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

This EAA covers the adoption of a Residents' Charter for Estate Regeneration.

The Residents' Charter will provide a set of guarantees that will apply to all residents whose homes may be demolished as part of estate regeneration proposals. The Charter guarantees how they will be treated, how they will interact with the estate regeneration process, and gives details on the new homes they will be entitled to.

This will be reported to Mayor and Cabinet with the Adopting a Residents' Charter for Estate Regeneration report that will be considered on Wednesday 10th July 2019.

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

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity	<input type="checkbox"/> Maternity	<input 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 type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input type="checkbox"/> Income	

These characteristics were selected as they are the protected characteristics under the Equality Act 2010, excluding maternity and marriage/civil partnership, where excluded as they were not considered necessary information in line with our data minimisation approach.

Household type was added as it was considered particularly relevant.

3. The evidence to support the analysis

Evidence was collected as part of the public consultation exercise conducted on the draft principles of the Resident's Charter, in in line with the Council's Engagement Guidance and the Council's Corporate Equality Policy.

In total 227 people provided responses to the survey, with 226 respondents providing some equalities information.

<i>Household Type</i>	<i>Number</i>
Council Tenant	87
Home Owner	54
Council Leaseholder	45
Housing Association Tenant	17
Private Renter	14
Other	6
Total	223

<i>Age</i>	<i>Number</i>
Under 18	15
18-24	4
25-29	19
30-34	17
35-39	22
40-44	23
45-49	16
50-54	25
55-59	23
60-64	14

65-69	13
70-74	12
75-79	5
80-84	1
Prefer not to say	5
Total	214

<i>Gender</i>	<i>Number</i>
Female	110
Male	83
Prefer not to say	20
Other (specified intersex)	1
Total	214

<i>Gender Identity</i>	<i>Number</i>
No my gender identity is the same as assigned at birth	128
Prefer not to say	21
Yes my gender identity is different	2
Total	151

<i>Sexual Orientation</i>	<i>Number</i>
Bisexual	9
Gay or lesbian	8
Other (included pansexual and queer)	3
Prefer not to say	38
Straight or heterosexual	140
Total	198

<i>Religion</i>	<i>Number</i>
Buddhist	1
Christian	71
Hindu	2
Muslim	11
None	77
Other	7
Prefer not to say	29
Total	198

<i>Disability</i>	<i>Number</i>
No	141
Prefer not to say	17
Yes	36
Total	194

<i>Disability</i>	<i>Number</i>
Cognitive or learning disability	2
Longstanding illness or health condition	8
Mental health condition	7
Other (included dyslexia, hoarding, autism)	5
Physical or mobility related	8
Prefer not to say	18
Visual or hearing related	3
Total	51

<i>Ethnicity</i>	<i>Number</i>
Any other White Background	24
White British	108
White Irish	2
Any other mixed or multiple ethnic background	14
White and Asian	1
White and Black African	3
White and Black Caribbean	2
Any other Asian background	4
Indian	2
African	22
Any other Black, African or Caribbean background	7
Caribbean	21
Other	12
Total	222

4. The analysis

The findings demonstrate that the consultation attracted a diverse range of respondents.

Household Type: The majority of respondents were social tenants. This is useful as they will be the primary group affected by Council led estate regeneration, so we can be confident that the consultation reflects the views of those most directly impacted.

Only a small proportion of respondents were private renters, even though questions directly related to that tenure of housing. Despite this, we received a number of comments that addressed the needs of these residents.

Age: The spread of ages is fairly equal across all brackets. This is positive as people of all ages may be affected by estate regeneration. There was a particular effort to target under-18s, based on previous consultation exercises failing to reach this group. This group are especially important to reach as young people are most impacted by the lack of affordable housing options, which estate regeneration seeks to address.

Gender and Gender Identity: The responses were distributed fairly equally, although slightly more respondents identified as female. This may reflect the fact that there are more women in social housing. Responses were also received from people that identified as intersex and respondents whose gender is different to that which was assigned to them at birth. This is positive as this information is less disclosed than other characteristics in Council consultations.

Sexual Orientation: The majority of respondents identified as heterosexual. There is no clear explanation or impact of this characteristic.

Religion: The most reported religion was none.

Disability: Approximately 19% of respondents reported a disability, which is proportionate with the number of people who identify as disabled in the broader UK population. This very useful, as addressing mobility and access issues is one of the key benefits of estate regeneration, and ensuring that disabled people have a voice in the process is vital.

Ethnicity: Approximately 60% of respondents identified as white, this is broadly proportionate with Borough's make-up which is 54% white. It is important that a range of different ethnicities responded to the consultation as non-white people are disproportionately affected by estate regeneration as they make up a higher proportion of residents in social housing.

This is also important in regards to the perception of estate regeneration, which is often linked to ideas of social cleansing / gentrification, and the removal of non-white people from new housing developments. Having a good response rate from a diverse range of ethnic backgrounds ensures that all voices are heard in forming the Residents' Charter.

5. Impact summary

All of the principles of the Residents' Charter that were consulted on were agreed with by a large percentage of respondents. Given that the evidence above shows that a diverse range of responses were received, this indicates that the principles are broadly supported by people across all of the various protected characteristics, and have a positive impact on them.

6. Mitigation

Not required as no negative impacts were identified.

7. Service user journey that this decision or project impacts

All individual estate regeneration projects, will have a significant amount of public consultation and engagement sessions, as well as one to one interviews. At these interactions with residents and other key stakeholders Council officers will be able to record if there are any equalities issues or complaints that can then be addressed.

**Signature of Head
of Service**

For further information please see the full [Corporate Equality Policy](#).