

EQUALITY IMPACT ANALYSIS (EIA)

POLICY/PROPOSAL:	Transfer of landlord for Granville New Homes residents
DEPARTMENT:	Customer and Digital Services
TEAM:	Transformation
LEAD OFFICER:	Alexandra Eyre
DATE:	16/11/2021

NB: Please ensure you have read the accompanying EIA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

There will be a change in landlord for the residents of Granville New Homes as First Wave Housing are transferring the properties to Brent Council and i4B. 84 social rented units and 1 leasehold will be transferred to Brent Council and 25 intermediate rented units to i4B, subject to consultation.

The intended result of this is to ensure all necessary remediation works can be done to the buildings to ensure the safety of tenants. First Wave Housing is not in a financial position to permanently resolve this and therefore, the properties are being transferred to resolve the issues as quickly as possible.

The impact to tenants is minimal. For First Wave Housing tenants transferring to i4B, their managing agent, rent and tenancy terms will stay the same. For First Wave Housing tenants becoming Council tenants their managing agent and rent will stay the same. These tenants will receive enhanced tenancy rights from becoming Council tenants.

2. Who may be affected by this policy or proposal?

The residents of Granville New Homes

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

After consultations with the residents no implications were identified for those with protected characteristics. The residents were able to voice concerns through door knocking exercises,

letters, calls to residents and virtual consultations with officers. This also provided officers with the opportunity to assess how this change would affect those under the Equality Act . No groups with protected characteristics were found to be disadvantaged due to the change.

4. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative
Age		X	
Sex		X	
Race		X	
Disability *		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

5. Please complete **each row** of the checklist with an “X”.

Screening Checklist

	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council’s public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?	X	
Would the policy or proposal change or remove services used by vulnerable groups of people?	X	
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		X
Do the proposed changes have any health inequalities implications?	X	
Are there any socio-economic implications?		X
Are there any potential human rights issues that need to be considered?		X

If you have answered YES to ANY of the above, then proceed to section B.

If you have answered NO to ALL of the above, then proceed straight to section D.

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Consultations were held with residents including door-knocking exercises, letters, phone calls and virtual meetings. After speaking to residents no officers identified any possible negative implications from the change in landlord.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE

Details of impacts identified	Potential health benefits after housing works are completed.
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DISABILITY

Details of impacts identified	Potential health benefits after housing works are completed.
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RACE

Details of impacts identified	Potential health benefits after housing works are completed.
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SEX

Details of impacts identified	Potential health benefits after housing works are completed.
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SEXUAL ORIENTATION

Details of impacts identified	Potential health benefits after housing works are completed.
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PREGANCY AND MATERNITY

Details of impacts identified	Potential health benefits after housing works are completed.
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RELIGION OR BELIEF

Details of impacts identified

Potential health benefits after housing works are completed.

GENDER REASSIGNMENT

Details of impacts identified

Potential health benefits after housing works are completed.

MARRIAGE & CIVIL PARTNERSHIP

Details of impacts identified

Potential health benefits after housing works are completed.

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

All residents were contacted via letter, door-knocking, calls and invited to virtual meetings. No further action is required.

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

N/A

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

The change is to the landlord and therefore this will be recorded through the transfer of the properties from First Wave Housing to i4B and Brent Council.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

There have been no negative equality impacts identified following consultations with the tenants of Granville New Homes. A potential positive equality impact is for all the residents who will become Brent Council tenants as they will gain the rights afforded to all council tenants. This is not specific to a protected characteristic. There will also be possible health benefits once the works are completed.

SECTION D – RESULT

Please select one of the following options. Mark with an "X".

A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	<i>Alexandra Eyre</i> 1 st December
REVIEWING OFFICER:	<i>Ralph Gibson</i> 1 st December
HEAD OF SERVICE / Operational Director:	<i>Sadie East</i> 6 th December
Equality Officer:	<i>Asari St Hill</i> 1 st December