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**1. The project or decision that this assessment is being undertaken for**

The Council will be holding a resident ballot so that the people that live on the Achilles Street Estate can decide if estate regeneration should take place, to deliver new homes for all existing residents, and an increased amount of social housing for people in priority housing need on Lewisham’s Housing Register. No more than 50% of the new homes will be private to help fund the redevelopment.

All current social tenants will be offered new properties on the rebuilt estate at rents fixed to the levels that would be charged if the redevelopment does not take place. Resident Leaseholders will be able to transfer the equity they currently have into new properties on the rebuilt estate. They will be charged no rent for any equity in their new property that they do not own.

This offer to existing residents is based on trying to maintain the principle that all current residents will be able to remain living on the rebuilt estate without being negatively impacted financially.

Based on lengthy engagement with residents on the estate, it has become apparent that offering new homes to residents on this principle will be essential to achieving a positive vote in the ballot. Achieving a positive outcome means that around 100 to 150 additional new Council owned homes for social rent will be delivered that can be used to house people from the Housing Register.

If there is a negative outcome to the Ballot then there will be no increase in social homes, and the residents currently living on the Achilles Street Estate will remain in their current homes.

This EAA considers the impact of this offer to current residents compared to the new residents who will be moving into the new social homes that will be built on the new estate.

**2. The protected characteristics or other equalities factors potentially impacted by this decision**

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity	<input checked="" type="checkbox"/> Maternity	<input checked="" type="checkbox"/> Language spoken	<input type="checkbox"/> Other, please define:
<input checked="" type="checkbox"/> Gender	<input checked="" type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Household type	
<input checked="" type="checkbox"/> Religion	<input checked="" type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Income	

All of the above characteristics have been selected as a large group of people will be impacted by the proposals; both the group of residents currently living on the Achilles Street Estate, and the people currently on the Lewisham Housing Register who will be able to access new social homes if the redevelopment goes ahead or have longer to wait for adequate housing if it does not.

Data is not currently available on all of the above characteristics and factors.

The characteristics that are likely to be most affected are: Household type, Income and Disability.

- Household Type because this is the clearest difference between the current residents on the Achilles Street Estate, who are currently adequately housed, and those on the Housing Register who are not.
- Income because a lack of appropriate affordable housing has a much more significant impact on those with lower incomes and both the current residents on Achilles Street, being largely Council tenants, and those on the housing register are likely to have lower than average incomes.
- Disability as the current homes on the Achilles Street Estate are not accessible, with only a minority having level access.

**3. The evidence to support the analysis**

The evidence to support this analysis is taken from Lewisham Council’s housing database which include information on all of the current residents of the Achilles Street Estate. To assess the impact of the proposals we have also looked at what information is available for the people currently on Lewisham’s Housing Register, as this

represents the people that will be moving into the new properties created and are therefore indicative of the people that will be benefitted from the provision of additional social housing.

The information from both data sources only includes information on the lead tenant, but as this is consistent across both sources it provides a valid comparison.

Looking at the different information collected across both data sources the following characteristics are recorded in both sources:

#### Achilles Street Current Residents

<i><b>Ethnicity</b></i>	<i><b>Number of Residents</b></i>	<i><b>Percentage of Residents</b></i>
English/Welsh/Scottish/Northern Irish/British	12	19.35%
Any other White background	3	4.84%
White and Black Caribbean	1	1.61%
Any other Asian background	3	4.84%
Caribbean	10	16.13%
African	21	33.87%
Chinese	2	3.23%
Any other ethnic group	9	14.52%
Arab	1	1.61%
Any other Black/ African/ Caribbean background	0	0.00%
Any other mixed/ multiple ethnic background	0	0.00%
Bangladeshi	0	0.00%
Indian	0	0.00%
Irish	0	0.00%
Pakistani	0	0.00%
White and Asian	0	0.00%
White and Black African	0	0.00%
<b>Grand Total</b>	<b>62</b>	<b>100.00%</b>

<i><b>Age of Lead Tenant</b></i>	<i><b>Number of Residents</b></i>	<i><b>Percentage of Residents</b></i>
Under 24	0	0.00%
age between 25-34	9	13.43%
age between 35-44	15	22.39%
age between 45-54	21	31.34%
age between 55-64	11	16.42%
age between 65-74	4	5.97%
age between 75+	7	10.45%
<b>Grand Total</b>	<b>67</b>	<b>100.00%</b>

<i><b>Sex of Lead Tenant</b></i>	<i><b>Number of Residents</b></i>	<i><b>Percentage of Residents</b></i>
Female	49	56.98%
Male	35	40.70%
Prefer not to say	2	2.33%
<b>Grand Total</b>	<b>86</b>	<b>100.00%</b>

<i><b>Lead Tenant Disabled</b></i>	<i><b>Number of Residents</b></i>	<i><b>Percentage of Residents</b></i>
Yes	11	12.79%
No	75	87.21%

<b>Grand Total</b>	<b>86</b>	<b>100.00%</b>
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### Housing Register

<b><i>Ethnicity of Lead Tenant</i></b>	<b><i>Number of Residents</i></b>	<b><i>Percentage of Residents</i></b>
English/Welsh/Scottish/Northern Irish/British	875	28.88%
Any other White background	209	6.90%
White and Black Caribbean	86	2.84%
Any other Asian background	87	2.87%
Caribbean	607	20.03%
African	685	22.61%
Chinese	45	1.49%
Any other ethnic group	126	4.16%
Arab	3	0.10%
Any other Black/ African/ Caribbean background	130	4.29%
Any other mixed/ multiple ethnic background	56	1.85%
Bangladeshi	20	0.66%
Indian	19	0.63%
Irish	34	1.12%
Pakistani	16	0.53%
White and Asian	7	0.23%
White and Black African	25	0.83%
<b>Grand Total</b>	<b>3030</b>	<b>100.00%</b>

<b><i>Age of Lead Tenant</i></b>	<b><i>Number of Residents</i></b>	<b><i>Percentage of Residents</i></b>
Under 24	349	3.76%
age between 25-34	1926	20.75%
age between 35-44	2832	30.50%
age between 45-54	2227	23.99%
age between 55-64	1155	12.44%
age between 65-74	412	4.44%
age between 75+	383	4.13%
<b>Grand Total</b>	<b>9284</b>	<b>100.00%</b>

<b><i>Sex of Lead Tenant</i></b>	<b><i>Number of Residents</i></b>	<b><i>Percentage of Residents</i></b>
Female	6932	75.49%
Male	2248	24.48%
Prefer not to say	3	0.03%
<b>Grand Total</b>	<b>9183</b>	<b>100.00%</b>

<b><i>Lead Tenant Disabled</i></b>	<b><i>Number of Residents</i></b>	<b><i>Percentage of Residents</i></b>
Yes	1194	12.86%
No	8092	87.14%
<b>Grand Total</b>	<b>9286</b>	<b>100.00%</b>

In most cases blanks in the datasets have been excluded and this has resulted in inconsistent totals between the tables.

No data is available on Maternity, Gender Identity, Religion, Carer Status or Sexual Orientation. Only limited data is available on Language Spoken and Income.

#### 4. The analysis

The information collected demonstrates that the characteristics of those on the Achilles Street Estate are largely similar to the characteristics of those waiting to be adequately housed on Lewisham Council's Housing Register.

##### **Household Type:**

The majority of properties on the Achilles Street Estate are social homes, although a proportion are leaseholders who have either purchased their former social home through Right to Buy, or who have bought these properties privately. Although overcrowding is an issue identified for some households on the Achilles Street Estate the majority of these residents can be considered to be securely and appropriately housed.

This is a key difference to those on the Housing Register, as to be on Lewisham's Housing Register you must meet the criteria of being in priority housing need. By definition the people on the Housing Register are those who are not currently securely housed. The aim is for all those on the housing register to eventually be securely housed in a social home that is appropriate for their needs. However, the chronic under supply of social homes makes this a very lengthy process, and means that other options for providing housing such as discharging our housing duty into the Private Rented Sector are sometimes used.

This difference between the two groups is the most prominent.

##### **Impact on Household Type:**

If the redevelopment proposals on the Achilles Street are supported in the resident ballot and go ahead, they will result in all of the secure tenants and resident leaseholders on the Achilles Street Estate remaining securely housed. The proposals will also provide a significant number, between 100 and 150 new council owned homes for social rent that will be available for those on the Housing Register. This will mean that, if the proposals are supported, between 100 and 150 households will be securely housed who would otherwise spend longer waiting in inadequate housing.

Although those newly housed residents will be paying higher London Affordable Rents, the discounted rent that existing Achilles Street secure tenants will be paying is based on what they currently pay, and is a key part of the offer designed to win resident support for the proposals. If this was not offered it would reduce the likelihood of the redevelopment proposals being supported, and would then mean it is more likely that households on the Housing Register have to wait longer to be securely housed.

##### **Age:**

<i><b>Age of Lead Tenant</b></i>	<i><b>Achilles Street (%)</b></i>	<i><b>Housing Register (%)</b></i>
Under 24	0.00%	3.76%
age between 25-34	13.43%	20.75%
age between 35-44	22.39%	30.50%
age between 45-54	31.34%	23.99%
age between 55-64	16.42%	12.44%
age between 65-74	5.97%	4.44%
age between 75+	10.45%	4.13%

The above comparison shows the difference between ages of residents on the Achilles Street Estate and those on the Housing Register. There is a difference; with those on the Housing Register generally being younger than those on the Achilles Street Estate. However, this difference is not that pronounced, with no age band having a difference of more than 10%.

##### **Impact on Age:**

As the difference in age is not pronounced the proposals will not have a pronounced impact on age. The existing Achilles residents are slightly older, and they will have lower rents than new residents who will be housed from the Housing Register, based on the Landlord Offer. This will then benefit older people, but only very slightly.

**Ethnicity:**

<b>Ethnicity</b>	<b>Achilles Street (%)</b>	<b>Housing Register (%)</b>
English/Welsh/Scottish/Northern Irish/British	19.35%	28.88%
Any other White background	4.84%	6.90%
White and Black Caribbean	1.61%	2.84%
Any other Asian background	4.84%	2.87%
Caribbean	16.13%	20.03%
African	33.87%	22.61%
Chinese	3.23%	1.49%
Any other ethnic group	14.52%	4.16%
Arab	1.61%	0.10%
Any other Black/ African/ Caribbean background	0.00%	4.29%
Any other mixed/ multiple ethnic background	0.00%	1.85%
Bangladeshi	0.00%	0.66%
Indian	0.00%	0.63%
Irish	0.00%	1.12%
Pakistani	0.00%	0.53%
White and Asian	0.00%	0.23%
White and Black African	0.00%	0.83%

The above comparison shows that on both Achilles Street and on the Housing Register there is considerable ethnic diversity, more than would be the case if Lewisham residents were looked at as a whole.

Overall the breakdown of ethnicity between the two groups are more similar to each other than to the Lewisham borough average.

The key differences between the two groups are:

- There is a greater proportion of people who identify as British on the Housing Register than on Achilles Street
- There is a greater proportion of people who identify as African on Achilles Street than on the Housing Register
- There are a greater proportion of people who identify as any other ethnic group on Achilles Street than on the Housing Register, though this may be due to more ethnicity categories being collected on the Housing Register.

**Impact on Ethnicity:**

The differences in ethnicity are not very large between current residents on the Achilles Street Estate and those on the Housing Register.

As there are some differences highlighted above, and the current residents on the estate will receive a better housing offer than would be available to those on the housing register, the ethnic groups in higher proportions on the estate will have a minor disproportionate benefit. This minor benefit is part of the offer to existing residents that if supported by those residents facilitates the building of new social homes which will mean more families on the housing register can be adequately housed.

**Language Spoken:**

Information is available on the primary language spoken by lead tenants on the Achilles Street Estate, but no comparative information is available for residents on the housing register. The information available for residents on the Achilles Street Estate suggests that at least 14 different languages are spoken as the primary language on the estate.

**Impact on Language Spoken:**

Without comparative data it is difficult to assess what the impact of the offer on people who speak different languages will be. As the offer document that will be presented to residents has to contain lots of detail on how their new homes will be allocated, it is a complicated document. Translation and Interpreters will need to be made available to ensure that there is not a disproportionate impact on those that speak language other than English.

**Gender:**

Information on Gender Identity is not available for both groups, but Sex of lead tenant was recorded.

<i>Sex of Lead Tenant</i>	<i>Achilles Street (%)</i>	<i>Housing Register (%)</i>
Female	56.98%	75.49%
Male	40.70%	24.48%
Prefer not to say	2.33%	0.03%

This comparison shows a difference between the lead tenants who currently live on the Achilles Street Estate and those on the Housing Register. There is a greater proportion of people who identify as male on the Achilles Street Estate than those on the Housing Register.

**Impact on Gender:**

As there are a greater proportion of people who identify as female on the Housing Register, they will be a disproportionate impact on people who identify as female based on the worse housing offer that new residents on the Achilles Street Estate will receive.

However, the better offer for existing residents is required to achieve a positive vote in the resident ballot, which is required to facilitate the delivery of a significant number of new social homes that will provide new affordable and secure homes for people on the housing register greatly benefiting them.

**Disability:**

<i>Lead Tenant Disabled</i>	<i>Achilles Street (%)</i>	<i>Housing Register (%)</i>
Yes	12.79%	12.86%
No	87.21%	87.14%

This comparison shows that there is almost no difference between the proportion of lead tenants on the Achilles Street Estate who are disabled compared to those on the Housing Register.

**Impact on Disability:**

By providing new accessible homes, built to modern layouts and sizes, with a proportion being wheelchair accessible, this scheme will greatly benefit disabled people, both those that currently live in inaccessible homes on the Achilles Street Estate, and those that are waiting to be adequately housed on the Housing Register.

**Income:**

No direct information is available on the incomes of either residents on the Achilles Street Estate or those on the Housing Register. However, the criteria for accessing the Housing Register mean that you have to have a gross household income of £50,000 or less, which although would represent the majority of Lewisham residents it excludes those on high incomes. Meeting the priority need criteria to be on the housing register would also suggest that those on the Housing Register would tend to have lower than average incomes.

Housing Benefit is a means tested benefit available to people who are unable to afford the cost of their rent, and will cover the entirety of rents up to Local Housing Allowance (LHA) levels. New build Council owned homes for social rent will be let at London Affordable Rent levels, which is far below LHA and so will be covered by Housing benefit. This means that for any resident in receipt of Housing benefit they will not be negatively affected by paying a social rent at London Affordable Rent levels.

The information available for residents on the Achilles Street Estate shows that just over 25% are in receipt of Housing Benefit, which is a means tested benefit only available to those with low incomes. This proportion is again

higher than the average in Lewisham and would tend to suggest that those on the Achilles Street Estate have lower than average incomes.

More detailed information on incomes would be useful to collect in the future.

**Carer Status:**

No information is available on the Carer status, but this information would be useful to collect in future.

**Maternity:**

No information is available on Maternity, but this information would be useful to collect in future.

**Gender Identity:**

No information is available on Gender Identity, but this information would be useful to collect in future.

**Religion:**

No information is available on Religion, but this information would be useful to collect in future.

**Sexual Orientation:**

No information is available on Sexual Orientation, but this information would be useful to collect in future.

**5. Impact summary**

<i>Protected characteristics or other equalities factors</i>	<i>Summary of Impact of Landlord Offer</i>	<i>Summary of Impact of delivering new social homes</i>	<i>Overall Impact</i>
Age	Mixed	Positive	Positive
Ethnicity	Mixed	Positive	Positive
Gender	Negative	Positive	Positive
Disability	Positive	Positive	Positive
Household type	Negative	Positive	Positive
Income	Mixed	Positive	Positive

It is clear that the overall minor differences between the current Achilles residents and those on the Housing Register means that providing a better offer for current Achilles residents disproportionately favours those groups who are represented to a greater degree among the current residents. As the differences are more pronounced in Gender and Household type these result in a negative impact.

However, the aim of providing this better offer is to achieve a successful Ballot result, and to therefore deliver additional Council owned homes for social rent that would otherwise not be delivered. These additional social homes will mean that people on the Housing Register will receive secure and affordable housing that they otherwise would not. This creates a very significant positive impact for all protected characteristics and other equalities factors.

The positive benefit of providing new Council owned homes for social rent outweighs the potential negative impacts of offering a better deal to current residents that will be rehoused than will be available to new residents in these social homes.

**6. Mitigation**

With this project the mitigation for the negative impacts of the landlord offer is the delivery of new Council owned homes for social rent, which result in a net positive outcome for a greater number of people. Not providing new Council owned homes for social rent means that there are greater disproportionate impacts on those on the Housing Register and in temporary accommodation, as they will remain inadequately housed for longer.

<b><i>Protected characteristics or other equalities factors</i></b>	<b><i>Proposed Mitigation</i></b>
Age	Net positive impact of delivering new social homes
Ethnicity	Net positive impact of delivering new social homes
Gender	Net positive impact of delivering new social homes
Household type	Net positive impact of delivering new social homes
Income	Net positive impact of delivering new social homes

There is also work that can be done to mitigate any potential negative impacts to characteristics that we do not have enough information to assess currently:

<b><i>Protected characteristics or other equalities factors</i></b>	<b><i>Proposed Mitigation</i></b>
Language spoken	Translation and Interpretation support will be available on request to all Achilles Street Estate residents.
Maternity	In the future this information should be collected to determine whether any negative impacts are occurring on Estate Regeneration projects so that appropriate mitigation steps can be taken
Gender identity	In the future this information should be collected to determine whether any negative impacts are occurring on Estate Regeneration projects so that appropriate mitigation steps can be taken
Religion	Events for all residents need to be planned so that there is not a disproportionate amount that fall on days of religious significance across all religions.
Carer status	Through understanding disability and conducting medical assessments as part of the housing needs assessment some of the impact of Carer Status on households will be mitigated. However, in future more information could be gathered so that more appropriate mitigation can take place.

## **7. Service user journey that this decision or project impacts**

From a perspective based on the situation for individual residents, the Landlord Offer for Achilles Street Residents means they receive a better deal than new residents from the Housing Register who will be paying slightly higher rents for equivalent properties. However when viewed from a perspective of the estate regeneration being an intervention the Council is making, the landlord offer to existing residents represents a way of maintaining their current circumstances, and ensures that no residents are pushed into rent arrears or take on unsustainable



financial burdens, the impact on the current residents is positive because they get a new home with no negative financial impact.

From this perspective new residents from the Housing Register are also positively benefitted as they receive new Council owned homes for social rent as a result of the regeneration that would otherwise not exist.

Without providing the landlord offer, that preserves rent levels for current tenants, these additional Council owned homes for social rent could not be built, meaning that comparatively people on the Housing Register would be more negatively impacted.

There is a weekly presence by Council and Lewisham Homes officers on the Achilles Street Estate that will remain throughout the course of the Resident Ballot, and there is a named officer contact available to answer any questions.

Residents on the Housing Register interact with the Council primarily through bidding on Homesearch, the Council's choice based letting system, but are also able to get in contact with council officers.

If they are successful in bidding for a new home they will work with Lewisham Homes through the sign up process, and then as tenants through the normal housing management process.

All tenancy terms and conditions will be the same for both returning and new residents, and apart from the rental difference, they will be treated the same by Lewisham Homes.

Both groups of people have been impacted by cuts to Council services, wider austerity in the public sector and the reduction of available social homes. This affects residents on the Achilles Street Estate by making it more difficult to move on to alternative accommodation, but has a much greater impact on the people waiting on the Housing Register who are currently inadequately housed, and have increasing waiting times before social housing becomes available.

<b>Signature of Head of Service</b>	
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For further information please see the full [Corporate Equality Policy](#).