

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Housing and Regeneration
Service Area	Housing Services
Service/policy/function being assessed	
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved in developing this EINA	Alex Jones, Martina Kane, Dave Worth, Kay Willman
Date approved by Directorate Equality Group (if applicable)	
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	
Date submitted to Directors' Board	

1. Summary

Please summarise the key findings of the EINA.

Background and proposal:

The Councils Homes for Wandsworth (HfW) initiative aims to provide up to 1000 new homes in the next five years, with most of these homes being let as social housing to eligible Wandsworth borough residents. The approach proposed in letting the HfW new homes to residents is via the new Local Lettings Plan (LLP), with those new homes being let to households who are within:

- a) the immediate locality; and
- b) amongst existing council tenants only.

The resultant voids from the move will then be allocated under the general rules within the Housing Allocation scheme so as to meet the housing needs of others, including those who are not existing council tenants e.g. accepted homeless families, those on the general needs queue etc.

It is proposed that the following order of priority be applied to the first letting of those new 'Homes for Wandsworth' properties:-

- Under-occupying Council tenants living on the estate in question;
- Registered Council tenants seeking transfer living on the estate in question;
- Under-occupying Council tenants living in the ward in question;
- Registered Council tenants seeking transfer in the ward in question;
- Under-occupying Council tenants living in adjacent wards to the estate in question;
- Registered Council tenants seeking transfer living in adjacent wards to the estate in question;
- Under-occupying Council tenants living in the parliamentary constituency for the estate in question;

- Registered Council tenants seeking transfer living in the parliamentary constituency for the estate in question;
- Any other under-occupying council tenant;
- Any other Registered Council tenants seeking transfer; and thereafter;
- By application of the general rules within the Housing Allocation Scheme.

Impact:

Positive:

- The Local Lettings Plan (LLP) will free up larger properties since the target will primarily be under occupiers, therefore once the move has taken place a larger property will become available to be let via the allocation scheme to a household who needs a larger property (e.g. they may be living in overcrowding housing conditions, homeless or have a need for a larger property). The LLP thus will positively benefit households with larger families or living in overcrowding housing conditions, which often is overrepresented by those from protected groups.
- The LLP will free up existing properties which can then be allocated to households in temporary accommodation that are typically overrepresented by protected groups, and this will also reduce the number of households in temporary accommodation.
- Older residents are more likely to be under occupying a property, so the LLP will prioritise local elderly tenants who require a move and increases their chances to be moved to a locality that is local to their support needs.
- The LLP may reduce the number of housing benefit/universal credit claimants affected by the Social Sector Size Criteria (SSSC) because households will be allocated property sizes that match their existing household thus reducing households over occupying.

Negative:

- The LLP first prioritises under occupiers who are local to the new build property, and under occupiers are significantly more likely to be from the white ethnic group, female, and above the age of 44 years old. Tenants from minority ethnic groups, younger households and single males are less likely to under occupy a property and are more likely to be on the homeless queue, with some of these groups also having a greater priority for rehousing when considering the allocation scheme.
- The LLP will reduce the chances of homeless applicants being offered a new build property, and there is an overrepresentation of households with protected characteristics on the homeless queue when compared to their counterparts. Potentially, the LLP may make waiting times longer for single homeless individuals since studio/1-bed new builds will be prioritised to under occupiers and tenants, and 'freed up' stock is likely to be a minimum of 2-beds, meaning single homeless applicants (which is overrepresented by applicants from ethnic minorities) are ineligible for a move based on bedroom size. However, the waiting times for single applicants tends to be significantly shorter than other household sizes and there is greater option of supporting single households into the private rented sector.
- The number of properties to be let under the LLP is significant when considering there are up to 1000 new homes due to be let in the next five years, meaning there is potentially a 1000 households from protected groups who will have a reduced chance of an offer of a new build property because the LLP unintentionally is prioritising a tenant group which is overrepresented by white tenants, who are female and in the older age groups. However, it is difficult to quantify or predict because the

overall impact because there are 360 potential eligible under occupiers at present who would directly benefit from the LLP, but this also depends on where the under occupier is located in relation to the new build property, and the number of new under occupiers that the housing service team are able to identify.

Summary:

Overall, the positives of the LLP are deemed to balance out the negatives when considering the LLP aims to increase the number of social homes available in total, meaning this will particularly benefit tenants from protected groups who are living in overcrowded conditions – such as ethnic minority groups – since more properties will become available by moving under-occupiers.

Single homeless applicants are unlikely to benefit from the LLP, however, the LLP will allow larger homeless households living in temporary accommodation (again, overrepresented by protected groups) an increase chance of a move once an existing unit has been freed up via the LLP, which aims to decrease the total number of households living in temporary accommodation.

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
Census 2021 data for age, ethnicity and sex	DataWand
Data from our internal records	Number of applicants on the Council’s housing register (by ethnicity, age, disability, gender and single occupants) as of 31st March 2023.

b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation

3. Analysis of need

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

As of 31st March 2023, there are just under 12’000 households on the Council’s housing register waiting for an offer of social housing. The Council owns just over 17’000 tenanted social homes, and has ongoing projects to increase the number of tenanted homes in the

borough. However, the demand for social housing far outstretches the available resource, so the Council is keen to implement new schemes to maximise the number of lettings to reduce the number of households in need of social housing in the borough. In 2022-23 1471 property lets were forecasted, however only 928 properties to let became available.

To obtain an accurate breakdown of applicants by protected characteristics, the Council’s housing register as of the 31st March 2023 was obtained which provides reliable data on the makeup of our applicants by some protected characteristics, which was then compared against the data listed on Data Wand reflecting the 2021 census data

The housing register was then broken down by queue types to identify the applicants who would be at an advantage of the LLP (e.g. tenants under occupying and tenant transfer applicants) and an additional breakdown was complete based on priority band, to identify if any particular group has a greater housing need than another group.

Only four out of the nine protected characteristics could be compared as a comparator against the DataWand data since reliable internal data does not exist for all protected characteristics, although the Department is working to resolve this. The protected characteristics where sufficient data allowed for analysis are age, disability, ethnicity and sex.

Protected group	Findings						
Age	Residents under the age of 45 years old represent the majority (69%) of residents in the borough, and represent 63% of applicants on the housing register. However, applicants under the age of 45 only represent 8% of applicants under occupying a property, compared to applicants aged 45+ who represent 92% of under occupiers.						
Table 1: percentage of applicants on the housing queues by age							
Age group:	Housing queue type					Borough population	
	All other queues	Homeless	Tenant transfer	Under-occupation	Total	No. of residents	% of resident
Under 25	7%	13%	1%	0%	7%	88,215	27%
25 to 34	29%	31%	19%	1%	27%	86,123	26%
35 to 44	28%	29%	34%	7%	29%	53,880	16%
45 to 54	18%	19%	23%	19%	19%	39,619	12%
55 to 64	11%	7%	14%	38%	11%	28,336	9%
65 to 74	5%	1%	5%	24%	5%	17,381	5%
75+	2%	0%	4%	12%	2%	13,953	4%
Total:	100%	100%	100%	100%	100%	327,507	100%
The under 45 age groups are more likely to be on the homeless queue. Essentially, prioritising either under occupiers and tenant transfers for a move may also place homeless applicants in the under 25 to 44 age groups at a disadvantage because they may have been waiting longer on the housing register and have a greater housing need. However, the property that is freed up will then be offered to applicants with the highest housing need (based on the allocation scheme).							

It is also important to compare the above data against the number of applicants who are living in overcrowded conditions, because freeing up larger properties via the LLP will also increase the chance of a household in need of a larger property to be rehoused.

Table 2: percentage of applicants who need a larger property by bedroom need

Age group	Number of additional bedrooms needed			
	0	1	2	3+
Under 25	9%	5%	2%	1%
25 to 34	27%	31%	17%	5%
35 to 44	24%	33%	40%	33%
45 to 54	17%	19%	27%	32%
55 to 64	13%	8%	10%	20%
65 to 74	6%	2%	2%	4%
75+	3%	1%	2%	5%

In total, the age group 35 to 44 have the highest need for larger properties, representing 40% and 33% of applicants who need two or three additional bedrooms. It is arguable that the LLP will help meet the demand for these households by encouraging under occupiers to downsize to a local property thus freeing up larger properties for this age group.

Disability

There are comparative data limitations for this protected group because it is extremely hard to identify the true number of applicants on the housing register who have a disability, and many applicants will have ‘medical needs’, however, they may not be identified as having a disability. For this reason, the most robust data we have for applicants with a disability is those who are on the housing register due to having a physical or mental/learning disability, and of these, we can identify whether they are existing tenants, under-occupiers, or waiting an offer for social housing.

Table 3: number of applicants with a physical or mental health disability

Disability type:	Tenant transfer	Under-occupation	Waiting social housing offer	Total applicants with a disability
Physical health	32	8	53	93
Mental health/learning disability	0	0	76	76

There are a very low number of applicants with an identified physical or mental health disability (1% of all applicants) when compared to the total number of applicants on the housing register (99% of all applicants). However, the LLP is unlikely to neither have a positive or negative impact on applicants with a disability because these applicants usually have high priority for rehousing and may require specific adjustments to a property that are reviewed on a case-by-case basis.

Sex

There are a higher number of female applicants (63%) compared to male applicants (37%). However, there are significantly more female applicants who are under

occupying a property (84%) or on the tenant transfer queue (79%) when compared to respective male applicants (16% and 21%) on those queues, meaning the LLP will place an advantage to female applicants in terms of rehousing. However, it should also be noted that female applicants are more likely to have larger households with dependent children and are more likely to be living in overcrowded conditions, so therefore may have a greater housing need when compared to male applicants.

Table 4: number of female and male applicants

Sex	Housing queue types					Borough population	
	All other queues	Homeless	Tenant transfer	Under-occupation	Total applicants	No. of residents	% of residents
Female	60%	61%	79%	84%	63%	172,253	53%
Male	40%	39%	21%	16%	37%	155,253	47%

The LLP could potentially put male applicants who are on the homeless queue at a disadvantage because the LLP places low priority on homeless applicants for an offer of a new build property. Although it is argued the move based on the LLP criteria frees up a property, it is also unlikely the property would go to a single male on the homeless queue because they would require a studio or 1-bed property, and most properties freed up via the LLP will be for 2-bed+ properties.

Gender reassignment

Resident population (ONS Census 2021):

The 2021 Census collected data on gender identity for the first time and the question was voluntary and only asked of people aged 16 and above. 254,037 (92.86%) said their gender identity was the same as their sex registered at birth.

In total, 1,691 (0.62%) Wandsworth residents indicated a change in gender identity with 713 (0.26%) stating their gender identity was different to that of birth but did not provide a response to what they identified with. Of the 1,690 residents who indicated a change in gender identity, there was an even split between males and females. 347 identified as trans woman and 304 identified as trans man. 182 Wandsworth residents identified as non-binary.

Tenant profile/applicants on the housing register:

The Housing and Regeneration Department does not currently hold comparative tenant or applicant data on this group.

Marriage and civil partnership

Resident population (ONS Census 2021):

Of Wandsworth residents aged 16 years and over, 55.8% said they had never been married or in a civil partnership.

Tenant profile/applicants on the housing register:

	<p>The Housing and Regeneration Department does not currently hold comparative tenant or applicant data on this group.</p>																																																															
<p>Pregnancy and maternity</p>	<p><u>Resident population:</u></p> <p>In 2020, the birth rate in Wandsworth was 46.5 per 1000 females of childbearing age (15-44 years) (Office of National Statistics 2020).</p> <p><u>Tenant profile/applicants on the housing register:</u></p> <p>The Housing and Regeneration Department does not currently hold comparative tenant or applicant data on this group.</p>																																																															
<p>Race/ethnicity</p>	<p>Approximately 32% of residents in the borough of Wandsworth are from an ethnic minority group, although they are overrepresented on the Council’s housing register, representing 59% of applicants, meaning that residents/applicants from an ethnic minority group are more likely to have a housing need or require social housing compared to white residents/applicants.</p> <table border="1" data-bbox="288 936 1385 1400"> <thead> <tr> <th rowspan="2">Ethnic group</th> <th colspan="5">Housing queue types</th> <th colspan="2">Borough population</th> </tr> <tr> <th>All other queues</th> <th>Homeless</th> <th>Tenant transfer</th> <th>Under-occupation</th> <th>Total applicants</th> <th>No. of residents</th> <th>% of residents</th> </tr> </thead> <tbody> <tr> <td>Asian/Asian British</td> <td>13%</td> <td>16%</td> <td>16%</td> <td>6%</td> <td>14%</td> <td>38,314</td> <td>12%</td> </tr> <tr> <td>Black / African / Caribbean / Black British</td> <td>31%</td> <td>29%</td> <td>39%</td> <td>27%</td> <td>32%</td> <td>33,062</td> <td>10%</td> </tr> <tr> <td>Mixed / multiple ethnic groups</td> <td>7%</td> <td>6%</td> <td>7%</td> <td>3%</td> <td>7%</td> <td>20,598</td> <td>6%</td> </tr> <tr> <td>Other</td> <td>5%</td> <td>9%</td> <td>4%</td> <td>2%</td> <td>6%</td> <td>13,442</td> <td>4%</td> </tr> <tr> <td>Unknown</td> <td>5%</td> <td>16%</td> <td>5%</td> <td>6%</td> <td>8%</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>White</td> <td>38%</td> <td>24%</td> <td>30%</td> <td>56%</td> <td>34%</td> <td>222,090</td> <td>68%</td> </tr> </tbody> </table> <p>Although ethnic minority applicants represent most applicants on the housing queue, they only represent 38% of under occupiers and white applicants represent 56% of under occupiers when compared to just 34% of all applicants.</p> <p>In addition, applicants from an ethnic minority group are more likely to be on the homeless queue, representing 60% of all applicants on the homeless queue compared to 24% of white applicants.</p> <p>As previously noted, it is arguable the property that is freed up will then be offered via the allocation scheme which will go to applicants with the highest housing need (based on housing band and points), however, it is still the case the chances of a homeless applicant being offered a new build property is reduced, which affects applicants from ethnic minority groups.</p>	Ethnic group	Housing queue types					Borough population		All other queues	Homeless	Tenant transfer	Under-occupation	Total applicants	No. of residents	% of residents	Asian/Asian British	13%	16%	16%	6%	14%	38,314	12%	Black / African / Caribbean / Black British	31%	29%	39%	27%	32%	33,062	10%	Mixed / multiple ethnic groups	7%	6%	7%	3%	7%	20,598	6%	Other	5%	9%	4%	2%	6%	13,442	4%	Unknown	5%	16%	5%	6%	8%	NA	NA	White	38%	24%	30%	56%	34%	222,090	68%
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<p>Sexual orientation</p>	<p>Resident population (ONS Census 2021):</p> <p>The 2021 Census collected data on sexual orientation for the first time and the question was voluntary and only asked of people aged 16+. 14,148 (5.2%) of 16+ year olds were either gay/lesbian, bisexual or any other sexual orientation. Males</p>																																							

	<p>were more likely to identify as LGB+ with the majority aged between 25-44 years (higher proportion aged 24-34 years old). In females, the majority of LGB+ were more likely to be aged between 16-34 years (higher proportion aged 25-34 years old).</p> <table border="1" data-bbox="290 385 1075 667"> <thead> <tr> <th>Sexual Orientation</th> <th>No. of residents</th> <th>% of residents</th> </tr> </thead> <tbody> <tr> <td>Straight or Heterosexual</td> <td>236,553</td> <td>86.5%</td> </tr> <tr> <td>Not answered</td> <td>22,821</td> <td>8.3%</td> </tr> <tr> <td>Gay or Lesbian</td> <td>8,342</td> <td>3.0%</td> </tr> <tr> <td>Bisexual</td> <td>4,762</td> <td>1.7%</td> </tr> <tr> <td>All other sexual orientations</td> <td>1,080</td> <td>0.4%</td> </tr> </tbody> </table> <p><u>Tenant profile/applicants on the housing register:</u></p> <p>The Housing and Regeneration Department does not currently hold comparative tenant or applicant data on this group.</p>	Sexual Orientation	No. of residents	% of residents	Straight or Heterosexual	236,553	86.5%	Not answered	22,821	8.3%	Gay or Lesbian	8,342	3.0%	Bisexual	4,762	1.7%	All other sexual orientations	1,080	0.4%
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<p>Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.</p>	<p>There are intersectional implications. For instance, when reviewing the data on sex and disability, single males with a mental health need may be at a disadvantage as a result of the LLP because they would be given low priority for a 1-bed offer for a new build property based on the existing criteria. Furthermore, they would also be unlikely to then be offered a property that is freed up via the LLP because such 'freed up' properties would be a minimum of 2-bed+, and a single male is only entitled to a studio or 1-bed property.</p>																		
<p>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:</p> <ul style="list-style-type: none"> • Deprivation (measured by the 2019 	<p><u>Tenant profile:</u></p> <p>The Housing and Regeneration Department does not currently hold comparative tenant or applicant data on socio-economic status.</p> <p><u>Area Deprivation – Resident Population (DataWand)</u></p> <p>The Index of Multiple Deprivation (IMD) 2019 is the official measure of relative deprivation for small areas (or neighbourhoods) in England. The IMD combines information from seven domains to produce an overall relative measure of deprivation. The domains are: Income; Employment; Education; Skills and Training; Health and Disability; Crime; Barriers to Housing Services; Living Environment. The IMD ranked Wandsworth as 173rd out of 317 local authorities, where the 1st is the most deprived.</p> <p>The LLP does aim to improve living standards for residents of Wandsworth by reducing deprivation by ensuring households are in suitably sized properties that they can afford, and ensure those on the homeless queue are moved into affordable housing once existing properties have been freed up.</p>																		

<p>English Indices of Deprivation)</p> <ul style="list-style-type: none"> • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p><u>Low income and unemployment</u></p> <p>The Department does not hold data on the number of existing social housing tenants or those on the housing register that are unemployed or categorized as being on a low income. However, social housing tenants and residents awaiting an offer of social housing have a higher risk of being on a low income or unemployed which is often one of the reasons for why they are in need of a social housing allocation.</p> <p>Unemployed and low-income groups are at a disadvantage in terms of being able to afford the costs of renting accommodation in the borough of Wandsworth, and the long-term cost of temporary accommodation can also put a strain on households who are awaiting an offer of social housing. Although the LLP will not positively impact single households on the homeless queue, the LLP does aim to rehouse over occupiers who may be struggling to afford the rent and relieve them of the impact from the Social Sector Size Criteria (if applied), and the freeing up of such homes will also go to larger families in need of an offer of social housing as a result of being in temporary accommodation.</p> <p><u>Carers</u></p> <p>17,705 (6.8%) of Wandsworth residents reported providing unpaid care, the lowest proportion in London (excluding the city of London). This is lower than London (7.8) and England (8.9%). The overall proportion of residents providing unpaid care decreased by 2.2% since 2011. This decline is most likely to be attributable to a slight change in the wording of the census question, and the proportion of residents who reported providing over 20 hours a week of unpaid care changed only slightly (from 3.3% to 3.2%). Over 5,700 carers are registered with the Wandsworth Carers Centre.</p> <p><u>Single parents</u></p> <p>It is very difficult to determine the number of single parents that make up the tenant profile and the Department does not have access to this data. There are also data limitations to the data on the number of single parents who are on the housing waiting list, however the Department can make a reasonable estimation based on its internal demographic data:</p> <table border="1" data-bbox="288 1671 1385 1951"> <thead> <tr> <th rowspan="2">Age group:</th> <th colspan="5">Housing queue type</th> </tr> <tr> <th>All other queues</th> <th>Homeless</th> <th>Tenant transfer</th> <th>Under-occupation</th> <th>Total applicants</th> </tr> </thead> <tbody> <tr> <td>Single households</td> <td>59%</td> <td>39%</td> <td>17%</td> <td>77%</td> <td>48%</td> </tr> <tr> <td>Single parents</td> <td>28%</td> <td>52%</td> <td>65%</td> <td>11%</td> <td>38%</td> </tr> <tr> <td>Joint applicants</td> <td>13%</td> <td>10%</td> <td>18%</td> <td>13%</td> <td>13%</td> </tr> <tr> <td>Grand Total</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>	Age group:	Housing queue type					All other queues	Homeless	Tenant transfer	Under-occupation	Total applicants	Single households	59%	39%	17%	77%	48%	Single parents	28%	52%	65%	11%	38%	Joint applicants	13%	10%	18%	13%	13%	Grand Total	100%	100%	100%	100%	100%
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Under-occupiers are overrepresented by single households, representing 77% of all applicants, with single parents overrepresenting applicants on the homeless queue. The LLP aims to reduce the number of under occupiers by prioritising an offer of a new build property to under occupiers. Although single parents on the homeless queue will thus not benefit from an offer of a new build property, the LLP aims to further reduce the waiting times for single parents on the homeless queue by existing properties being available as a result of the under occupier moves.

Health inequalities

The below table outlines a measure of the average number of years a person would expect to live in good health based on contemporary mortality rates and prevalence of self-reported good health.

	Wandsworth	London	England
Healthy life expectancy at birth - Female	70.1	65.0	63.9
Healthy life expectancy at birth - Male	65.4	63.8	63.1
Healthy life expectancy at 65 - Female	14.3	11.2	11.3
Healthy life expectancy at 65 - Male	10.3	10.3	10.5

Whilst Wandsworth residents generally enjoy a longer healthier life expectancy than the average for London and England (although this is less marked for males than females), it is known that having a severe mental illness can reduce life expectancy by up to 20 years. A lack of secure housing and single applicants on the homeless queue are more likely to experience mental health issues, and the LLP potentially increases the length of time a single person on the housing queue may need to wait for an offer of social housing. However, it is very hard to quantify the impact this will have, and single occupants typically have much shorter waiting times for social housing when compared to larger households.

Refugee and Asylum Seekers

The number of refugees and asylum seekers known to have arrive in Wandsworth under various schemes is as follows:

Scheme	Number
Syrian (2015 - date)	Twelve families (51 people)
Afghan (2021 – date)	Eight families
Ukrainian (2022 – date)	1,021
Unaccompanied Asylum Seeking Children	26
Home Office dispersed accommodation	40

The LLP will not have an impact on this group, and a separate scheme is in place to support this group.

Data gaps

Data gap(s)	How will this be addressed?
As addressed, data on all protected characteristics is not currently collected.	A large proportion of our applicants may have been on the housing register for many years and the Council historical only collected data on age, ethnicity, disability and gender, which restricts our ability to provide a richer assessment of other protected groups. New applicants are now beginning to record data on other protected groups, however this is fairly recent and will take time to obtain reliable comparative data.

4. Impact

Protected group	Positive	Negative
Age	Older vulnerable applicants who may have a greater need to remain local to their area and support needs are likely to benefit from the LLP because they are more likely to be under-occupiers. The LLP also aims to free up larger properties to help speed up the number of allocations.	Younger applicants are impacted by the LLP and have a reduced chance of being offered a new build property. Younger single applicants are also more likely to be on the homeless queue, and the LLP gives low priority for offers of a new build property to homeless applicants, so this could potentially increase their waiting times. However, the LLP aims to free up larger properties to help speed up most allocations and single applicants have a lower average waiting time, so the negative impact will be counterbalanced by the increase in total allocations.
Disability	Applicants with a disability are unlikely to be impacted by the LLP.	The LLP may put single male applicants who have mental health needs at a disadvantage because they would be low priority for an offer on a new build property, and would be ineligible for a property that is freed up if it is 2-beds or larger.
Sex	Female applicants overall are more likely to be living in overcrowded conditions, and the LLP will reduce the number of households living in overcrowded households.	The LLP puts male applicants at a disadvantage for an offer of a new build property because they are underrepresented on the under occupier and tenant transfer queue. Single males requiring a studio or 1-bed property will also be put at a disadvantage, as per the point above in

		the disability section. However, overall the waiting times for single female and male applicants are a lot lower compared to other household sizes, so the increase in suitable allocations counterbalances any negative impact the LLP would have on single male applicants.
Gender reassignment	No impact is anticipated on this group.	No impact is anticipated on this group.
Marriage and civil partnership	No impact is anticipated on this group.	No impact is anticipated on this group.
Pregnancy and maternity	No impact is anticipated on this group.	No impact is anticipated on this group.
Race/ethnicity	The LLP aims to free up larger properties to help speed up the number of allocations, and households from minority ethnic groups are overrepresented on the homeless queue and will therefore benefit by allocations of larger properties that are freed up via the LLP.	Applicants from ethnic minority groups are more likely to be on the homeless queue, require rehousing and live in overcrowded conditions, while applicants from the white ethnic group are more likely to be under occupiers. Ethnic minority groups have a reduced chance of being offered a new-build property because the priority will be given to under occupiers, which is overrepresented by the white ethnic group, and low priority is given to homeless applicants. However, the negative impact would be counterbalanced by the increase in total allocations by the LLP freeing up existing larger properties, which will then be offered to households in need of larger properties, which is overrepresented by the Black ethnic group.
Religion and belief, including non belief	No impact is anticipated on this group.	No impact is anticipated on this group.
Sexual orientation	No impact is anticipated on this group.	No impact is anticipated on this group.
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: <ul style="list-style-type: none"> • Deprivation (measured by the 	The LLP is expected to help some households who are socio-economically disadvantaged, such as single parents and those from low-income households who are on the homeless queue, because those households who are in temporary accommodation requiring a 2-bed+ property may experiencing a quicker allocation once an existing property	As per the reasons outlined in the age, disability and the sex sections above, single homeless households and single households on low income or with mental health problems could experience slightly prolonged waiting times due to the LLP because the LLP would not prioritise them for re-housing and all new build studio/1-bed properties would be offered to under-

<p>2019 English Indices of Deprivation)</p> <ul style="list-style-type: none"> • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>has been freed up via the LLP. This removes the households from temporary accommodation.</p>	<p>occupiers who are existing Council tenants. This is counterbalanced by the fact that any freed up property via the LLP is offered to another household in need of urgent rehousing (e.g. single parents) and the fact single households have lower average waiting times when compared to other groups.</p>
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5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Annual monitoring of homeless and allocation data	TBC	September 2024
This EINA and the LLP to be reviewed six months after the launch of the LLP and presented to the Housing and Regeneration Staff Equality Meeting	TBC	December 2024

6. Further Consultation (optional section – complete as appropriate)

Consultation planned	Date of consultation