



## Appendix 2 cont'd

### **Brent Private Sector Accommodation (PSA) scheme – Equalities Impact Assessment Analysis.**

#### **Introduction**

This document provides an equalities impact analysis of Brent's PSA scheme in response to questions 4, 5 and 7 of the Equalities Impact Assessment.

DWP figures indicate that approximately 3000 households in Brent are affected by the benefit cap. Of these, 831 are in temporary accommodation (TA). These are clients for whom we have accepted a homeless duty under section 193 of the Housing Act 1996 and for whom we have a statutory duty to provide suitable accommodation.

With the introduction of universal credit in April 2013, the most acute impacts will be experienced by households who are either in employment of less than 24 hours or are unemployed and subject to the overall benefit cap which limits benefit income to £350 per week for a single household and £500 per week for all other households.

As highlighted in the example below, the impact of this change will be felt most by larger households and therefore households from certain BAME groups.

\*Figures based estimates assuming income of:

IS/JSA £111.00/£71.00 (couple or single), CTC £58.00 each child, CB £20.30 1<sup>st</sup> child, £13.40 each child

Household size	Total Income (IS/JSA, CTC, CB Approx.) *	Maximum HB from April 2013	Size of accommodation
2 adults, 2 children	£260	239.30	2 bed
2 adults, 3 children	£332.10	£167.90	3 bed
2 adults, 4 children	£403.50	£96.50	4 bed
2 adults, 5 children	£474.90	£25.10	4 bed
2 adults, 6 children	£546.30	£0	5 bed

The local housing allowance rent for a three bed property in South of the Borough is £340.00 per week, leaving a weekly shortfall of £172.10.

Given the current financial climate, significant housing pressures in London, changes to the Local Housing Allowance (LHA) and imposition of Universal Credit caps, Brent will need to procure a substantial number of properties but will face real difficulties in acquiring them especially within London.

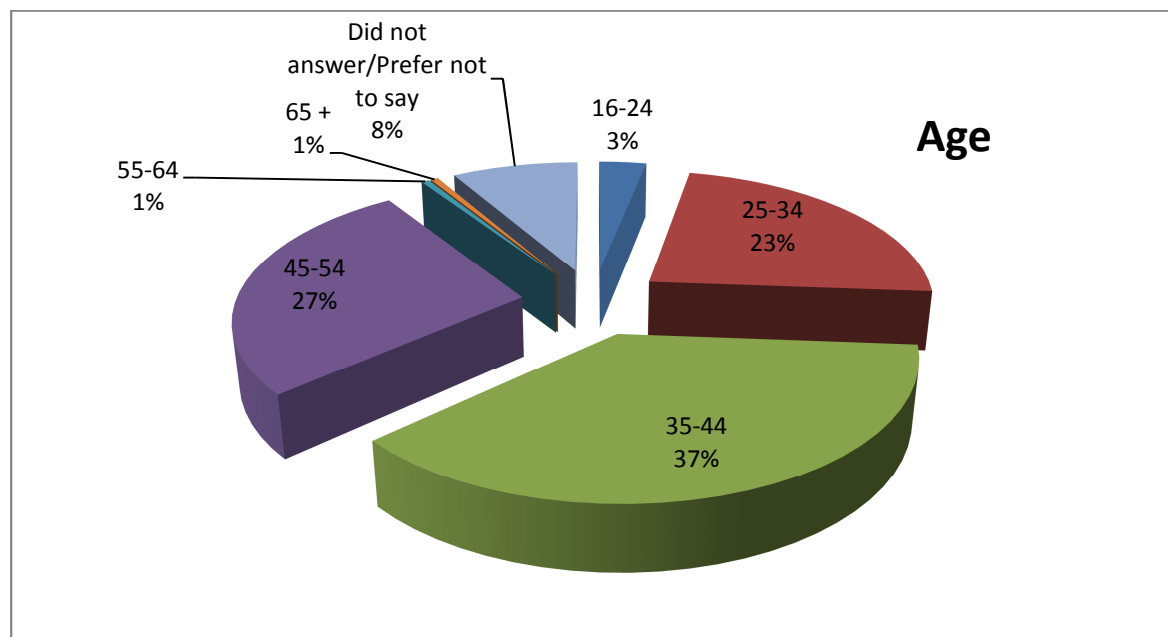
The council recognises that the most effective way to mitigate the impact of welfare changes is for households to move into work and Brent is working with partners to provide opportunities for households to find employment and lift themselves out of the benefits cap. Brent in2 Work provides employment support services to local employers and Brent's unemployed residents and delivers the service in partnership with several organisations.

Part of our consultation included sending a questionnaire to the 831 affected households in TA who will be affected by the overall benefit cap in 2013.

831 questionnaires were sent out. At the time of writing we have received 191 responses and these form the basis of our analysis. We will however continue to collect responses.

## **Equalities Impact**

### **1. Age Equality**

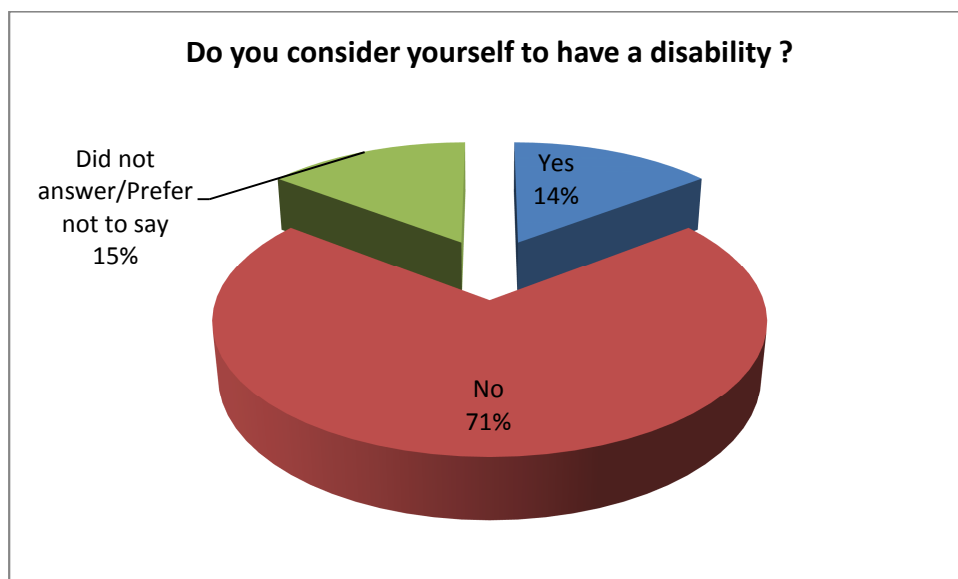


- The majority of people affected who have thus far responded are 35-44 as the cap only applies to working age benefits.
- Out of the 71 households in this category 54 are unemployed or in receipt of full benefits.
- 35 of these households require a three bedroom property or above.
- Out of 35 households requiring larger properties, 13 are from the Somali community compared with 7 African or Caribbean, 2 Asian households, 5 from White

British/Irish/European backgrounds and 6 from Other Ethnic groups including Arabs, Algerians and Eastern Europeans.

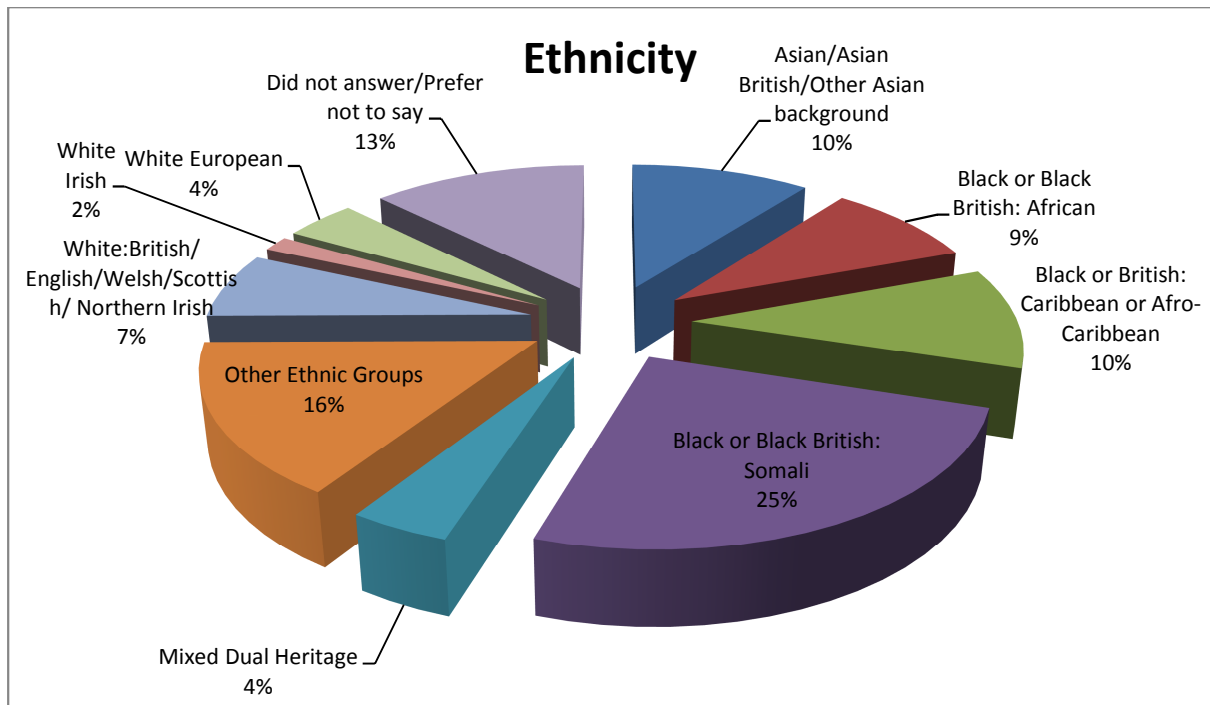
- The age group least likely to be affected are those over 55 years.

## 2. Disability



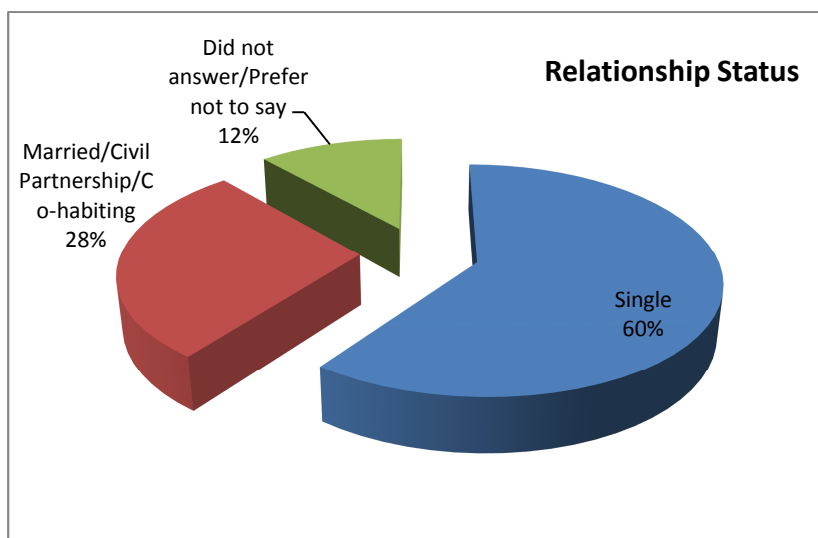
Analysis indicates that out of 28 households which include someone with a disability, 23 require properties which are 3 bedrooms or above. It is also important to note that households in receipt of Disability Benefits will be exempt from the overall benefit cap.

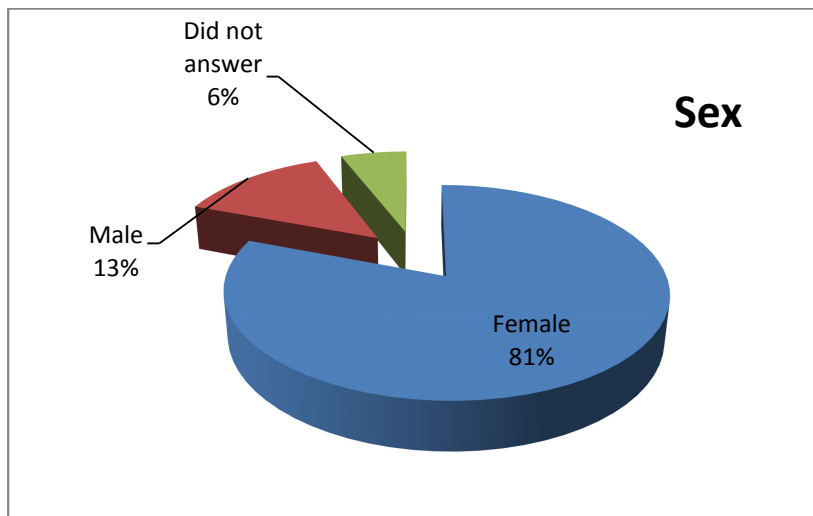
## 3. Ethnicity



- The majority of households affected are from the Somali community.
- 36 out of 48 households affected are either unemployed or in receipt of benefits. Of these, 28 require a three bedroom property or above.
- This is compared to the following community groups who are also affected: 9 Asian households, 16 African and Caribbean households, 9 White British/Irish/European households and 17 belonging to Other Ethnic groups.

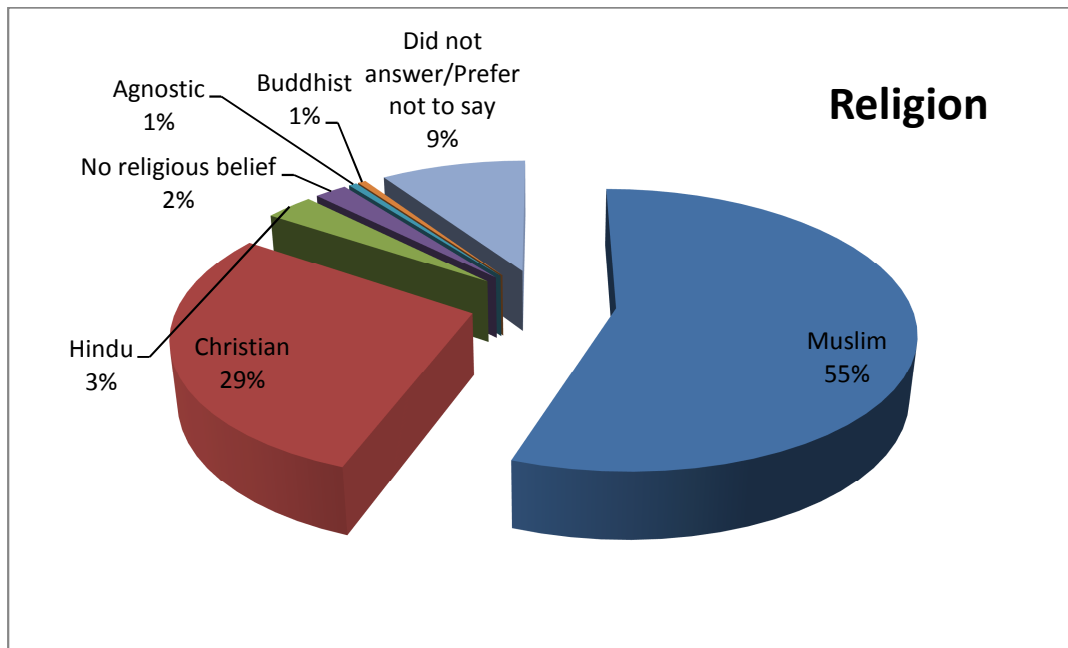
#### 4. Marriage & Civil Partnership and Gender





- Lone parent households make up the majority of client groups affected.
- Out of 114 households, 90 are unemployed or in receipt of benefits.
- 86 out of these 90 cases are headed by single women.
- 53 out of 86 households require a three bedroom property or above indicating that this protected group will be heavily impacted by the benefit caps.

## 5. Religion

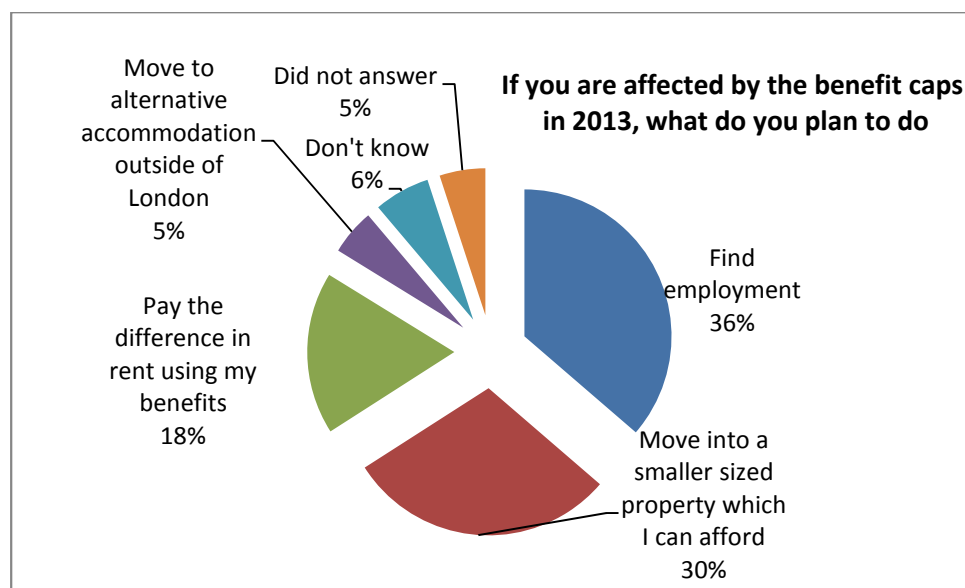


Results indicate that the main religious group affected by the benefit caps will be Muslims. 81 out of 106 households are unemployed or in receipt of benefits. Part of the PSA specification stipulates that Contractors must provide welcome packs for all new tenants which will include (amongst other things) information on places of worship and community groups in the areas.

## 7. Sexual Orientation and Gender Identity

Of the people who are at risk, under 5% are from the Lesbian, Bisexual, gay and transgender community.

## 8. Employment

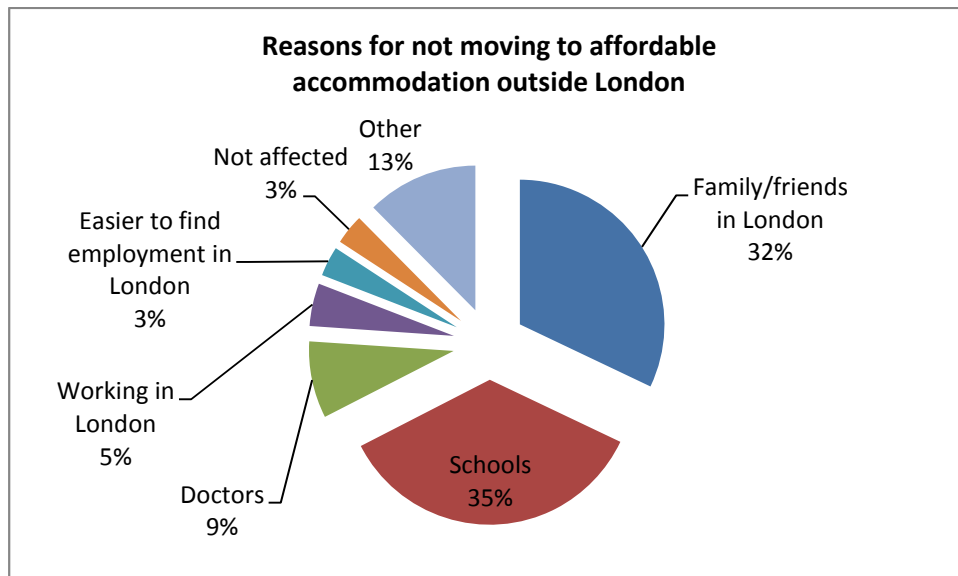


The Council recognises that there are households who are willing to find employment to mitigate the impact of the benefit cap and is developing an initiative designed to assist unemployed residents into work. The Navigator initiative is at an early stage and will be introduced in January 2013. However, it is anticipated that a key element will involve development of tailored programmes which will enable 300 of the worst affected households move into employment of at least 24 hours.

Brentin2Work also work extensively with partners who provide employment advice to Brent residents and are able to tailor training programs designed to equip clients with the necessary skills that can eventually lead to employment.

5% of households who responded to the survey stated that they would be willing to move to areas outside of London including Luton, Birmingham and Manchester.

## 9. Reasons for not moving outside of London



Housing Options will be limited for larger families due to high levels of unemployment and the introduction of the benefit caps. Unemployed households requiring a 3 bedrooms plus property are unlikely to be accommodated in London.

Whilst the Council's ability to mitigate the impact of the benefit caps that drive out of London procurement is limited, the criteria for out of London placements is detailed extensively in Brent's TA Placement Policy. The council has also utilised the services of a consultancy to identify suitable areas of procurement outside of London. Their research took various factors into account such as affordability, ethnic composition of area, economic deprivation, education levels, local support agencies and travel back to Brent. In addition, Contractors will provide Welcome Packs which will give an overview of the area, amenities, schools and doctors.

This aims to mitigate any potential impacts of the Welfare Reforms and Universal Credit caps and is balanced towards ensuring that housing need is met in a fair, consistent and non discriminatory manner.

## Private Sector Accommodation Tender - Equalities Impact Assessment.

### Results of Survey

<b>Q1. Are you aware of the welfare reforms?</b>		<b>Q5. How much is your rent per week?</b>	
Yes	172	£0-£299	30
No	19	£300-£349	49
<b>Q2. How concerned are you about the welfare reforms and overall benefit caps?</b>		£350-£399	28
Very Concerned	146	£400-£449	40
Partially Concerned	11	£450-£500	9
Not concerned as not affected	7	£500 +	22
Don't know	20	<b>Q6. Do you contribute towards your rent?</b>	
Did not answer	7	Yes	30
<b>Q3. If you are affected by the benefit caps in 2013, what do you plan to do?</b>		No	154
Find employment	65	Did not answer	7
Move into a smaller sized property which I can afford	53	<b>Q7. Does anyone in your household work over 24 hours?</b>	
Pay the difference in rent using my benefits	32	Yes	10
Move to alternative accommodation outside of London	9	No	176
Don't know/Did not answer	20	Did not answer	5
Other	27		
<b>Q4. How many bedrooms are there in your accommodation?</b>			
One bedroom	3		
Two bedrooms	60		
Three bedrooms	84		
Four bedrooms	28		
Five + bedrooms	13		
Did not answer	3		



<b>Q8. If you are unable to pay your rent due to the benefit caps and need to move to an affordable property outside of London, please state your preferred areas outside of London</b>		<b>Q8a. I would not be willing to move to an affordable property outside London because :</b>	
None	120	Family/friends in London	67
Did not answer	40	Schools	74
Luton , St Albans, Watford, Birmingham. Birmingham, Manchester, Sheffield, Brighton, Leicester, Hemel Hempstead, Slough, Hillingdon, Surrey, Dunstable, Stevenage, Hitchin, Leagrave, Grimsby, Lincolnshire.	15	Doctors	18
		Working in London	10
		Easier to find employment in London	7
		Not affected	7
		Other	26
		Did not answer	26

### Equality Monitoring Form

<b>Q1. What is your age?</b>		<b>Q6. Have you been pregnant within the last 6 months or are you breastfeeding?</b>	
16-24	6	Yes	26
25-34	44	No	144
35-44	71	Did not answer/Prefer not to say	21
45-54	52	<b>Q7. What is your sexual orientation?</b>	
55-64	1	Bisexual	5
65 +	1	Gay Man	1
Did not answer/Prefer not to say	16	Heterosexual	125
<b>Q2. Do you consider yourself to have a disability?</b>		Did not answer/Prefer not to say	60
Yes	28	<b>Q8. What is your relationship status</b>	
No	135	Civil Partnership	2
Did not answer/Prefer not to say	28	Co-habiting	2
<b>Q3. Please indicate your sex</b>		Married	50
Female	151	Single	114
Male	25	Did not answer/Prefer not to say	23
Did not answer	15	<b>Q9. Do you have caring responsibilities?</b>	
<b>Q4. Is your gender identity the same as you were assigned at birth?</b>		Yes	68
Yes	154	No	91
No	3	Did not answer/Prefer not to say	32
Did not answer	29	<b>Do you have parenting responsibilities?</b>	
<b>Q5. What is your religion?</b>		Yes	146
Agnostic	1	No	20

Buddhist	1	Did not answer/Prefer not to say	25
Christian	55	<b>Q10. Socio-economic factors?</b>	
Hindu	6	Student	17
Muslim	106	Employed	12
No religious belief	4	Unemployed/ In receipt of benefits	148
		Did not answer/Prefer not to say	14

<b>Q11. Please state your ethnicity.</b>			
Asian/Asian British/Other Asian background	20		
Black or Black British: African	17		
Black or British: Caribbean or Afro-Caribbean	20		
Black or Black British: Somali	48		
Mixed Dual Heritage	8		
Other Ethnic Groups	30		
White:British/ English/Welsh/Scottish/ Northern Irish	13		
White Irish	3		
White European	8		
Did not answer/Prefer not to say	24		
Asian/Asian British/Other Asian background	20		