

## SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	Housing and Regeneration
<b>Service Area</b>	Housing Management
<b>Service/policy/function being assessed</b>	Sales Policy
<b>Which borough (s) does the service/policy apply to</b>	Wandsworth
<b>Staff involved in developing this EINA</b>	Joe Wood
<b>Date approved by Directorate Equality Group (if applicable)</b>	N/A
<b>Date approved by Policy and Review Manager</b> All EINAs must be signed off by the Policy and Review Manager	
<b>Date submitted to Directors' Board</b>	

### 1. Summary

**Please summarise the key findings of the EINA.**

Paper No. 22-161 approved the suspension of the sale of former acquired properties pending a review to be reported to the September 2022 Housing Committee. The previous policy was agreed through recommendations approved via various committee papers and aims to consolidate the recommendations and update the current policy.

There are no substantive changes to the policy and therefore there is no negative impact on any of the protected characteristic groups as a result of this revision. Currently, the Council has a policy of selling former acquired house and flats for the purposes of 'good estate management' if they become vacant and they are either:

- (a) the last remaining unsold flat in a former acquired house; or
- (b) for the purposes of 'good estate management', the Director of Housing and Regeneration can refer the last remaining unsold flat in an infill or estate blocks; or
- (c) following a financial appraisal carried out by the Director of Resources that shows that it is in the Council's financial interest to dispose of the property [this generally applies to single dwelling acquired houses].

The policy is subject to a clawback policy, which dictates that if a replacement acquisition is possible at a cost below 85 per cent of the current market valuation of the former acquired property, that property will be sold, and the resultant capital receipt will be made available for the purchase of a replacement property.

The recommended changes to the policy are as follows:

- a) To retain all five bedroom and larger former acquired houses to meet housing need, unless there is an exceptional reason to sell the property. This will be at the discretion of the Director of Housing and Regeneration.
- b) To cease the sale of the last remaining unsold flat in an infill or estate block.
- c) Where leaseholders in an acquired property have purchased the freehold to dispose of any remaining tenanted flats when they become vacant. To cease the policy to dispose of the last remaining unsold flat in a former acquired property where the Council remains the freeholder.
- d) To continue the disposal of former acquired houses of four bedrooms and below when it is in the financial interest of the Council to do so.

- e) To retain the ability to clawback properties for reletting, from any of c-d above, should they be required by the Assistant Director (Housing Services) to meet urgent housing need, subject to consultation/approval under SO83(a).
- f) To agree that, subject to annual approval, all capital receipts generated from disposals of former acquired properties will be held for reinvestment in replacement properties within the Housing Revenue Account.

This review has provided an opportunity to consolidate the disposals policy into one document and aims to achieve a balanced and transparent approach to letting social homes.

The rationale for ceasing the policy to dispose of the last remaining unsold flat in a former acquired house and the last remaining unsold flat in an infill or estate block as there is no discernible benefit to selling these. Should the freehold be bought through leasehold enfranchisement, any tenanted flat within the former acquired property should be disposed of when vacant as the responsibility and associated costs for managing and maintaining the block will no longer be the Council's.

It is recommended to continue the disposal of former acquired houses when it is the financial interest of the Council to do so, using the current financial appraisal carried out by the Assistant Director (Property Services). The continuation of this element of the current policy allows officers to be flexible in the disposal of properties. Due to the need for larger properties, five bedroom and larger houses should be retained unless there is an exceptional reason for selling the property.

The policies and practices in the statement will not impact negatively on any groups of people who have one or more protected characteristic. The policies and practices are aimed to retain properties to meet housing need.

**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
Breakdown of projected resident projections based on residents ethnicity, age and gender.	<b>National 2011 Census data and <a href="#">DataWand</a></b>
Data from our internal records on our tenant profile.	<b>Wandsworth tenant profile</b>
Data from Housing and Regeneration's <a href="#">Annual Equalities Report</a> 2021	

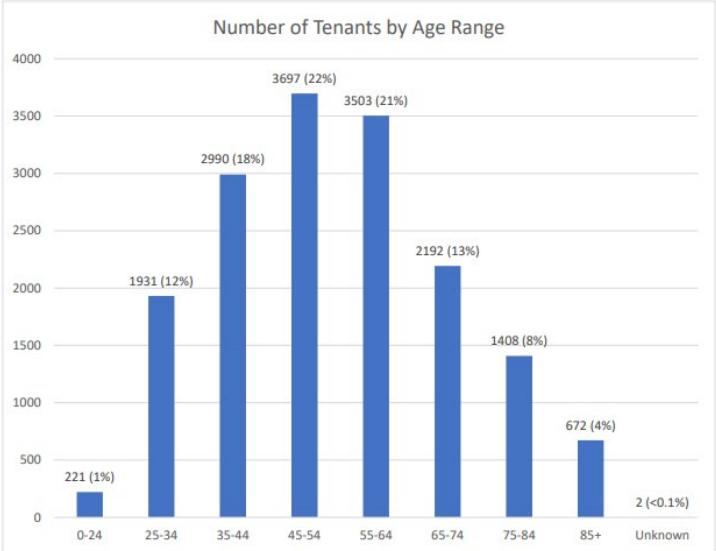
**b. Who have you engaged and consulted with as part of your assessment?**

No consultation event has been held for changes to this policy.

**3. Analysis of need**

Housing and Regeneration department are responsible for the management of approximately 32,000 properties. 16,600 are tenanted and 15,700 are leasehold. The tenant profile information is based on the lead tenant or leaseholder.

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

Protected group	Findings																																																																																																										
Age	<p><b>Census 2011 Borough Profile</b></p> <table border="1" data-bbox="419 528 1299 1263"> <thead> <tr> <th data-bbox="419 528 802 636">2011 Census Table KS102 Age structure</th> <th colspan="3" data-bbox="802 528 1299 568">Wandsworth</th> </tr> <tr> <th data-bbox="419 568 802 636"></th> <th data-bbox="802 568 938 636">No.</th> <th data-bbox="938 568 1090 636">%</th> <th data-bbox="1090 568 1299 636">Rank/348 LAs</th> </tr> </thead> <tbody> <tr><td data-bbox="419 636 802 676">Age 0 to 4</td><td data-bbox="802 636 938 676">21,670</td><td data-bbox="938 636 1090 676">7.1</td><td data-bbox="1090 636 1299 676">46</td></tr> <tr><td data-bbox="419 676 802 716">Age 5 to 7</td><td data-bbox="802 676 938 716">9,230</td><td data-bbox="938 676 1090 716">3.0</td><td data-bbox="1090 676 1299 716">286</td></tr> <tr><td data-bbox="419 716 802 757">Age 8 to 9</td><td data-bbox="802 716 938 757">5,344</td><td data-bbox="938 716 1090 757">1.7</td><td data-bbox="1090 716 1299 757">339</td></tr> 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Of the tenants where the council knows the age of the tenant, the largest number of tenants are in the 45-54 age range (22% of all tenants). 47% of tenants are aged 55 and over. Both of these figures are comparable with 2019/20 figures which were 23% and 46% respectively. The 7,775 tenants aged 55 and over is proportionately much higher than the borough demographic where the largest age group is aged between 30 and 44(1) . This is partly due to sheltered housing tenants (there are approximately 1,100 council owned sheltered properties).

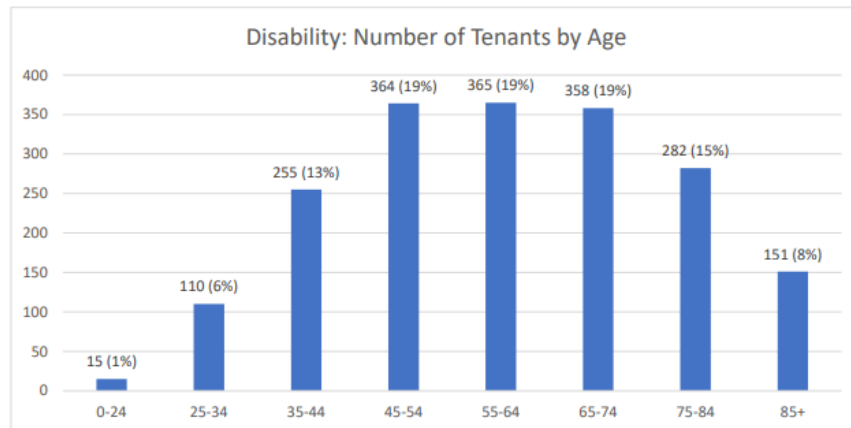
**Disability**

**Census 2011**

2011 Census Table KS106 Adults not in employment and dependent children and persons with long-term health problem or disability	Wandsworth		
	No.	%	Rank/34 8 Las
No adults in employment in household: With dependent children	5,027	3.9	142
No adults in employment in household: No dependent children	22,813	17.5	348
Dependent children in household: All ages	31,665	24.3	317
Dependent children in household: Age 0 to 4	16,474	12.6	75
One person in household with a long-term health problem or disability: With dependent children	4,276	3.3	332
One person in household with a long-term health problem or disability: No dependent children	18,177	13.9	347
<b>All households (not sum)</b>	<b>130,493</b>		

**Wandsworth tenant profile**

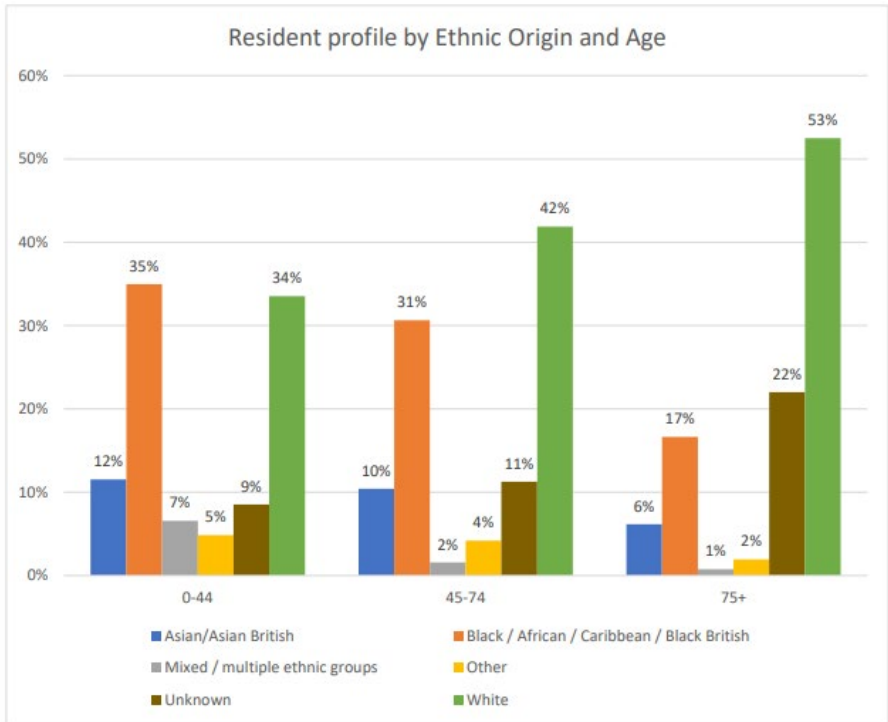
Disability by Age range



Out of the 16,600 tenants we have 1,900 tenants registered as having a disability. This makes up 11% of all tenants. This data, however, is not directly comparable to the above, as our data is of our tenants, rather than total people living in the household. However, no practice within this statement will disproportionately affect anyone with a disability.

<p><b>Sex</b></p>	<p><b>Census 2011</b></p> <table border="1" data-bbox="419 293 1385 461"> <thead> <tr> <th>Gender</th> <th>No.</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>148,480</td> <td>48.2</td> </tr> <tr> <td>Male</td> <td>159,832</td> <td>51.8</td> </tr> <tr> <td><b>Total</b></td> <td><b>308,312</b></td> <td><b>100</b></td> </tr> </tbody> </table> <p><a href="#">The English Housing Survey</a> Social Rented Sector 2019-20 report states the social rented sector has the highest proportion of lone parent households (22%), compared to owner occupied (6%) and private rented sectors (13%). A large number of households in social housing are single female headed households, who were housed by the Council due to having dependent children.</p> <p><b>Wandsworth tenant profile</b></p> <p>Of the data held, 67% of the main or primary tenants are listed as female and 33% are male.</p>	Gender	No.	%	Female	148,480	48.2	Male	159,832	51.8	<b>Total</b>	<b>308,312</b>	<b>100</b>																							
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<p><b>Gender reassignment</b></p>	<p>National and borough-level data on gender reassignment is sparse or unavailable. A new categorisation for gender reassignment was added to the 2021 Census.</p>																																			
<p><b>Marriage and civil partnership</b></p>	<p><b>Census 2011</b></p> <table border="1" data-bbox="419 1135 1385 1771"> <thead> <tr> <th rowspan="2">2011 Census Table KS103 Marital and civil partnership status</th> <th colspan="3">Wandsworth</th> </tr> <tr> <th>No.</th> <th>%</th> <th>Rank/348 Las</th> </tr> </thead> <tbody> <tr> <td>Single (never married or never registered a same-sex civil partnership)</td> <td>138,767</td> <td>54.2</td> <td>9</td> </tr> <tr> <td>Married</td> <td>83,428</td> <td>32.6</td> <td>337</td> </tr> <tr> <td>In a registered same-sex civil partnership</td> <td>1,500</td> <td>0.6</td> <td>10</td> </tr> <tr> <td>Separated (but still legally married or still legally in a same-sex civil partnership)</td> <td>6,311</td> <td>2.5</td> <td>167</td> </tr> <tr> <td>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</td> <td>16,527</td> <td>6.5</td> <td>342</td> </tr> <tr> <td>Widowed or surviving partner from a same-sex civil partnership</td> <td>9,456</td> <td>3.7</td> <td>345</td> </tr> <tr> <td><b>Total</b></td> <td><b>255,989</b></td> <td><b>100</b></td> <td></td> </tr> </tbody> </table> <p>There is no reliable housing data for tenants who are married or in civil partnerships.</p>	2011 Census Table KS103 Marital and civil partnership status	Wandsworth			No.	%	Rank/348 Las	Single (never married or never registered a same-sex civil partnership)	138,767	54.2	9	Married	83,428	32.6	337	In a registered same-sex civil partnership	1,500	0.6	10	Separated (but still legally married or still legally in a same-sex civil partnership)	6,311	2.5	167	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	16,527	6.5	342	Widowed or surviving partner from a same-sex civil partnership	9,456	3.7	345	<b>Total</b>	<b>255,989</b>	<b>100</b>	
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<p><b>Pregnancy and maternity</b></p>	<p>We do not hold reliable housing data for residents who are currently pregnant or on maternity leave.</p>																																			

<b>Race/ethnicity</b>	<b>Census 2011</b>			
	<b>2011 Census Table KS201 Ethnic group</b>	<b>Wandsworth</b>		
		<b>No.</b>	<b>%</b>	<b>Rank/348 Las</b>
	<b>White: English/Welsh/Scottish/Northern Irish/British</b>	163,739	53.3	319
	<b>White: Irish</b>	7,664	2.5	10
	<b>White: Gypsy or Irish Traveller</b>	163	0.1	254
	<b>White: Other White</b>	47,650	15.5	12
	<b>TOTAL White</b>	<b>219,216</b>	<b>71.4</b>	
	<b>Mixed/multiple ethnic group: White and Black Caribbean</b>	4,642	1.5	26
	<b>Mixed/multiple ethnic group: White and Black African</b>	2,034	0.7	23
	<b>Mixed/multiple ethnic group: White and Asian</b>	3,887	1.3	19
	<b>Mixed/multiple ethnic group: Other Mixed</b>	4,678	1.5	15
	<b>TOTAL Mixed/multiple ethnic group</b>	<b>15,241</b>	<b>5.0</b>	
	<b>Asian/Asian British: Indian</b>	8,642	2.8	59
	<b>Asian/Asian British: Pakistani</b>	9,718	3.2	42
	<b>Asian/Asian British: Bangladeshi</b>	1,493	0.5	72
	<b>Asian/Asian British: Chinese</b>	3,715	1.2	36
	<b>Asian/Asian British: Other Asian</b>	9,770	3.2	28
	<b>TOTAL Asian/Asian British</b>	<b>33,338</b>	<b>10.9</b>	
	<b>Black/African/Caribbean/Black British: African</b>	14,818	4.8	24
	<b>Black/African/Caribbean/Black British: Caribbean</b>	12,297	4.0	14
	<b>Black/African/Caribbean/Black British: Other Black</b>	5,641	1.8	15
	<b>TOTAL Black/African/Caribbean/Black British</b>	<b>32,756</b>	<b>10.6</b>	
	<b>Other ethnic group: Arab</b>	2,350	0.8	29
	<b>Other ethnic group: Any other ethnic group</b>	4,094	1.3	26
	<b>TOTAL Other ethnic group</b>	<b>6,444</b>	<b>2.1</b>	
	<b>Total</b>	<b>306,995</b>	<b>100</b>	
	<b>Wandsworth tenant profile</b>			



The two largest ethnic groups are the white ethnic group (41%) and the black ethnic group (30%). The percentage breakdown of tenants by ethnic group has remained largely similar for the last three years. However, the number of tenants from the black ethnic group is higher than the borough demographic which equates to 10.9%. The borough demographic for the white ethnic group is 71.4% which is greater than the number recorded for household tenants.

**Religion and belief, including non belief**

**Census 2011**

2011 Census Table QS210 Religion (broad groups)	Wandsworth		
	No.	%	Rank/348 LAs
Christian	162,590	53	302
Buddhist	2,574	0.8	30
Hindu	6,496	2.1	42
Jewish	1,617	0.5	34
Muslim (Islam)	24,746	8.1	44
Sikh	832	0.3	104
Other religion	1,283	0.4	131
No religion	82,740	27	136
Religion not stated	24,117	7.9	62
<b>Total</b>	<b>306,995</b>	<b>100</b>	<b>885</b>

**Wandsworth profile**

	<b>There is no reliable housing information for the religion and belief of residents</b>
<b>Sexual orientation</b>	<a href="#">ONS data</a> show the proportion of the UK population aged 16 years and over identifying as heterosexual or straight was 93.6% in 2020. There is no reliable data held for Wandsworth and Wandsworth Housing residents
<b>Across groups i.e older LGBT service users or Black, Asian &amp; Minority Ethnic young men.</b>	No relevant data here.

**Data gaps**

<b>Data gap(s)</b>	<b>How will this be addressed?</b>
Latest and up to-date Census data	Once the 2021 census data is released (due in late 2022) there will be more up to date data disabilities and gender reassignment and more accurate and up to date demographic and household data to the Council .
Wandsworth service profile and tenant and leaseholder data	Our data collection on residents is at the point of sign-up. This impacts analysis of services and the profile of service users as this is the base data which is used. For leaseholders, there are greater gaps in the demographic profile information.

**4. Impact**

<b>Protected group</b>	<b>Positive</b>	<b>Negative</b>
<b>Age</b>	The policies and practices in the statement will have a positive impact on all groups of people who have one or more protected characteristic	None identified
<b>Disability</b>	The policies and practices in the statement will have a positive impact on all groups of people who have one or more protected characteristic	None identified
<b>Sex</b>	The policies and practices in the statement will have a positive impact on all groups of people who have one or more protected characteristic	None identified



<b>Gender reassignment</b>	The policies and practices in the statement will have a positive impact on all groups of people who have one or more protected characteristic	None identified
<b>Marriage and civil partnership</b>	The policies and practices in the statement will have a positive impact on all groups of people who have one or more protected characteristic	None identified
<b>Pregnancy and maternity</b>	The policies and practices in the statement will have a positive impact on all groups of people who have one or more protected characteristic	None identified
<b>Race/ethnicity</b>	The policies and practices in the statement will have a positive impact on all groups of people who have one or more protected characteristic	None identified
<b>Religion and belief, including non belief</b>	The policies and practices in the statement will have a positive impact on all groups of people who have one or more protected characteristic	None identified
<b>Sexual orientation</b>	None identified	None identified

**5. Actions to advance equality, diversity and inclusion**

No actions identified at this point.

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

No further consultation is planned.