

Equality Impact Assessment

Section 1: Identifying details

Your function, service area and team: Housing Property and Development

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Council House Building

Officer completing the EqIA: Mary Masterson **Tel:** X2132 **Email:** mmasterson@eppingforestdc.gov.uk

Date of completing the assessment: 15/01/18

Section 2: Policy to be analysed

2.1 Is this a new policy (or decision) or a change to an existing policy, practice or project?

This is linked to an existing agreed programme of works. The wider Equality Impact Assessment for Housing Repairs and Maintenance (incorporating Council house-building programme and work to Void Properties) covers this project.

2.2 Describe the main aims, objectives and purpose of the policy (or decision):

EFDC undertakes responsive repairs to all of its 6,500 Council homes, undertakes works to around 300 void properties per annum making properties ready for re-letting and has a planned maintenance programme over a 30-year business plan cycle that aims to renew around 3,300 key components per annum. EFDC also plans to build 300 new affordable homes over the next 10 years.

What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?

That all Council homes meet the "Decent Homes Standard".
The Council House-building (CHB) programme aims to provide well-designed, quality homes that are affordable, sustainable and suitable for the needs of people across all protected groups.
This assessment intends to fully evaluate the effect the programme could have on protected groups, and therefore aims to give an overview of the actual and potential impacts of actions set out within the programme.
This assessment will continually evolve as the programmes of work progress

2.3 Does or will the policy or decision affect:

- **service users**
- **employees**
- **the wider community or groups of people, particularly where there are areas of known inequalities?**

All of the above

Will the policy or decision influence how organisations operate?

No

2.4	Will the policy or decision involve substantial changes in resources?
	No

2.5	Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes? The delivery of new affordable housing is part of a wider Corporate objectives namely to deliver new homes to meet the needs of local people while also supporting economic development; and design and building our services around the needs of our ageing population and residents living in deprivation.
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Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.0 Reference Material

Age	Disability	Gender	Gender reassignment	Marriage / civil partnership	Pregnancy / maternity	Race	Religion/belief	Sexual orientation	other																																								
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Appendix ref.001 – NOMIS Data	2011 ONS EFDC Area Age Structure <table border="1"> <thead> <tr> <th>Age</th> <th>%</th> <th>Age</th> <th>%</th> <th>Age</th> <th>%</th> <th>Age</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>5.9% (7366)</td> <td>15</td> <td>1.2% (1519)</td> <td>25-29</td> <td>5.3% (6624)</td> <td>65-74</td> <td>9.2% (11464)</td> </tr> <tr> <td>5-7</td> <td>3.4% (4193)</td> <td>16-17</td> <td>2.5% (3094)</td> <td>30-44</td> <td>20.5 (25542)</td> <td>75-84</td> <td>6.2% (7743)</td> </tr> <tr> <td>8-9</td> <td>2.1% (2638)</td> <td>18-19</td> <td>2.2% (2771)</td> <td>45-59</td> <td>21% (26169)</td> <td>85-89</td> <td>1.7% (2178)</td> </tr> <tr> <td>10-14</td> <td>5.8% (7235)</td> <td>20-24</td> <td>5.3% (6663)</td> <td>60-64</td> <td>6.7% (8295)</td> <td>90+</td> <td>0.9% (1165)</td> </tr> </tbody> </table> <p>Ageing population will require dwellings that are adaptable.</p> <ol style="list-style-type: none"> 45-59 yrs – 21% (26169) 30-44 yrs – 20.5 (25542) 65-74 yrs – 9.2% (11464) 60-64 yrs – 6.7% (8295) 75-84 yrs - 6.2% (7743) 0-4 yrs – 5.9% (7366) 0-14 yrs – 5.8% (7235) 									Age	%	Age	%	Age	%	Age	%	0-4	5.9% (7366)	15	1.2% (1519)	25-29	5.3% (6624)	65-74	9.2% (11464)	5-7	3.4% (4193)	16-17	2.5% (3094)	30-44	20.5 (25542)	75-84	6.2% (7743)	8-9	2.1% (2638)	18-19	2.2% (2771)	45-59	21% (26169)	85-89	1.7% (2178)	10-14	5.8% (7235)	20-24	5.3% (6663)	60-64	6.7% (8295)	90+	0.9% (1165)
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Appendix ref.002 – ONS Data: Population																																																	
Appendix ref.003 – ONS Data: Homelessness	Homeless (Statutory) 2017 Total as of 31 March 2017 (all age ranges) 116 - Temporary accommodation 31 - B&B 45 – Hostel 40 – Other The attached ONS of 2011 showed the following: - 47 - Temporary accommodation 5 - B&B 32 – Hostel 10 – Other																																																
Appendix ref.004 – EFDC HRA Business Plan 2016/7	Within the Housing Service the ratio of staff is: - <ul style="list-style-type: none"> Over 70% are over 45 years of age 10% are under 35 years of age Pg 11 Para 19 - EFDC Council Housing Services compares the protected characteristics of those people who we have housed with those people on the Housing Register. This exercise showed that generally the 'protected characteristics' of housing applicants and those that have been given council accommodation are similar. No amendments to the Housing Allocations Scheme have been necessary to avoid discrimination. 																																																
Residents consultations – Appendix ref.005 – EFDC Planning EFDC Statement of Community Involvement Appendix ref.006 - EFDC Neighbour Consult Template letter																																																	

Appendix ref.007 - EFDC Making your views known leaflet

Neighbour consultation letters are sent out once a planning application is registered. Where any comments are invited to be returned within 21 days. Site notices are erected and more consultations are carried out if development was on a major scale (dwellings over 10). This enables members of the local community to contact the planning department raise an issue if there is one.

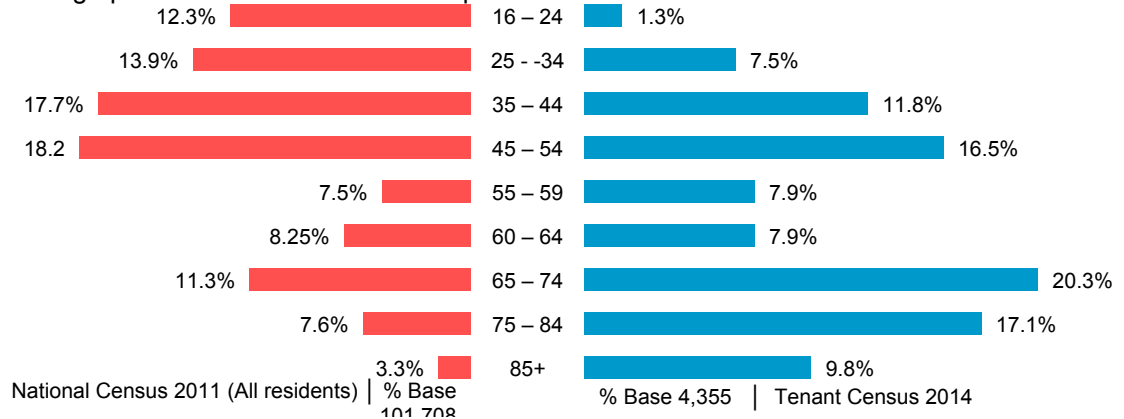
Appendix ref.008 – Epping Forest Census 2014

Over half of all tenants (57%) responded.

47% of those tenants were 65 or over and 26.9% were 75 and over.

At the time of the Tenant census the respondents were older than the wider EFD population, with a median age of tenants being 63 compared to 48 for the overall population of EFDC.

- Age profile of those tenants that replied: -



- Wards with an elderly population with a median age over 70:
 - Lower Nazeing (median age 71)
 - Waltham Abbey North East (71)
 - North Weald Bassett (72)
 - Moreton and Fyfield (73)
- Wards with the youngest tenants: -
 - Grange Hill (47)
 - Loughton Fairmead (56)
 - Loughton Roding (56)
 - Waltham Abbey Honey Lane (57)
 - Waltham Abbey South West (58)

Appendix ref.009 – Epping Forest Draft Local Plan Consultation 2016

Ageing population – will require dwellings that are adaptable and accessible for disabilities/ Pg 13 Paragraph 2.4 states:

“The District’s population increased by almost 17,000 between 1961 and 2011. Government estimates that the District’s population had risen by just over 5,000 since 2011.”

“In 2011, compared to the rest of England, the District had smaller proportions of people aged under 30 and a larger proportion of people aged 45 to 64 years and 65 years and over.”

“by 2033, projections suggest the proportion of people aged over 65 years will rise sharply compared to the other age bands”

& BGP1 Housing Background Paper

	Affordable Housing Need (in households)*				
	East Herts DC	Epping Forest DC	Harlow DC	Uttlesford DC	HMA Total
Unmet need for affordable housing in 2011					
Total unmet need for affordable housing	1,632	1,171	1,597	818	5,218
Supply of housing vacated	471	544	849	242	2,106
Overall impact of	1,161	627	748	576	3,112

current affordable housing need					
Future need for affordable housing 2011-33	4,128	3,152	3,289	2,724	13,291
Percentage of overall housing need	31%	34%	67%	27%	35%

The above table (Epping Draft Local Plan) shows the projected need for affordable housing (measured in households) in the District from 2011-2033 (for households not dwellings). These figures take into account current unmet need for affordable housing and starter homes, projected future need arising from new households which will form in the future, and also the number of existing households which are likely to fall into need in the future.
'3,152 of the new homes need to be affordable'
 Ageing population. Demand on health services. Need dwellings that are accessible and adaptable.

EFDC KPI COM004 - How many households were housed in temporary accommodation

An increase in the number of households in temporary accommodation provided under homelessness legislation: -
 2016-17 (all age ranges) Q1 – 103 Q2 – 111 Q3 – 101 Q4 – 116
 2017-18 (all age ranges) Q1 – 21
 Total number of homeless households in temporary accommodation at the end of Q1 was 97.

ONS Subnational population projections for England 2012 – based on 2011 Census
 &
 Appendix ref.010 – EFDC Population Forecast 2012

Council considers all new homes should be built to category 2 'accessible and adaptable dwellings' – dependent on site specific viability testing ensuring no compromise to delivery of development.

- 22.3% of the EFD population is aged 65 years and over and life expectancy is increasing;
- 5% population growth rate for the Epping Forest District.

EFDC ER's Vol 1-5 JCT DB11
 Appendix ref.011 – Employers Requirements - Generic

Contractors are required to produce a plan to target employment for the existing estate and local labour and discuss opportunities that will be available on any project to enable the placement of apprentices and trainees.

Also, contractors are required to recruit new apprentices and trainees from approved sources - 'The Contractor shall employ apprentices and trainees for supervised waged work experience, throughout the duration of this contract.

Contractor will agree numbers of apprentices. Trainees or waged trainees weeks on site with the Employed based on the thresholds contained within the Framework Agreement.

Appendix ref.012 – Strategic Housing Market Assessment for West Essex & East Herts 2015 Pg101 & 108

- ECC demand analysis assessment - identified a shortfall in independent living units.
- EFDC needs to provide approximately 11,300 (market housing & affordable) new homes over the Local Plan period (up to 2033) (specific split of houses vs. flats, numbers of bedrooms etc.).
- Older people are living longer, healthier lives and specialist housing offered today may not be appropriate for the future years.
- Accessible housing in the district is needed with a view of adaptable lifetime homes.
- Government's reform of Health and Adult Social Care is underpinned by sustaining people at home for as long as possible. Dwellings to meet cat. 2 requirements (dependent on viability).

Appendix ref.013 –

Adopted by EFDC based on a combination of the East Thames Design Standards and the HCA Design Standards.

Gracelands CMS Equality and Diversity Policy

Gracelands CMS Ltd has embedded equality into its service provision, targeting resources where they are needed and in ways that ensure tenants have equal access to services. Their Policy extends to monitoring its suppliers. Their tender submission sets out how the company positively reflects the mix of the team delivering the Service with the community in which the Service is provided.

Mears PLC Equality and Diversity Policy

Mears operates an ethos of respect for all and are fully committed to ensuring accessible service and opportunities to all. This extends from the Board and includes all staff, supply chain partners they work with, residents and customers across all of its contracts. Their Policy is reviewed and updated bi-annually or sooner if required. Their tender submission sets out how the company positively reflects the mix of the team delivering the Service with the community in which the Service is provided.

Appendix ref.014 – East Thames Priority Needs Policy

East Thames Single Equality Scheme which included their equality and diversity statement, aims and action plan. The document includes the Equality Act 2010 and due to the nature of the document it goes further than promoting equalities internally. The action plan sets out clear equalities responsibilities for meeting the aims of the Scheme including a range of tasks working with residents/community/service users.

Appendix ref.015 - Pellings Equality Diversity Policy

Pellings is committed to upholding and developing the principles of equality and diversity throughout the organisation and in the preservation of an individual's dignity at work. They recognise the need to encourage a positive attitude towards diversity amongst their employees as part of their culture. This commitment extends to the Contractors and other Consultants that they contract with.

Appendix ref.016 - Secure by Design – Designing out crime of new developments

Consideration is given to designing safe places to live (vulnerable older people).

EFDC Repairs and Improvements & Repairs recharge costs 2017

Council residents are able to report the faults by phone, email or via the mobile app.

Impact of an ageing population study Epping Forest District

- Between 2015 and 2025 it is anticipated that the number of over 65's in Epping Forest will increase from 25,400 to 30,000 and over 50's – 64's, from around 24,200 to 27,400.
- Services in preventative healthcare and activities to help people to remain active and health in later life, could help increase the proportion of life spent in good health and reduce costs to a wide range of organisations.
- Loughton Alderton is one of the wards that have some of the lowest life expectancy and this is identified as being linked to deprivation and less positive lifestyles.
- Evidence shows good physical and mental health are essential to living longer and a better quality of life.
- 2013 there were 1,855 Dementia sufferers, by 2025 the number is expected to be 2,553 (37.6%).

EFDC Housing Register & housing-allocation-scheme-2015-v3

Total number of applicants on Epping Forest District Council's Housing Register

*Priority Bands	Q1	Q2	Q3	Q4	
Housing Register	1531	1515	1477	1462	
Band A*	135	134	120	125	<i>Urgent medical grounds/disability</i>
Band B*	526	534	516	538	<i>Existing Council tenants aged over 60yrs</i>
Band C*	706	700	706	683	<i>moderate medical grounds relating to disability</i>
SWL	164	147	134	116	

Careline Annual Report 2015-16

Epping Forest Careline currently has approximately 2,500 clients. Years of experience managing a community alarm service and enabling independent living. Customers to feel more secure in their home, as help is at the press of a button. The service is beneficial to those that feel vulnerable in some way: they are unwell, may have previously fallen, been injured, experienced an intruder in their property or garden or have an on-going illness or been recently discharged from hospital.

- A new Careline call handling provider will be used to enable the service to facilitate the demand from an increasing older generation living longer healthier independent lives.

Nov 2016 random Careline survey of 300 clients (12% of the user base).

- 99.3% satisfied with the quality of service;
- 99.3% happy with time taken to respond to calls;
- 100% found Epping Forest Careline staff helpful;
- 98% service was good value for money – this was a reduction from 99.2% in 2015. *There was a marginal rise in monitoring fees for the 1st time in 3 years which may account for this.*
- 99.3% found equipment easy to use;
- 100% would recommend Epping Forest Careline to friends and family;
- 347 new installations across the district in 2016. Yearly call total - 61,162, averaging 168 daily;

Sheltered Housing Guide

- EFDC provides sheltered housing for older residents that are capable of living on their own but feel more secure with the support of a visiting Scheme Manager;
- Self-contained flats, bungalows and studios. Housing with communal lounge -social activities;
- Currently located in Loughton, Watham Abbey, Buckhurst Hill and Epping.
- Once the new Careline provider is agreed a Sheltered Housing Review will be undertaken to identify all future options for the current properties and provide recommendations.

Downsizing Scheme

- EFDC enables older residents to downsize to a smaller more manageable property;
- Financial incentive as they could be eligible for a lower rent and receive up to £4,000;
- £1000 for each room "released", plus £500 for removal expenses and £500 to meet decoration costs.
- Younger larger families will benefit from these properties becoming available.

C.A.R.E Home Improvement Agency, Handyperson Scheme EFDC Internal Decorating Service for the elderly

- Through the Caring and Repairing in Epping Forest (C.A.R.E) Home Improvement Agency, the Council seeks to assist older people and disabled home owners to improve, repair or adapt their houses. They may also assist with home improvements to: -
 - prevent hospital admission;
 - support prompt discharge from hospital.
- C.A.R.E. provides a handy person service to retired home-owners / private tenants over the age of 60 years. Vetted contractors carry out small, low cost repairs / home security work, fall prevention measures. Chargeable service (lower for those on means tested benefits).
- Tenants living in Sheltered Accommodation or in General Needs housing if over 60 years of age or registered disabled are able to access a free of charge handy man service. This recognises that some aspects of the Tenancy Agreement which are the responsibility of the tenant(s) may not be able to be undertaken or place the tenant at risk of harming themselves i.e. fall from a height when changing lightbulbs.
- Tenants over the age of 60 years have access to a free of charge service to decorate a room of their choice every four years.

The Health Impacts of Cold Homes and Fuel Poverty leaflet (2011)

- Countries which have more efficient housing have lower Excess Winter Deaths (EWDs)
- Link between EWDs, low thermal efficiency of housing / low indoor temperature (SAP rating).
- EWDs are almost three times higher in the coldest quarter of housing than in the warmest.

- 21.5% of all EWDs are linked to the coldest quarter of housing.
- Around 40% of EWDs are attributable to cardiovascular diseases.
- Around 33% of EWDs are attributable to respiratory diseases.
- Strong relationship between cold temperatures and cardio-vascular and respiratory diseases.
- Cold housing negatively affects: -
 - dexterity and increases the risk of accidents and injuries in the home
 - children's educational attainment, emotional well-being and resilience &
 - twice likely to suffer from a variety of respiratory problems
- Fuel poverty negatively affects dietary opportunities and choices.

"The annual cost to the NHS of treating winter related disease due to cold private housing is £859 million. This does not include additional spending by social services, or economic losses through missed work. The total costs to the NHS and the country are unknown. A recent study showed that investing £1 in keeping homes warm saved the NHS 42 pence in health costs..." [Chief Medical Officer Report, 2009]

Disability / Dependents / Caring Responsibilities

['Considerate constructors' reports & site scoring explained](#) Example:([Roundhills 08/07/15](#))

The Monitor's Site report lists the following headings in the checklist which must be addressed in order for the site to achieve compliance and the scores (1/10) indicate that a site has reached a standard beyond statutory requirements.

1. Care about **Appearance**
2. Respect the **Community**
3. Protect the **Environment**
4. Secure everyone's **Safety**
5. Value their **Workforce**

Sites are not only assessed for compliance, but also to identify measures taken which are above and beyond these requirements, and addressing the non-bolded questions on the checklist may result in a higher score.

The score awarded reflects the Monitor's opinion on how the site is performing based on what they see at the time of the visit and their discussion with the Site Manager.

Residents consultations [EFDC Planning EFDC Statement of Community Involvement](#)

As above category – the local community has a chance to raise any issues.

[JCT D&B contract](#) and JCT Measured Term Contract, 2011 are the industry standard contracts signed by both parties to agree scope cost of works.

Equal Opp Para states Pg 10: -

In all its activities carried out pursuant to this agreement the Contractor shall comply and ensure that its agents and employees comply with: -

- i. the Human Rights Act 1998 as if the Contractor are a public body (as defined in the Human Rights Act)
- ii. all Laws relating to equal opportunity including but without limitation to discrimination on the basis of age, disability, sex or sexual orientation, race, religion or belief; and,
- iii. the Employer's equal opportunities policies and procedures as may be adopted and amended from time to time as notified to the Contractor.

[Appendix ref.017 - ECC Development Management Policies](#) (to be read in conjunction with,

1. [Appendix ref.018 - The Urban Place Supplement](#); and,
2. [The Essex Design Guide](#),

1. The reports reflect the required balance between the need for new housing, protecting the transport network for the safe movement of people.
Lists design standards, accessibility and transport sustainability policies along with Impact and mitigation policies such as safety audits, congestion, air quality and HGV movement.
2. Provides guidance on the layout of densities below 20 dwellings

3. [Appendix ref.019 - Parking Standards Design and Good Practice.](#)

per hectare/ over 20 dwellings. Provides guidance for accessibility for disabled people to dwellings. Good practice to design new dwellings to be able to be visited unassisted by disabled people as far as the entry to the dwelling. There will need to be a flat area 900mm x 900mm minimum on the same level as the threshold outside the entrance to each dwelling. (pg80)

3. Provides guidance on parking standards. 1 car parking space for every 4sqm of GFA. (Gross Floor Area. If a development has a GFA of 17sqm, a calculation 17 divided by 4 gives 4.25 spaces, rounded up to the nearest whole number giving a total number of 5 spaces.

Bus routes within the residential developments will require a min clear passage of 6 metres.

[Appendix ref.020 - ECC Development and Public Rights of Way](#)

Considers access issues.

[Feasibility Studies](#)

The project team undertakes a desktop analysis of each site enabling the team to rule out any sites that are not suitable for development, due to legal, financial or technical reasons. Suitable sites will then have initial feasibility plans produced, where initial views are sought from planners. An investment appraisal will be conducted. This requires rents to be agreed with the officer of the council. The contractor will work closely with the council Legal Team to identify any issues that need to be resolved and determine the best route to proceed. It is certain that issues regarding rights of way, access etc. will have to be dealt with. In these cases the necessary use of appropriation, under the planning act, will be used. The Contractor and council legal team will liaise to ensure the legal risks are fully explored and mitigated.

[Strategic Housing Market Assessment for West Essex & East Herts 2015](#) Pg108

Report supports the need for 15% of affordable housing to meet Category 3 requirement to aid accessibility for wheelchair users. Currently, 1-30 households in England (3.3%) have at least one wheelchair user. These proportions are likely to increase over the period to 2033.

[Appendix ref.021 - Epping Forest Draft Local Plan 2016](#) Will require dwellings that are adaptable & accessible.

EFDC E-Learning Module – Disability Awareness

All EFDC staff undertakes this learning course to improve disability awareness.

[EFDC – HRA Business Plan 2016](#) & R&M Business Plan 2016-17

Around 10% of the EFDC Housing Service staff have a disability

The Council endeavours to carry out adaptations to properties to meet the reasonable needs of disabled tenants. This is based on assessments and recommendations from Social Services Occupational Therapists.

[Appendix ref.008 - Epping Forest Tenant Census 2014](#)

- 30.2%% stated they had a disability
- 34% of households contained at least one person who had a disability
- North Weald Bassett Ward contained the highest proportion of tenants with a disability (39%), followed by Waltham Abbey North East (38%). *These Wards had a higher than average number of older residents.*
- 1.4% of tenants needed assistance in communicating due to hearing difficulties, with 14 of these tenants understanding British Sign Language. 45 of the tenants that responded could lip read.

	<ul style="list-style-type: none"> 6% of tenants preferred to receive information in other formats due to sight problems, and 7 of these preferred information on audio tape. Braille was preferred by 2 tenants, but the vast majority (240). Grange Hill Ward - youngest population, smallest proportion of tenants with a disability (1.4%) Under a third of tenants stated they had a disability (30.2%), higher than the overall population of EFDC (15.7%).
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Appendix ref.022 - EFDC Customer Impact Assessment – Repairs (Sep 2011)	The 2011 CIA showed that the working procedure could give rise to difficulty when reporting repairs dependent on the disability. Or residents with a visual disability cannot identify tradesmen.
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Appendix ref.023 - East Thames Priority Needs Policy	Staff undertake the necessary training to ensure they have 'disability awareness'.
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Gracelands CMS Ltd Policy on Equal Opportunities and Diversity

All employees receive training in Equal Opportunities and Diversity at induction and throughout their employment. Their tender submission sets out how the company positively reflects the mix of the team delivering the Service with the community in which the Service is provided.

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Appendix ref.024 – Strategic Housing Market Assessment	<ul style="list-style-type: none"> Pg 108: Report supports the need for 15% of affordable housing to meet Category 3 requirement to aide accessibility for wheelchair users. Currently, 1-30 households in England (3.3%) have at least one wheelchair user. These proportions are likely to increase over the period to 2033. Therefore, adaptable accessible housing is needed.
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Local Authority District - Indices of Deprivation www.gov.uk Mental Health JSNA	<p><u>Mental Health JSNA Page 31</u></p> <p>“...70% of people accessing homelessness services have a mental health problem. Many of these people do not receive the support they need to overcome their mental health and substance misuse problems.”</p> <p>Within this document it states:-</p> <p>“a survey of 152 homeless people in Essex..” “..the majority suffered from stress, anxiety or depressions. 84% of participants experienced at least 1 of these and 63% experienced all three.”</p> <p>Nearly half reported using drugs and alcohol as coping mechanisms. Approx. 41% had been diagnosed with a mental health condition (0.7% of the Essex population is on a GP Mental Health Conditions Register). Approx. 1 third with mental health issues are currently receiving support.</p>
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Decent Home Definition	<p>EFDC meets the Decent Home Standard.</p> <p>To meet the Decent Homes Standard the Council or Housing Association home must: -</p> <ul style="list-style-type: none"> Meet the HHSRS minimum safety standards for housing Be in a reasonable state of repair
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- Have reasonably modern facilities and services
 - Have efficient heating and effective insulation.
- If the property does not meet all four of the criteria it will fail the Decent Home Standard.

EFDC Repairs and Improvements & Repairs recharge costs 2017

Council residents are able to report the faults by phone, email or via the mobile app.

ECC Independent Living Programme Position Statement *(published Oct2016)*

Pg 7:ECC's most recent assessment of need for Independent Living Accommodation in the Epping Forest District shows a shortfall of 44 rental units and 143 market ILA homes are required by 2020.

Essex coalition of disabled people (ECDP)

- Disabled people are underrepresented in the workplace and work with employers is required to increase the number of disabled adults in the work place.
 - Almost half (48%) of disabled people were dissatisfied with access to high street services in general. This is despite the view that 'things are slowly getting better' 65% of respondents felt that there had been no improvement to disabled access in the past five years.
- <http://www.ecdp.org.uk/> & <http://www.bluebadgestyle.com/>

The Health Impacts of Cold Homes and Fuel Poverty leaflet (2011)

- Mental health is negatively affected by fuel poverty and cold housing for any age group.
- More than 1 in 4 adolescents living in cold housing are at risk of multiple mental health problems compared to 1 in 20 adolescents who have always lived in warm housing.
- Cold housing increases the level of minor illnesses such as colds and flu and exacerbates existing conditions such as arthritis and rheumatism.
- Improving the energy efficiency of the existing stock is a long-term, sustainable way of ensuring multiple gains, including environmental, health and social.

Gender

Appendix ref.025 – ONS Data for Epping

- Epping Forest district population: -
- 64219 – 51.5% - female
 - 60440 – 48.5% - male

Appendix ref.026 – 'Considerate constructors' reports & site scoring explained

As above category, and: predominately male workforce in the building industry. The number of female workers is increasing across the building industry.

Appendix ref.027 - Example: Roundhills 08/07/2015

EFDC – HRA Business Plan 2016

Within the Housing Service the ratio of staff is: -

- Around 60% are women
- Over 70% are over 45 years of age
- 10% are under 35 years of age

Appendix ref.022 - EFDC Customer Impact Assessment – Repairs (September 2011)

The CIA in 2011 showed a low impact and that residents may feel at risk when strangers are in their property. The Council employs a Tenant Liaison Officer, who can attend whenever a resident feels uneasy or threatened. The Council can arrange for a female Officer to attend in conjunction with a tradesman if needed.

Chapter 2
Setting the
Scene -
EFDC

		Epping Forest (%)	East of England (%)	England (%)
All people aged 16-64	Economically Active	80.4	80.2	78
	In Employment	76.9	77	73.9
	Employees	63	66.4	63.1
	Self Employed	13.9	10.3	10.4
	Unemployed	3.4	3.8	5.1
Males aged 16-64	Economically Active	86.6	86.2	83.6
	In Employment	80.4	82.7	79.2
	Employees	59.5	68.7	64.7
	Self Employed	20.9	13.8	14.1
	Unemployed	#	3.9	5.1
Females aged 16-64	Economically Active	74.5	74.3	72.5
	In Employment	73.5	71.4	68.8
	Employees	66.2	64.3	61.6
	Self Employed	#	6.8	6.8
	Unemployed	#	3.8	5

These numbers are not available as Government's sample size is too small to provide an estimate, or because the numbers are so small they would disclose personal data.

Gender	All persons	Males	Females
Occupation			
All categories: Occupation	61,609	32,614	28,995
1. Managers, directors and senior officials	9,051	6,071	2,980
2. Professional occupations	10,107	5,112	4,995
3. Associate professional and technical occupations	9,039	5,265	3,774
4. Administrative and secretarial occupations	9,269	1,624	7,645
5. Skilled trades occupations	7,167	6,481	686
6. Caring, leisure and other service occupations	4,845	766	4,079
7. Sales and customer service occupations	3,681	1,261	2,420
8. Process plant and machine operatives	3,839	3,521	318
9. Elementary Occupations	4,611	2,513	2,098

Economic Activity – Epping Forest District Council	Total	Male	female
All usual residents aged 16-74	90,622	44,089	46,533
Economically active	65,304	34,651	30,653
In employment	59,936	31,837	28,099
Employee: Part-time	12,023	2,105	9,918
Employee: Full-time	34,722	19,966	14,756
Self-employed	13,191	9,766	3,425
Unemployed	3,259	1,819	1,440
Full-time student	2,109	995	1,114
Economically inactive	25,318	9,438	15,880
Retired	12,746	5,308	7,438
Student (including full-time students)	4,055	2,005	2,050
Looking after home or family	4,459	261	4,198
Long-term sick or disabled	2,378	1,189	1,189
Other	1,680	675	1,005
Unemployed: Age 16-74	922	563	359
Unemployed: Age 50-74	655	418	237
Unemployed: Never worked	438	250	188
Long-term unemployed	1,298	672	626

Marriage / Civil Partnerships

Appendix ref.028 – NOMIS Data

		All persons	Males	Females
All categories: Living arrangements		100,672	48,322	52,350
Living in a couple		60,592	30,292	30,300
Married or in a registered same-sex civil partnership		49,472	24,745	24,727
Living arrangements				
Age	All categories:	couple	Married/in a registered same-sex civil partnership	
16-19	5,862	72	1	
20-24	6,652	870	127	
25-29	6,614	3,005	1,223	
30-34	7,506	4,923	3,295	
35-39	8,367	6,107	4,614	
40-44	9,630	6,996	5,524	
45-49	9,909	7,378	6,104	
50-54	8,609	6,414	5,526	
55-59	7,602	5,707	5,101	
60-64	8,266	6,278	5,769	
65-69	6,394	4,683	4,371	
70-74	4,980	3,314	3,158	
75-79	4,193	2,547	2,451	
80-84	3,294	1,536	1,482	
85+	2,794	762	726	

Appendix ref.029 – ONS Data 2011 - Population

Of the Epping Forest District population:

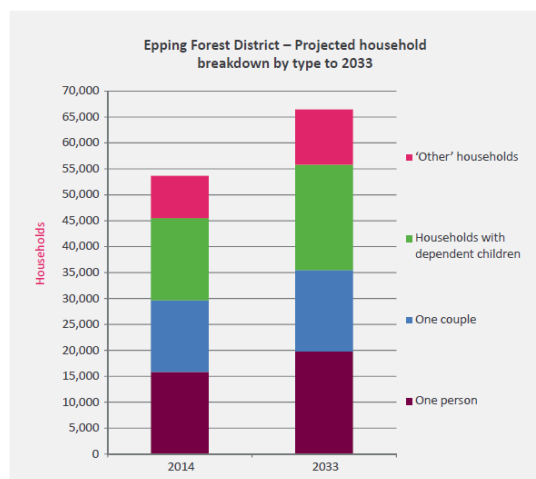
- 49.9% are married
- 0.2% are in a same-sex civil partnership

Appendix ref.012 - Strategic Housing Market Assessment for West Essex & East Herts (Sep 2015)

- Population projection information gathered from the census shows the changing of household trends and provision for the future needs for existing families and new family unit trends.
- EFDC needs to provide approximately 11,300 (as mentioned above)
- The approximate affordable housing need by tenure and dwelling size 3,200.

Pregnancy / maternity & Dependents/Carers

Appendix ref.009 - Epping Forest Draft Local Plan Consultation 2016



'It is expected that the total number of households (a household being a single person who lives alone, or a group of people who live together) in 2011 was roughly 52,000. This is expected to rise to approximately 66,460 by 2033. The household projections suggest that by 2033, there will be proportionately more households consisting of one person, or a family with dependent children, and proportionately less households consisting of one couple.'

Affordable Rents Policy

The Council Housebuilding Cabinet Committee approved the recommendations to: -

1. Charge affordable rents for Council properties built under the Council's Housebuilding Programme be re-affirmed;
2. Properties (re)let, the Council's affordable rents be set at a level equivalent to the lowest of: -
 - a. 80% of market rents for the locality in which the property is situated, as assessed by the Council's Estates and Valuations Division;
 - b. The Local Housing Allowance level for the Broad Market Rental Area (BMRA) in which the property is situated; and
 - c. A rent cap of £180 per week, irrespective of the size of the property.
3. Affordable rent be increased annually by the Retail Price Index (as at the preceding September) + 0.5% (or any other maximum increase determined by the Government), until the tenant vacates, when the affordable rent will be re-based in accordance with the Homes and Communities Agency's (HCA's) Affordable Rent Model and the policy at (2)
4. Council's rent cap level be reviewed annually by the Council Housebuilding Cabinet Committee; and
5. That the Director of Housing be authorised to enter into Short Form Agreements with the Homes and Communities Agency for all developments, to enable affordable rents to be charged for the properties built under the Housebuilding Programme, and the 'Provider Representative' names in the Agreements be a senior figure at East Thames Group.

Race

EHRC review 'Race Right in the UK' July 2016

Inequalities re: housing, education and health. Poorer employment prospects and lower pay

Appendix ref.030 – ONS Data 2011 – Ethnic Groups	85.2	White; English/Welsh/Scottish/Northern Irish/British	0.7	Asian/Asian British; Pakistani
	4	White; Other White	0.6	Mixed/Multiple Ethnic Groups; White and Asian
	2.4	Asian/Asian British; Indian	0.6	Mixed/Multiple Ethnic Groups; Other Mixed
	1.1	White; Irish	0.5	Asian/Asian British; Chinese
	1	Black/African/Caribbean/Black British; African	0.5	Other Ethnic Group; Any Other Ethnic Group
	0.9	Asian/Asian British; Other Asian	0.2	Mixed/Multiple Ethnic Groups; White and Black African
	0.8	Black/African/Caribbean/Black British; Caribbean	0.2	Asian/Asian British; Bangladeshi
	0.7	Mixed/Multiple Ethnic Groups; White and Black Caribbean	0.2	Black/African/Caribbean/Black British; Other Black
			0.1	White; Gypsy or Irish Traveller
			0.1	Other Ethnic Group; Arab
Appendix ref.008 – Epping Forest Census 2014	Just over half of all tenants responded: -			
	36%	White Irish	5%	Bangladeshi
	87%	White – Other	9%	Asian – Other
	23%	Black – African	3%	Mixed – White and Black African
	11%	Black – Caribbean	16%	Mixed – Other
	4%	Black – Other	1%	Chinese
	7%	Indian	9%	Other ethnic group
	3%	Pakistani	3%	Gypsy / Roma / Traveller background

Appendix ref.031 – EFDC Street numbering and naming policy - Para 4.7 (4)

No street or property names considered or construed as racist, obscene, or contravene any aspect of the council's equal opportunities policies will not be acceptable.

Updating Overall Housing Need 2014

Migrant trends.

EFDC has housed two Syrian families in the district so far. Introductory information has been translated into Arabic.

Appendix ref.004 - EFDC HRA Business Plan 2016

- Over 90% of the EFDC Housing service staff are white.
- Pg 11 Para 19 - EFDC Council Housing Services compares the protected characteristics of those people who we have housed with those people on the Housing Register. This exercise showed that generally the 'protected characteristics' of housing applicants and those that have been given council accommodation are similar. No amendments to the Housing Allocations Scheme have been necessary to avoid discrimination.

[JCT D&B contract](#) and JCT Measured Term Contract, 2011

Equal Opp Para states Pg 10: -

In all its activities carried out pursuant to this agreement the Contractor shall comply and ensure that its agents and employees comply with: -

- the Human Rights Act 1998 as if the Contractor are a public body (as defined in the Human Rights Act)
- all Laws relating to equal opportunity including but without limitation to discrimination on the basis of age, disability, sex or sexual orientation, race, religion or belief; and,
- the Employer's equal opportunities policies and procedures as may be adopted and amended from time to time as notified to the Contractor

[EFDC Customer Impact Assessment – Repairs](#)

The 2011 CIA showed low impact that working procedure can give rise to possible language problems. The Council has access to translation services.

Appendix ref. 032 – EFDC Census 2011 Data

	All categories: Ethnic group	White: Gypsy or Irish Traveller
All categories	51,991	71
All tenure %	100%	0.1%
Owned or shared ownership: Total	37,771	33
Owned outright	18,070	25
Mortgage/loan/shared ownership	19,701	8
Social rented total	7,803	29
Social rented total %	100%	0.4%
Social rented from council (Local Authority)	6208	26
Social rented: Rented from council (LA) %	100%	0.4%
Social rent: Other social rented	1,595	3
Private rented or living rent free: Total	6,417	9
Private rented: Private landlord or letting agency	5,307	4
Private rented: Other private rented or living rent free	1,110	5

Religion / belief

Appendix ref. 033 – ONS Data

Of the EFDC Population

- Christian - 61.8% (77053)
- Buddhist – 0.3% (416)
- Hindu – 1.4% (1745)
- Jewish – 3.2% (3972)
- Muslim – 1.9% (2377)
- Sikh – 1% (1253)
- Other religion – 0.3% (432)
- No religion – 22.5% (28061)
- Do not wish to disclose – 7.6%

Appendix ref.008 – Epping Forest Census 2014

Just over half of all tenants responded: -

- 61% stated they were Christian
- 21% said they had no faith or religious beliefs

Residents consultations –

Neighbour consultation letters are sent out once a planning

Appendix ref.034 – EFDC Planning EFDC Statement of Community Involvement	application is registered. Any comments are invited to be returned within 21 days. Site notices are erected and more consultations are carried out if development was on a major scale (dwellings over 10).
Appendix ref.031 – EFDC Street numbering and naming policy - Para 4.7 (4)	No street or property names considered or construed as racist, obscene, or contravene any aspect of the council’s equal opportunities policies will not be acceptable.
Appendix ref.004 - EFDC HRA Business Plan 2016	Pg 11 Para 19 - EFDC Council Housing Services compares the protected characteristics of those people who we have housed with those people on the Housing Register. This exercise showed that generally the ‘protected characteristics’ of housing applicants and those that have been given council accommodation are similar. No amendments to the Housing Allocations Scheme have been necessary to avoid discrimination.

Sexual orientation and Gender reassignment

Appendix ref.008 – Epping Forest Census 2014	<p>57% of all tenants responded stating –</p> <ul style="list-style-type: none"> • 62.2% were heterosexual • 0.6% were gay or bisexual • 26% did not state their sexuality • 10% did not specify
Appendix ref.008 – Epping Forest Census 2014	<p>57% of all tenants responded stating -</p> <ul style="list-style-type: none"> • 62.2% were heterosexual • 0.6% were gay or bisexual • 26% did not state their sexuality • 10% did not specify.
EFDC Hate Crime	Data does not indicate that sexual orientation is a focus for hate crime in the district.

[Inequality among lesbian gay bisexual and transgender groups in the UK - A review of evidence](#)
by Nathan Hudson-Sharp & Hilary Metcalf, National Institute of Economic and Social Research July 2016

The evidence base is insufficient to properly assess inequality and relative disadvantage by sexual orientation and gender identity

- Homophobic bullying in schools
- LGBT people are at greater risk of crime, particularly gay men, young people, and BME groups
- LGBT people’s health is worse than heterosexual people
- LGBT people prefer and are more engaged with specialist rather than mainstream services
- Discrimination in the workplace
- LGBT familial rejection resulting in mental health problems and homelessness
- LGBT housing needs not addressed with homelessness services
- Improvement in acceptance of LGBT people in public positions however fear or abuse and expectation of discrimination are barriers to engagement in public and political life.
- Improvement in public acceptance of LGB people
- LGBT asylum seekers face additional barriers to securing housing employment and financial stability
- Young LGBT people face hostility in education, at home, and in wider society.
- Older LGBT people have more concerns than heterosexual people about moving into care homes, independence, mobility, health, housing, and mental health.

Other

[Draft-OAHN-MoU-v8 Chapter-3-2016-08-18-OAN-update-based-on-2014-based-projections](#) – August 2016

	Page 8 - The revised OAN shows that the full objectively assessed need for housing 2011-33 was 46,058 but is now 54,608.
Appendix ref. 035 – ONS Data - Tenure	In 2011 the census showed the following tenure: - <ul style="list-style-type: none"> • Social rented – 7802 • Private rented – 5472 • Owned outright – 18069 • Owned with a mortgage – 19699 • Living rent free - 675
Appendix ref.004 - EFDC HRA Business Plan 2016	The housing register is assessed and housing need is reflected in the new build plans.
Appendix ref.004 - EFDC HRA Business Plan 2016	
The above includes the Repairs and Maintenance Business Plan 2016 - Sets the Council's standards, Policies, strategies and targets for all Responsive Repairs, Voids and Planned Maintenance programmes.	
https://www.gov.uk/government/publications/national-planning-policy-framework--2 (NPPF)	
<p>The report highlights the important of quality open spaces for sport and recreation as this has a positive effect on the health and well-being of communities.</p> <p>Deliver a wide choice of high quality homes, widen communities for home ownership and create sustainable, inclusive and mixed communities local planning authorities should:</p> <ul style="list-style-type: none"> • Plan for a mix of housing based on current and future demographic trends, market trend and the needs of different groups in the community (including but not limited to those with protected characteristics). • Identify the size, type, tenure and range of housing that is required in particular locations, reflecting local demand. 	
www.turn2us.org.uk/What-is-fuel-poverty	
<p>In June 2013 Department-of-Energy-and-Climate-Change-(DECC) published a 'framework for Energy and Climate Change'. Definition states that a household is said to be in fuel poverty if: -</p> <ul style="list-style-type: none"> • they have required fuel costs that are above the average (the national median level); and • were they to spend that amount they would be left with a residual income below the official poverty line 	
The Health Impacts of Cold Homes and Fuel Poverty leaflet (2011)	
<ul style="list-style-type: none"> • Investing in the energy efficiency of housing can help stimulate the labour market and economy, as well as creating opportunities for skilling up the construction workforce. • Estimated half of homes in sparsely populated English communities have an energy efficiency rating of below SAP30, (considered a significant health hazard). In 2006, 21% in rural areas were in fuel poverty compared with 11% in suburban and 10% in urban areas. • Rural homes are likely to be detached, larger in size than urban homes, more difficult and more expensive to heat, or to make more energy efficient. • Access to mains gas is rare (about 5 or 10 miles from an urban area). Rural homes pay more for their fuel leading to a high percentage in fuel poverty. Heating by electric, oil or solid fuel, tends to be more expensive and less efficient. • Many rural homes are older buildings. Likely to have solid walls (almost all homes built before 1919 are solid walled), which are generally less well-insulated than cavity walls (as can be found in nearly all homes built after 1945). Over 60% of homes in urban areas and rural towns are cavity walled and on mains gas, 32% in villages and 21% in hamlets. • These factors mean that it is on average more difficult and more expensive to improve the energy efficiency of a rural home and need to be considered when developing policies and interventions aimed at reducing fuel poverty. 	

Draft-local-plan

- None of the areas within the District ranked within the 10% most deprived nationally
- Parts of Loughton Alderton and Waltham Abbey Paternoster wards were ranked within the 20% most deprived (2nd decile), with parts of Grange Hill, Waltham Abbey North East and Waltham Abbey High Beach wards in the 30% most deprived (3rd decile).
- Housing affordability in the District has been a significant problem in more recent times. Areas situated on the border of Greater London, are attractive to city commuters.
- 2001-2013 housing was less affordable in the District than in England as a whole, and broadly comparable to that in East Herts District, Uttlesford District and Greater London as a whole.

Enjoy good health wellbeing - Essex County Council (2010)

The data within the EFDC Home Energy Conservation report 2017 table (below) shows the number of households in the district has increased 224 but the number of households in fuel poverty has reduced from approx. 5,257 to approx. 4,185 (2.1%)

Fuel Poverty in Local Authorities

LA Code	LA Name	English region	All Households	Fuel Poor Households	Percent Fuel Poor	
22UB	Basildon	East of England	72,359	4,997	6.9%	
22UC	Braintree	East of England	60,447	5,520	9.1%	
22UD	Brentwood	East of England	30,708	3,144	10.2%	
22UE	Castle Point	East of England	36,789	3,493	9.5%	
22UF	Chelmsford	East of England	70,896	6,347	9.0%	
22UG	Colchester	East of England	73,275	7,666	10.5%	
22UH	Epping Forest	East of England	53,235	5,257	9.9%	
22UJ	Harlow	East of England	35,191	2,196	6.2%	
22UK	Maldon	East of England	25,740	2,393	9.3%	
22UL	Rochford	East of England	33,675	3,195	9.5%	
22UN	Tendring	East of England	65,180	7,777	11.9%	
22UQ	Uttlesford	East of England	31,139	3,441	11.1%	
2017 EFDC Report			Epping Forest	53,459	4,185	7.8%
2010 Essex County Council Report			Epping Forest	53,235	5,257	9.9%

Private Sector House Condition Survey 2011

- EFDC District has an ageing population with a higher rate of heads of household aged 65 and over than that found nationally (30.0% compared with 25.1%). This will potentially place increasing demands on the authority for adaptations and works to allow frail and vulnerable occupiers to live in their own homes, with the current potential cost for Disabled Facilities Grant being estimated at £3.6 million.
- Given the findings in relation to energy efficiency, vulnerable occupiers and Fuel Poverty, a logical approach to private sector housing assistance and enforcement would include a focus on energy efficiency.

Housing Service Strategy on Energy Efficiency - 2015

Provision of energy efficiency advice and measures in residential properties across the district;

a) Improving SAP ratings: Currently the number of properties in the lowest SAP Bands is:

- Band G = 0 properties, Band F = 6 properties, Band E = 393 properties

Over the next two years, the Council aims to undertake energy efficiency measures on low SAP properties such that there:

- Are no Council properties with inefficient gas boilers in SAP bands E, F and G;
- Is an annual reduction in properties in SAP band D; and,
- Is an increase in the number of properties in SAP bands C and B.

Between 2014 and 2017 percentage of properties in bands D, E, F and G have been reduced by:

- Band G 100%, Band F 92%, Band E 31%, Band D 16%

and properties in bands C and B have increased as follows:

- Band C 73%, Band B 58%

b) Installing energy efficient boilers

- Currently the total number of properties in our own housing stock with inefficient boilers is:
- SEDBUK Band G = 85, SEDBUK Band F = 56, SEDBUK Band E = 298 properties.

3.1	What does the information tell you about those groups identified? Increasing population, especially an increasing older generation. Therefore, a greater need for housing that can be easily adapted to suit the resident's needs. Quality housing is vital to ensure both the mental and physical wellbeing - investing in energy efficiency housing.
3.2	Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?
3.3	If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:

Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<p>Positive:</p> <ul style="list-style-type: none"> • Increase dwelling numbers across the district. • New builds will be built to Lifetime Homes Standard so will be adaptable to suit occupier's needs. <ul style="list-style-type: none"> ○ All accessible (ground floor flats and Sheltered accommodation flats) without level access showers and are in need of a replacement bathroom will be fitted with a graded floor shower as standard. ○ All existing adaptations that are fit for purpose will remain in place. ○ Light fittings in bathrooms (when replaced) are LED type that requires no bulb replacement. ○ Blending valves are installed to all taps to avoid scalding. ○ Adaptations will be undertaken to properties to meet the reasonable needs of disabled tenants, based on assessments and recommendations from Social Services Occupational Therapists. • Better quality housing (Decent Homes Standard) has a beneficial impact for physical and mental well-being. Reduces the chance of falling into 'fuel poverty'. Colder homes have a detrimental effect on a family's health and development. <p>Adverse: Temporary access restrictions and noise while homes are under development but will include methods to manage works to reduce impact.</p> <p>Positive : With the increase of property numbers it enables Council tenants to downsize enabling larger families to be housed. Also enables families to stay in the community and provide support.</p> <p>Positive: Improving services and housing within the community enables people from different backgrounds to form relationships with one another and improve social interaction. Breaks down barriers.</p> <p>Neutral</p>	M
Disability		M
		L
Pregnancy/maternity		L
Race		L
Religion/belief		L
Sexual orientation		L

	For households who cannot allow male workers - as restricted by their religion or belief the Council employs a Tenant Liaison Officer, who can attend whenever a resident feels uneasy or threatened. The Council can arrange for a female Officer to attend in conjunction with a tradesman if needed.	
Gender	Neutral	L
Gender reassignment	For households who cannot allow male workers - as restricted by their religion or belief the Council employs a Tenant Liaison Officer, who can attend whenever a resident feels uneasy or threatened. The Council can arrange for a female Officer to attend in conjunction with a tradesman if needed.	L
Marriage/civil partnership		L

Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input type="checkbox"/>	
		Yes <input type="checkbox"/>	If 'YES', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.

Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
Temporary access restrictions and construction noise during council house-building.	To communicate with residents through-out the building process	Ongoing
Affordable rent – the most significantly impacted will tend to be those with lower incomes. They will be unlikely to afford the new affordable rent.	Affordable rent prices will be made clear to tenants when properties are advertised.	Ongoing

Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service:	
Signature of person completing the EqlA: Mary Masterson	

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.