely effect, will follow from its implementation for different groups in the community. Similarly, it can be the process for analysing the impact of a service or function on different groups in the community.

An EAA can anticipate and identify the equality consequences of particular policy initiatives and ensure that as far as possible, any negative consequences for a particular group or sector of the community are eliminated, minimised or counterbalanced by other measures.

Local authorities are legally required to have due regard to the following three aims of the Public Sector Equality Duty resulting from Equality Act 2010:

- Eliminate unlawful discrimination, harassment, victimisation and any conduct prohibited by the Act
- Advance equality of opportunity between people who share an equality protected characteristic and people who do not share it
- Foster good relations between people who share an equality protected characteristic and people who do not share it.

Also under the Public Sector Equality Duty, we are required to consider the following equality protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy & maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership

2) Why are we undertaking an Equalities Analysis Assessment?

The purpose of this EAA is to ensure we understand the equalities implications of the regeneration of Excalibur and the impact it could have on the diverse neighbourhood.

The Excalibur Estate is located on the Whitefoot Ward and consists of 180 homes of which 28 are freehold at the start of this programme.

The plans to achieve decent homes on the Excalibur Estate commenced in 2002 and have been ongoing since this time. A short summary of this work since L&Q's selection as the preferred partner is outlined below:

- April 2007 – L&Q recommended by residents as preferred RSL partner for redevelopment through stock transfer and appointment by M&C.
- July & August 2008 – stage 1 consultation on offer document takes place.
- October 2008 – Ballot deferred following imminent listing decision.
- March 2009 – DCMS list 6 properties
- April 2009 – February 2010 - scheme redesign in order to accommodate listed properties and economic downturn, funding sought to make revised scheme deliverable.
- February 2010 – HCA confirm that funding could not be made available to a stock transfer, only a regeneration scheme. Residents are consulted, results of which are fed back in a report to Mayor and Cabinet.
- March 2010 – Mayor and Cabinet decide that residents should be offered the unprecedented option of a ballot on the regeneration proposals. Officers are instructed to prepare for a ballot, and to explain to residents the impact of a yes and no vote.
- July – September 2010 – 90% of residents take part in the ballot, 56.2% vote yes to the redevelopment proposals and these results are reported to Mayor and Cabinet in September 2010.
- November 2010 – Mayor and Cabinet asked to consider responses to the Section 105 consultation and recommended to agree to progress the redevelopment of the Excalibur Estate.

The development will consist of 371 new homes which include 178 affordable rented units for existing residents and 15 equity ownership and 143 for private sale.

3) Collection of Data

The regeneration of the Excalibur Estate will impact on estate residents, others living in proximity to the site and potentially on surrounding businesses and services. There is a lack of accurate up to date local information and as the estate is so different from the rest of the ward, information can be misleading. However, a range of local data has been accessed and used to assist us with this equalities analysis assessment, including:

- Census 2001 super out put areas (population 1363 across lower layer super output area)
- PPCR Independent survey of Excalibur estate residents (118 Respondents)
- Consultation events/ door knocking
- Housing Register (in band 1 as of 18 July 2011 which includes 752 households of which 141 are decants).

Equality protected characteristic	Observation from current data & potential impact
Sex	Single parent families make up 20% of Lewisham’s tenant composition. Research has shown that there are a higher percentage of lone mothers in social housing. Also, women

	<p>tend to be the primary carers. Provision needs to be made so that these women can engage in the consultation process and that activities can be tailored to their needs i.e. meetings during school hours, home visits, providing payment for child care. L&Q will need to ensure these arrangements continue once the development is completed.</p> <p>The consultation and communications strategy also needs to take into account the different roles of women and men in some cultures.</p> <p>Works to redevelop the estate will immediately impact more on women who tend to be primary carers and are therefore more likely to be inconvenienced</p> <p>Security works and play areas may be a higher priority for women i.e. their children are safe when playing. This will need to be considered in the master-planning of the redevelopment.</p> <p>Higher % of lone mothers in social housing, with lower levels of economic activity. Improving homes and the environment will directly have a positive impact on this equality group.</p> <p>There is a higher percentage of lone elderly women in council housing in the borough. The redevelopment will be phased and require some households to be decanted. For lone elderly women this will be difficult and help and support will be needed to carry out the move and to ensure that their interim property is decent, safe and warm.</p>
Age	<p>Persons aged 60 years or more are more likely to require accessible housing. 41% of decant households are aged 60 years or more compared to 42% overall in band 1. Therefore the demand for accessible housing is likely to be similar if started decant status is awarded to some decant households over others in band 1 and the potential impact negligible. Decanting households will only be assessed on need and will not therefore take up accessible housing supply unless there is a medically assessed need.</p> <p>Older people may suffer greater inconvenience through the redevelopment and the subsequent move may also cause distress and anxiety. The dedicated decant officers will offer support, advice and assistance to all residents having to relocate.</p> <p>Consultation and communications need to engage with different aged people groups for example the young, youth and elderly.</p> <p>Pensioners income is lower particularly those living in social housing. Improvements to their accommodation will have a</p>

	<p>greater positive impact on this equalities group as will insulating their homes as it will reduce heating costs, and improve health prospects.</p> <p>Children will be affected by the redevelopment i.e. every attempt will be made to ensure that children aren't disrupted but potentially they may have to change schools if they move away.</p>
Disability	<p>Disability is sporadically recorded on the housing register with 34% of decant households registering a disability, compared to 81 or 11% of households in band 1. In addition, 51 or 36% of decant households have a ground floor or lift essential requirement which may indicate a medical issue, compared to 226 or 30% of households in band 1 overall. This indicates that decant households have a higher demand for accessible housing and a slightly higher demand for ground floor or lift essential housing, compared to other households in band 1. Lifts will be provided in the new over 55s blocks, benefiting all residents.</p> <p>The building works and temporary access arrangements, etc, may cause anxiety and temporary inaccessibility for tenants, particularly affecting those with physical or mental disabilities if information and clear directions are not provided .</p> <p>The extent of disruption, fears about security, etc, may mean that older, disabled people are reluctant to move homes if not helped through the process.</p> <p>Some people will have existing disabled adaptations to their homes (e.g. handles on the bath). Important that the homes they are moving have these aids or they are installed as part of the moving in process.</p> <p>In addition, all new homes in the development will be lifetime homes meaning that they will be able to cater for households changing physical needs.</p>
Gender re-assignment	<p>This data is not recorded on the housing register however the regeneration will provide opportunities for re-housing households regardless of their gender.</p>
Pregnancy and maternity	<p>This data is not recorded on the housing register although the opportunity to be re-housed according to need may have a positive impact for this protected characteristic because the family composition may have recently changed.</p>
Race	<p>Research has found that Black and Minority Ethnic residents are nearly twice as likely as White households to live in homes that are non-decent. The development will provide high quality homes that exceed the Government's DHS.</p>

	<p>83.6% of decant households are from a BME background, compared to 78.1% overall in band 1. Black and Minority Ethnic residents are more likely to experience poor quality built environment and feel less safe in public spaces and are more likely to be at risk from crime. The master-plan addresses the surrounding environment, designing out crime and incorporating security features and this will continue in the detailed planning phases to come.</p> <p>Consultation and communications need to engage with hard to reach groups. This includes Black and Minority Ethnic residents, particularly where English is not first language.</p> <p>A high number of Black and Ethnic Minority tenants are housed by Lewisham Council. Improving homes will directly have a greater positive impact on BME residents.</p> <p>Research shows that BME households are more likely to be overcrowded. The Housing Needs Survey undertaken for each phase will inform the redevelopment plans and ensure that the accommodation households are moved to is appropriate to their needs.</p> <p>L&Q has a strong policy and record to tackle discrimination in the work place and within the community it serves.</p> <p>The building contractor will also need to ensure it signs up to the same policy on tackling discrimination and can demonstrate it mainstreams equalities into its practices.</p>
Religion or belief	<p>Religion is sporadically recorded on the housing register with only 34 or 24% of decant households registering a religion, of which the majority (56%) are Christian. Overall in band 1, 163 or 21.6% of households registered a religion, of which the majority (59%) are also Christian. As current regeneration scheme tenant profiles indicate that families are overcrowded, the opportunity to be re-housed according to need may have a positive impact for some religious groups who have cultural views about different sex children sharing bedrooms.</p> <p>The programme must be sensitive to religious customs, significant religious dates, festivals</p>
Sexual orientation	<p>Sexual orientation is sporadically recorded on the housing register with only 27 or 19% of decants households registering this information of which the majority (89%) are heterosexual. Overall in band 1, 184 or 24% of households registered this information of which the majority (84%) are heterosexual.</p> <p>The new RSL organisation taking on staff or housing, will need to meet, or exceed current standards, support and on tackling harassment and discrimination.</p>

Marriage and civil partnerships	This data is not recorded on the housing register however the regeneration will provide opportunities for re-housing households regardless of their marital status.
---------------------------------	---

4) Action Plan

The activities laid out below provide the opportunity to further assess the implications of the proposed amendments to the allocations policy and to ensure that any negative impacts are being mitigated.

Issue of possible concern and equality protected characteristic category it may impact	Action to be taken	When	Who by
Sex: Lone parents concerned at how they will cope with the re-housing process	The scheme dedicated Decant Officer will work closely with all households including one to one visits and support tailored to different needs. The Decant Officer can bid for households, assist in visits to properties and help arrange the removals as necessary.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q
Age: Elderly residents concerned they will be forced to move away from homes they have lived in for a long time	Every effort will be made to ensure that all residents will be re-housed happily and in accordance with their needs. Where residents wish to be re-housed locally they will be re-housed into the new properties. Where it is not possible in earlier phases, Officers will try to identify local housing solutions such as later phase prefabs.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q
Age: Elderly residents concerned at how they will cope with the moving process	The scheme dedicated Decant Officer will work closely with all households including one to one visits and support tailored to different needs. The Decant Officer can bid for households, assist in visits to properties and help arrange the removals as necessary.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q

Disability: Disabled residents concerned they will be forced to move into properties that do not meet their needs.	As part of the re-housing process, in discussion with the tenant, the Decant Officer will link in with the Council's Medical Advisor and Occupational Therapy Team so that all medical issues are fully understood and taken into account. Adaptations will be made to any new housing as necessary. The new properties will offer residents the opportunity to be re-housed into South East London Housing Partnership standard wheelchair accessible units as necessary or into lifetime homes properties that will meet households changing needs.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q
Gender re-assignment	The dedicated Decant Officer will work with all households regardless of their gender.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q
Pregnancy and maternity: Residents concerned that they will be forced to move into properties that do not meet their family's needs	Every effort will be made to ensure that all residents will be re-housed happily and in accordance with their needs. Where there is pregnancy, the decant process will mean that households can be housed taking into account their changing family needs.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q
Pregnancy and maternity: Families concerned that children will have to change schools in the re-housing process	Every effort will be made to ensure that all residents will be re-housed happily and in accordance with their needs. Families will be able to influence the location of their re-housing and will be able to retain current links to schools if they choose to remain in the local area.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q
Race: Residents	Communication will be	On each	Strategic Housing

who's knowledge of English means they may not understand the re-housing process or regeneration scheme	tailored to the needs of each household. Where necessary translators will be used to ensure full understanding of the process.	decant phase.	– Regeneration & Projects Team in partnership with L&Q
Religion or belief	The dedicated Decant Officer will work with all households regardless of their religion or beliefs.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q
Sexual orientation	The dedicated Decant Officer will work with all households regardless of their sexual orientation.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q
Marriage and civil partnerships	The dedicated Decant Officer will work with all households regardless of their marital status.	On each decant phase.	Strategic Housing – Regeneration & Projects Team in partnership with L&Q

5) Decision/result

The key aim of a redevelopment scheme is to improve the housing and living environment for existing and future residents. This is to benefit all, regardless of ethnic background, main language spoken, gender, employment status, health and well being, marital status or sexual orientation.

However, different groups within the community will have different needs or require varying and different levels of support in taking part in the processes involved. This assessment has provided a place where this information can be recorded so that throughout the programme the Council and it's partners can ensure that differing needs are monitored and met.

Overall, while the re-development process may be a challenge to some residents, for example, those who do not speak English as a first language, the re-development itself will provide modern decent housing in a safe well designed neighbourhood for all current and future residents; alleviating and reducing issues felt by other groups in the community currently living in non decent housing. This is an opportunity to reduce and reverse negative impacts of the current built environment.

The result of this assessment is therefore to **continue with the proposal** as there are many positive impacts such as the creation of a new neighbourhood which will benefit the entire community.