

## SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	<b>Finance</b>
<b>Service Area</b>	<b>Property Accounts</b>
<b>Service/policy/function being assessed</b>	<b>Rent Accounts / annual rent booklet</b>
<b>Which borough (s) does the service/policy apply to</b>	Wandsworth
<b>Staff involved in developing this EINA</b>	<b>Penny Lovatt</b>
<b>Date approved by Directorate Equality Group (if applicable)</b>	
<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.**

It is proposed that the annual rent booklet called 'your rent explained' is no longer sent to every social housing tenant but is provided on the Wandsworth web page and provided if requested by individuals. This booklet is provided very year and there are no major changes to the booklet it is just updated with minor changes and contact details if they have changed.

This may impact those that are elderly, English is not their first language or disabled. Individuals will be able to request booklets by phone or email and these will then be sent out in the post. Area housing Teams will also have copies and a number will be available at Wandsworth main Customer Services reception.

### 2. Evidence gathering and engagement.

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

<b>Evidence</b>	<b>Source</b>
Borough demographic data of all protected groups	DataWand (ONS Census, 2021)
Data from our internal records	Number of existing Council tenants (by ethnicity, age, disability and gender) as of 31st March 2023.

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

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


### 3. Analysis of need

The demographic profile of the social housing tenants can be provided by the Housing and Regeneration Department for some of the protected groups listed below.

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

Protected group	Findings																																																																					
<b>Age</b>	<p><u>Tenant profile (as of 31/03/2023) and resident population (ONS Census 2021):</u></p> <p>The Borough-wide population is based on ONS Census 2021 data. The average age of Wandsworth residents is 33 years of age, which is 19 years younger (54 years of age) compared to the average age of a Wandsworth Council tenant. The number of people aged 50 to 64 years rose by just over 11,000 (an increase of 30.6%) in the borough, while the number of residents aged 4 years and under fell by around 3,000 (13.7% decrease). Residents under the age of 35 represent a larger proportion of the Wandsworth Borough (52%) when compared to residents aged 35 +.</p> <p>Wandsworth has a higher percentage of young people living within the borough and young people are less likely to own their own home nor hold a Council tenancy and also have a higher housing need, as shown by the table below. The Department's aim to build new social homes will benefit this group which will help bridge this need for social housing.</p> <table border="1"> <thead> <tr> <th rowspan="2">Age Group</th> <th colspan="2">WBC tenant profile</th> <th colspan="2">Borough population</th> <th colspan="2">Housing Queue</th> </tr> <tr> <th>No. of tenants</th> <th>% of tenants</th> <th>No. of residents</th> <th>% of residents</th> <th>No. of applicants</th> <th>% of applicants</th> </tr> </thead> <tbody> <tr> <td>Under 25</td> <td>233</td> <td>1%</td> <td>88,215</td> <td>27%</td> <td>838</td> <td>7%</td> </tr> <tr> <td>25 to 34</td> <td>1,682</td> <td>10%</td> <td>86,123</td> <td>24%</td> <td>3222</td> <td>27%</td> </tr> <tr> <td>35 to 44</td> <td>3,003</td> <td>18%</td> <td>53,880</td> <td>18%</td> <td>3411</td> <td>29%</td> </tr> <tr> <td>45 to 54</td> <td>3,472</td> <td>21%</td> <td>39,619</td> <td>12%</td> <td>2216</td> <td>19%</td> </tr> <tr> <td>55 to 64</td> <td>3,745</td> <td>23%</td> <td>28,336</td> <td>8%</td> <td>1333</td> <td>11%</td> </tr> <tr> <td>65 to 74</td> <td>2,313</td> <td>14%</td> <td>17,381</td> <td>5%</td> <td>544</td> <td>5%</td> </tr> <tr> <td>75+</td> <td>2,075</td> <td>13%</td> <td>13,953</td> <td>4%</td> <td>278</td> <td>2%</td> </tr> <tr> <td>Total</td> <td>16,523</td> <td>100%</td> <td>327,507</td> <td>100%</td> <td>11,860</td> <td>100%</td> </tr> </tbody> </table>	Age Group	WBC tenant profile		Borough population		Housing Queue		No. of tenants	% of tenants	No. of residents	% of residents	No. of applicants	% of applicants	Under 25	233	1%	88,215	27%	838	7%	25 to 34	1,682	10%	86,123	24%	3222	27%	35 to 44	3,003	18%	53,880	18%	3411	29%	45 to 54	3,472	21%	39,619	12%	2216	19%	55 to 64	3,745	23%	28,336	8%	1333	11%	65 to 74	2,313	14%	17,381	5%	544	5%	75+	2,075	13%	13,953	4%	278	2%	Total	16,523	100%	327,507	100%	11,860	100%
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<b>Disability</b>	<p><u>Tenant profile (as of 31/03/2023) and resident population (ONS Census 2021):</u></p> <p>In 2021, 6.5% of Wandsworth residents were identified as being disabled (ONS Census 2021 data), a decreased from 8.9% in 2011. This was similar to the</p>																																																																					

decrease across London (9.4% to 7.1%) and England (9.1% to 7.5%). As of the 31st March 2023, the percentage difference of all tenants with a disability is higher (12%) to the number of residents in the borough with a disability.

Disability	WBC tenants (%)	WBC residents (%)
No	88%	94%
Yes	12%	7%

## Sex

### Tenant profile (31/03/2023) and resident population (ONS Census 2021):

The majority of tenants are female, representing 67% of all tenants compared to 53% of residents in the Wandsworth borough for this group.

Sex	WBC tenant profile		Borough population	
	No. of tenants	% of tenants	No. of residents	% of residents
Female	11,075	67%	172,253	53%
Male	5,448	33%	155,253	47%
Total	16,523	100%	327,506	100%

## 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:

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:

	The Housing and Regeneration Department does not currently hold comparative tenant or applicant data on this group.																																																														
<b>Pregnancy and maternity</b>	<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:</u></p> <p>The Housing and Regeneration Department does not currently hold comparative tenant or applicant data on this group.</p>																																																														
<b>Race/ethnicity</b>	<p><u>Tenant profile (as of 31/03/2023) and resident population (ONS Census 2021):</u></p> <table border="1"> <thead> <tr> <th rowspan="2">Ethnic Group</th> <th colspan="2">WBC tenant profile</th> <th colspan="2">Borough population</th> <th colspan="2">Housing Queue</th> </tr> <tr> <th>No. of tenants</th> <th>% of tenants</th> <th>No. of residents</th> <th>% of residents</th> <th>No. of applicants</th> <th>% of applicants</th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>1,713</td> <td>10%</td> <td>38,314</td> <td>12%</td> <td>1,564</td> <td>14%</td> </tr> <tr> <td>Black</td> <td>5,076</td> <td>31%</td> <td>33,062</td> <td>10%</td> <td>3,512</td> <td>32%</td> </tr> <tr> <td>Mixed</td> <td>544</td> <td>3%</td> <td>20,598</td> <td>6%</td> <td>747</td> <td>7%</td> </tr> <tr> <td>Other</td> <td>719</td> <td>4%</td> <td>13,442</td> <td>4%</td> <td>670</td> <td>6%</td> </tr> <tr> <td>White</td> <td>6,383</td> <td>39%</td> <td>222,090</td> <td>68%</td> <td>3,819</td> <td>43%</td> </tr> <tr> <td>Unknown</td> <td>2,096</td> <td>13%</td> <td>NA</td> <td>NA</td> <td>830</td> <td>7%</td> </tr> <tr> <td>Total</td> <td>16,531</td> <td>100%</td> <td>327,506</td> <td>100%</td> <td>11,142</td> <td>100%</td> </tr> </tbody> </table> <p>68% of Wandsworth residents describe themselves as White, compared to 32% of residents who are from Black, Asian and Minority Ethnic backgrounds. 40% of Wandsworth Council tenants describe themselves as White and 47% from Black, Asian and Minority Ethnic backgrounds, and there is also a greater housing need from minority ethnic households, meaning based on proportionality alone, the draft Strategy is more likely to impact tenants from minority ethnic backgrounds.</p> <p>When looking at each protected group of tenants from Black, Asian and Minority Ethnic backgrounds there are differences between each ethnic group with tenants from the Black ethnic group representing 31% of all Wandsworth Council tenants when compared to the Asian ethnic group who represent 10% of all tenants. Both the Black and Asian ethnic group each represent 11% of all residents in the borough.</p> <p>A full breakdown of the tenant profile by each ethnic group can be found in the annual equalities report (<a href="https://www.wandsworth.gov.uk/housing/about-thehousing-department/housing-and-equalities/">https://www.wandsworth.gov.uk/housing/about-thehousing-department/housing-and-equalities/</a>).</p>	Ethnic Group	WBC tenant profile		Borough population		Housing Queue		No. of tenants	% of tenants	No. of residents	% of residents	No. of applicants	% of applicants	Asian	1,713	10%	38,314	12%	1,564	14%	Black	5,076	31%	33,062	10%	3,512	32%	Mixed	544	3%	20,598	6%	747	7%	Other	719	4%	13,442	4%	670	6%	White	6,383	39%	222,090	68%	3,819	43%	Unknown	2,096	13%	NA	NA	830	7%	Total	16,531	100%	327,506	100%	11,142	100%
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<p data-bbox="73 846 320 880"><b>Sexual orientation</b></p>	<p data-bbox="459 846 995 880"><b>Resident population (ONS Census 2021):</b></p> <p data-bbox="459 925 1522 1189">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 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="459 1234 1241 1509"> <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 data-bbox="459 1554 644 1588"><u>Tenant profile</u></p> <p data-bbox="459 1632 1430 1704">The Housing and Regeneration Department does not currently hold sexual orientation data on tenants.</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 data-bbox="73 1749 389 1899"><b>Across groups i.e. older LGBT service users or Black, Asian &amp; Minority Ethnic young men.</b></p>	<p data-bbox="459 1749 1497 1821">Please see above sections (sexual orientation and race / ethnicity). No available data for this section.</p>																				
<p data-bbox="73 1906 392 2016"><b>Socio-economic status (to be treated as a protected characteristic)</b></p>	<p data-bbox="459 1906 652 1939"><u>Tenant profile:</u></p>																				

<p><b>under Section 1 of the Equality Act 2010)</b>  <b>Include the following groups:</b></p> <ul style="list-style-type: none"> <li>• <b>Deprivation (measured by the 2019 English Indices of Deprivation)</b></li> <li>• <b>Low-income groups &amp; employment</b></li> <li>• <b>Carers</b></li> <li>• <b>Care experienced people</b></li> <li>• <b>Single parents</b></li> <li>• <b>Health inequalities</b></li> <li>• <b>Refugee status</b></li> </ul>	<p>The Housing and Regeneration Department does not currently hold comparative tenant or applicant data on socio-economic status.</p> <p>For a breakdown on the resident borough population based on socio-economic status, refer to the <a href="#">Wandsworth Housing and Homelessness Strategy EINA</a>, published in June 2023.</p>
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**Data gaps**

<b>Data gap(s)</b>	<b>How will this be addressed?</b>
<p>As addressed, data on all protected characteristics is not currently collected.</p>	<p>A large proportion of our tenants will have been a tenant of the Council for many years and data is mainly collected once the tenant has signed up to the property. In addition, the Council is mainly collecting data on age, ethnicity, disability and gender, which restricts our ability to provide a richer assessment of other protected groups based on our tenant profile. However, the Housing Services division (covering homelessness and allocations) have begun recording data on religion and sexual orientation, so over time the Department should have a greater capability to report on a higher number of the protected groups.</p>

**4. Impact**

<b>Protected group</b>	<b>Positive</b>	<b>Negative</b>
<b>Age</b>		Older persons may not have the tools to download the booklet from the web.
<b>Disability</b>		Those disabled may find it difficult to download the booklet from the web.
<b>Sex</b>		
<b>Gender reassignment</b>		

<b>Marriage and civil partnership</b>		
<b>Pregnancy and maternity</b>		
<b>Race/ethnicity</b>		Those who English is not their first language may find it more difficult to understand on how to get a copy of the booklet.
<b>Religion and belief, including non belief</b>		
<b>Sexual orientation</b>		
<b>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010)</b> <b>Include the following groups:</b> <ul style="list-style-type: none"> <li>• Deprivation (measured by the 2019 English Indices of Deprivation)</li> <li>• Low-income groups &amp; employment</li> <li>• Carers</li> <li>• Care experienced people</li> <li>• Single parents</li> <li>• Health inequalities</li> <li>• Refugee status</li> </ul>		Low income groups may not have access to the internet to download a copy of the booklet.

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

Action	Lead Officer	Deadline
<p>Arrangements have been put in place so that these booklets can be sent out when requested. Booklets will be provided at the Housing offices for residents to pick up including the main Customer Services reception in Wandsworth. Also copies of the booklets will be in the local libraries for residents.</p> <p>Monitoring will be completed to see the impact on tenants and if there are any complaints.</p>		

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

Consultation planned	Date of consultation
None.	XX/XX/XXXX