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| **Equality Impact Assessment Report** | **Please enter responses below in the right hand columns** |
| **Date** | 27th August 2015 |
| **Sign-off path for EIA** (please add/delete as applicable) | Corporate EIA Panel 3rd September 2015  Cabinet 12th November 2015 |
| **Title of Project, business area, policy/strategy** | **Knight’s Walk, Cotton Gardens Estate Regeneration project** |
| **Author** | **Lesley Johnson** |
| **Job title, division and department** | **Capital Programme Manager, Business Growth and Regeneration** |
| **Contact email and telephone** | [**ljohnson3@lambeth.gov.uk**](mailto:bmiah@lambeth.gov.uk) |
| **Strategic Director Sponsor** | **Sue Foster** |

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| **London Borough of Lambeth**  **Full Equality Impact Assessment Report** | | | **Please enter responses below in the right hand columns.** |
| **1.0 Introduction** | | | |
| **1.1 Business activity aims and intentions**  *In brief explain the aims of your proposal/project/service, why is it needed? Who is it aimed at? What is the intended outcome? What are the links to the political vision, and outcomes?*    **What are the aims of your proposal?**  The Council is committed to delivering 1,000 extra homes at Council rent levels to deliver a new generation of homes for Lambeth’s residents. These 1,000 new Council homes will be delivered over the next 4 years through a combination of estate regeneration, small sites development and specific housing projects. The intention is to maximise the provision of new homes at Council rent levels using external capital and long-term investment models that maximise the number of genuinely affordable homes and retain as much control within the local community.  Knight’s Walk, Cotton Gardens estate has been included within the Council’s estate regeneration programme because of the potential to deliver additional homes. Given its location and public transport accessibility levels, there is scope for a significant increase in the number of homes.  **Why is it needed?**  Lambeth, similar to other London boroughs, continues to face massive housing challenges, and a shortage of housing has resulted in an increase of house prices and rent levels. Over the last decade house prices have more than doubled - in 2005, the average house price in the borough was £256k, today it is £535k. The median rent for a two bed Lambeth flat is now around £1,495 per month. This level of rent compares with gross monthly incomes (based on 40 hour working weeks) of £1,126 at the national minimum wage and £1,586 on the London Living Wage.  All this leads to huge demands being placed on the council for affordable housing – there are currently in excess of 21,000 households on the housing register. Nearly 2,000 joined the register each year and Lambeth rehoused fewer than 1200 from that list in 2014/15. There are over 1,800 households currently residing in temporary accommodation.  **What is the intended outcome?**  The Council is currently engaging with residents and other local people to consider the potential for additional homes at Knight’s Walk. Options under consideration range from infill development which does not require demolition of existing homes, through to demolition and redevelopment. Masterplan objectives, which will include the scope of redevelopment and number of new homes, will be presented to Cabinet for approval in November 2015.  Knight’s Walk comprises 33 homes, of which 7 are in Freehold ownership. The rest are Secure Council tenancies. Knight’s Walk is part of the Cotton Gardens estate which also comprises three tower blocks, Ebenezer, Fairford and Hurley Houses. There are a further 242 homes in these blocks of which 41 are leasehold and the remainder Secure Council tenancies.  Potential redevelopment scenarios for Knight’s Walk do not include the tower blocks. The impact on equalities groups in Knight’s Walk are considered throughout this assessment, with Cotton Gardens considered where appropriate and where information is available.  The preferred option for Knight’s Walk is not yet decided, but a range of scenarios are being considered, with others to be proposed by local people:   * Infill development where additional new homes are provided without the need for demolition. Current proposals indicate that approximately 30 additional homes could be provided in this way * Partial redevelopment where some homes are demolished and reprovided and new homes are developed to replace those that have been demolished and provide additional new homes. Current proposals indicate that approximately 72 additional new homes could be provided in this scenario * Complete redevelopment where the 33 homes at Knight’s Walk are demolished and new homes developed developed to replace them as well as additional new homes. Current proposals indicate that approximately 121 additional new homes could be provided through complete redevelopment   All the new homes will be built to modern design and energy efficiency standards. Where homes are demolished, they will be replaced. Existing tenants affected by redevelopment would be able to move to a new home at a council rent.  Options are being provided to ensure that all residents that want to can continue living on the estate. A summary of the ‘Offers’ made to tenants and leaseholders is below:  **Council Tenants**   * Council tenants on Knight’s Walk, Cotton Gardens who have to move because of a decision to demolish will be offered a lifetime tenancy of a new home on the estate at Council rent levels * Tenants choosing to move elsewhere will be given Band A priority (the highest priority) to bid for an alternative property * If the Council pursues building new homes through a Special Purpose Vehicle the affected homes will be rented at Council rent levels, but with a lifetime assured tenancy, rather than a secure tenancy. A key difference between the two forms of tenancy is that the Right to Buy is not available with a lifetime assured tenancy * Homes for tenants who have to move due to demolition will meet housing needs – overcrowded households will move into larger properties, and those who need a smaller home will move to one * Once new homes have been allocated to any Knight’s Walk tenants and homeowners who are required to move and wish to stay on the estate, a local lettings scheme will be extended to tenants of Cotton Gardens   **Homeowners (Freeholders)**   * Resident homeowners wishing to sell their property would be offered market value plus 10% (the latter capped at £53,000 in line with Government guidance) plus reasonable disturbance costs * Non-resident homeowners would be offered market value + 7.5%, (capped at £75,000 in line with Government guidance) * Resident homeowners wishing to stay on the estate would be offered shared equity of a new home on Knight’s Walk subject to their ability to port their mortgage and having suitable equity. Those with less than 50% equity can carrying on living on the estate on a shared ownership basis. * The difference between shared equity and shared ownership is that with shared ownership you pay rent on the proportion of the home that you do not own. With shared equity there is no rent to pay.   The Council will work with all affected residents individually, and in particular with those who are vulnerable. All residents living on the estate will have access to individual independent advice throughout the process. Lastly the Council will give those tenants who will be moving to alternative new build properties within the regeneration area opportunities to be involved in the design of their properties and offer individual choices in relation to the finishes in their properties where this is feasible.  It is anticipated that the project will be delivered through a wholly-owned Council company (a Special Purpose Vehicle). The impact of this arrangement for tenants is that the new homes will be let using Assured tenancies. These will be amended to reflect the terms of a Secure tenancy as far as possible. However, residents are concerned about the Council’s ability to control the SPV and keep its committments to residents, particularly with regard to rent and other charges and security of tenure. These views have been reported back to members and it is anticipated that the arrangements for the SPV will be confirmed at Cabinet before the Knight’s Walk masterplan objectives are agreed.  The potential redevelopment of Knight’s Walk, Cotton Gardens forms part of a wider estates regeneration programme in Lambeth comprising of the following estates: Central Hill, Fenwick, Cressingham Gardens, Westbury and South Lambeth Estate. | | | |
| **2.0 Analysing your equalities evidence** | | | |
| **2.1 Evidence**  *Any proposed business activity, new policy or strategy, service change, or procurement must be informed by carrying out an assessment of the likely impact that it may have. In this section please include both data and analysis which shows that you understand how this decision is likely to affect residents that fall under the protected characteristics enshrined in law and the local characteristics which we consider to be important in Lambeth (language, health and socio-economic factors).* ***Please check the council's equality and monitoring policy and your division’s self assessment. Each division in 2012 reviewed its equality data and completed a self assessment about what equality data is relevant and available.*** | | | |
| **Protected characteristics and local equality characteristics** | **Impact analysis**  **For each characteristic please indicate the type of impact (i.e. positive, negative, positive and negative, none, or unknown), and:**  *Please explain how you justify your claims around impacts.*  *Please include any data and evidence that you have collected including from surveys, performance data or complaints to support your proposed changes.*  *Please indicate sources of data and the date it relates to/was produced (e.g. ‘Residents Survey, wave 10, April 12‘ or ‘Lambeth Business Survey 2012’ etc)* | | |
| **Race** | **Impact: Both**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  | **Cotton Gardens**  **Tenants** | **Cotton Gardens homeowners** | **Knight’s Walk Tenants** | **Knight’s Walk homeowners** | **Overall**  **Lambeth**  **Tenant**  **Population** | **London Borough of Lambeth** | | **Black** | 41% | 15% | 23% | Not known | 46% | **26%** | | **Asian** | 2% | 2% | 4% | Not known | 3% | **7%** | | **Other** | 8% | 2% | 4% | Not known | 7% | **2%** | | **Mixed Race** | 2% | 0% | 0% | Not known | 2% | **8%** | | **White** | 34% | 12% | 50% | Not known | 33% | **57%** | | **Not known** | **13%** | **69%** | **19%** | **100%** | **9%** | **0** |   *Data source – Northgate July 2015, Cotton Gardens Household Needs Survey August 2015. State of the Borough Report 2014*  **Impact on Existing Tenants**  The ethnic profile of tenants on the estate as a whole broadly mirrors the larger tenant population of Lambeth, but the composition of tenants at Knight’s Walk means that white tenants are disproportionately affected.  The regeneration programme at Knight’s Walk will affect all households on the estate, but most particularly those who will be required to move home. The impact is predicted to be largely positive with an improved quality of life, better designed environment, a warm home that would be beneficial in reducing fuel poverty, dealing with overcrowding, improving the quality of life of residents in the long term.    In the short term there it is likely that there will be a negative impact on those households in Knight’s Walk required to move, due to the disruption caused by regeneration. To mitigate this, the Council will provide a comprehensive package of rehousing assistance and support to minimise the disturbance experienced by residents including compensation of £5,300 in addition to any moving costs to cover any inconvenience. There will be an enhanced package of assistance available for all residents throughout the moving process – including help with removals, disconnection and reconnection of services etc - and wherever possible, the Council will minimise the number of times that people need to move (with the majority of tenants only having to move once). More vulnerable residents will be prioritised for one move only. There will be a dedicated Council rehousing team.  **Impact on New Tenants**  Whlist overcrowding is experienced by all races, according to the Housing Register, BME households make up over two thirds of all overcrowded households. 66% of new tenants come from BME background and will be the main beneficiaries of the new social housing being provided.  Priority for housing is based mainly on housing need and because BME households tend to have higher levels of housing need, a disproportionate amount of social housing is allocated to these groups. 59% of those allocated housing are from Black British: Caribbean and African households, and only 10% to White British. The over-representation of BME groups is a national trend and may be due to a number of social-economic factors, including lower incomes, higher unemployment and poor health, which increase dependence on social housing.  **Impact on Homeowners**  Equality data on freeholders is not held by the Council and as only two homeowners responded to the Housing Needs Survey, only very limited information is available.  It is not possible to determine the exact effect on individual homeowners at this stage. Their outcomes will depend on their current economic situation, how much equity they have in the property, and whether they wish to continue living on the estate.  As described above, all homeowners are provided with options to allow them to stay on the estate. | | |
| **Gender** | **Impact: Positive**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | |  | **Cotton**  **Gardens**  **tenants** | **Cotton**  **Gardens homeowners** | **Knight’s**  **Walk**  **tenants** | **Knight’s**  **Walk homeowners** | **Lambeth**  **social**  **tenants** | **Lambeth**  **population** | | **Male** | 38% | 56% | 35% | Not known | 37% | 49% | | **Female** | 62% | 39% | 65% | Not known | 63% | 51% |   *Data source – Northgate July 2015, Cotton Gardens Household Needs Survey August 2015. State of the Borough 2014*  The gender split in Knight’s Walk is more than the Lambeth social housing population however mirrors the prevalence of female headed households in this type of tenure.  Improving the condition and standard and supply of the Council housing stock through the regeneration programme is a key outcome of this project. This will have a beneficial impact on all tenants. The impact of the estate regeneration programme at Knight’s Walk will be positive as there will be improvement of the level of decency for both male and female residents.  The estate regeneration programme aims to provide additional homes at Council rent levels that will house the people of Lambeth. Increasing the number of homes at council rent levels in equality terms will mean that those in housing need on the Housing Register (the majority of whom are women) are key beneficiaries of the programme   |  |  | | --- | --- | |  | **Households housed in 2014/15** | | **Male** | 38% | | **Female** | 62% | | | |
| **Gender re-assignment** | **Impact: None**   |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | |  | | **Cotton Gardens tenants** | **Cotton Gardens**  **homeowners** | **Knight’s**  **Walk**  **tenants** | **Knight’s Walk homeowners** | **Lambeth**  **tenants** | **Lambeth**  **Population** | | Born different gender | Yes | 0% | Not known | 0% | Not known | 0 % | Not known | |  | No | 10% | Not known | 11% | Not known | 7% | Not known | | Not recorded | | **90%** | **N/A** | **89%** | **N/A** | **93%** | **N/A** |   **Data source – Northgate July 2015 State of the Borough 2014**  Although very limited data there is no disproportionate impact identified.  Equality and Human Rights Commission guidance on this protected characteristic is to collect data where relevant. Gender re-assignment is not relevant to the majority of housing services, with the exception of tackling harassment. | | |
| **Disability** | **Impact: Both**  Cotton Gardens and Knight’s Walk Housing Needs Survey (of 146)   |  |  |  | | --- | --- | --- | | **Identified disability** | **Number of Cotton Gardens residents affected (of 116)** | **Number of Knight’s Walk residents affected (of 11)** | | General mobility problems | 10 | 3 | | Osteoarthritis | 3 | 1 | | COPD | 2 | 1 | | Cancer | 3 | 2 | | Anxiety/OCD |  | 1 | | Meniere’s Disease |  | 1 | | Heart disease | 1 | 1 | | Autism | 2 |  | | Mental health issues/Learning difficulties | 5 |  | | Blind/sight problems | 2 |  | | Deafness | 1 |  | | Unspecified |  | 1 | | **TOTAL** | **29** | **11** |   The  Household Needs survey highlighted that a significant number (42%)  of Knight’s Walk residents reported they or a member of their household have a disability or medical conditions that is affected by the size, location or design of the home they live in.  The survey also indicated that four Knight’s Walk households had the need for a full time carer although details on current care arrangement were sparse and do not suggest that 4 households are currently receiving full time care.  For Cotton Gardens as a whole, just over a quarter of residents reported that they or a member of their household have a disability or medical condition that is affected by the size, location or design of the home they live in. Nine households reported that the disabled member(s) of the household require the services of a full time carer. Six households receive support and care from family members.  According to the  “State of the Borough 2014” report about 37,000 people, 11.9% of the population of Lambeth, say their day-to-day activities are limited by a long term illness or disability of which around  46% (17,000) people stated that their activities are limited a lot and 56% (20,000) limited a little. This figure is far lower that than suggested above for Cotton Gardens, and particularly Knight’s Walk residents.  **Existing Tenants**  The estate regeneration programme overall will have a positive impact on disabled tenants living in Knight’s Walk, Cotton Gardens as all new homes will meet the Lifetime Homes standard and over time, will allow residents to stay in their own homes for longer, reduce the need for home adaptations and give greater choice to people with disabilities who cannot achieve independent living due to lack of suitable housing in our housing stock.    However in the short term, tenants with disabilities may be adversely affected due to the disturbance of moving home. As part of the estate regeneration programme, a comprehensive package of assistance will be provided to assist this group in preparing to move and moving to their new home with intensive, personalised support provided to ensure that medical and disability needs are carefully addressed and support networks maintained. This group will be prioritised for one move only.  Tenants who require adaptations will have them provided in their new homes with rehousing officers working closely with the occupational therapy team to carry out assessments as required and provide advice on the design, layout and adaptation of new homes as appropriate. A budget is available for aids and adaptations so that these can be carried out in a timely manner.  **Impact on existing homeowners**  The Council will extend the same package of measures to these homeowners to help them remain on the estate, should they wish to do so, and to help ensure that their future homes are adequately adapted to meet their needs.  **New tenants**  The impact for new tenants with disabilities will be positive. The proposals for the development of new homes on Knight’s Walk are intended to increase the options for people with disabilities, both for existing and new residents.  There are 194 households currently registered on the Housing Register with a known disability, with a severe shortage of accessible housing in Lambeth. All new properties on Knight’s Walk will be built to the Lifetime Homes design standards – the main features include a level approach/entrance and wider doorways. Many existing homes in Lambeth housing stock are not wheelchair accessible and often have to go through expensive adaptations to ensure accessibility. | | |
| **Age** | **Impact: Both**   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  | **Cotton Gardens tenants** | **Cotton Gardens homeowners** | **Knight’s Walk tenants** | **Knight’s Walk homeowners** | **Lambeth council tenants** | | **Under 25** | 2% | Not known | 4% | Not known | 2.3% | | **25-44** | 35% | Not known | 15% | Not known | 31.8% | | **45-64** | 41% | Not known | 42% | Not known | 43.6% | | **65+** | 22% | Not known | 38% | Not known | 21.5% |     *Data Source – Northgate August 2015*  **Household Composition Knight’s Walk**   |  |  | | --- | --- | | 2 parent family (one child under 16) | 1 | | 2 adults (no children under 16) | 12 | | 3 adults (no children under 16) | 3 | | Single adult (no child under 16) | 2 |   **Data source – Knight’s Walk Household Needs Survey (March 2015)**  **Existing Tenants**  There is an over representation of older tenants who will be affected by the regeneration in the homes at Knight’s Walk. The positive, negative and mitigating actions are broadly the same as those described above under the disability section.  Older people have generally been living on the estate for a longer period of time than other residents, likely to be more settled and require more support when moving.  The regeneration project provides an opportunity to increase the supply of Lifetime Homes which are designed to be easily adapted as people’s needs change.  The number of children and young people is likely to increase with the provision of new and additional homes and a number of issues need to be considered in order to mitigate the impact of the project on this group. For existing residents, an amount of play and amenity space should be maintained throughout the construction period and it is intended that the current green space remains. Children and young people should be encouraged to participate in consultation as the project develops to ensure thay have the opportunity to shape the detailed proposals.  Access to existing childcare, nurseries, crèches and schools will also be considered during the masterplanning and planning permission stages of the project, as well as during any rehousing programme, to keep disruption to a minimum for children’s nursery, school and college placements. While there is sufficient capacity in local schools, the new homes and increased number of children should be factored in to the Council’s Education planning.  **Future Tenants**  Lambeth’s older population (aged 60+) is projected to grow by 27% by 2024, compared to an 11% growth across the whole population. However, there are substantial differences between ethnic groups. For example, whilst the 60+ population is projected to grow by 27% overall, the black Caribbean 60+ populations are projected to grow by 38%, from around 5,000 to 6,700. This is compared to an all-age decrease in the black Caribbean population of 4.6%, from 28,600 to 27,000. However, the number of people identifying themselves as ‘Black British’ is increasing  Similarly, the black African population is projected to grow by 10.9% overall, but the 60+ population is projected to increase by 82% (albeit from a smaller base line – from 2,400 to 4,500). The white population is projected to grow less.  The supply of additional homes will benefit an ageing future population.  **Homeowners**  Older homeowners are less likely to be in work or be able to take on new mortgages. However, they are also more likely to have a high level of equity in their properties and will be able to take a shared equity arrangement to continue living on the estate at no additional cost.  As the project proceeds, the Council will need carefully to monitor how the proposals affect this group. In the first instance, however, the range of options available to leaseholders (shared equity, shared ownership, rental properties) should ensure that anyone wishing to remain on the estate, regardless of age, would be able to continue to do so. | | |
| **Sexual orientation** | **Impact: None**  Although very limited data is available there is no disproportionate impact identified.  Equality and Human Rights Commission guidance on this protected characteristic is to collect data where relevant. Sexuality is not relevant to the majority of housing services, with the exception of tackling harassment. | | |
| **Religion and belief** | **Impact: None**  Two thirds of residents follow a religious faith - Christian (67%), Muslim (9%), Jewish (1%) or Other (13%). One in seven residents do not follow a religion (13%) and 13% preferred not to say. (source: Housing Needs Survey, Cotton Gardens estate).  The Council will give consideration to people’s ability to practice their faith through the different stages of the project. The rehousng team will ask people about their use of places of worship to see the extent to which disruption to their lives can be minimised. | | |
| **Pregnancy and maternity** | **Impact: Both**  There will be disruption during the construction period and the council will consider access across the estate during  this time. The design and layout of the new homes will consider access, lift and stairs so that larger family homes are  either accessible by lift or not above four storeys high without a lift.  The design of the public realm will consider accessibility for people moving around the estate, pushing buggies etc.  Any affected tenants who are pregnant at the time of rehousing may be entitled to a larger property as per our allocations policy.  The design will meet modern space standards with provision for buggy storage at ground floor level in blocks with no lift. | | |
| **Marriage and civil partnership** | **Impact: None**  There is no specific / indirect impact. | | |
| **Socio-economic factors** | **Impact: Both**  The number of housing benefit claimants in Cotton Gardens and Knight’s Walk can be used to provide an indication of the socio-economic profile of the immediate area.   |  |  |  |  | | --- | --- | --- | --- | |  | Cotton Gardens | Knight’s Walk | Lambeth | | Those in receipt of full HB | 28% | 43.8% | 33.8% | | Those in receipt of partial HB | 26% | 21.2% | 27.8% | | Not receiving HB | 46% | 35% | 32.4% |   The economic status of residents on Cotton Gardens is that 45% are in employment, (27% full-time. 13% part-time and 5% self employed). 25% are retired, 12% are classed as long term sick, 3% are in full time education and 6% are at home looking after family.    Specifically at Knight’s Walk, of the 20 residents responding to the Housing Needs Survey, 5 are in employment – one full time, one part time and three self-employed. Eight residents are retired, four have long-term sickness/disability, one is at home looking after family and one is unemployed.  *(Source: Household Needs Survey, Knight’s Walk, Cotton Gardens, August 2015)*  The acute shortage of homes and rising population is adding extra pressure on the need to provide affordable and social rented homes in the borough. Private sector rents and house prices are going beyond the means of many Lambeth residents. Regeneration of an estate and increasing supply of council housing stock will benefit the increasing number of Lambeth’s residents who cannot afford to buy or rent in the private sector.  However in the short term, the existing estate residents would be affected through negative impacts due to having to move home. The council will provide adequate compensation to residents if their homes are demolished as part of the regeneration proposal.  For tenants  All the current council tenants that are affected by any demolition proposal would be financially compensated through a statutory home loss payment and payment of removal and other disturbance costs, as well as a new home on the estate if they wish, or a council or housing association home elsewhere in the borough.  Council rent levels are set using a Government formula. The value of the home makes up part of this calculation and can mean that rents for new homes are higher than current council rent. To lessen the impact it is proposed that any rent increases will be made gradually and phased over 5 years.  Service charges could increase with improved provision of services such as lifts etc and this may have a negative impact on particular equalities groups (socio-economic). The Council will assess service charge costs in parallel with developing the design etc of the new homes so that service charges remain as affordable as possible.    Council Tax is calculated with reference to the value of the new home and may increase due to the regeneration project.  Tenants wishing to move to a new home on the estate will not have the Right to Buy under the assured lifetime tenancy. Tenants wishing to keep the Right to Buy can choose to move to a Council home elsewhere and retain a secure tenancy.  For homeowners  So that resident homeowners whose homes would be demolished can stay on the estate, the Council will offer options as follows:   * Open market purchase * Leasehold swap – or swap from freehold to leasehold * Leasehold swap with shared equity * Shared ownership   Resident homeowners would be compensated by offering market value plus 10% home loss for their current home. Disturbance costs including reasonable legal and valuation costs will also be paid.  For resident homeowners wishing to remain on the estate, it is recognised that the value of similar size new homes could be more than their current home and therefore it could be difficult for them to buy a new home on the estate outright.  The council is offering a shared equity scheme, where the homeowner can purchase a share of the equity in a new home and is not required to pay any rent on the share they do not own, enabling the existing homeowner to remain on the estate. There is also recognition that a homeowner may have difficulty in securing a new mortgage and the council will need to work with the homeowner and lenders to help secure a new mortgage should they wish to remain on the estate.  It is recognised that there may be some homeowners who may have remortgaged their homes, spent the money from equity release and may also be unemployed. In these circumstances it may be difficult for homeowners to either remain on the estate or buy elsewhere. The council will provide support to these households to access private rented accommodation if no other option is available. At this stage it is unclear how many, if any, of the 7 freehold properties will be affected in this way.  It is important to note that all costs come from the same pot of money – a more generous settlement to homeowners in this position would to the detriment of other equality groups, i.e. there would be a reduced amount/quality of social rented homes for predominantly BME tenants which is difficult to justify and depending on the details go contrary to the council’s general fiduciary duties.  For non-resident homeowners, the council will offer market value plus 7.5%. Tenants of private landlords on the estate are not the responsibility of the council and will not be compensated for loss of their home but support will be provided to find alternative accommodation.  Homeowners will have access to independent financial and legal advice and the council will fund reasonable costs for this service.  Service charges and Council Tax will be carefully considered by the Council as above to mitigate the impact of any increase.  There will be employment and training opportunities arising from any building programme and we will work through procurement to ensure that as many as possible of these are available for local people. The new population, including private renters, will change the employment profile of the estate and increase the number of economically active people. | | |
| **Language** | **Impact: None**  85% of Cotton Gardens tenants use English as the main spoken language in the household. The remaining households speak a variety of different European or African languages. For those residents where English is not their main language, we will ensure that literature and information about the programmes is available in the appropriate formats and languages where required.  *(Source: Household Needs Survey Report – Knight’s Walk, Cotton Gardens, August 2015)* | | |
| **Health** | **Impact: Both**  **SEE ALSO DISABILITY**  The location, layout,low-rise and low-density nature of Knight’s Walk is reported by a number of tenants to have a positive benefit on their health and well-being and a number have moved here because of health issues. These residents are concerned that any new home, or move to another Council home, will not meet their needs.  The regeneration project is likely to have both positive and negative implications for people’s health and wellbeing.  Positive impacts are attributed to being able to rehouse any resident who is required to move in a new home that will meet their housing needs, as well as reducing overcrowding by increasing the availability of adequately sized homes. It means more homes will become available for those households that need them. The project would provide the opportunity to build better quality homes designed in consultation with residents and local people according to best practice in urban design, producing a high quality home and urban environment and a safe and secure new neighbourhood, contributing positively to quality of life.  Overcrowding is one of several aspects of housing conditions that studies have been found to be related to poor outcomes in health, education and childhood growth and development *(DCLG, 2004).*  It should also be noted that negative health and well-being outcomes would be associated with disruptions to existing households on the estate and the inevitable stress this causes. Knight’s Walk residents include a number of people with serious and/or long term health issues, and a number of older residents. Care will be taken when managing the rehousing process to ensure that residents are supported appropriately. Medical Needs Assessments will be carried out where required and dedicated rehousing support provided by the Council. Adult services will be involved as appropriate to advise and support the rehousing team as has been done on previous projects of this type, including access to mental health support.  Furthermore the construction programme should be effectively managed so that disturbance can be kept to a minimum. | | |
| **2.2 Gaps in evidence base**  *What gaps in information have you identified from your analysis? In your response please identify areas where more information is required and how you intend to fill in the gaps. If you are unable to fill in the gaps please state this clearly with justification.* | The data provided so far, from our Housing IT system and the Cotton Gardens/Knight’s Walk housing needs survey, provides an overview of equality information. The amount of available homeowner data is very limited, both for the leaseholders in the three tower blocks and freeholders of Knight’s Walk.  Further, more detailed information will be available once the decision is taken and detailed analysis of each individual household’s needs are assessed. This information will then enable more detail to be layered onto the development strategy for the estate, such as the detailed design and configuration of the new homes, the proportion of homes requiring adaptation for disabilities, etc. and the type of assistance that will be required to help people to move and settle into their new homes.  Some residents do not wish to engage with the programme at this stage. | | |
| **3.0 Consultation, Involvement and Coproduction** | | | |
| **3.1 Coproduction, involvement and consultation**  *Who are your key stakeholders and how have you consulted, coproduced or involved them? What difference did this make?* | At Knight’s Walk, Cotton Gardens, resident and stakeholder engagement is being undertaken to develop masterplan objectives for the estate. A programme of meetings and events have been held and continue, which have helped the council to understand the many aspects of the homes and place that are valued. The programme has been extended in response to consultation feedback.  Events have been held for specific and for all tenure groups. Residents of Knight’s Walk are largely represented by the Knight’s Walk Group Residents’ Association. A wider Community Liaison Group has also been established to consider the potential of Knight’s Walk for new homes. The lead member for the programme and ward councillors are actively involved in the scheme and in regular communication with the residents. Resident engagement will continue thoughout any development programme. A Resident Engagement Panel will be considered for the next stage of the process. We recognise that involvement in a formal resident engagement panel will not appeal or be appropriate to some groups of residents and so this will happen alongside more targeted and nuanced involvement mechanisms.  An independent resident advisor will be funded by the council to ensure residents are independently advised and able to participate in the process going forward.  *What difference did this make?*  Many of the residents at Knight’s Walk have said that they accept the need for more social housing in the borough and are prepared to consider new homes, but are very concerned that no existing homes are demolished.  Members instructed officers to consider ‘infill’ and partial redevelopment options as well as full redevelopment in response to this. As well as the range of options produced by Mae architects as part of the capacity study stage, residents have engaged their own experts to propose ‘infill’ options which the Council is considering.  The consideration by Cabinet of a preferred development option for Knight’s Walk will include the Masterplan Objectives for the project as developed with residents and local people. As well as the number of new homes and tenure mix to be provided at Knight’s Walk and the extent of any demolition etc, the Masterplan Objectives will reflect local priorities for any development and are an opportunity to mitigate a number of impacts discussed in this assessment, including design quality standards for the new homes and spaces, guarantees to existing residents and wider benefits to be achieved. | | |
| **3.2 Gaps in coproduction, consultation and involvement**  *What gaps in consultation and involvement and coproduction have you identified (set out any gaps as they relate to specific equality groups)? Please describe where more consultation, involvement and/or coproduction is required and set out how you intend to undertake it. If you do not intend to undertake it, please set out your justification.* | The consultation with residents will be on-going and support will be provided to residents to participate in the process. The offers to residents will be further promoted and discussed to improve understanding among residents.  The next stage of the project is the detailed masterplanning to allow a planning application to be made. The engagement programme will continue throughout this period.  Training and capacity building will be provided as required to enable full participation. The Council will continue to fund an independent resident adviser.  The Council will continue to offer accessible information and events to encourage wide participation. There will be dedicated council officers available to respond to resident issues. | | |
| **4.0 Conclusions, justification and action** | | | |
| **4.1 Conclusions and justification**  *What are the main conclusions of this EIA? What, if any, disproportionate negative or positive equality impacts did you identify at 2.1? On what grounds do you justify them and how will they be mitigated?* | The impact of the estate regeneration project at Knight’s Walk, Cotton Gardens wil be positive overall in the long term with no disproportionate negative impacts on particular protected groups, although officers recognise that there are risks around socio-economic equality for existing homeowners if due regard is not paid as the project is delivered.  However, many residents and local people have concerns about the impact of any redevelopment which could affect the current green space and trees at Knight’s Walk, the layout, low-rise and low-density homes and the privacy this provides.  The project reaffirms Council policies and is interlinked with the delivery of all Council services. | | |
| **4.2 Equality Action plan**  *Please list the equality issue/s identified through the evidence and the mitigating action to be taken. Please also detail the date when the action will be taken and the name and job title of the responsible officer. LIKEWISE WITH THE ACTION PLAN* | | | |
| **Equality Issue** | | **Mitigating actions** | |
| Disruption caused by major redevelopment programme | | Dedicated rehousing support to be provided. Decant Policy to be agreed and implemented. Compensation to be provided to tenants and homeowners through Home Loss and disturbance payments, with up to £1,000 payable early to allow residents to prepare to move. Single move direct to new home to be made wherever possible, and single move only to be prioritised for those more vulnerable residents. Options for all Council tenants and homeowners to remain at Knight’s Walk, Cotton Gardens if they wish.  Rehousing team to understand equalities issues for individual households (access to place of worship, schools, nurseries, day centres, support groups, health etc.), so that as far as possible these can be supported through the move process.  Bespoke support to be developed to particularly vulnerable and less engaged individuals and households. Communication with residents will seek to reduce stress and provide as much certainty as possible about both the process of regeneration and the final outcome.  Effective management of phased construction programme to ensure safe places and routes on the estate while building work takes place. Considerate Contractors Scheme to be adopted.  Areas of play and amenity space to be maintained where possible during construction. | |
| Engaging all groups through the development of proposals | | The Council has appointed an engagement specialist to work with officers to ensure that residents and local people are able to participate in the development of the proposals for Knight’s Walk. People can engage formally and informally through resident or community organisations as well as one-to-one meetings and all comments are recorded and reported, including where things have changed in response to participation and where it has not been possible to make a change.  Residents will be able to take part in the selection of the masterplanner for the next stage of the project and detailed engagement will continue, including access to independent advice as appropriate. | |
| Homeowners having difficulty in accessing finance  (Elderly and low income households) | | Formal offer to Homeowners sets out Council commitments to homeowners affected by redevelopment, including options to remain at Knight’s Walk, Cotton Gardens.  Council to facilitate access to independent advice. Rehousing team to ensure early engagement with homeowners to identify those households that may have difficulty with funding the purchase or part-purchase of a new home.  Council to advocate for homeowners with lending institutions where necessary.  Rehousing team to support homeowners as required to find a private rented home or apply for social housing. | |
| Decant Process – addressing medical and disability needs | | Further detailed Housing Needs Assessments wil be made of all tenanted households in line with Council policy. The Rehousing team will arrange for Occupational Therapy and Medical Needs Assessments as necessary and in advance so that the new home can be designed and allocated to meet the needs of the household. | |
| Potential for increased housing costs | | If the Council rent (set according to Government formula) for a new home is higher than the current rent for a tenant, the Council will implement the rent increase gradually. Service charges will be considered throughout design development and respond to resident priorities so that they remain as affordable as possible. The impact on Council Tax liability will be kept under review and officers will work with the Valuation Office to mitigate increases where possible.  New homes to be designed to good modern standards of energy efficiency to enable reduced costs in use for residents. | |
| Analysing the impact | | It will only be possible to analyse the actual impact on different groups once the regeneration is underway and residents make their choices. This wil happen at regular intervals as information becomes available and will be part of the July 2016 review. | |
| **5.0 Publishing your results** | |  | |
| The results of your EIA must be published. Once the business activity has been implemented the EIA must be periodically reviewed to ensure your decision/change had the anticipated impact and the actions set out at 4.2 are still appropriate. | | | |
| **EIA publishing date** | | 3rd September 2015 | |
| **EIA review date** | | 4th September 2016 | |
| **Assessment sign off (name/job title):** | |  | |

All completed and signed-off EIAs must be submitted to for publication on Lambeth’s website. Where possible, please anonymise your EIAs prior to submission (i.e. please remove any references to an officers’ name, email and phone number).