



# CABINET

<b>7.30 pm</b>	<b>Wednesday 25 September 2024</b>	<b>Council Chamber - Town Hall</b>
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Members 9: Quorum 3

Councillor Ray Morgon (Leader of the Council), Chairman

	<b>Cabinet Member responsibility:</b>
Councillor Gillian Ford	Lead Member for Adults & Wellbeing
Councillor Oscar Ford	Lead Member for Children & Young People
Councillor Paul McGeary	Lead Member for Housing & Property
Councillor Paul Middleton	Lead Member for Digital, Transformation & Customer Services
Councillor Barry Mugglestone	Lead Member for Environment
Councillor Natasha Summers	Lead Member for Housing Need & Climate Change
Councillor Christopher Wilkins	Lead Member for Finance
Councillor Graham Williamson	Lead Member for Regeneration

**Zena Smith**  
**Head of Committee and Election Services**

**For information about the meeting please contact:**  
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which is not in camera range.**

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- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

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**DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF**



## **AGENDA**

### **1 ANNOUNCEMENTS**

On behalf of the Chair, there will be an announcement about the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

### **2 APOLOGIES FOR ABSENCE**

(if any) - receive

### **3 DISCLOSURES OF INTEREST**

Members are invited to disclose any interests in any of the items on the agenda at this point of the meeting. Members may still disclose an interest in an item at any time prior to the consideration of the matter.

### **4 LARGE COMPLEX WORKS AND STREET RETROFIT (Pages 5 - 36)**

### **5 HAVERING TOWN HALL ROOF REPLACEMENT - PERMISSION TO TENDER (Pages 37 - 48)**

### **6 COMPLIANCE CONTRACTS PROCUREMENT (Pages 49 - 80)**

### **7 APPROVAL TO AWARD A CONTRACT FOR DELIVERY OF ELECTRICAL SERVICES TO HRA HOMES AND COMMUNAL AREAS (Pages 81 - 112)**

### **8 7 YEAR CYCLICAL DECORATIONS PROGRAMME (Pages 113 - 152)**

### **9 ROOF REPLACEMENTS 2024/25 (Pages 153 - 182)**

### **10 CORPORATE PLAN 2024-27: Q1 PERFORMANCE REPORT (2024/25) (Pages 183 - 188)**



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## CABINET

**Subject Heading:**

Approval to Tender and Award of Two Contracts for Large Complex Blocks and Street Retrofit

**Cabinet Member:**

Councillor Paul McGeary – Cabinet Member for Housing and Property

**SLT Lead:**

Neil Stubbings – Strategic Director of Place

**Report Author and contact details:**

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**Policy context:**

The statutory requirement to maintain our homes to a decent standard

**Financial summary:**

These contracts provide a framework that will enable the Council to comply with its statutory requirements.

This work supports the Housing Asset Management Strategy 2021-26 and is identified within the HRA Business Plan approved by Cabinet in February 2024

The potential total procurement value is approximately £350m over 16 years commencing in January 2026, split over two separate contracts, £318m to be met from the Housing Revenue Account

(‘HRA’) and £32m from General Fund for potential works to Corporate buildings.

**Is this a Key Decision?**

Key on the grounds that this report involves

(a) Expenditure or saving (including anticipated income) of £500,000 or more

**When should this matter be reviewed?**

The contract durations are up to ten years if performing well plus an option to extend for up to six years. Continuation of the contracts each year is subject to annual review.

**Reviewing OSC:**

Place

People - Things that matter for residents	X
Place - A great place to live, work and enjoy	X
Resources - A well run Council that delivers for People and Place.	

**SUMMARY**

1. As part of the Council’s responsibility as a landlord, the Council has a duty to undertake repairs, maintenance, refurbishment, improvements and compliance checks on its Housing Revenue Account (HRA) housing stock. This report presents to Cabinet details of the proposed tender process to procure contracts to deliver a number of these services and seeks approval to procure and delegated approval for the subsequent award of two separate contracts.
2. The current HRA annual budget for major works within the scope of these contracts is approximately £21million per annum. The primary purpose of these contracts is to allow the necessary major works to be carried out in an holistic manner, giving consideration to the programming of different refurbishment works and the co-dependence of different drivers such as Decent Homes, damp and mould, building safety and zero carbon.
3. Monies have been identified within the HRA 30-year business plan and contract spend will be aligned with business priorities and approved budgets on an annual basis

**RECOMMENDATIONS**

For the reasons set out in the report and its appendix, Cabinet is recommended to;

1. Approve the procurement of two contracts of a total value of up to £350m for a term of 10 years with the option to extend for 6 years, for the provision of major works, primarily for Council housing but with Corporate buildings within scope.
2. Approve a waiver of the Council's default evaluation criteria of 70% Price: 30% Quality and instead award the contracts on the MEAT basis of a 50% Quality, 40% Price, and 10% Social Value weighting for the reasons set out in Section 2 of this report, Procurement Proposals.
3. Approve the use of the Mercell portal managed by Lumensol Limited, the Council's appointed consultant, for reason set out in Section 2 of this report, Procurement Proposals.
4. Delegate approval of the award of the contract and to enter into contract terms post tender with the winning bidder to the Strategic Director of Place, acting in consultation with the Lead Member for Housing, the Strategic Director of Resources and the Deputy Director of Legal & Governance.
5. Delegate the award of works packages under the contract to the Strategic Director of Place, acting in consultation with the Lead Member for Housing.

**REPORT DETAIL**

**1. Background**

- 1.1. Works and Services to ensure that the Council's owned homes continue to comply with statutory regulations and are appropriately maintained and modernised are currently provided under a number of short and medium term arrangements and it is desired to put the delivery on a longer term contractual footing.
- 1.2. It is considered desirable to procure longer term contracts to facilitate a partnership between the Council and the contractors at a time when contractors are becoming increasingly selective in the contracts for which they tender and the relative certainty of work will encourage more competitive pricing.
- 1.3. The ability to create a long-term relationship between the Council, the contractors and other Council contractors should also lead to a greatly enhanced service for residents. Without the need to educate new contractors in the ethos, culture and procedures of the Council on a regular basis, more time can be devoted to creating a joined up service whereby contractors share best practice, are aware of each other's contract requirements and can coordinate works to create efficiencies and reduce disruption to residents.
- 1.4. The procurement will encompass two contracts, tendered as mutually exclusive contracts, as follows, with estimated contract values over the full possible contract term:  
  
Large Complex Block Works - £155million  
Street Retrofit and Internal Works - £195million
- 1.5. The Council owns approximately 9,200 rented homes, and another 2,400 leasehold or shared ownership homes, of which 7,700 are within approximately 1,500 blocks of varying sizes.
- 1.6. Due to the age profile of the stock, many blocks have multiple building elements which are reaching end of life at similar times.
- 1.7. In addition to that, there are a number of considerations regarding building standards, safety and compliance, such as the Building Safety Act (2022), Decent Homes 2, Awaabs Law and the Council's Net Zero target of 2040 which have made the delivery of planned works to blocks increasingly complex.
- 1.8. To this end it is desired to procure contracts which can consider and deliver planned works to blocks and individual homes in an holistic, joined-up manner.
- 1.9. This approach avoids abortive work and is far more efficient and cost effective in avoiding duplicate scaffolding, site preliminaries and other costs (some of which will fall on leaseholders) and the simple inconvenience of multiple contractors over an extended period.

- 1.10. Whilst works to homes which are not in blocks are largely more straightforward, the imperative to achieve the Net Zero Carbon target by 2040 means that as well as the typical planned and cyclical works, major investment is also now required in energy efficiency measures, which mandates a focus on a contract and supply chain which can deliver cost effective solutions and guarantee delivery in the face of increasing competition in the market.
- 1.11. The works to be delivered under the two contracts will be those identified by the Asset Team in Property Services, drawing upon the stock condition surveys carried out by the team and by Savills, and held on the Keystone asset database.
- 1.12. The works will be a combination of traditional planned works to renew building elements at end of life, and works to address specific initiatives, changes in legislation or policies, as noted above.

## **2. Procurement proposals**

- 2.1. The proposed contracts will have a potential total value of £350million. As such, this procurement is above the threshold for procurements which have to be conducted in accordance with the Public Contracts Regulations 2015. The procurement process will also be in accordance with the Council's Contracts Procedure Rules.
- 2.2. The procurement route will be a three stage Competitive Dialogue tender with Stage 1 being submission of Suppliers Questionnaires, Stage two, following shortlisting, being submission of Contractors Proposals, then Competitive Dialogue to further explore tenderers proposals and the Council's requirements and finally submission of final tenders.
- 2.3. Bids will be evaluated on price and quality on the basis of a 50% Quality, 40% Price, and 10% Social Value weighting.
- 2.4. It should be noted that the above price / quality split was discussed and agreed with strategic business partners including colleagues from Corporate Procurement and was agreed at Gateway Review Group meeting GRG1 in June 2023. This was also discussed and agreed by a panel of Cabinet Members at the presentation of the Strategic Procurement Proposals 2024-2040 on 15<sup>th</sup> December 2023.
- 2.5. Both contracts will be open to all suppliers but no supplier will be permitted to win more than 1 contract, in order to provide an alternative provider should the need arise.
- 2.6. The proposed scope of the contracts is as follows, although is not exhaustive:

### **Complex Block**

- Renewal of building fabric elements (roofs, windows & doors, lifts, floors and walls)
- Cladding or over-cladding

- Installation of insulation
- Major fire safety element renewal and installation
- Structural repairs and alterations and subsidence
- Installation of Energy Efficiency measures
- Renewal or installation of mechanical, electrical and plumbing services to homes and communal areas

### **Street Retrofit and Internals**

- Renewal of building fabric elements (roofs, windows & doors, floors and walls, kitchens and bathrooms)
  - Installation of insulation
  - Structural repairs and alterations and subsidence
  - Installation of Energy Efficiency measures
  - Renewal or installation of mechanical, electrical and plumbing services
- 2.7. By definition, it is intended that the successful contractor for the Complex Block contract delivers major Capital projects to Housing blocks and the dwellings contained therein whilst the Street Retrofit contractor delivers programmes of work to stand alone homes.
- 2.8. However, there is a deliberate but not complete overlap to allow the Council a degree of flexibility if one contractor's performance slips, or they are temporarily unable to resource a specific project.
- 2.9. Where either contractor undertakes a project involving specialisms that require sub-contracting, they will be expected to use other contractors already in contract with the Council, wherever possible.
- 2.10. The contract opportunity will be advertised, with all interested parties submitting suppliers questionnaires to the Council's appointed consultant, Lumensol Limited.
- 2.11. Tenders will be submitted through the Merzell procurement portal operated by Lumensol. The reason for this is that third party consultants are unable to access the Council's own Fusion portal.
- 2.12. Quality and Social Value submissions will be evaluated by Council officers and Price submissions will be evaluated by Lumensol, with officers from Corporate Procurement having oversight of the complete process.
- 2.13. The contracts are expected to commence in January 2026 and the core contracts will be for a duration of ten years, with a provision to extend the contracts for a further period of six years to end in December 2041.
- 2.14. The contracts will contain no-fault break clauses, applicable after year one, which will allow either party to terminate the contract with six months' notice on the part of the contractor, or three months' notice on the part of the Council.
- 2.15. The contracts will take the form of a Measured Term agreement whereby the contractor is not guaranteed all or any work of this type during the contract term.

2.16. The proposed project timetable is as follows:

Finalise procurement and draft contract documents	September 2024
Invite Suppliers Questionnaires	October 2024
Receive and evaluate SQ's	December 2024
Request for Contractors Proposals	December 2024
Competitive Dialogue	March 2025
Request for Tenders	April 2025
Gateway 2 process	June 2025
Approvals process	July 2025
Leaseholder consultation	July 2025
Notify bidders of outcome of tender	August 2025
Finalise contract documents	September 2025
Mobilisation period	September 2025 to January 2026
Start of works	January 2026

### **3. Procurement and project risks**

- 3.1. Minimum standards for sub-contractors will be introduced by the Council in order to improve the quality of the supply chain and the key service and quality requirements will be emphasised in the invitation to tender documents and be closely monitored throughout the duration of the contract.
- 3.2. In addition to works to HRA properties, a number of options are included in the contracts for works to Private Sector Leasing (PSL) properties and Houses in Multiple Occupation (HMO's) which are funded through the General Fund, and buildings within the Corporate estate are also within scope.
- 3.3. Council officers in Property Services, utilising independent cost consultants, will carry out regular checks against the market to ensure that the contract rates continue to deliver value for money.
- 3.4. Lumensol Ltd have been engaged through the Council's approved Matrix framework to support the Council in delivering the procurement due to a lack of capacity within the internal procurement team which is an approach agreed by the members of the procurement team.
- 3.5. The procurement process will be fully facilitated by Lumensol but at this time we do not expect Lumensol to be involved post contract. Members of the Corporate

Procurement team have been involved at relevant stages to provide governance and oversight of the process.

- 3.6. An open-book approach will be adopted for any works which could not be anticipated at the time of tendering, with tendering establishing applicable percentages for Preliminaries, Overheads and Profit, which will then convert to agreed contract rates.
- 3.7. Competition is expected to be good in a mature market, but the best prices should be obtained by keeping the procurement as open and straightforward as possible.
- 3.8. The contracts will be managed and monitored by staff within Property Services and the contractors will be obliged to meet a set of Key Performance targets.
- 3.9. The contracts will include a price adjustment mechanism, based upon CPI, which will obviate the need for tenderers to over-estimate the risk of cost increases in their tenders.
- 3.10. To ensure consistent quality and performance throughout the contract, Performance Indicators (PIs) will be incorporated into the contract and managed by staff within Housing Services. The PIs will be divided into the following categories:
  - 3.11. Key Performance Indicators (KPIs): These indicators are directly linked to contractual non-performance clauses, providing benchmarks for evaluating compliance and service delivery standards.
  - 3.12. Measures: These indicators will provide additional information to enable effective management of the JCT Measured Term Contract. They do not directly trigger contractual non-performance clauses but contribute to comprehensive contract oversight and performance assessment.
  - 3.13. This categorisation of PIs aims to uphold rigorous monitoring while facilitating proactive management and continual improvement throughout the contract duration.
  - 3.14. Each PI is defined under the following headings:
    - Purpose – the reason for collection of the PI
    - Calculation Methodology – How to calculate performance in relation to the PI
    - Scorer – who is responsible for calculating the PI
    - Frequency – how often the PI should be formally calculated
    - Target – the performance level that should be aimed for
    - Type – whether the PI is a KPI or a Measure.
- 3.13. The KPIs will be reported monthly. Each KPI has a specific target and frequency for measurement, which will be reviewed monthly. If the Contractor fails to meet the Minimum Acceptable Score in one or more KPIs, as outlined in the KPI Framework for that month, quarter, or year, they must submit a plan to the Council within ten business days of the review meeting. This plan, known as the



Action Plan, must outline how they intend to resolve these failures within two months (or sooner if required by the Council) from the date of the review meeting. Monitoring KPIs in the future will ensure that contractual obligations are fulfilled efficiently and effectively, enhancing overall service delivery and satisfaction.

#### **4. Added Social Value**

- 4.1. Contractor's proposals to deliver Social Value within Havering will form 10% of the tender evaluation.
- 4.2. The contracts contain a requirement for the contractors to deliver Social Value, but it is simplified to a requirement of 1% of the contract value each year, with the initiatives delivered to be agreed by a stakeholder group annually.
- 4.3. This gives the opportunity for the social value deliverables to be identified by residents and councillors and to change over time.
- 4.4. The Council will focus proposals on the relevant Social Value themes as set out in the Government's 2020 Social Value model, those being;
  - Ongoing Covid 19 recovery
  - Tackling economic inequality
  - Fighting climate change
  - Equal opportunity
  - Wellbeing

#### **5. Proposed contract**

- 5.1. The contracts are anticipated to commence in January 2026 and the core contracts will be for up to ten years' subject to continued good performance, with a provision to extend the contracts for a further period of six years to end in December 2041.
- 5.2. The contract form will be the Term Alliance Contract TAC-1 which is a form of partnering contract developed from the TPC2005 contract and which is a form recommended for use by central and local government to achieve supply chain collaboration.
- 5.3. As "measured term" contracts, works orders are raised for projects or programmes (typically one year at a time) but the contractors are not guaranteed all or any work under the contracts, and have no claim to compensation if orders are not forthcoming or do not meet the indicative contract value.
- 5.4. Along with the typical termination clauses for breach, the contracts also contain no-fault termination clauses allowing either party to end the agreement upon service of the requisite notice, after the first twelve months.
- 5.5. The Council will be required to give 3 months' notice, and the contractors to give 6 months' notice, and if invoked by the contractors in one of the first five years

will incur a compensation payment to the Council on a sliding scale, to allow for the costs of re-procurement.

- 5.6. Whilst the contracts are being procured primarily to address the specific requirements of HRA Housing properties, non-Housing properties will be included within scope and the indicative contract values over their lifetime include an allowance for their use on Corporate buildings.
- 5.7. The contracts contain elements of work or services for which leaseholders may be charged, so the requirements of Section 20 of the Landlord and Tenant Act 1985, as amended by the Commonhold and Leasehold Reform Act 2002, will apply.
- 5.8. Leaseholders will be consulted prior to tender. A Stage 2 notice will be issued after approval to the award of contracts on an individual contract basis. A 30 day notice period will then need to be observed, which can run concurrently with the mobilisation periods.
- 5.9. The contracts are in the form of Qualifying Long Term Agreements (QLTA) and so prior to any works orders being raised, those leaseholders affected will be consulted again, with estimates of cost.

## **REASONS AND OPTIONS**

### **6. Reasons for the decision**

- 6.1. The Council has a statutory and contractual obligation as a landlord to provide repairs, maintenance, refurbishment, improvement and compliance works to its properties, and therefore must have a provision in place to deliver this.

### **7. Other options considered**

- 7.1. Existing frameworks – The Council is seeking to procure partners to deliver services to Havering properties and we would prefer not to procure through a framework which was not set up specifically to provide the services to our requirements, and which has additional framework costs.
- 7.2. Restricted tender – For contracts of this size, complexity and importance it was felt that Competitive Dialogue gave tenderers a much better opportunity to understand the Council's requirements prior to tendering, and for the Council to better set out its requirements to avoid assumptions or misunderstandings and post-tender clarifications.
- 7.3. Open tender – The Council would like to appoint partners which can provide market-leading service. Shortlisting at the SQ stage allows the Council to concentrate on evaluating the better performing tenderers.

- 7.4. Shorter term for contract – Procurement is expensive and resource intensive for public sector employers and contractors. The preference in the market is for longer term contracts as these spread the cost of procurement over a longer term and give more scope for the stakeholders to create a true partnership. A longer term contract shows commitment and gives bidders the incentive to develop staff to deliver new technologies and ways of working, within the partnership.
- 7.5. Do Nothing – Maintenance of rented homes in a safe and operational condition is a legal requirement for social housing provision and doing nothing is not an option. The existing services are being delivered through ad hoc contractual arrangements which are not desirable in the longer term.
- 7.6. We risk failing to meet the Decent Homes Standard, which ensures Council housing is well-maintained and presentable. This non-compliance could increase resident complaints and dissatisfaction, while also attracting the intervention of the Social Housing Regulator, potentially resulting in sanctions or mandatory corrective actions. Neglecting regular maintenance jeopardizes the quality of our housing stock and our reputation as a responsible housing authority.
- 7.7. To combine these contracts with contracts for Corporate buildings and schools – this option was discussed with officers within the Corporate Service, but was rejected due to the timing to facilitate contracts in all areas and the specific requirements within each area. In addition to this, there were Section 20 Leaseholder issues that would need to be dealt with prior to the procurement exercise being carried out, which are not possible to resolve within the required timescales. It was, however, agreed that the new contracts would be written to include the option for them to be used by schools and the Corporate service in future should the need arise once their existing contracts have expired.

## **IMPLICATIONS AND RISKS**

### **8. Financial implications and risks**

- 8.1. As “measured term” contracts, works orders are raised for projects or programmes, but the contractors are not guaranteed all or any work under the contracts, and have no claim to compensation if orders are not forthcoming or do not meet the indicative contract values.
- 8.2. The contracts are being procured primarily to address the specific requirements of the HRA properties, but options are included for works to non-HRA Housing and non-Housing properties, should those services wish to use them.
- 8.3. Funding could be from both the HRA and General Fund revenue and capital budgets. With them being “measured term” contracts, funding specifics will need to be identified during the project or programme design stage.

- 8.4. The overall maximum contract value procured through this contract could be up to £350million, although it should be noted that there is no contractual commitment to do so.
- 8.5. This includes up to £96million of works over the 10-year period of the contract for complex blocks and a further £59million of works could also be delivered, should the contract be extended for a further 6-year period. Similarly, it includes up to £121million of works over the 10-year period of the contract for Street Retrofit and a further £74million of works could also be delivered, should the contract be extended for a further 6-year period. A breakdown is set out in the table below:

	10 Year period	16 Year Period
<b>Complex Blocks</b>		
HRA	Up to £87m	Up to £54m
General Fund	Up to £9m	Up to £5m
<b>Total</b>	<b>Up to £96m</b>	<b>Up to £59m</b>
<b>Street Retrofit and Internals</b>		
HRA	Up to £110m	Up to £67m
General Fund	Up to £11m	Up to £7m
<b>Total</b>	<b>Up to £121m</b>	<b>Up to £74m</b>

**Table 1 – Possible Forecast Expenditure**

- 8.6. Cost Avoidance  
The award of these contracts will help the Council to keep the stock in good order; clearly failure to keep the housing stock in serviceable condition could lead to further financial liabilities being incurred.
- 8.7. Financial Stability  
As required by the Council’s Contract Procedure Rules a financial check will be undertaken on each of the preferred bidders using Experian and minimum financial threshold criteria.

**9. Legal implications and risks**

- 9.1. The Council has statutory requirements to undertake repairs and maintain its Housing Revenue Account (HRA) housing stock under the Landlord and Tenant Act 1985, Housing Act 2004 and the Secure Tenants of Local Housing Authorities (Right to Repair) Regulations 1994. The Council is making a decision to procure contracts for large complex block works, street retrofit and internal works of its HRA housing stock to comply with these requirements.
- 9.2. The Council has the power to procure contracts for these works through section 111 of the Local Government Act 1972, which allows the Council to do anything which is calculated to facilitate or is conducive or incidental to the discharge of any of its functions.

- 9.3. The Council is a contracting authority for the purpose of the Public Contracts Regulations 2015 (PCR). The total contract values are estimated up to be up to £350million over the 16-year contract. The combined value of the procured contracts will be above the works threshold stipulated in the PCR 2015 of £5,372,609 (inclusive of VAT). Therefore, the procurement is subject to the full PCR regime.
- 9.4. Leaseholder consultation is required under Section 20 of the Landlord and Tenant Act 1985 and as stipulated by Section 151 of the Common hold and Leasehold Reform Act 2002. This decision is subject to the consultation concluding to notify leaseholders of the intention to procure these services and subsequently to appoint the preferred bidders.
- 9.5. Therefore, the Council can procure the contracts.

## **10. Human Resources implications and risks**

- 10.1. The recommendations made in this report do not give rise to any identifiable HR risks or implications that would affect either the Council or its workforce.
- 10.2. There may be implications under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) and there is an obligation under the existing contracts for the incumbent contractors to provide relevant details of all staff who they believe may be affected. This information will be provided to all tenderers, in line with the principles of the Data Protection Act 2018. The ITT document will specify that potential bidders are obliged to satisfy themselves that they would be able to meet any potential TUPE requirements relating to this tendering exercise.

## **11. Equalities implications and risks**

- 11.1. Under Section 149 of the Equality Act 2010, the Council has a duty when exercising its functions. This includes outsourcing services by awarding a contract to an outside body, to have “due regard” to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act and advance equality of opportunity and foster good relations between persons who share a protected characteristic and persons who do not. This is the public sector equality duty. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 11.2. “Due regard” is the regard that is appropriate in all the circumstances. The weight to be attached to each need is a matter for the Council. As long as the Council is properly aware of the effects and has taken them into account, the duty is discharged.
- 11.3. The procurement of these contracts will enable the Council to maintain its housing stock to a high standard and improve the quality of the customer services that the tenants receive. Tenants with protected characteristics are over-represented in social housing so these contracts will have a positive impact on their well-being.

- 11.4. An Equalities and Health Impact Assessment is included as **Appendix 1** to this report

**12. Health and Wellbeing implications and Risks**

- 12.1. Provision of compliant housing is essential to ensure residents are able to safely and comfortably use their homes, being provided with good quality services which support promote good health and wellbeing.
- 12.2. Poor quality housing can have a serious negative impacts on individual's health and wellbeing and a significant negative impact on communities.
- 12.3. The Council is responsible for improving and protecting health and wellbeing of local residents under the Health and Social Care Act 2012.
- 12.4. These contracts will support the aims and delivery of the Housing Asset Management Strategy ensuring that the Council provide the right homes for our resident which are affordable, safe and of high quality, provide good communities in which to live and work, whilst meeting the challenges of building safety across the estates.

**13. Environmental and Climate Change Implications and Risks**

- 13.1. Environmental and Climate Change implications of delivery of the contracts will be assessed through contract award as part of the Quality evaluation process; tenderers will be evaluated upon their proposals to reduce the environmental impact and carbon footprint of how the work is delivered, such as local supply chains, electric vehicles, waste reduction and recycling and so on.
- 13.2. The works delivered under these contracts have a significant part to play in addressing the Council's target of Net Zero Carbon by 2040.
- 13.3. Both contracts include for improvements to the energy efficiency of building fabric and upgrades and renewal of building services to address the movement away from gas heating and hot water to alternative, sustainable fuels.

**BACKGROUND PAPERS**

1. HRA Business Plan update, Budget 2024/25 & Capital Programme 2024/25–2028/29.
2. Housing Services Asset Management Strategy 2021-2026.

**APPENDICIES**

**Appendix 1 – Equality and Health Impact Assessment**

# Equality & Health Impact Assessment (EqHIA)

## Document control

<b>Title of activity:</b>	Contracts to deliver works to Large Complex Blocks and Street Properties
<b>Lead officers:</b>	Mark Howard – Major Works and Direct Delivery Manager
<b>Approved by:</b>	Paul Walker - Director of Housing and Property
<b>Date completed:</b>	June 2024
<b>Scheduled date for review:</b>	June 2026

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Did you seek advice from the Public Health team?</b>	Yes
<b>Does the EqHIA contain any confidential or exempt information that would prevent it from being published it on the Council's website?</b>	No

# 1. About the activity

1	<b>Title of activity</b>	Building contracts to deliver works of refurbishment and improvement to large complex blocks and street properties, including internal works and retrofit		
2	<b>Type of activity</b>	This is procurement of contracts for the delivery of Works of refurbishment and improvement to HRA properties		
3	<b>Scope of activity</b>	This is procurement of contracts to fulfil statutory duties regarding building safety compliance and maintenance of decent homes		
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	No		
4b	<b>Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?</b>	Yes		
4c	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes		

<b>Completed by:</b>	Mark Howard – Planned Works and Direct Delivery Manager, Place
<b>Date:</b>	June 2024



## 2. The EqHIA

### Background/context:

The activity is the procurement and then running of two contracts for the refurbishment and improvement of HRA blocks and individual properties

### Who will be affected by the activity?

All Council tenants and some leaseholders.

### Protected Characteristic - AGE

		<b>Overall impact:</b> The majority of council tenants in Havering are of working age.
<b>Positive</b>	<b>X</b>	30% of all council tenants in the Borough are of pension age, compared to 18% of the general population.
<b>Neutral</b>		
<b>Negative</b>		Of the over 65s, 74.9% of tenants are on full or partial benefits, compared to 68% of all tenants.  The very young or old are likely to benefit more than other groups from the maintenance of homes in a decent condition.

#### Evidence:

The estimated population of Havering is 260,651<sup>1</sup> is the twelfth smallest population in London. It has a median age of approximately 39.2 and the highest percentage of people aged over 65 (18%) out of the London boroughs, although this is below the proportion of over 65's for England as a whole.

Table 1: Population by age range in Havering, London and England including percentage of the population

Age	Havering	%	London	%	England	%
0 - 4	17,167	6.6	595,799	6.6	3,239,447	5.7
5 - 9	17,251	6.6	606,333	6.7	3,539,458	6.3
10 - 14	15,719	6.0	550,753	6.1	3,435,579	6.1
15 - 19	14,105	5.4	474,456	5.3	3,115,871	5.5
20 - 24	14,117	5.4	556,594	6.2	3,472,522	6.1
25 - 29	17,407	6.7	757,848	8.4	3,771,493	6.7
30 - 34	18,900	7.3	822,084	9.1	3,824,652	6.8
35 - 39	18,698	7.2	779,934	8.7	3,738,209	6.6
40 - 44	16,677	6.4	677,463	7.5	3,476,303	6.2
45 - 49	15,913	6.1	598,535	6.7	3,638,639	6.4
50 - 54	17,227	6.6	569,938	6.3	3,875,351	6.9

55 - 59	16,644	6.4	508,722	5.7	3,761,782	6.7
60 - 64	14,308	5.5	405,576	4.5	3,196,813	5.7
65 - 69	11,672	4.5	318,142	3.5	2,784,300	4.9
70 - 74	12,035	4.6	280,432	3.1	2,814,128	5.0
75 - 79	8,509	3.3	196,419	2.2	2,009,992	3.6
80 - 84	6,833	2.6	150,980	1.7	1,449,189	2.6
85+	7,469	2.9	152,480	1.7	1,406,410	2.5

Household types in Havering are mainly composed of pensioners or married couples with dependants<sup>2</sup>, with the highest proportion of one person households occupied by a persons aged 65 years and over, at 48% of one person households. 32% of the over 65 population live in a one-person household.

It is projected that the proportion of people aged 0-15 and over 65 will increase, with a slight decrease in the proportion of working age population <sup>3</sup>.

In relation to Havering tenants, 30.4% of main tenants are aged 65 and over<sup>4</sup>. When we look at the proportion of over 65's as part of the Havering adult population, this is almost 7% lower, at 23.7%.

Table 2: Age range of Havering Council's main tenants and the percentage of these as part of the main tenant population.

Age	Main Tenant (Havering)	%
15 - 19	1	0.01
20 - 24	134	1.59
25 - 29	365	4.32
30 - 34	652	7.72
35 - 39	702	8.31
40 - 44	752	8.90
45 - 49	725	8.58
50 - 54	889	10.52
55 - 59	871	10.31
60 - 64	784	9.28
65 - 69	674	7.98
70 - 74	616	7.29
75 - 79	505	5.98
80 - 84	361	4.27
85+	415	4.91

For people at a working age in Havering (16–64), approximately 83% are economically active <sup>5</sup>.

Data is limited in terms of the working age population who are Havering tenants, as this is ongoing gathered at the time of applying to the housing register, then at the time of offer if needed.

Most tenants receive a form of benefit (housing benefit or universal credit), an estimated 68% of all tenants. The proportion varies amongst age groups with the lowest proportion at age 55-59 (59% of this age group) and over 65's at 74.9% of tenants. Whilst the highest percentage is in the 15-19 age range, this relates to only one tenant.

As the taper that is applied to UC takes away from the housing element in the first instance, the data received from DWP and uploaded on to the system does not distinguish between those that are in receipt of this element and those that are not, only whether they receive UC.

Table 3: Proportion of tenants within each age range who receive either Universal Credit (UC) or Housing Benefit (HB).

Age	Percentage of main applicants in receipt of UC or HB within each age group (% , rounded)
15-19	100.0
20-24	79.9
25-29	66.3
30-34	71.8
35-39	69.4
40-44	66.2
45-49	61.1
50-54	63.6
55-59	59.0
60-64	64.3
65-69	70.8
70-74	70.8
75-79	79.0
80-84	78.7
85-89	82.3
90-94	73.0
95-99	83.7
100 and over	75.0

### Life Expectancy

A new-born male baby in the UK today can expect to live for 79.2 years and a girl to 82.9 years, with 22.6% of new-born boys and 28.3% of new-born girls projected to live to 100 years.

The life expectancy at age 65 years in Havering is 19 years for males and 21.7 years for females. The life expectancy at birth for people living in Havering is 80.2 years for males and 83.9 years for females.

### Sources:

- 1 - Mid-year population estimates (Office for National Statistics (ONS))
- 2 - Office for National Statistics (ONS)
- 3 - Projected population growth by age by 2043 (ONS)

4 – Current tenancies, E&D (Open Housing)

5 - <https://www.haveringdata.net/business-and-employment/#/view-report/e20793b6fb0647e4980a5868fa1d817c/iaFirstFeature>

## Protected Characteristic - DISABILITY

		<b>Overall impact:</b>
<b>Positive</b>	<b>x</b>	It is likely that those with a disability will benefit more than other groups from the maintenance of homes in a decent condition.
<b>Neutral</b>		
<b>Negative</b>		

### Evidence:

At a national level individuals with a disability aged 16-64 were less likely to own their own home (40.9%) than non-disabled people (53.4%), and more likely to have rented social housing (at 24.9% compared with 7.8%).

The following shows the estimated prevalence of various disabilities in Havering in 2020 for working age people<sup>2, 3</sup>.

Table 4: Number of people aged 18-64 with disabilities in Havering by age band, 2020

Age band	Number with learning disability	Number with impaired mobility	Number with serious visual impairment	Number with moderate or severe, or profound hearing impairment
18-24	519	192	12	347
25-34	911	366	24	791
35-44	882	1,790	23	1,652
45-54	792	1,685	22	4,271
55-64	721	4,438	21	8,143
18-64	3,824	8,471	102	15,204

Table 5: Number of people aged 18-64 with mental health problems in Havering, 2020

Mental health problem	Number
Common mental disorder	29,906
Borderline personality disorder	3,796
Antisocial personality disorder	5,184
Psychotic disorder	1,100
Two or more psychiatric disorders	11,327

Table 6: Number of people aged 65 & over unable to manage at least one mobility activity on their own in Havering, 2020

Age band	Number
65-69	1,023
70-74	1,642
75-79	1,506
80-84	1,740
85 and over	3,410
65 and over	9,321

It is also worth mentioning that research on the impact of COVID-19 shows that the coronavirus pandemic has increased psychological distress both in the general population and among high-risk groups.

Behaviours such as physical distancing, as well as their social and economic impacts, are worsening mental health consequences. Research on the psychological impact of mass trauma (e.g., natural disasters, flu outbreaks) suggests that the pandemic might particularly harm the mental health of marginalized populations who have less access to socio-economic resources and supportive social networks (Galea S, 2020).

There are unique stressors and challenges that could worsen mental health for people with disabilities during the COVID-19 crisis. Research on past pandemics shows that disabled people find it harder to access critical medical supplies which can become even more challenging as resources become scarce (Goldmann E, 2014).

Some people with disabilities report higher levels of social isolation than their non-disabled counterparts. They may experience intensified feelings of loneliness in response to physical distancing measures.

Data on disabilities in Havering council stock is limited. The Housing Services diversity report in 2017 led to 18% of tenants self-declaring that they had a physical and/or mental disability, and 3% a sensory disability, albeit without any measurement of disability related benefit or medical evidence. Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability at some point during the process of applying and holding a tenancy.

In terms of demand, of the live applications on the housing register at this time, the primary reason is medical for 77 applicants meaning that they have a severe health condition that is significantly impacted by their current housing situation.

**Sources:**

1. Outcomes for Disabled People in the UK report
2. Projecting Older People Population Information:  
<https://www.poppi.org.uk/index.phpProjecting> Adults Needs and Services Information:
3. <https://www.pansi.org.uk>
4. Housing Service Diversity report (Open Housing)

5. Housing Waiting list report (Open Housing)

**Protected Characteristic – SEX/GENDER**

		<b>Overall impact:</b> It is likely that women will benefit more than other groups from the maintenance of homes in a decent condition.
<b>Positive</b>	<b>X</b>	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**  
 Of the estimated 260,651 people in Havering, 48.2% are male and 51.8% are female <sup>1</sup>.

Working aged women are less likely to be economically active in Havering (78%, compared to 86% for men) and when they are in work, they continue to earn less than men because of a gender pay gap in Havering (15.4%).

Women are also more likely than men to live in poverty. As a result, women are more likely to be eligible for social housing with 58% of social rented homes nationally are headed by a female.

In terms of demand for local authority housing in Havering, of the main applicant's active on the housing register, 84.3% (of 1502 applicants) identify as female.

Within current housing stock, 64.5% main tenants identify as female and 35.48% identify as male, with one tenant identified as "other". A slightly higher proportion of female tenants (70%) receive either UC or HB than men (64%). Only one lead tenant identified as "other" and in receipt of a benefit.

**Sources:**  
 1 - Mid-year estimates of population (Office for National Statistics)  
 2 - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>  
 3 - Housing Waiting List (Open Housing)  
 4 - Current tenancies E&D (Open Housing)

**Protected Characteristic – ETHNICITY/RACE**

		<b>Overall impact:</b> 17% of Havering's population is from an ethnic minority.  For those tenants who have provided us with the information only 8.3% are from ethnic minorities. However, 22.0% of households on the Housing Register are from ethnic minorities
<b>Positive</b>	<b>X</b>	
<b>Neutral</b>		

**Negative**

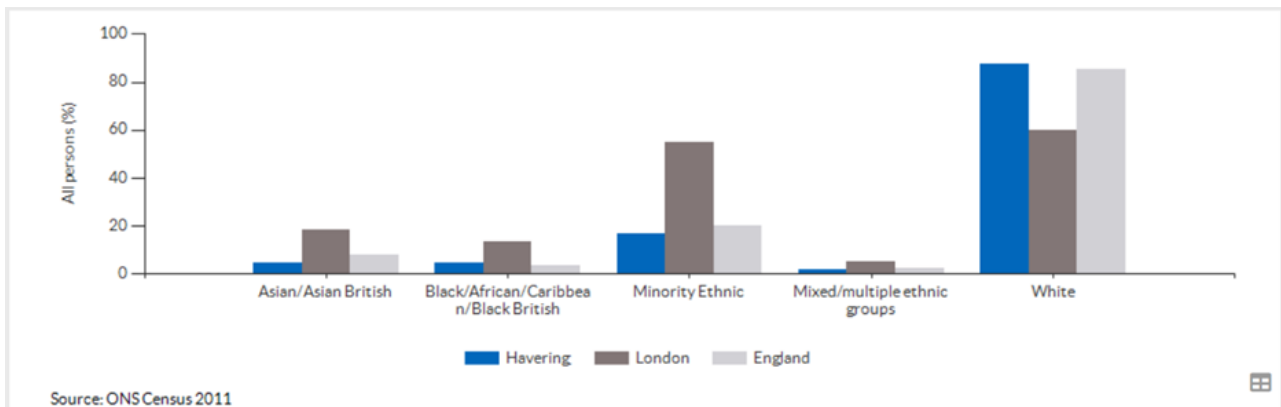
so it is anticipated that the proportion of tenants from ethnic minorities will grow in future years.

The maintenance of homes in a decent condition is likely to have a positive impact on all regardless of ethnicity/race.

**Evidence:**

Havering continues to be considered one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British in the 2011 census, higher than both London and England.

Table 8 – Population of Havering, London, and England by ethnicity<sup>1</sup>



	Havering		London		England	
	Count	%	Count	%	Count	%
Asian/Asian British	11,545	4.9	1,511,546	18.5	4,143,403	7.8
Black/African/Caribbean/Black British	11,481	4.8	1,088,640	13.3	1,846,614	3.5
Minority Ethnic - Total	39,617	16.7	4,504,657	55.1	10,733,220	20.2
Mixed/multiple ethnic groups	4,933	2.1	405,279	5	1,192,879	2.3
Other ethnic group	1,324	0.6	281,041	3.4	548,418	1
White	207,949	87.7	4,887,435	59.8	45,281,142	85.4

It is estimated that the ethnically homogenous characteristic of Havering is gradually changing due to its growing cultural diversity. In this regard, the Borough’s white population is projected to decrease from the current 84% to 78% in 2032.

The BME population, notably those from Black African heritage (though many of whom are likely to be British born) is projected to increase from 4.1% in 2017 to 5.3% of the Havering population in 2032. The number of Black & minority ethnic group residents in the borough is expected to rise from 18% currently to 22% by 2032.

This is further highlighted in the GLA ethnic projections (2020) There are approximately 40,500 (18%) people from BAME (Black Asian Minority Ethnic) groups living in Havering, the majority being of a Black African ethnicity (11,700, 4.5%).

The UK poverty rate is twice as high for black & minority ethnic groups as for white British groups. Nationally, ethnic minority groups are more likely than white British households to spend a high proportion of income on rent, regardless of whether they live in social or private rented housing.

However, the housing they live in tends to be of lower quality, especially among households of Pakistani origin, and overcrowding is more common, particularly among households of Bangladeshi origin.

Within Havering Council stock, we see the current population by ethnicity where the tenant has made the decision to provide this information:

Table 10: Ethnicity of Havering Council main tenants as a percentage of the tenant population <sup>3</sup>

<b>Ethnicity</b>	<b>No. Tenants</b>	<b>Proportion of tenant population (%)</b>
Asian or Asian British Bangladeshi	14	0.2
Asian or Asian British Chinese	10	0.1
Asian or Asian British Indian	16	0.2
Asian or Asian British Other	38	0.4
Asian or Asian British Pakistani	11	0.1
Black or Black British African	262	3.1
Black or Black British Caribbean	86	1.0
Black or Black British Other	52	0.6
Mixed Other	33	0.4
Mixed White & Asian	15	0.2
Mixed White & Black African	41	0.5
Mixed White & Black Caribbean	53	0.6
Other Ethnic Group: Other	4	0.0
Refused	595	7.0
White British	6658	78.8
White Irish	74	0.9
White Other	206	2.4
(blank)	279	3.3

Most tenants are White British as would be expected with a homogenous population and secure tenancies, followed quite distantly by Black or Black British African.

There is, however, quite a notable change in ethnicity based on housing demand. Housing needs, based on the housing register data, see an increase in the proportion of Black or Black British African applicants, making up 9% of households, with White British households at 59.3% of applicants.

Table 11: Ethnicity of applicants with an assessed housing need <sup>4</sup>

<b>Ethnicity</b>	<b>Percentage (%) with an assessed housing need</b>
Asian or Asian British Bangladeshi	0.7
Asian or Asian British Indian	0.7



Asian or Asian British Other	1.3
Asian or Asian British Pakistani	0.6
Black or Black British African	9.7
Black or Black British Caribbean	2.4
Black or Black British Other	1.0
Mixed Other	0.7
Mixed White & Asian	0.4
Mixed White & Black African	1.5
Mixed White & Black Caribbean	2.3
Other Ethnic Group: Arab	0.1
Other Ethnic Group: Other	0.1
Refused	4.9
White British	59.3
White Irish	0.5
White Other	4.3
(blank)	9.6

**Sources:**

- 1 - Office for National Statistics/Havering Public Health Intelligence
- 2 - [Ethnic group population projections - London Datastore](#)
- 3 - Current tenancies E&D report (Open Housing)
- 4 - Housing Waiting List report (Open Housing)

**Protected Characteristic – RELIGION/FAITH**

		<p><b>Overall impact:</b> The maintenance of homes in a decent condition is likely to have a positive impact on all regardless of religion or faith</p>
<b>Positive</b>	X	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

Most recent available data shows that most Havering residents are Christians:

Table 12: Religion and Belief, Havering

Faith	Number	%
Christian	155,597	65.6%
Buddhist	760	0.3%
Hindu	2,963	1.2%
Jewish	1,159	0.5%
Muslim	4,829	2.0%
Sikh	1,928	0.8%
Other Religion	648	0.3%
No Religion	53,549	22.6%

No Response	15,799	6.7%
<b>TOTALS</b>	<b>237,232</b>	<b>100%</b>

However, data is lacking in relation to Havering tenants, with many tenants either refusing to provide this information or the field in Open housing has been left blank, meaning that this may not even have been an option for most tenants to answer. The limited information is as follows:

Table 13: Religion/belief of Havering Council main tenants

Agnostic	6
Another Religion/Belief	49
Atheist	12
Buddhist	6
Christian	459
Hindu	2
Jewish	2
Muslim	35
No religion	565
Prefer not to answer	90
Sikh	2
(blank)	7219

However, the Service recognises that as the demographics of the borough and London are changing, the variety of religious beliefs and faiths among our tenants will widen.

**Sources:**

- 1 - Office for National Statistics (ONS)
- 2 - Current tenancies E&D report (Open Housing)
- 3 - Diversity Report (Open Housing)

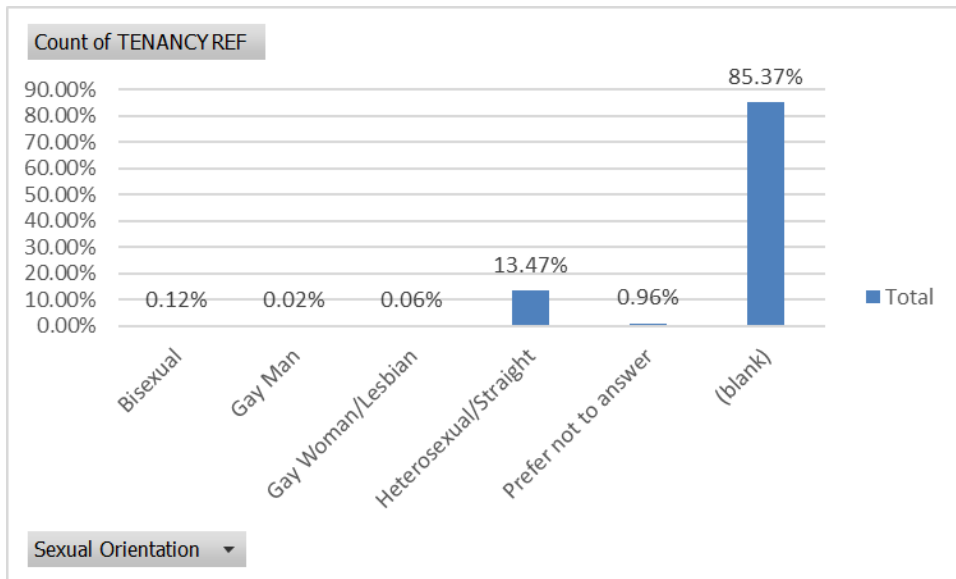
**Protected Characteristic - Sexual orientation**

		<b>Overall impact:</b> The maintenance of homes in a decent condition is likely to have a positive impact on all regardless of sexual orientation.
<b>Positive</b>	<b>x</b>	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

There remains a deficit in the data held on the sexual orientation of residents within the Borough. The data held has empty fields for over 85% of tenants.

Table 15: Sexual Orientation of main housing tenants



Nationally an estimated two-thirds (64%) of LGBTQ+ people had experienced anti-LGBT+ violence or abuse and 18% have experienced homelessness at some point in their lives <sup>2</sup>

Additionally, people who are part of the LGBT+ community generally have an increased likelihood of mental health problems which are more likely to be exacerbated by external factors

**Sources:**

- 1 - Current tenancies E&D (Open Housing)
- 2 - Stonewall LGBTQ+ - Facts and figures (Galop - Hate crime report)

Protected Characteristic - Gender reassignment	
	<b>Overall impact:</b> The maintenance of homes in a decent condition is likely to have a positive impact on all.
<b>Positive</b>	<b>x</b>
<b>Neutral</b>	
<b>Negative</b>	
<b>Evidence:</b> There is a deficit in the data held on residents who have undergone or are undergoing gender reassignment. In a similar vein to the protected characteristic of sexual orientation, there is a reticence among residents and tenants to disclose this information.  We recognise that this is an elective process on the part of the tenant and Housing Services will respect the confidence given to our officers when a tenant discloses this information to us.	

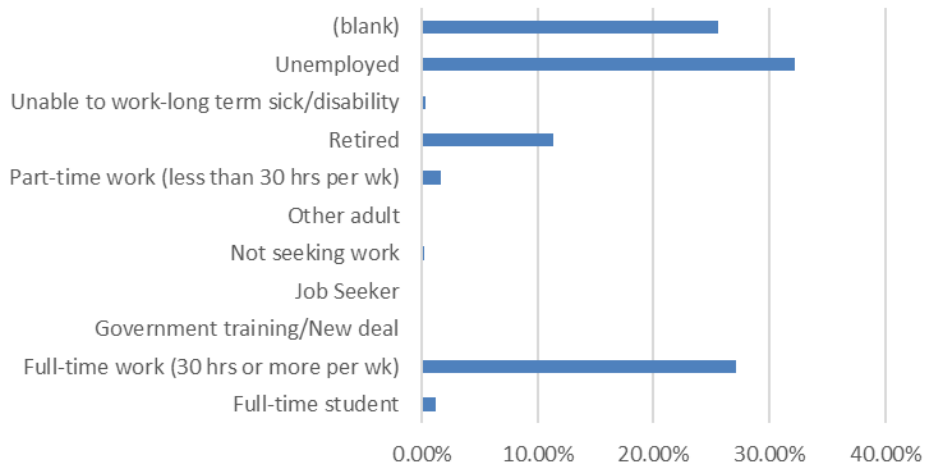
**Sources:**  
No data is currently available concerning this protected characteristic.

Protected Characteristic - Marriage/Civil partnership		
		<b>Overall impact:</b> The maintenance of homes in a decent condition is likely to have a positive impact on all regardless of their marital/civil partnership status.
<b>Positive</b>	x	
<b>Neutral</b>		
<b>Negative</b>		
<b>Evidence:</b> We do not collate data on the marital status of council tenants, only at the point of entry on to the Housing Register and for the purposes of succession of a tenancy.		
<b>Sources:</b> No data is currently available concerning this protected characteristic.		

Protected Characteristic - Pregnancy, maternity and paternity		
		<b>Overall impact:</b> The maintenance of homes in a decent condition is likely to have a positive impact on all.
<b>Positive</b>	x	
<b>Neutral</b>		
<b>Negative</b>		
<b>Evidence:</b> The only data which Housing Services collects for this protected characteristic is due dates for pregnancy, usually collated at the point of entry to the Housing Register.  This data is used to ascertain the size of property/ the number of bedrooms a tenant is requires under the 'bedroom standard'.  However, due to the nature of the protected characteristic, it would be difficult to collect accurate and up to date data.		
<b>Sources:</b> No data is currently available concerning this protected characteristic		

Socio-economic status	
	<p><b>Overall impact:</b> The maintenance of homes in a decent condition is likely to have a more positive impact for those on low incomes than other groups.</p>
<b>Positive</b>	
<b>Neutral</b>	
<b>Negative</b>	
<p><b>Evidence:</b> Across London, the raw number of households in poverty in socially rented properties sits at 950,000. Whilst this is similar to the total number of private renters in a similar position (870,000) the actual rate of poverty is higher, at 51% (PRS 33%).</p> <p>As one of the least deprived boroughs in London, it still has over 8500 (16.6%) of children in households with a relatively low income, and almost 7000 (13.4%) children with absolute low incomes <sup>1</sup>. After housing costs, 30-33% of children would be living in poverty, with the most deprived areas including Gooshays and Heaton. The map below shows deprivation patterns in Havering based on the IMD 2019 child poverty index by Lower Super Output Areas (LSOAs).<sup>2</sup></p> <p>Gooshays is the most deprived ward, with an IMD average score rank of 50 out of 633 and 2165 out of 32844 LSOAs, making it amongst the 10% most deprived neighbourhoods in the country. Upminster is the least deprived with an IMD average score rank average of 615 out of 633, and ranked 32563 out of 32844 LSOA's, meaning it is in the top 1% of least deprived neighbourhoods.</p> <p>Despite generally low deprivation scores and high employment rates (economic activity 83%, 16 – 64), the median full time annual salary in Havering is £33,836, as measured in 2021, is low in comparison to the London median of £41,017 and slightly higher than the England median of £31,777.</p> <p>The proportion of working age residents in Havering claiming out-of-work benefits (7.0%) is significantly lower than England (8.6%).</p> <p>The employment rate within the Borough is higher than the London and England averages. About 79.4% of working age residents in Havering was employed in 2021, compared to 73.8% and 74.7% in London and England respectively.</p> <p>The proportion of working age residents claiming out of work benefits (12.3%)<sup>4</sup> is significantly lower than England (13.8%).</p>	
<b>Table 16: Employment Status of all Council Tenants</b>	

### The employments status of main tenants



Data held on current Council Tenants demonstrates that 28.8% of all Council Tenants are employed on a full-time or part-time basis, while just over 30% are unemployed. The number of tenant's whose employment status remains unrecorded will change as the process of reviews takes place over time.

It is worth adding once more that this data is not reliable in that this data is only picked up at the point where a tenant accepts an offer of council home, and individual circumstances can change over time.

#### Sources:

- 1 - HM Revenue and Customs - Personal Tax Credits: Children in low-income families local measure
- 2 - [Indices of Deprivation \(communities.gov.uk\)](http://communities.gov.uk)
- 3 - Annual Survey of Hours and Earnings (ASHE), ONS and ONS CPI series
- 4 - People on out-of-work benefits, by London borough (Trust for London)
- 5 - Current tenancies E&D (Open Housing)

### Health & Wellbeing

		<b>Overall impact:</b>
<b>Positive</b>	<b>x</b>	The maintenance of homes in a decent condition is likely to have a positive impact on all.
<b>Neutral</b>		<b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (ü) the relevant box <b>Yes</b> o <b>No</b> X
<b>Negative</b>		

**Evidence:**

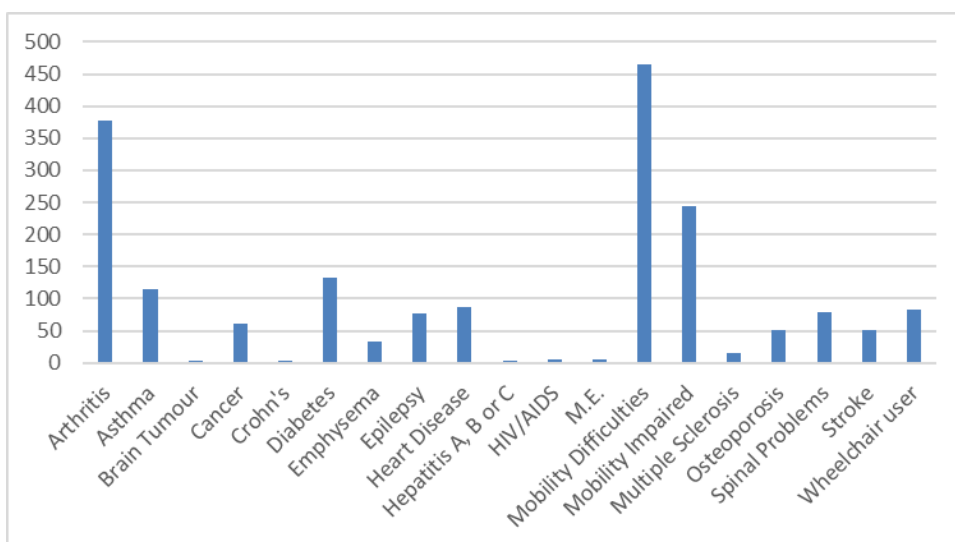
Average self-reported wellbeing in Havering has declined slightly from 2019/20 to 2020/21, decreasing from 7.7 to 7.5 out of 10 for Life Satisfaction, which is still high.

For anxiety, we see a continuation of this increase, seen from 2015/16 (2.6 out of 10) to 2020/21 (3.1 out of 10), albeit this is still in the low category. "Happiness" saw a slight increase to 7.5 in 2020/21 from the previous year and "worthwhile" remained around the same at 8.

Equalities data from the current Housing Register, (as at 2018), shows that 5.1% of applicants accepted on to the Housing Register have a sensory or physical disability which may necessitate the allocation of a property with a level of adaptation to meet their need.

Where the tenant continues to have an ongoing housing need and continues to meet the eligibility criterion for social housing according to the Council's Allocation Scheme, the Council will offer the tenant a new tenancy for an appropriate property.

**Table 17: Council Tenants who have identified a health issue**



Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability. This is, however, a figure reliant on the self-reportage of tenants and does not necessarily mean that all instances of physical disability require an adaptation or change in housing.

**Sources:**

- 1 - [Personal well-being in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)
- 2 - Current tenancies, E&D (Open Housing)

## Action Plan

Item	Identified Negative impact	Recommended action/s	Outcomes and monitoring	Timescale	Lead officer
Age	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Disability	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Sex / Gender	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Ethnicity / Race	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Religion / Faith	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Sexual orientation	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Gender reassignment	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Marriage / Civil partnership	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Pregnancy, maternity, paternity	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Socio – economic	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Health & wellbeing	Positive	No additional actions	N/A	Reviewed annually	Mark Howard

## Review

The assessment will be reviewed on an annual basis from contract commencement.

**Scheduled date of review:** June 2026





This Cabinet report is part exempt. Appendix 1 is not available for public inspection as it contains exempt information within the meaning of paragraph 3 of Schedule 12A to the Local Government Act 1972. It is exempt because it refers to information relating to the financial or business affairs of any particular person (including the authority holding that information), the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

<b>CABINET</b>	<b>18<sup>th</sup> September 2024</b>
<b>Subject Heading:</b>	Havering Town Hall Roof Replacement
<b>Cabinet Member:</b>	Councillor Paul McGeary - Cabinet Member for Housing and Property
<b>ELT Lead:</b>	Neil Stubbings – Strategic Director of Place
<b>Report Author and contact details:</b>	<p>Ian Saxby                      Assistant Director of Housing, Property and Assets                      Telephone: 01708 433529  <a href="mailto:ian.saxby@havering.gov.uk">ian.saxby@havering.gov.uk</a></p> <p>Nicola Lorenzo Prandini                      Design and Surveying Group Manager                      Telephone: 01708 432142  <a href="mailto:NicolaLorenzo.Prandini@havering.gov.uk">NicolaLorenzo.Prandini@havering.gov.uk</a></p>
<b>Policy context:</b>	The proposals within this paper support the Corporate Plan objectives to optimise the use of Council assets to improve the customer experience, reduce cost, make better use of technology to make life easier for residents and reduce the cost of public services.
<b>Financial summary:</b>	The majority of the works will be funded from the Corporate Buildings and Other Initiatives Capital budget with £75,545 of this total being funded from funding set aside for PV panels on Council Buildings capital budget.
<b>Is this a Key Decision?</b>	Yes - expenditure or saving (including anticipated income) of £500,000 or more
<b>Is this a Strategic Decision?</b>	Yes
<b>When should this matter be reviewed?</b>	N/A
<b>Reviewing OSC:</b>	Places
<b>The subject matter of this report deals with the following Council Objectives</b>	
People - Supporting our residents to stay safe and well	
Place - A great place to live, work and enjoy	X
Resources - Enabling a resident-focused and resilient Council	

**SUMMARY**

This report and the proposals contained therein detail the works which are required to the roof of Havering Town Hall (which is a Grade II Listed Building), including associated consultancy appointments to support the project.

The report also contains details of the proposed programme of implementation, a schedule of the costs associated with the scheme, and an estimate of the CO2 / Carbon saving which will be delivered subsequent to the implementation of the scheme.

**RECOMMENDATIONS**

For the reasons detailed in this report, Cabinet is recommended to approve the commencement of a tendering process for the replacement of the existing flat roof, roof lanterns, to repair the existing parapet walls and the provision of Photovoltaic Panels (PV Panels) on the newly replaced flat roof areas, and replacement of HVAC units at Havering Town Hall, with a projected start date in June 2025 and completion in December 2025.

Additionally, for the reasons detailed in this report, Cabinet is recommended to delegate authority to the Director of Place to award a contract to the successful bidder (in accordance with Section 16.3 of the CPRs).

**REPORT DETAIL**

Havering Town Hall, situated on Main Road, Romford, is a Grade II listed building recognised for its architectural and historic significance. The main structure, designed by HR Collins and AEO Greens in 1937, exhibits features typical of town halls of that period, including an International Modern style and an L-shaped plan with distinctive design elements such as metal-framed casement windows and a prominent entrance hall with tall staircase windows. The building has been extended in various phases including the West Wing in the 1980s and various demountable units in the 1960s and 1970's.

Owners of listed buildings have a legal responsibility to ensure that their buildings are maintained and to ensure that any historical features are protected.

Havering Town Hall has faced significant water ingress issues due to deteriorating flat roof coverings and roof lanterns. Repeated patch repairs over a number of years have not resolved the problem, with leaks becoming more frequent. A recent detailed survey found extensive defects, including blistering, cracking, and degraded solar reflective coating on the roof and failing roof lanterns, most of which dates back to

the 1930s. Localised slumping and failed upstands have led to further patch repairs and internal damage from water penetration, which if left unchecked will begin to impact on some of the buildings fabric and historical features.

The survey concluded that the roof is beyond economical repair and requires complete replacement to ensure water tightness. The flat roof, enclosed by a brick parapet wall, shows signs of movement, particularly in the Central Wing. A structural survey indicated the parapet lacks provisions for movement or expansion, suggesting the need for modern jointing materials and additional joints to correct misalignment.

Plans include installing Photovoltaic Panels (PV Panels) on the new roof are projected to generate 64.74kWp of energy, saving 11,481 kg of carbon annually and producing £368,978.74 in energy savings over 25 years, with a payback period of 4.34 years.

### Scope of the works

The works associated with this scheme include: (1) re-roofing works; (2) laying of an insulation layer; (3) replacement of the dilapidated roof lanterns; (4) installation of a photovoltaic array; (5) repairs to parapet walls; (6) changes and improvements to the HVAC systems (Heating, Cooling and Air Conditioning); (7) and other minor facilitating and accessory works.

### Professional consultancies required

In order to resource the scheme, it has been identified that additional professional advice should be procured, in particular:

- Conservation Architect.
- Project manager (PM/QS/EA).

These two appointments will be subject to their own separate governance and tender processes.

### Proposed procurement exercise

It is envisioned that this contract will be procured via a mini competition through the LHC (RS4) framework. This tender approach, is in line with the CPRs and procurement advice. Pursuant to Section 18.5.i of the CPRs, the award criteria used will be the one specified in the framework agreement (Quality at 70% / Price at 30%). It is envisaged that the contract will be a JCT 2016 Intermediate Contract with Contractor's designs.

**Proposed award criteria**

As described above, upon completion of the tender period, bids will be evaluated against set criteria, which include commercial evaluation, qualification evaluation and technical evaluation. Financial stability of the proposed successful tender will also be evaluated, in conjunction with colleagues from Finance Service.

Once a successful tenderer has been identified against these criteria, then a subsequent Key ED will be executed by the Strategic Director of Place to award the contract.

**Outline project programme**

Officers have prepared the following outline programme which details the governance, the other statutory processes associated with the scheme, and the construction period. This programme will be reviewed once bids have been received from the tendering contractors.

	<b>Start</b>
Agreement to proceed (Cabinet Report)	September '24
Procurement of consultancies (including 4x ED's)	September'24 – October '24
Design Team Assembled	Mid-October '24
Designs progressed	November '24 – January '25
Approval by LPA / Heritage	January '25
Tender for the works	February '25 – May '25
Award of contract – Delegated authority	May '25
Construction period	June '25 – December '25
Scheme completed	December '25

**REASONS AND OPTIONS**

**Reasons for the decision:**

The present decision is based on a set of reasons which can be summarised as follows:

1. The current state of the waterproofing membrane is so dilapidated that waiting any longer for the re-roofing of the Town Hall would risk compromising the fabric of the building due to the ongoing water ingress. Therefore, any further delays are likely to result in additional cost, due to the internal fabric of the building being damaged.

2. The inclusion of the insulation layer in the scope of this project is seen as an opportunity to improve the thermal efficiency (both in winter and in summer) of a very large surface of the fabric of the building. Since a contractor would already be on site, with their site set up (incl. scaffolding), the inclusion of the insulation layer is seen as an optimal opportunity to work towards the Council's green goals. This will also ensure that the building complies with current Building Regulations, which is a requirement for these type of works.
3. Similar to the above, the inclusion of a PV array is made both technically less challenging and economically more sensible when associated with the rest of the re-roofing scheme. Carrying this out as a stand-alone piece of work would surely make it more expensive.
4. The air handling, heating and cooling system at the Town Hall, which serves the Council Chamber and associated areas, is well beyond the end of its economic life and in urgent need of replacement. The existing flat roof level will need to be raised to provide a layer of insulation to comply with current building regulations. This will necessitate the need for raising the existing ventilation ductwork. The existing HVAC system is no longer manufactured and therefore replacement parts are becoming increasingly difficult to obtain. In addition to this, due to their location and layout, the current arrangements are difficult to maintain and present a risk in terms of maintenance access. The opportunity of these works taking place on the roof makes it possible to carry out this upgrade with minimised collateral nuisance for the builder's users, whilst addressing the current overheating issues within the west wing. In addition to this, there would also be financial savings in terms of contractors preliminary costs if these works are undertaken together.
5. Additional to the above, in terms of H&S coordination and compliance with the CDM regulations, the bundling of all these works under one contract makes it much easier to manage the building site, reducing nuisance and risk to the building users and shortening the programme due to synchronous or sequential work. There will inevitable be a degree of disruption, whilst the works are carried out. This will need to be carefully managed in terms of noise etc. Safe working platforms will need to be constructed around the existing roof lanterns, particularly the two larger ones within the Council Chamber and First Floor Foyer, which may cause an element of further disruption, whilst these works are undertaken

**Other Options Considered:**

Other procurement route: traditional single stage selective or open tendering has been considered but this would result in a longer tender period and a lesser degree of confidence in the supplier submissions. This option has therefore been rejected.

Other framework: Alternative framework agreements have been considered and rejected. Extensive experience of this department has shown achievability of particularly good value for money with the LHC and hence, the latter is considered as the best option moving forward. This option has therefore been rejected.

E-Auctions: have been considered and rejected.

Delaying: the re-roofing of the Town Hall would result in both the continuation of the deterioration of the fabric of the building, and in the increase in the capital expenditure associated with this scheme. This option has therefore been rejected.

The do-nothing option will result in continued roof leaks as well a very thermally inefficient building, resulting in increased energy costs. This is likely to affect the fabric of the building if these issues go unchecked. Therefore, doing nothing was not an option.

Undertake all works identified in the report – Although the implementation of these works would result in an initial capital investment, this will be offset by substantial longer-term savings in terms of reduced maintenance and energy costs.

## IMPLICATIONS AND RISKS

### **Financial implications and risks:**

This report is seeking the approval to commence the procurement process. The works will be funded from the Capital Programme, Project Codes: C41040 and C41090. This figure will be confirmed and the contract awarded via a separate Executive Decision once the works have been tendered.

Consideration will be given to any future proposals for the Town Hall, before the contract is awarded.

Further details are provided within exempt **Appendix 1**.

### **Possible Savings**

The current roofs and roof lanterns are thermally inefficient and by replacing them, this will help reduce heating costs and improve the buildings carbon footprint. The main heating fuel for the building is natural gas. Based on the proposed thermal upgrade the energy cost savings over a 25-year period have been calculated at circa £430k which equates to approx. £17k per year. In addition to this, by undertaking these works, it will also result in reduced ongoing maintenance costs and inconvenience.

Furthermore, it has been calculated that the proposed PV panels will generate £368,978.74 in energy savings over the 25-year guarantee period which equates to approx. £15k per year. The cost of the solar panels excluding VAT is £75,547 resulting in a payback period of 4.3 years.

Note these savings figures are estimates; energy costs are driven by a range of factors aside from the energy efficiency benefits which will be derived from the works outlined in this report including changes in utility cost and building usage. Energy budgets are reassessed annually as part of budget setting processes and any adjustments resulting from this work will be picked up as part of 2025/26 budget setting.

**Legal Implications and risks:**

Local Authorities should have regard to Health and Safety at Work Act 1974, and The Management of Health and Safety at Work Regulations 1999 (as amended) which require local authorities to ensure that the Council's corporate estate is kept well maintained and in good working order.

The Council has the general power of competence under Section 1 of the Localism Act 2011 to do anything an individual may generally do, subject to limitations. Additionally, the Council has the power to procure contracts under Section 111 of the Local Government Act 1972 which, permits the Council to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions.

The proposed contract value is below the threshold for Works contracts and so, the procurement does not fall within the full rigours of the Public Contracts Regulations 2015 (PCR).

Therefore, the procurement must comply with the Council's Contract Procedure Rules (CPRs). The body of this report confirms that officers will undertake a route via the LHC Roofing Systems and Associated Works (RS4) Framework Agreement.

**Human Resources implications and risks:**

There are no Human Resources implications associated with this decision.

**Equalities implications and risks:**

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have 'due regard' to:

- (i) The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) Foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex/gender, and sexual orientation.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socioeconomics and health determinants.

## **Health and Wellbeing Implications and Risks**

### **Health and Wellbeing Implications**

The proposed reroofing, insulation, and installation of a photovoltaic (PV) array on Havering Town Hall are expected to have significant positive impacts on health and wellbeing. Improved insulation will enhance the building's thermal envelope, leading to better control of indoor temperatures and humidity levels. This will reduce the occurrence of damp and mould, thereby minimizing respiratory issues and allergies among occupants. Furthermore, stabilized indoor temperatures will create a more comfortable environment year-round, benefiting both staff and visitors by contributing to overall wellbeing and productivity. Insulation will also provide soundproofing benefits, reducing external noise pollution, which can decrease stress levels and enhance concentration and mental wellbeing.

Additionally, the installation of the PV array will generate clean, renewable energy, thereby reducing the building's carbon footprint. This aligns with broader public health goals related to climate change mitigation, offering far-reaching benefits such as improved air quality and reduced heat-related illnesses. Economic benefits from lower energy costs will result in financial savings for the council, which can be redirected to community health and wellbeing programs. Overall, these improvements will create a healthier and more sustainable environment for the occupants and the community.

### **Health and Wellbeing Risks**

Despite the expected benefits, several risks associated with the project must be carefully managed. Construction activities will generate noise and dust, potentially affecting the health and wellbeing of staff and nearby residents. Mitigation measures, such as scheduling work during off-peak hours and using dust suppression techniques, are essential. Safety hazards inherent in construction, including falls, machinery accidents, and handling hazardous materials, need strict compliance with health and safety regulations, adequate worker training, and rigorous safety protocols.

Structural integrity is another critical concern; ensuring the roof can support the added weight of the new materials and PV array requires thorough structural assessments and possible reinforcements. The installation process also poses



electrical safety risks, such as electric shocks or fire hazards, which can be mitigated by employing certified electricians and conducting thorough inspections. Adverse weather conditions could delay the project, extending the duration of construction-related disturbances.

Post-installation, keeping the PV system and roof to ensure optimal performance and longevity is crucial. Establishing a robust maintenance schedule and monitoring system will mitigate risks of system failure or underperformance. Lastly, safeguarding the health and safety of workers involved in the project through measures like providing personal protective equipment (PPE), regular health check-ups, and ensuring safe working conditions is paramount. By implementing these risk mitigation strategies, the project can achieve its health and wellbeing goals while minimizing potential adverse impacts.

### **Environmental and Climate Change Implications and Risks**

The reroofing, insulation, and installation of a photovoltaic (PV) array on Havering Town Hall will have numerous positive implications for the environment and climate change mitigation. The addition of insulation will enhance the building's energy efficiency by reducing heat loss during the winter and heat gain during the summer. This improvement will lead to a decrease in the overall energy consumption of the building, thereby reducing the reliance on fossil fuels for heating and cooling. Consequently, there will be a reduction in greenhouse gas emissions, contributing to local and national targets for carbon reduction.

The installation of a PV array will further bolster these benefits by generating clean, renewable energy on-site. This renewable energy source will decrease the building's dependency on non-renewable energy, reducing its carbon footprint significantly. Additionally, the PV array will produce zero emissions during operation, thus contributing to improved air quality in the surrounding area. The adoption of renewable energy and improved energy efficiency aligns with broader climate change goals and demonstrates the council's commitment to sustainable practices and environmental stewardship.

The proposed installation of additional photovoltaic (PV) panels on the newly replaced roof areas of Havering Town Hall represents a significant step towards reducing the building's carbon footprint and enhancing its energy efficiency. The planned PV system is designed to generate 64.74 kilowatt-peak (kWp) of energy. This energy generation capacity has been calculated to result in an annual carbon saving of approximately 11,481 kilograms (kg) of CO<sub>2</sub>.

The reduction of 11,481 kg of CO<sub>2</sub> per year is a substantial contribution to the council's carbon reduction targets. This saving is equivalent to the carbon dioxide absorbed by approximately 546 mature trees over the same period, highlighting the environmental significance of the project. By generating clean, renewable energy on-site, the PV panels will displace the need for electricity generated from fossil fuels, which are the primary sources of carbon emissions in the energy sector.

**APPENDICES**

Exempt Appendix 1 – Additional financial details.

**BACKGROUND PAPERS**

None.

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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<b>CABINET</b>	
<b>Subject Heading:</b>	Approval to Tender and Award of Contracts for Compliance Services and Works
<b>Cabinet Member:</b>	Councillor Paul McGeary – Cabinet Member for Housing and Property
<b>SLT Lead:</b>	Neil Stubbings – Strategic Director of Place
<b>Report Author and contact details:</b>	Mark Howard – Planned Works and Direct Delivery Manager <a href="mailto:Mark.howard@havering.gov.uk">Mark.howard@havering.gov.uk</a> 01708 434704 Ian Saxby – Assistant Director of Housing, Property and Assets <a href="mailto:ian.saxby@havering.gov.uk">ian.saxby@havering.gov.uk</a> 01708 433529
<b>Policy context:</b>	The statutory requirement to maintain our homes to a decent standard  This work supports the Housing Asset Management Strategy 2021-26 and is identified within the HRA Business Plan approved by Cabinet in February 2024
<b>Financial summary:</b>	These contracts provide a framework that will enable the Council to comply with its statutory requirements.  The potential total procurement value is approximately £94.05M over 16 years commencing in August 2025, split over six separate contracts, £85.5M to be met from the Housing Revenue Account ('HRA') and

£8.55M from General Fund for potential works to Corporate buildings.

**Is this a Key Decision?**

Key on the grounds that this report involves

(a) Expenditure or saving (including anticipated income) of £500,000 or more

**When should this matter be reviewed?**

The contract durations are up to ten years if performing well plus an option to extend for up to six years. Continuation of the contracts each year is subject to annual review.

**Reviewing OSC:**

Place

People - Things that matter for residents	X
Place - A great place to live, work and enjoy	X
Resources - A well run Council that delivers for People and Place.	

## **SUMMARY**

1. As part of the Council's responsibility as a landlord, the Council has a duty to undertake repairs, maintenance and compliance checks on its HRA housing stock. This report presents to Cabinet details of the proposed tender process to re-procure a number of these services and seeks approval to procure and delegated approval for the subsequent award of contracts.
2. The current HRA annual revenue budget for works within the scope of these contracts is approximately £1.5m per annum with a further £2m per annum in Capital budgets. The primary purpose of these contracts is to allow the necessary statutory compliance works to be carried out, whilst ensuring the Councils Decent Homes standards are met.
3. Monies have been identified within the HRA 30-year business plan and contract spend will be aligned with business priorities and approved budgets on an annual basis

## **RECOMMENDATIONS**

For the reasons set out in the report and its appendix, Cabinet is recommended to;

1. Approve the procurement of a suite of six contracts each for a term of 10 years with the option to extend for 6 years with a maximum aggregate value of £94,050,000, for the provision of safety inspections and building compliance checks and works, primarily for Council housing but with Corporate buildings within scope each as set out in this report.
2. Approve a waiver of the Council's default evaluation criteria of 70% Price: 30% Quality and instead award the contracts on the MEAT basis of a 50% Quality, 40% Price, and 10% Social Value weighting for the reasons set out in Section 2 of this report, Procurement Proposals.
3. Approve a waiver of the requirement to use the Council's Fusion procurement portal and instead use the Mercell portal managed by Lumensol Limited, the Council's appointed consultant, for reason set out in Section 2 of this report, Procurement Proposals.
4. Delegate approval of the award of the contracts to the Strategic Director of Place, acting in consultation with the Lead Member for Housing, the Strategic Director of Resources and the Deputy Director of Legal & Governance subject to the value of the contracts not exceeding the values set out in this report.

5. Delegate order of contract works/ services packages throughout the term of each contract to the Strategic Director of Place, acting in consultation with the Lead Member for Housing subject to budget availability for the relevant package.



**REPORT DETAIL**

**1. Background**

- 1.1. The Council HRA currently owns approximately 9,300 homes for rent and 2,500 leasehold homes with approximately 5,000 houses and bungalows and 7,000 flats in 1,500 blocks.
- 1.2. The Council has a legal duty to ensure, and importantly to evidence, the safety of those homes and residents, and with recent regulatory changes such as the Building Safety Act (2022) and the introduction of the Social Housing Regulator the importance of suitable compliance contracts has never been more acute.
- 1.3. Works and Services to ensure that the Council's owned homes continue to comply with statutory regulations are currently provided under a number of ad hoc short term arrangements and it is desired to put the delivery on a longer term contractual footing.
- 1.4. It is considered desirable to procure longer term contracts to facilitate a partnership between the Council and the contractors at a time when contractors are becoming increasingly selective in the contracts for which they tender and the relative certainty of work will encourage more competitive pricing.
- 1.5. The ability to create a long-term relationship between the Council, the contractors and other Council contractors should also lead to a greatly enhanced service for residents. Without the need to educate new contractors in the ethos, culture and procedures of the Council on a regular basis, more time can be devoted to creating a joined up service whereby contractors share best practice, are aware of each other's contract requirements and can coordinate works to create efficiencies and reduce disruption to residents.
- 1.6. The procurement will encompass six contracts, tendered as mutually exclusive contracts, as follows, with estimated contract values over the full possible contract term:

Contract	Maximum value over 16 Years
<b>Asbestos Surveying</b>	<b>£22m</b>
Includes planned surveys of common areas and individual homes for the management of the asbestos register, Refurbishment and Demolition surveys in advance of any works and reactive surveys and testing in the event of suspected asbestos contamination	
<b>Asbestos Removal</b>	<b>£24.75m</b>
Includes the removal of asbestos to facilitate responsive and planned works, and removal where surveys identify a deterioration of asbestos condition	
<b>Fire Risk Assessments</b>	<b>£7.7m</b>

The carrying out of assessments of the fire safety of blocks and common parts at the frequency determined by risk assessment	
<b>Fire Safety Works</b>	<b>£30.8m</b>
Carrying out of smaller repairs and refurbishment and installation of fire safety elements identified through the Fire Risk Assessments or other inspection	
<b>Water Hygiene Services</b>	<b>£4.4m</b>
Regular testing and maintenance of stored water tanks and equipment to prevent legionella	
<b>Lift Maintenance</b>	<b>£4.4m</b>
Regular inspection, servicing and repair of HRA passenger lifts with out of hours response and emergency response to trappings.	

## **2. Procurement proposals**

- 2.1. The proposed contracts will have a potential total value of £94.05M and individually fall above the financial threshold for procurements which have to be conducted in accordance with the Public Contracts Regulations 2015. The procurement process will also be in accordance with the Council's Contracts Procedure Rules.
- 2.2. Bids will be evaluated on price and quality on the basis of a 50% Quality, 40% Price, and 10% Social Value weighting.
- 2.3. It should be noted that the above price / quality split was discussed and agreed with strategic business partners including colleagues from Corporate Procurement and was agreed at Gateway Review Group meeting GRG1 in June 2023. This was also discussed and agreed by a panel of Cabinet Members at the presentation of the Strategic Procurement Proposals 2024-2040 on 15th December 2023.
- 2.4. The procurement route will be via Open tenders with each contract open to all suppliers but no supplier will be permitted to win more than 1 contract due in part to the specialist nature of the works, and in part to avoid a contractor creating work for themselves.
- 2.5. The contract opportunity will be advertised, with all interested parties submitting supplier's questionnaires. The Council has appointed consultant Lumensol Limited to assist with its tendering arrangements, which will be carried out through the Merzell procurement portal operated by Lumensol.
- 2.6. The reason for this is that third party consultants are unable to access the Council's own Fusion portal.
- 2.7. Quality and Social Value submissions will be evaluated by Council officers and Price submissions will be evaluated by Lumensol, with officers from Corporate Procurement having oversight of the complete process.

- 2.8. The contracts are expected to commence in August 2025 and the core contracts will be for a duration of ten years, with a provision to extend the contract for a further period of six years to end in July 2041.
- 2.9. The contracts will contain no-fault break clauses, applicable after year one, which will allow either party to terminate the contract with six months' notice on the part of the contractor, or three months' notice on the part of the Council. It is considered 6 months will be sufficient notice for an interim short term arrangement to be put in place pending reprocurement of any contract.
- 2.10. The contracts will take the form of a Measured Term agreement whereby the contractor is not guaranteed all or any work of this type during the contract term.
- 2.11. The proposed project timetable is as follows:

Finalise procurement and draft contract documents	August 2024
Request for Contractors Proposals	October 2024
Gateway 2 process	December 2024
Approvals process	January 2025
Leaseholder consultation	January and February 2025
Notify bidders of outcome of tender	March 2025
Finalise contract documents	April 2025
Mobilisation period	April 2025 to August 2025
Start of works	August 2025

**3. Procurement and project risks**

- 3.1. Minimum standards for sub-contractors will be introduced by the Council in order to improve the quality of the supply chain and the key service and quality requirements will be emphasised in the invitation to tender documents and be closely monitored throughout the duration of the contract.
- 3.2. In addition to works to HRA properties, a number of options are included in the contracts for works to Private Sector Leasing (PSL) properties and Houses in Multiple Occupation (HMO's) which are funded through the General Fund, and buildings within the Corporate estate are also within scope.
- 3.3. Council officers in Property Services, utilising independent cost consultants, will carry out regular checks against the market to ensure that the contract rates continue to deliver value for money.

- 3.4. Lumensol Ltd have been engaged through the Council's approved Matrix framework to support the Council in delivering the procurement due to a lack of capacity within the internal procurement team which is an approach agreed by the members of the procurement team.
- 3.5. The procurement process will be fully facilitated by Lumensol but at this time we do not expect Lumensol to be involved post contract. Members of the Corporate Procurement team have been involved at relevant stages to provide governance and oversight of the process.
- 3.6. Competition is expected to be good in a mature market, but the best prices should be obtained by keeping the procurement as open and straightforward as possible.
- 3.7. The contracts will be managed and monitored by staff within Property Services and the contractors will be obliged to meet a set of Key Performance targets.
- 3.8. To ensure consistent quality and performance throughout the contract, Performance Indicators (PIs) will be incorporated into the contract and managed by staff within Housing Services. The PIs will be divided into the following categories:
- a) Key Performance Indicators (KPIs): These indicators are directly linked to contractual non-performance clauses, providing benchmarks for evaluating compliance and service delivery standards.
  - b) Measures: These indicators will provide additional information to enable effective management of the JCT Measured Term Contract. They do not directly trigger contractual non-performance clauses but contribute to comprehensive contract oversight and performance assessment.
- 3.9. This categorisation of PIs aims to uphold rigorous monitoring while facilitating proactive management and continual improvement throughout the contract duration.
- 3.10. Each PI is defined under the following headings:
- Purpose – the reason for collection of the PI
  - Calculation Methodology – How to calculate performance in relation to the PI
  - Scorer – who is responsible for calculating the PI
  - Frequency – how often the PI should be formally calculated
  - Target – the performance level that should be aimed for
  - Type – whether the PI is a KPI or a Measure.
- 3.11. The KPIs will be reported monthly. Each KPI has a specific target and frequency for measurement, which will be reviewed monthly. If the Contractor fails to meet the Minimum Acceptable Score in one or more KPIs, as outlined in the KPI Framework for that month, quarter, or year, they must submit a plan to the Council within ten business days of the review meeting. This plan, known as the Action Plan, must outline how they intend to resolve these failures within two months (or sooner if required by the Council) from the date of the review

meeting. Monitoring KPIs in the future will ensure that contractual obligations are fulfilled efficiently and effectively, enhancing overall service delivery and satisfaction.

- 3.12. The contracts will include a price adjustment mechanism, based upon CPI, which will obviate the need for tenderers to over-estimate the risk of cost increases in their tenders.

#### **4. Added Social Value**

- 4.1. Contractor's proposals to deliver Social Value within Havering will form 10% of the tender evaluation.

- 4.2. The contracts contain a requirement for the contractors to deliver Social Value, but it is simplified to a requirement of 1% of the contract value each year, with the initiatives delivered to be agreed by a stakeholder group annually.

- 4.3. This gives the opportunity for the social value deliverables to be identified by residents and councillors and to change over time.

- 4.4. The Council will focus proposals on the relevant Social Value themes as set out in the Government's 2020 Social Value model, those being;

- Ongoing Covid 19 recovery
- Tackling economic inequality
- Fighting climate change
- Equal opportunity
- Wellbeing

#### **5. Proposed contract**

- 5.1. The contracts are anticipated to commence in August 2025 and the core contracts will be for up to ten years' subject to continued good performance, with a provision to extend the contracts for a further period of six years to end in July 2041.

- 5.2. The contract form for each contract will be the Term Alliance Contract TAC-1 which is a form of partnering contract developed from the TPC2005 contract and which is a form recommended for use by central and local government to achieve supply chain collaboration.

- 5.3. As "measured term" contracts, works orders are raised for projects or programmes (typically one year at a time) but the contractors are not guaranteed all or any work under the contracts, and have no claim to compensation if orders are not forthcoming or do not meet the indicative contract value.

- 5.4. Whilst the contracts are being procured primarily to address the specific requirements of HRA Housing properties, non-Housing properties will be included within scope and the indicative contract values over their lifetime include an allowance for their use on Corporate buildings.

- 5.5. The contracts contains elements of work or services for which leaseholders may be charged, so the requirements of Section 20 of the Landlord and Tenant Act 1985, as amended by the Commonhold and Leasehold Reform Act 2002, will apply.
- 5.6. Leaseholders will be consulted prior to tender. A Stage 2 notice will be issued after approval to the award of contracts on an individual contract basis. A 30 day notice period will then need to be observed, which can run concurrently with the mobilisation periods.
- 5.7. The contracts are in the form of Qualifying Long Term Agreements (QLTA) and so prior to any works orders being raised, those leaseholders affected will be consulted again, with estimates of cost.

## **REASONS AND OPTIONS**

### **6. Reasons for the decision**

- 6.1. The Council has a statutory and contractual obligation as a landlord to provide repairs, maintenance and compliance works to its properties, and therefore must have a provision in place to deliver this.

### **7. Other options considered**

- 7.1. Existing frameworks – The Council is seeking to procure partners to deliver services to Havering properties and we would prefer not to procure through a framework which was not set up specifically to provide the services to our requirements, and which has additional framework costs.
- 7.2. Restricted tender or Competitive Dialogue – Both restricted and competitive dialogue processes were considered. The nature of the works and services being procured and the breakdown into contracts means that each contract is focussed on specialists delivering particular services and would be suitable for SME's, and an Open process was considered more appropriate.
- 7.3. Shorter term for contract – Procurement is expensive and resource intensive for public sector employers and contractors. The preference in the market is for longer term contracts as these spread the cost of procurement over a longer term and give more scope for the stakeholders to create a true partnership. A longer term contract shows commitment and gives bidders the incentive to develop staff to deliver the new technologies, within the partnership.
- 7.4. Do Nothing – Maintenance of rented homes in a safe and operational condition is a legal requirement for social housing provision and doing nothing is not an option. The existing services are being delivered through ad hoc contractual arrangements which are not desirable in the longer term.

- 7.5 To combine these contracts with contracts for Corporate buildings and schools – this option was discussed with officers within the Corporate Service, but was rejected due to the timing to facilitate contracts in all areas and the specific requirements within each area. In addition to this, there were Section 20 Leaseholder issues that would need to be dealt with prior to the procurement exercise being carried out, which were not possible to resolve within the required timescales. It was, however, agreed that the new contracts would be written to include the option for them to be used by schools and the Corporate service in future should the need arise once their existing contracts have expired.

**IMPLICATIONS AND RISKS**

**8. Financial implications and risks**

- 8.1 As “measured term” contracts, works orders are raised for projects or programmes, but the contractors are not guaranteed all or any work under the contracts, and have no claim to compensation if orders are not forthcoming or do not meet the indicative contract values.
- 8.2 The contracts are being procured primarily to address the specific requirements of the HRA properties, but options are included for works to non-HRA Housing and non-Housing properties, should those services wish to use them.
- 8.3 Funding could be from both the HRA and General Fund revenue and capital budgets. With them being “measured term” contracts, funding specifics will need to be identified during the project/programme design stage.
- 8.4. The overall maximum contract value procured through this contract could be up to £94.05m, although it should be noted that there is no contractual commitment to do so.

This includes up to £59million of works over the 10-year period of the contract and a further £35.05million of works could also be delivered, should the contract be extended for a further 6-year period. A further breakdown is set out in the table below:

	10 Year period	16 Year Period
Revenue HRA (including asbestos surveys and removal, FRA's, testing and inspection of lifts and water systems)	Up to £22m	Up to £13m
Revenue GF	Up to £2m	Up to £1m
Capital HRA (including asbestos surveys and removal for major works and fire safety works)	Up to £31.5m	Up to £19m
Capital GF	Up to £3.5m	Up to £2.05m
<b>Total</b>	<b>Up to £59million</b>	<b>Up to £35.05million</b>

**Table 1 – Possible Forecast Expenditure**

8.5. Cost Avoidance

The award of these contracts will help the Council to keep the stock in good order; clearly failure to keep the housing stock in serviceable condition could lead to further financial liabilities being incurred.

8.6. Financial Stability

As required by the Council's Contract Procedure Rules a financial check will be undertaken on each of the preferred bidders using Experian and minimum financial threshold criteria.

**9. Legal implications and risks**

9.1. The Council has statutory requirements to undertake repairs and maintain its HRA housing stock under the Landlord and Tenant Act 1985, Housing Act 2004 and the Secure Tenants of Local Housing Authorities (Right to Repair) Regulations 1994. The Council has the power to procure the contract under Section 111 of the Local Government Act 1972 which, permits the Council to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions.

9.2. The Council has a general power of competence under Section 1 of the Localism Act 2011 to do anything an individual may generally do subject to any statutory limitations. The arrangements now sought are in accordance with these powers.

9.3. The Council is a contracting authority for the purpose of the Public Contracts Regulations 2015 (as amended) (PCR). Whilst they are viewed as a suite of contracts, each contract is objectively separable from the others and will be procured on a stand-alone basis. The value of each contract respectively is above the PCR threshold for works or services as applicable. Each is therefore caught by the full PCR regime. The proposed open procedure complies with the PCR.

9.4. Leaseholder consultation is required under Section 20 of the Landlord and Tenant Act 1985 (as amended) and as stipulated by Section 151 of the Commonhold and Leasehold Reform Act 2002. This decision is subject to the consultation concluding to notify leaseholders of the intention to procure these services and subsequently to appoint the preferred bidders.

9.5. The proposed contract terms allow early termination by the contractor after an initial period of one year upon 6 months' notice. As set out in this report, contractor termination within the first five years of the contract triggers a contractor penalty linked to costs of reprocurement. There is a risk that were market conditions to become challenging, a contractor might choose to terminate a contract early on the basis it was not sufficiently viable. This would cause the Council to put interim measures in place and to re-procure in an adverse market situation. Officers set out in this report that it is considered the flexibility offered by the proposed terms together with the price adjustment mechanism set out at paragraph 3.12 will enable the Council to obtain best value and optimum pricing within this procurement. When coming to a decision, decision makers should balance the risk against the benefit of the arrangement.



- 9.6. For the reasons set out above and subject to leaseholder consultation as set out in this report, the Council may commence the procurement process.

## **10. Human Resources implications and risks**

- 10.1. The recommendations made in this report do not give rise to any identifiable HR risks or implications that would affect either the Council or its workforce.
- 10.2. There may be implications under the Transfer of Undertakings (Protection of Employment) Regulations 2006 and there is an obligation under the existing contracts for the incumbent contractors to provide relevant details of all staff who they believe may be affected. This information will be provided to all tenderers, in line with the principles of the Data Protection Act 1998. The ITT document will specify that potential bidders are obliged to satisfy themselves that they would be able to meet any potential TUPE requirements relating to this tendering exercise.

## **11. Equalities implications and risks**

- 11.1. Under Section 149 of the Equality Act 2010, the Council has a duty when exercising its functions. This includes outsourcing services by awarding a contract to an outside body, to have “due regard” to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act and advance equality of opportunity and foster good relations between persons who share a protected characteristic and persons who do not. This is the public sector equality duty. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 11.2. “Due regard” is the regard that is appropriate in all the circumstances. The weight to be attached to each need is a matter for the Council. As long as the council is properly aware of the effects and has taken them into account, the duty is discharged.
- 11.3. The procurement of these contracts will enable the Council to maintain its housing stock to a high standard and improve the quality of the customer services that the tenants receive. Tenants with protected characteristics are over-represented in social housing so these contracts will have a positive impact on their well-being.
- 11.4. An Equalities and Health Impact Assessment is included as **Appendix 1** to this report

## **12. Health and Wellbeing implications and Risks**

- 12.1. Provision of compliant housing is essential to ensure residents are able to safely and comfortably use their homes, being provided with good quality services which support promote good health and wellbeing.
- 12.2. Poor quality housing can have a serious negative impacts on individual’s health and wellbeing and a significant negative impact on communities.

- 12.3. The Council is responsible for improving and protecting health and wellbeing of local residents under the Health and Social Care Act 2012.
  - 12.4. These contracts will support the aims and delivery of the Housing Asset Management Strategy ensuring that the Council provide the right homes for our resident which are affordable, safe and of high quality, provide good communities in which to live and work, whilst meeting the challenges of building safety across the estates.
- 13. Environmental and Climate Change Implications and Risks**
- 13.1. Environmental and Climate Change implications of delivery of the contracts will be assessed through contract award as part of the Quality evaluation process; tenderers will be evaluated upon their proposals to reduce the environmental impact and carbon footprint of how the work is delivered, such as local supply chains, electric vehicles, waste reduction and recycling and so on

**BACKGROUND PAPERS**

1. HRA Business Plan update, Budget 2024/25 & Capital Programme 2024/25–2028/29.
2. Housing Services Asset Management Strategy 2021-2026.
3. HRA Medium Term Financial Strategy

**APPENDICES**

**Appendix 1 – Equality and Health Impact Assessment**

# Equality & Health Impact Assessment (EqHIA)

## Document control

<b>Title of activity:</b>	Compliance Contracts for HRA Properties
<b>Lead officers:</b>	Mark Howard – Major Works and Direct Delivery Manager
<b>Approved by:</b>	Paul Walker - Director of Housing and Property
<b>Date completed:</b>	June 2024
<b>Scheduled date for review:</b>	June 2026

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Did you seek advice from the Public Health team?</b>	Yes
<b>Does the EqHIA contain any confidential or exempt information that would prevent it from being published it on the Council's website?</b>	No

# 1. About the activity

1	<b>Title of activity</b>	Building Compliance Contracts for HRA Properties (Asbestos Surveys, Asbestos Removal, Fire Risk Assessments, Fire Safety Related Works, Water Hygiene Services, Lift Maintenance)		
2	<b>Type of activity</b>	This is re-procurement of contracts for the delivery of Inspection and maintenance to HRA properties to ensure compliance with regulatory standards		
3	<b>Scope of activity</b>	This is re-procurement of contracts to fulfil statutory duties regarding building safety compliance and maintenance of decent homes		
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	No		
4b	<b>Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?</b>	Yes		
4c	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes		

<b>Completed by:</b>	Mark Howard – Planned Works and Direct Delivery Manager, Place
<b>Date:</b>	June 2024

## 2. The EqHIA

### Background/context:

The activity is the procurement and then running of a suite of contracts for ensuring building safety compliance

### Who will be affected by the activity?

All Council tenants and some leaseholders.

### Protected Characteristic - AGE

		<b>Overall impact:</b> The majority of council tenants in Havering are of working age.
<b>Positive</b>	<b>X</b>	30% of all council tenants in the Borough are of pension age, compared to 18% of the general population.
<b>Neutral</b>		
<b>Negative</b>		Of the over 65s, 74.9% of tenants are on full or partial benefits, compared to 68% of all tenants.  The very young or old are likely to benefit more than other groups from the provision of safe and compliant homes.

#### Evidence:

The estimated population of Havering is 260,651<sup>1</sup> is the twelfth smallest population in London. It has a median age of approximately 39.2 and the highest percentage of people aged over 65 (18%) out of the London boroughs, although this is below the proportion of over 65's for England as a whole.

Table 1: Population by age range in Havering, London and England including percentage of the population

Age	Havering	%	London	%	England	%
0 - 4	17,167	6.6	595,799	6.6	3,239,447	5.7
5 - 9	17,251	6.6	606,333	6.7	3,539,458	6.3
10 - 14	15,719	6.0	550,753	6.1	3,435,579	6.1
15 - 19	14,105	5.4	474,456	5.3	3,115,871	5.5
20 - 24	14,117	5.4	556,594	6.2	3,472,522	6.1
25 - 29	17,407	6.7	757,848	8.4	3,771,493	6.7
30 - 34	18,900	7.3	822,084	9.1	3,824,652	6.8
35 - 39	18,698	7.2	779,934	8.7	3,738,209	6.6
40 - 44	16,677	6.4	677,463	7.5	3,476,303	6.2
45 - 49	15,913	6.1	598,535	6.7	3,638,639	6.4
50 - 54	17,227	6.6	569,938	6.3	3,875,351	6.9

55 - 59	16,644	6.4	508,722	5.7	3,761,782	6.7
60 - 64	14,308	5.5	405,576	4.5	3,196,813	5.7
65 - 69	11,672	4.5	318,142	3.5	2,784,300	4.9
70 - 74	12,035	4.6	280,432	3.1	2,814,128	5.0
75 - 79	8,509	3.3	196,419	2.2	2,009,992	3.6
80 - 84	6,833	2.6	150,980	1.7	1,449,189	2.6
85+	7,469	2.9	152,480	1.7	1,406,410	2.5

Household types in Havering are mainly composed of pensioners or married couples with dependants<sup>2</sup>, with the highest proportion of one person households occupied by a persons aged 65 years and over, at 48% of one person households. 32% of the over 65 population live in a one-person household.

It is projected that the proportion of people aged 0-15 and over 65 will increase, with a slight decrease in the proportion of working age population<sup>3</sup>.

In relation to Havering tenants, 30.4% of main tenants are aged 65 and over<sup>4</sup>. When we look at the proportion of over 65's as part of the Havering adult population, this is almost 7% lower, at 23.7%.

Table 2: Age range of Havering Council's main tenants and the percentage of these as part of the main tenant population.

Age	Main Tenant (Havering)	%
15 - 19	1	0.01
20 - 24	134	1.59
25 - 29	365	4.32
30 - 34	652	7.72
35 - 39	702	8.31
40 - 44	752	8.90
45 - 49	725	8.58
50 - 54	889	10.52
55 - 59	871	10.31
60 - 64	784	9.28
65 - 69	674	7.98
70 - 74	616	7.29
75 - 79	505	5.98
80 - 84	361	4.27
85+	415	4.91

For people at a working age in Havering (16-64), approximately 83% are economically active<sup>5</sup>.

Data is limited in terms of the working age population who are Havering tenants, as this is ongoing gathered at the time of applying to the housing register, then at the time of offer if needed.

Most tenants receive a form of benefit (housing benefit or universal credit), an estimated 68% of all tenants. The proportion varies amongst age groups with the lowest proportion at age 55-59 (59% of this age group) and over 65's at 74.9% of tenants. Whilst the highest percentage is in the 15-19 age range, this relates to only one tenant.

As the taper that is applied to UC takes away from the housing element in the first instance, the data received from DWP and uploaded on to the system does not distinguish between those that are in receipt of this element and those that are not, only whether they receive UC.

Table 3: Proportion of tenants within each age range who receive either Universal Credit (UC) or Housing Benefit (HB).

<b>Age</b>	<b>Percentage of main applicants in receipt of UC or HB within each age group (% , rounded)</b>
15-19	100.0
20-24	79.9
25-29	66.3
30-34	71.8
35-39	69.4
40-44	66.2
45-49	61.1
50-54	63.6
55-59	59.0
60-64	64.3
65-69	70.8
70-74	70.8
75-79	79.0
80-84	78.7
85-89	82.3
90-94	73.0
95-99	83.7
100 and over	75.0

### **Life Expectancy**

A new-born male baby in the UK today can expect to live for 79.2 years and a girl to 82.9 years, with 22.6% of new-born boys and 28.3% of new-born girls projected to live to 100 years.

The life expectancy at age 65 years in Havering is 19 years for males and 21.7 years for females. The life expectancy at birth for people living in Havering is 80.2 years for males and 83.9 years for females.

### **Sources:**

- 1 - Mid-year population estimates (Office for National Statistics (ONS))
- 2 - Office for National Statistics (ONS)
- 3 - Projected population growth by age by 2043 (ONS)

4 – Current tenancies, E&D (Open Housing)  
 5 - <https://www.haveringdata.net/business-and-employment/#/view-report/e20793b6fb0647e4980a5868fa1d817c/> iaFirstFeature

**Protected Characteristic - DISABILITY**

		<b>Overall impact:</b>
<b>Positive</b>	<b>x</b>	It is likely that those with a disability will benefit more than other groups from the provision of safe and well maintained homes.
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**  
 At a national level individuals with a disability aged 16-64 were less likely to own their own home (40.9%) than non-disabled people (53.4%), and more likely to have rented social housing (at 24.9% compared with 7.8%).

The following shows the estimated prevalence of various disabilities in Havering in 2020 for working age people<sup>2, 3</sup>.

Table 4: Number of people aged 18-64 with disabilities in Havering by age band, 2020

Age band	Number with learning disability	Number with impaired mobility	Number with serious visual impairment	Number with moderate or severe, or profound hearing impairment
18-24	519	192	12	347
25-34	911	366	24	791
35-44	882	1,790	23	1,652
45-54	792	1,685	22	4,271
55-64	721	4,438	21	8,143
18-64	3,824	8,471	102	15,204

Table 5: Number of people aged 18-64 with mental health problems in Havering, 2020

Mental health problem	Number
Common mental disorder	29,906
Borderline personality disorder	3,796
Antisocial personality disorder	5,184
Psychotic disorder	1,100
Two or more psychiatric disorders	11,327



Table 6: Number of people aged 65 & over unable to manage at least one mobility activity on their own in Havering, 2020

Age band	Number
65-69	1,023
70-74	1,642
75-79	1,506
80-84	1,740
85 and over	3,410
65 and over	9,321

It is also worth mentioning that research on the impact of COVID-19 shows that the coronavirus pandemic has increased psychological distress both in the general population and among high-risk groups.

Behaviours such as physical distancing, as well as their social and economic impacts, are worsening mental health consequences. Research on the psychological impact of mass trauma (e.g., natural disasters, flu outbreaks) suggests that the pandemic might particularly harm the mental health of marginalized populations who have less access to socio-economic resources and supportive social networks (Galea S, 2020).

There are unique stressors and challenges that could worsen mental health for people with disabilities during the COVID-19 crisis. Research on past pandemics shows that disabled people find it harder to access critical medical supplies which can become even more challenging as resources become scarce (Goldmann E, 2014).

Some people with disabilities report higher levels of social isolation than their non-disabled counterparts. They may experience intensified feelings of loneliness in response to physical distancing measures.

Data on disabilities in Havering council stock is limited. The Housing Services diversity report in 2017 led to 18% of tenants self-declaring that they had a physical and/or mental disability, and 3% a sensory disability, albeit without any measurement of disability related benefit or medical evidence. Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability at some point during the process of applying and holding a tenancy.

In terms of demand, of the live applications on the housing register at this time, the primary reason is medical for 77 applicants meaning that they have a severe health condition that is significantly impacted by their current housing situation.

**Sources:**

1. Outcomes for Disabled People in the UK report
2. Projecting Older People Population Information:  
<https://www.poppi.org.uk/index.phpProjecting> Adults Needs and Services Information:
3. <https://www.pansi.org.uk>
4. Housing Service Diversity report (Open Housing)

5. Housing Waiting list report (Open Housing)

**Protected Characteristic – SEX/GENDER**

		<b>Overall impact:</b> It is likely that women will benefit more than other groups from the provision of safe and well maintained homes.
<b>Positive</b>	<b>X</b>	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**  
Of the estimated 260,651 people in Havering, 48.2% are male and 51.8% are female <sup>1</sup>.

Working aged women are less likely to be economically active in Havering (78%, compared to 86% for men) and when they are in work, they continue to earn less than men because of a gender pay gap in Havering (15.4%).

Women are also more likely than men to live in poverty. As a result, women are more likely to be eligible for social housing with 58% of social rented homes nationally are headed by a female.

In terms of demand for local authority housing in Havering, of the main applicant's active on the housing register, 84.3% (of 1502 applicants) identify as female.

Within current housing stock, 64.5% main tenants identify as female and 35.48% identify as male, with one tenant identified as "other". A slightly higher proportion of female tenants (70%) receive either UC or HB than men (64%). Only one lead tenant identified as "other" and in receipt of a benefit.

**Sources:**  
1 - Mid-year estimates of population (Office for National Statistics)  
2 - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>  
3 - Housing Waiting List (Open Housing)  
4 - Current tenancies E&D (Open Housing)

**Protected Characteristic – ETHNICITY/RACE**

		<b>Overall impact:</b> 17% of Havering's population is from an ethnic minority.  For those tenants who have provided us with the information only 8.3% are from ethnic minorities. However, 22.0% of households on the Housing Register are from ethnic minorities
<b>Positive</b>	<b>X</b>	
<b>Neutral</b>		

**Negative**

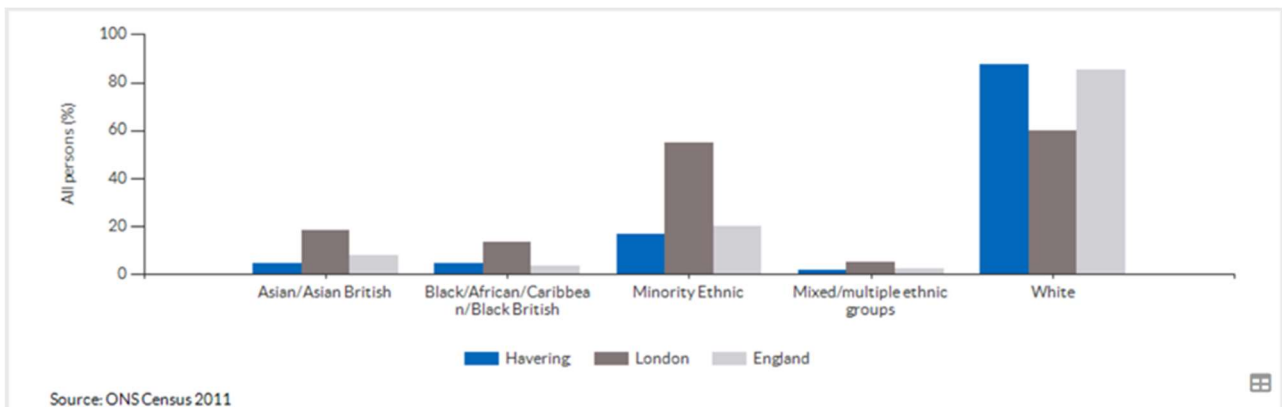
so it is anticipated that the proportion of tenants from ethnic minorities will grow in future years.

The maintenance of safe and compliant homes is likely to have a positive impact on all regardless of ethnicity/race.

**Evidence:**

Havering continues to be considered one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British in the 2011 census, higher than both London and England.

Table 8 – Population of Havering, London, and England by ethnicity<sup>1</sup>



	Havering		London		England	
	Count	%	Count	%	Count	%
Asian/Asian British	11,545	4.9	1,511,546	18.5	4,143,403	7.8
Black/African/Caribbean/Black British	11,481	4.8	1,088,640	13.3	1,846,614	3.5
Minority Ethnic - Total	39,617	16.7	4,504,657	55.1	10,733,220	20.2
Mixed/multiple ethnic groups	4,933	2.1	405,279	5	1,192,879	2.3
Other ethnic group	1,324	0.6	281,041	3.4	548,418	1
White	207,949	87.7	4,887,435	59.8	45,281,142	85.4

It is estimated that the ethnically homogenous characteristic of Havering is gradually changing due to its growing cultural diversity. In this regard, the Borough’s white population is projected to decrease from the current 84% to 78% in 2032.

The BME population, notably those from Black African heritage (though many of whom are likely to be British born) is projected to increase from 4.1% in 2017 to 5.3% of the Havering population in 2032. The number of Black & minority ethnic group residents in the borough is expected to rise from 18% currently to 22% by 2032.

This is further highlighted in the GLA ethnic projections (2020) There are approximately 40,500 (18%) people from BAME (Black Asian Minority Ethnic) groups living in Havering, the majority being of a Black African ethnicity (11,700, 4.5%).

The UK poverty rate is twice as high for black & minority ethnic groups as for white British groups. Nationally, ethnic minority groups are more likely than white British households to spend a high proportion of income on rent, regardless of whether they live in social or private rented housing.

However, the housing they live in tends to be of lower quality, especially among households of Pakistani origin, and overcrowding is more common, particularly among households of Bangladeshi origin.

Within Havering Council stock, we see the current population by ethnicity where the tenant has made the decision to provide this information:

Table 10: Ethnicity of Havering Council main tenants as a percentage of the tenant population <sup>3</sup>

<b>Ethnicity</b>	<b>No. Tenants</b>	<b>Proportion of tenant population (%)</b>
Asian or Asian British Bangladeshi	14	0.2
Asian or Asian British Chinese	10	0.1
Asian or Asian British Indian	16	0.2
Asian or Asian British Other	38	0.4
Asian or Asian British Pakistani	11	0.1
Black or Black British African	262	3.1
Black or Black British Caribbean	86	1.0
Black or Black British Other	52	0.6
Mixed Other	33	0.4
Mixed White & Asian	15	0.2
Mixed White & Black African	41	0.5
Mixed White & Black Caribbean	53	0.6
Other Ethnic Group: Other	4	0.0
Refused	595	7.0
White British	6658	78.8
White Irish	74	0.9
White Other	206	2.4
(blank)	279	3.3

Most tenants are White British as would be expected with a homogenous population and secure tenancies, followed quite distantly by Black or Black British African.

There is, however, quite a notable change in ethnicity based on housing demand. Housing needs, based on the housing register data, see an increase in the proportion of Black or Black British African applicants, making up 9% of households, with White British households at 59.3% of applicants.

Table 11: Ethnicity of applicants with an assessed housing need <sup>4</sup>

<b>Ethnicity</b>	<b>Percentage (%) with an assessed housing need</b>
Asian or Asian British Bangladeshi	0.7
Asian or Asian British Indian	0.7

Asian or Asian British Other	1.3
Asian or Asian British Pakistani	0.6
Black or Black British African	9.7
Black or Black British Caribbean	2.4
Black or Black British Other	1.0
Mixed Other	0.7
Mixed White & Asian	0.4
Mixed White & Black African	1.5
Mixed White & Black Caribbean	2.3
Other Ethnic Group: Arab	0.1
Other Ethnic Group: Other	0.1
Refused	4.9
White British	59.3
White Irish	0.5
White Other	4.3
(blank)	9.6

**Sources:**

- 1 - Office for National Statistics/Havering Public Health Intelligence
- 2 - [Ethnic group population projections - London Datastore](#)
- 3 - Current tenancies E&D report (Open Housing)
- 4 - Housing Waiting List report (Open Housing)

**Protected Characteristic – RELIGION/FAITH**

		<p><b>Overall impact:</b> The maintenance of safe and compliant homes is likely to have a positive impact on all regardless of religion/faith.</p>
<b>Positive</b>	X	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

Most recent available data shows that most Havering residents are Christians:

Table 12: Religion and Belief, Havering

Faith	Number	%
Christian	155,597	65.6%
Buddhist	760	0.3%
Hindu	2,963	1.2%
Jewish	1,159	0.5%
Muslim	4,829	2.0%
Sikh	1,928	0.8%
Other Religion	648	0.3%
No Religion	53,549	22.6%

No Response	15,799	6.7%
<b>TOTALS</b>	<b>237,232</b>	<b>100%</b>

However, data is lacking in relation to Havering tenants, with many tenants either refusing to provide this information or the field in Open housing has been left blank, meaning that this may not even have been an option for most tenants to answer. The limited information is as follows:

Table 13: Religion/belief of Havering Council main tenants

Agnostic	6
Another Religion/Belief	49
Atheist	12
Buddhist	6
Christian	459
Hindu	2
Jewish	2
Muslim	35
No religion	565
Prefer not to answer	90
Sikh	2
(blank)	7219

However, the Service recognises that as the demographics of the borough and London are changing, the variety of religious beliefs and faiths among our tenants will widen.

**Sources:**

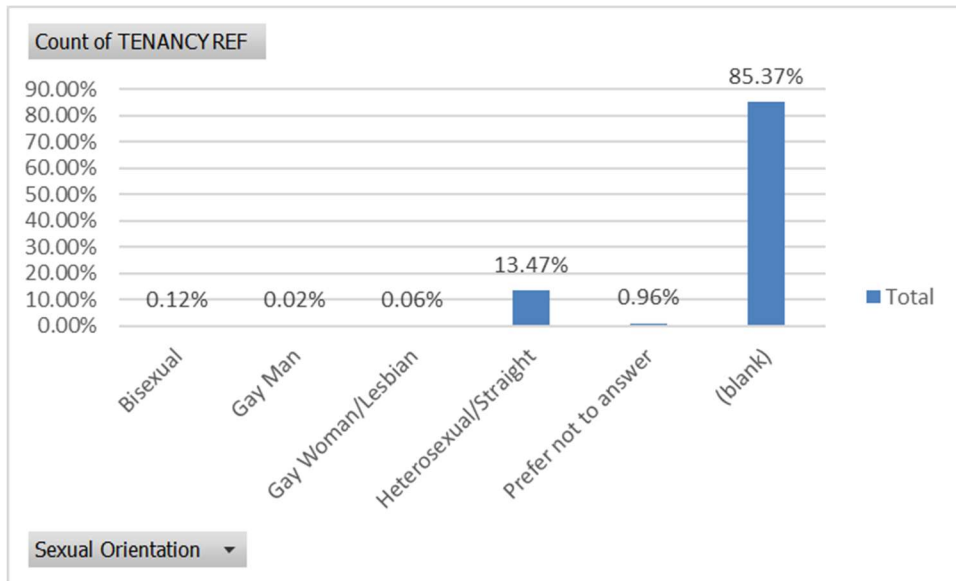
- 1 - Office for National Statistics (ONS)
- 2 - Current tenancies E&D report (Open Housing)
- 3 - Diversity Report (Open Housing)

**Protected Characteristic - Sexual orientation**

		<b>Overall impact:</b> The maintenance of safe and compliant homes is likely to have a positive impact on all regardless of sexual orientation.
<b>Positive</b>	<b>x</b>	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**  
 There remains a deficit in the data held on the sexual orientation of residents within the Borough. The data held has empty fields for over 85% of tenants.

Table 15: Sexual Orientation of main housing tenants



Nationally an estimated two-thirds (64%) of LGBTQ+ people had experienced anti-LGBT+ violence or abuse and 18% have experienced homelessness at some point in their lives <sup>2</sup>

Additionally, people who are part of the LGBT+ community generally have an increased likelihood of mental health problems which are more likely to be exacerbated by external factors

**Sources:**

- 1 - Current tenancies E&D (Open Housing)
- 2 - Stonewall LGBTQ+ - Facts and figures (Galop - Hate crime report)

**Protected Characteristic - Gender reassignment**

		<b>Overall impact:</b> The maintenance of safe and compliant homes is likely to have a positive impact on all.
<b>Positive</b>	<b>x</b>	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**  
 There is a deficit in the data held on residents who have undergone or are undergoing gender reassignment. In a similar vein to the protected characteristic of sexual orientation, there is a reticence among residents and tenants to disclose this information.

We recognise that this is an elective process on the part of the tenant and Housing Services will respect the confidence given to our officers when a tenant discloses this information to us.

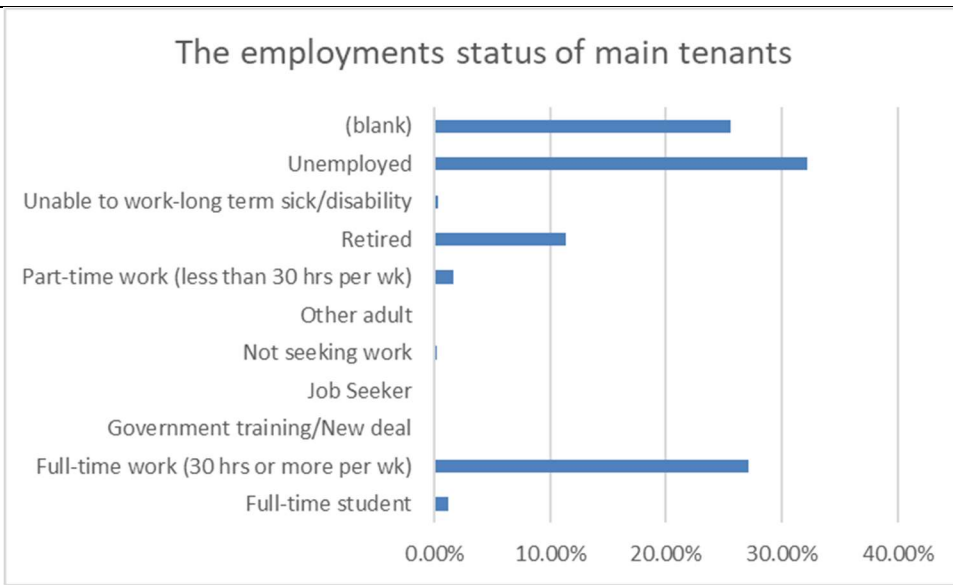
<p><b>Sources:</b> No data is currently available concerning this protected characteristic.</p>	

Protected Characteristic - Marriage/Civil partnership		
	<p><b>Overall impact:</b> The maintenance of safe and compliant homes is likely to have a positive impact on all regardless of their marital/civil partnership status.</p>	
<b>Positive</b>		x
<b>Neutral</b>		
<b>Negative</b>		
<p><b>Evidence:</b> We do not collate data on the marital status of council tenants, only at the point of entry on to the Housing Register and for the purposes of succession of a tenancy.</p>		
<p><b>Sources:</b> No data is currently available concerning this protected characteristic.</p>		

Protected Characteristic - Pregnancy, maternity and paternity		
	<p><b>Overall impact:</b> The maintenance of safe and compliant homes is likely to have a positive impact on those who are pregnant or who have a young child</p>	
<b>Positive</b>		x
<b>Neutral</b>		
<b>Negative</b>		
<p><b>Evidence:</b> The only data which Housing Services collects for this protected characteristic is due dates for pregnancy, usually collated at the point of entry to the Housing Register.</p> <p>This data is used to ascertain the size of property/ the number of bedrooms a tenant is requires under the 'bedroom standard'.</p> <p>However, due to the nature of the protected characteristic, it would be difficult to collect accurate and up to date data.</p>		
<p><b>Sources:</b> No data is currently available concerning this protected characteristic</p>		



Socio-economic status	
	<p><b>Overall impact:</b> The maintenance of safe and compliant homes is likely to have a positive impact those of low incomes more than other groups.</p>
<b>Positive</b>	
<b>Neutral</b>	
<b>Negative</b>	
<p><b>Evidence:</b> Across London, the raw number of households in poverty in socially rented properties sits at 950,000. Whilst this is similar to the total number of private renters in a similar position (870,000) the actual rate of poverty is higher, at 51% (PRS 33%).</p> <p>As one of the least deprived boroughs in London, it still has over 8500 (16.6%) of children in households with a relatively low income, and almost 7000 (13.4%) children with absolute low incomes <sup>1</sup>. After housing costs, 30-33% of children would be living in poverty, with the most deprived areas including Gooshays and Heaton. The map below shows deprivation patterns in Havering based on the IMD 2019 child poverty index by Lower Super Output Areas (LSOAs).<sup>2</sup></p> <p>Gooshays is the most deprived ward, with an IMD average score rank of 50 out of 633 and 2165 out of 32844 LSOAs, making it amongst the 10% most deprived neighbourhoods in the country. Upminster is the least deprived with an IMD average score rank average of 615 out of 633, and ranked 32563 out of 32844 LSOA's, meaning it is in the top 1% of least deprived neighbourhoods.</p> <p>Despite generally low deprivation scores and high employment rates (economic activity 83%, 16 – 64), the median full time annual salary in Havering is £33,836, as measured in 2021, is low in comparison to the London median of £41,017 and slightly higher than the England median of £31,777.</p> <p>The proportion of working age residents in Havering claiming out-of-work benefits (7.0%) is significantly lower than England (8.6%).</p> <p>The employment rate within the Borough is higher than the London and England averages. About 79.4% of working age residents in Havering was employed in 2021, compared to 73.8% and 74.7% in London and England respectively.</p> <p>The proportion of working age residents claiming out of work benefits (12.3%)<sup>4</sup> is significantly lower than England (13.8%).</p>	
<b>Table 16: Employment Status of all Council Tenants</b>	



Data held on current Council Tenants demonstrates that 28.8% of all Council Tenants are employed on a full-time or part-time basis, while just over 30% are unemployed. The number of tenant's whose employment status remains unrecorded will change as the process of reviews takes place over time.

It is worth adding once more that this data is not reliable in that this data is only picked up at the point where a tenant accepts an offer of council home, and individual circumstances can change over time.

**Sources:**

- 1 - HM Revenue and Customs - Personal Tax Credits: Children in low-income families local measure
- 2 - [Indices of Deprivation \(communities.gov.uk\)](http://communities.gov.uk)
- 3 - Annual Survey of Hours and Earnings (ASHE), ONS and ONS CPI series
- 4 - People on out-of-work benefits, by London borough (Trust for London)
- 5 - Current tenancies E&D (Open Housing)

**Health & Wellbeing**

		<b>Overall impact:</b>
<b>Positive</b>	<b>x</b>	The maintenance of safe and compliant homes is likely to have a positive impact on all.
<b>Neutral</b>		<b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (ü) the relevant box <b>Yes</b> o <b>No</b> X
<b>Negative</b>		

**Evidence:**

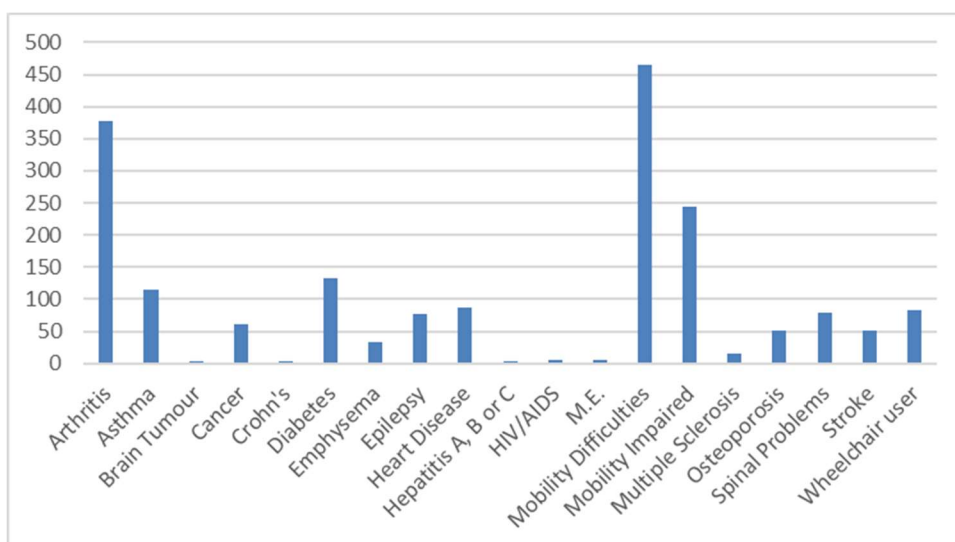
Average self-reported wellbeing in Havering has declined slightly from 2019/20 to 2020/21, decreasing from 7.7 to 7.5 out of 10 for Life Satisfaction, which is still high.

For anxiety, we see a continuation of this increase, seen from 2015/16 (2.6 out of 10) to 2020/21 (3.1 out of 10), albeit this is still in the low category. "Happiness" saw a slight increase to 7.5 in 2020/21 from the previous year and "worthwhile" remained around the same at 8.

Equalities data from the current Housing Register, (as at 2018), shows that 5.1% of applicants accepted on to the Housing Register have a sensory or physical disability which may necessitate the allocation of a property with a level of adaptation to meet their need.

Where the tenant continues to have an ongoing housing need and continues to meet the eligibility criterion for social housing according to the Council's Allocation Scheme, the Council will offer the tenant a new tenancy for an appropriate property.

**Table 17: Council Tenants who have identified a health issue**



Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability. This is, however, a figure reliant on the self-reportage of tenants and does not necessarily mean that all instances of physical disability require an adaptation or change in housing.

**Sources:**

- 1 - [Personal well-being in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)
- 2 - Current tenancies, E&D (Open Housing)

## Action Plan

Item	Identified Negative impact	Recommended action/s	Outcomes and monitoring	Timescale	Lead officer
Age	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Disability	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Sex / Gender	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Ethnicity / Race	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Religion / Faith	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Sexual orientation	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Gender reassignment	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Marriage / Civil partnership	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Pregnancy, maternity, paternity	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Socio – economic	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Health & wellbeing	Positive	No additional actions	N/A	Reviewed annually	Mark Howard

## Review

The assessment will be reviewed on an annual basis from contract commencement.

**Scheduled date of review:** June 2026

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## CABINET

**Subject Heading:**

Approval to Tender and Award of Contract for Electrical Services Maintenance and Renewal

**Cabinet Member:**

Councillor Paul McGeary – Cabinet Member for Housing and Property

**SLT Lead:**

Neil Stubbings – Strategic Director of Place

**Report Author and contact details:**

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01708 434704

Ian Saxby – Assistant Director of Housing, Property and Assets

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01708 433529

**Policy context:**

The statutory requirement to maintain our homes to a decent standard

This work supports the Housing Asset Management Strategy 2021-26 and is identified within the HRA Business Plan approved by Cabinet in February 2024

**Financial summary:**

This contract will enable the Council to comply with its statutory requirements as well as invest in new sustainable technologies in the future as set out in the body of the report.

The potential total contract value is approximately £63million over 16 years

commencing in September 2025, £57million to be met from the Housing Revenue Account ('HRA') and £6million from General Fund for potential works to Corporate buildings

**Is this a Key Decision?**

Key on the grounds that this report involves

(a) Expenditure or saving (including anticipated income) of £500,000 or more

**When should this matter be reviewed?**

The contract duration is up to ten years if performing well plus an option to extend for up to six years. Continuation of the contract each year is subject to annual review.

**Reviewing OSC:**

Place

People - Things that matter for residents	X
Place - A great place to live, work and enjoy	X
Resources - A well run Council that delivers for People and Place.	

**SUMMARY**

1. As part of the Council's responsibility as a landlord, the Council has a duty to undertake repairs and maintenance works to its HRA housing stock. This report presents to Cabinet details of the proposed tender process to re-procure a contract for Electrical Services and seeks approval to procure and delegated approval for the subsequent award of contract.
2. The current HRA annual revenue budget for electrical works is approximately £1.5million per annum, with a further £2million in capital budgets. The primary purpose of this contract is to allow the necessary statutory compliance works to be carried out, whilst ensuring the Councils Decent Homes standards are met.
3. In addition to this, the Council has set a target of 2040 to achieve net zero carbon and for Council homes the provision and maintenance of systems such as EV charging and Solar PV will be significant in meeting that target. In order to achieve this, it will be critical for the Council to have the agility to change or adapt its approach, if necessary, and this will only be possible with a long-term strategic partner in place.

4. Although there is no contractual commitment to procure zero carbon technologies under this contract, this approach does provide the Council with a degree of flexibility going forward, which will be key as both technology and future carbon reduction policies evolve over the lifetime of the contract.
5. Monies have been identified within the HRA 30-year business plan and contract spend will be aligned with business priorities and approved budgets on an annual basis

## **RECOMMENDATIONS**

For the reasons set out in the report and its appendix, Cabinet is recommended to;

1. Approve the procurement of a contract of a total value of up to £63million for a term of 10 years with the option to extend for 6 years, for the provision of Electrical system maintenance, safety inspections and renewal services, primarily for Council housing but with Corporate buildings within scope.
2. Approve a waiver of the Council's default evaluation criteria of 70% Price: 30% Quality and instead award the contracts on the MEAT basis of a 50% Quality, 40% Price, and 10% Social Value weighting for the reasons set out in Section 2 of this report, Procurement Proposals.
3. Approve the use of Merzell portal managed by Lumensol Limited, the Council's appointed consultant, for reason set out in Section 2 of this report, Procurement Proposals.
4. Delegate approval of the award of the contract and to enter into contract terms post tender with the winning bidder to the Strategic Director of Place, acting in consultation with the Lead Member for Housing, the Strategic Director of Resources and the Deputy Director of Legal & Governance.
5. Delegate the award of works packages under the contract to the Strategic Director of Place, acting in consultation with the Lead Member for Housing.

**REPORT DETAIL**

**1. Background**

- 1.1. Electrical maintenance and servicing to HRA properties is currently provided by a contract which commenced in April 2017.
- 1.2. In order to comply with statutory requirements for annual safety inspections, and in order to maintain installations in their best condition and so prolong their life expectancy, it is necessary to re-procure these services.
- 1.3. It is considered desirable to procure a longer term contract to facilitate a partnership between the Council and the contractor at a time when contractors are becoming increasingly selective in the contracts for which they tender and the relative certainty of work will encourage more competitive pricing.
- 1.4. The ability to create a long-term relationship between the Council, the contractors and other Council contractors should also lead to a greatly enhanced service for residents. Without the need to educate new contractors in the ethos, culture and procedures of the Council on a regular basis, more time can be devoted to creating a joined up service whereby contractors share best practice, are aware of each other's contract requirements and can coordinate works to create efficiencies and reduce disruption to residents.
- 1.5. The Council has set a target of 2040 to achieve net zero carbon and for Council homes, the replacement of existing electrical systems will be a factor in meeting that target.
- 1.6. The works to be delivered under this contract will be those identified by the Asset Team in Property Services, drawing upon the stock condition surveys carried out by the team and by Savills, and held on the Keystone asset database and the inspection and maintenance regime necessary to maintain our building safety compliance.
- 1.7. The works will be a combination of building compliance works, traditional planned works to renew building elements at end of life, and works to address specific initiatives, changes in legislation or policies, such as the Building Safety Act (2022) and Decent Homes 2.
- 1.8. The full scope of this contract is as follows:-
  - Service, maintain and/or replace Automatic Gates and Barriers;
  - EV Charging in Underground and Overground Car Parks;
  - Service, maintain and/or replace CCTV;
  - Replace Door Entry;
  - Service and/or Replace Automatic Doors;
  - All PAT/FAT Testing;
  - All Communal Periodic Testing;
  - All Domestic Periodic Testing;



- Replace All Electrical Wiring;
- Service, maintain and/or replace Extract Systems;
- Replace and/or Remedy Emergency Lighting;
- Service, maintain and/or replace Lighting Conductors;
- Electric Shutters in Car Parks;
- Service, maintain and/or replace Solar/PV;
- Service, repair and renewal mains lateral and risers
- Service, repair and renew estate lighting
- Service, repair and renew washing machines and
- Any other associated works.

## **2. Procurement proposals**

- 2.1. The proposed contract will have a potential total value of £63million. As such, this procurement is above the threshold for procurements which have to be conducted in accordance with the Public Contracts Regulations 2015. The procurement process will also be in accordance with the Council's Contracts Procedure Rules.
- 2.2. The procurement route will be a two stage restricted tender with Stage 1 being submission of Suppliers Questionnaires and Stage two, following shortlisting, being submission of Contractors Proposals.
- 2.3. The contract opportunity will be advertised, with all interested parties submitting suppliers questionnaires. The Council has appointed consultant Lumensol Limited to assist with its tendering arrangements. Tenders will be submitted through the Merzell procurement portal operated by Lumensol. The reason for this is that third party consultants are unable to access the Council's own Fusion portal.
- 2.4. Lumensol Ltd have been engaged through the Council's approved Matrix framework to support the Council in delivering the procurement due to a lack of capacity within the internal procurement team which is an approach agreed by the members of the procurement team.
- 2.5. The procurement process will be fully facilitated by Lumensol but at this time we do not expect Lumensol to be involved post contract. Members of the Corporate Procurement team have been involved at relevant stages to provide governance and oversight of the process.
- 2.6. The expressions of interest will be shortlisted by Council officers before contractor's proposals are sought.
- 2.7. Bids will be evaluated on price and quality on the basis of a 50% Quality, 40% Price, and 10% Social Value weighting. A portion of the quality score will relate to how the contractor will work with Havering to ensure best value for money for any new technologies.
- 2.8. It should be noted that the above price / quality split was discussed and agreed with strategic business partners including colleagues from Corporate Procurement and was agreed at Gateway Review Group meeting GRG1 in June

2023. This was also discussed and agreed by a panel of Cabinet Members at the presentation of the Strategic Procurement Proposals 2024-2040 on 15<sup>th</sup> December 2023.

- 2.9. Quality and Social Value submissions will be evaluated by Council officers and Price submissions will be evaluated by Lumensol, with officers from Corporate Procurement having oversight of the complete process.
- 2.10. The contract will commence in September 2025 and the core contract will be for a duration of ten years, with a provision to extend the contract for a further period of six years to end in August 2041.
- 2.11. The contract will contain no-fault break clauses, applicable after year one, which will allow either party to terminate the contract with six months' notice on the part of the contractor, or three months' notice on the part of the Council.
- 2.12. The contract will take the form of a Measured Term agreement whereby the contractor is not guaranteed all or any work of this type during the contract term.
- 2.13. The proposed project timetable is as follows:

Finalise procurement and draft contract documents	August 2024
Invite Suppliers Questionnaires	September 2024
Receive and evaluate SQ's	November 2024
Request for Contractors Proposals	November 2024
Gateway 2 process	February 2025
Approvals process	February 2025
Leaseholder consultation	February 2025
Notify bidders of outcome of tender	April 2025
Finalise contract documents	June 2025
Mobilisation period	May 2025 to September 2025
Start of works	September 2025

**3. Procurement and project risks**

- 3.1. Minimum standards for sub-contractors will be introduced by the Council in order to improve the quality of the supply chain and the key service and quality requirements will be emphasised in the invitation to tender documents and be closely monitored throughout the duration of the contract.

- 3.2. An open-book approach will be adopted for any new technologies in connection with the zero carbon agenda, which could not be anticipated at the time of tendering, to establish a base line for both new installations and their subsequent maintenance, which will then convert to agreed contract rates. The tender requires bidders to set their preliminaries, overheads and profit.
- 3.3. In addition to works to HRA properties, a number of options are included in the contract for works to Private Sector Leasing (PSL) properties and Houses in Multiple Occupation (HMO's) which are funded through the General Fund, and buildings within the Corporate estate are also within scope.
- 3.4. Council officers in Property Services, utilising independent cost consultants, will carry out regular checks against the market to ensure that the contract rates continue to deliver value for money.
- 3.5. The contract will be managed and monitored by staff within Property Services and the contractor will be obliged to meet a set of Key Performance targets.
- 3.6. To ensure consistent quality and performance throughout the contract, Performance Indicators (PIs) will be incorporated into the contract and managed by staff within Housing Services. The PIs will be divided into the following categories:
  - 3.7. Key Performance Indicators (KPIs): These indicators are directly linked to contractual non-performance clauses, providing benchmarks for evaluating compliance and service delivery standards.
  - 3.8. Measures: These indicators will provide additional information to enable effective management of the JCT Measured Term Contract. They do not directly trigger contractual non-performance clauses but contribute to comprehensive contract oversight and performance assessment.
  - 3.9. This categorisation of PIs aims to uphold rigorous monitoring while facilitating proactive management and continual improvement throughout the contract duration.
  - 3.10. Each PI is defined under the following headings:
    - Purpose – the reason for collection of the PI
    - Calculation Methodology – How to calculate performance in relation to the PI
    - Scorer – who is responsible for calculating the PI
    - Frequency – how often the PI should be formally calculated
    - Target – the performance level that should be aimed for
    - Type – whether the PI is a KPI or a Measure.
  - 3.11. The KPIs will be reported monthly. Each KPI has a specific target and frequency for measurement, which will be reviewed monthly. If the Contractor fails to meet the Minimum Acceptable Score in one or more KPIs, as outlined in the KPI Framework for that month, quarter, or year, they must submit a plan to the Council within ten business days of the review meeting. This plan, known as the

Action Plan, must outline how they intend to resolve these failures within two months (or sooner if required by the Council) from the date of the review meeting. Monitoring KPIs in the future will ensure that contractual obligations are fulfilled efficiently and effectively, enhancing overall service delivery and satisfaction.

- 3.12. The contract will include a price adjustment mechanism, based upon CPI, which will obviate the need for tenderers to over-estimate the risk of cost increases in their tenders.

#### **4. Added Social Value**

- 4.1. Contractor's proposals to deliver Social Value within Havering will form 10% of the tender evaluation.

- 4.2. The contract contains a requirement for the contractor to deliver Social Value, but it is simplified to a requirement of 1% of the contract value each year, with the initiatives delivered to be agreed by a stakeholder group annually.

- 4.3. This gives the opportunity for the social value deliverables to be identified by residents and councillors and to change over time.

- 4.4. The Council will focus proposals on the relevant Social Value themes as set out in the Government's 2020 Social Value model, those being;

- Ongoing Covid 19 recovery
- Tackling economic inequality
- Fighting climate change
- Equal opportunity
- Wellbeing

- 4.5. The importance of this contract to the zero carbon and building safety agendas would indicate that there are substantial social value opportunities for educating residents in fuel efficiency and in training in new technologies.

#### **5. Proposed contract**

- 5.1. The contract is anticipated to commence in September 2025 and the core contract will be for up to ten years' subject to continued good performance, with a provision to extend the contract for a further period of six years to end in August 2041.

- 5.2. The contract form is the Term Alliance Contract TAC-1 which is a form of partnering contract developed from the TPC2005 contract and which is a form recommended for use by central and local government to achieve supply chain collaboration.

- 5.3. As a "measured term" contract, works orders are raised for projects or programmes (typically one year at a time) but the contractor is not guaranteed all or any work under the contract, and has no claim to compensation if orders are not forthcoming or do not meet the indicative contract value.

- 5.4. Along with the typical termination clauses for breach, the contract also contains no-fault termination clauses allowing either party to end the agreement upon service of the requisite notice, after the first twelve months.
- 5.5. The Council will be required to give 3 months' notice, and the contractor to give 6 months' notice, and if invoked by the contractor in one of the first five years will incur a compensation payment to the Council on a sliding scale, to allow for the costs of re-procurement.
- 5.6. Whilst the contract is being procured primarily to address the specific requirements of HRA Housing properties, non-Housing properties will be included within scope and the indicative contract value over its lifetime includes an allowance for its use on Corporate buildings.
- 5.7. The contract contains elements of work or services for which leaseholders may be charged, so the requirements of Section 20 of the Landlord and Tenant Act 1985, as amended by the Commonhold and Leasehold Reform Act 2002, will apply.
- 5.8. Leaseholders have been consulted prior to tender. A Stage 2 notice will be issued after approval to the award of contract. A 30 day notice period will then need to be observed, which can run concurrently with the mobilisation period.
- 5.9. The contract is in the form of a Qualifying Long Term Agreement (QLTA) and so prior to any works orders being raised, those leaseholders affected will be consulted again, with estimates of cost.

## **REASONS AND OPTIONS**

### **6. Reasons for the decision**

- 6.1. The Council has a statutory and contractual obligation as a landlord to provide repairs, maintenance and compliance works to its properties, and therefore must have a provision in place to deliver this.

### **7. Other options considered**

- 7.1. Existing frameworks – The Council is seeking to procure a partner to deliver services to Havering properties and we would prefer not to procure through a framework which was not set up specifically to provide the service to our requirements, and which has additional framework costs
- 7.2. Open tender – The Council would like to appoint a partner which can provide market-leading service. Shortlisting at the SQ stage allows the Council to concentrate on evaluating the better performing tenderers.
- 7.3. Shorter term for contract – Procurement is expensive and resource intensive for public sector employers and contractors. The preference in the market is for

longer term contracts as these spread the cost of procurement over a longer term and give more scope for the stakeholders to create a true partnership. A longer term contract shows commitment and gives bidders the incentive to develop staff to deliver the new technologies, within the partnership.

- 7.4. Do Nothing – Maintenance of electrical systems in a safe and operational condition is a legal requirement for social housing provision and doing nothing is not an option. The existing contract currently providing the service needs to be re-procured.
- 7.5. We risk failing to meet the Decent Homes Standard, which ensures Council housing is well-maintained and presentable. This non-compliance could increase resident complaints and dissatisfaction, while also attracting the intervention of the Social Housing Regulator, potentially resulting in sanctions or mandatory corrective actions. Neglecting regular maintenance jeopardizes the quality of our housing stock and our reputation as a responsible housing authority.
- 7.6. To combine this contracts with contracts for Corporate buildings and schools – this option was discussed with officers within the Corporate Service, but was rejected due to the timing to facilitate contracts in all areas and the specific requirements within each area. In addition to this, there were Section 20 Leaseholder issues that would need to be dealt with prior to the procurement exercise being carried out, which are not possible to resolve within the required timescales. It was, however, agreed that the new contracts would be written to include the option for them to be used by schools and the Corporate service in future should the need arise once their existing contracts have expired.
- 7.7. Therefore, the above options were considered and rejected at pre procurement stage.

## **IMPLICATIONS AND RISKS**

### **8. Financial implications and risks**

- 8.1. As a “measured term” contract, works orders are raised for projects or programmes, but the contractor is not guaranteed all or any work under the contract, and has no claim to compensation if orders are not forthcoming or do not meet the indicative contract value.
- 8.2. The contract is being procured primarily to address the specific requirements of the HRA properties, but options were included for works to non-HRA Housing and non-Housing properties, should those services wish to use it.
- 8.3. Funding could be from both the HRA and General Fund revenue and capital budgets. With it being a “measured term” contract, funding specifics will need to be identified during the project/programme design stage.

- 8.4. The current HRA annual revenue budget for electrical works is approximately £1.5million per annum, with a further £2million in capital budgets. However, low carbon systems and photovoltaics will require substantially higher investment during the later years of the contract, if it is decided to procure these systems through this contract. This will need to be costed and approval sought during the annual cycle when the time arises.
- 8.5. In addition to the above, the Council has set a target of 2040 to achieve net zero carbon and for Council homes the replacement of electrical systems will be important in meeting that target. In order to achieve this, it will be critical for the Council to have the agility to change or adapt its approach, if necessary, and this will only be possible with a long-term strategic partner in place.
- 8.6. The overall maximum contract value procured through this contract could be up to £63million, although it should be noted that there is no contractual commitment to do so.
- 8.7. This includes up to £40million of works over the 10-year period of the contract and a further £23million of works could also be delivered, should the contract be extended for a further 6-year period. A further breakdown is set out in the table below:

	10 Year period	16 Year Period
Revenue HRA (including electrical safety, servicing and compliance checks)	Up to £16m	Up to £9m
Revenue GF	Up to £2m	Up to £1m
Capital (including installation and equipment replacements, solar PV systems)	Up to £20m	Up to £12m
Revenue GF	Up to £2m	Up to £1m
<b>Total</b>	<b>Up to £40million</b>	<b>Up to £23million</b>

**Table 1 – Possible Forecast Expenditure**

- 8.8. Cost Avoidance  
The award of this contract will help the Council to keep the stock in good order; clearly failure to keep the housing stock in serviceable condition could lead to further financial liabilities being incurred.
- 8.9. Financial Stability  
As required by the Council's Contract Procedure Rules a financial check will be undertaken on each of the preferred bidders using Experian and minimum financial threshold criteria.

**9. Legal implications and risks**

- 9.1. The Council has statutory requirements to undertake repairs and maintain its HRA housing stock under the Landlord and Tenant Act 1985, Housing Act 2004 and the Secure Tenants of Local Housing Authorities (Right to Repair) Regulations 1994.
- 9.2. The Council has a general power of competence under Section 1 of the Localism Act 2011 to do anything an individual may generally do subject to any

statutory limitations. The arrangements now sought are in accordance with these powers.

- 9.3. Additionally, the Council has the power to procure the contract under Section 111 of the Local Government Act 1972 which, permits the Council to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions.
- 9.4. The Council is a contracting authority for the purpose of the Public Contracts Regulations 2015 (PCR). The total contract value is estimated up to £63million over the 16-year contract period. The value of the procured contract will be above the works threshold for the purposes of the PCR 2015 of £5,372,609 (inclusive of VAT). Therefore, the contract is subject to the full PCR.
- 9.5. Leaseholder consultation is required under Section 20 of the Landlord and Tenant Act 1985 and as stipulated by Section 151 of the Common hold and Leasehold Reform Act 2002. This decision is subject to the consultation concluding to notify leaseholders of the intention to procure these services and subsequently to appoint the preferred bidder.
- 9.6. The body of this report confirms that officers will undertake a route via an open tender procurement process.

## **10. Human Resources implications and risks**

- 10.1. The recommendations made in this report do not give rise to any identifiable HR risks or implications that would affect either the Council or its workforce.
- 10.2. There may be implications under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) and there is an obligation under the existing contract for the incumbent contractor to provide relevant details of all staff who they believe may be affected. This information will be provided to all tenderers, in line with the principles of the Data Protection Act 2018. The ITT document will specify that potential bidders are obliged to satisfy themselves that they would be able to meet any potential TUPE requirements relating to this tendering exercise.

## **11. Equalities implications and risks**

- 11.1. Under Section 149 of the Equality Act 2010, the Council has a duty when exercising its functions. This includes outsourcing services by awarding a contract to an outside body, to have “due regard” to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act and advance equality of opportunity and foster good relations between persons who share a protected characteristic and persons who do not. This is the public sector equality duty. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 11.2. “Due regard” is the regard that is appropriate in all the circumstances. The weight to be attached to each need is a matter for the Council. As long as the



Council is properly aware of the effects and has taken them into account, the duty is discharged.

- 11.3. The procurement of this contract will enable the Council to maintain its housing stock to a high standard and improve the quality of the customer services that the tenants receive. Tenants with protected characteristics are over-represented in social housing so this contract will have a positive impact on their well-being.
- 11.4. An Equalities and Health Impact Assessment is included as **Appendix 1** to this report

## **12. Health and Wellbeing implications and Risks**

- 12.1. Provision of an effective housing repairs service is essential to ensure residents are able to safely and comfortably use their homes, being provided with good quality services which support promote good health and wellbeing.
- 12.2. Poor quality housing can have a serious negative impacts on individual's health and wellbeing and a significant negative impact on communities.
- 12.3. The Council is responsible for improving and protecting health and wellbeing of local residents under the Health and Social Care Act 2012.
- 12.4. The maintenance of efficient electrical systems and low carbon technologies will help to reduce heating bills for residents, which will ease current cost of living pressures.
- 12.5. These contracts will support the aims and delivery of the Housing Asset Management Strategy ensuring that the Council provide the right homes for our resident which are affordable, safe and of high quality, provide good communities in which to live and work, whilst meeting the challenges of zero carbon and building safety across the estates.

## **13. Environmental and Climate Change Implications and Risks**

- 13.1. Environmental and Climate Change implications of delivery of the contract will be assessed through contract award as part of the Quality evaluation process; tenderers will be evaluated upon their proposals to reduce the environmental impact and carbon footprint of how the work is delivered, such as local supply chains, electric vehicles, waste reduction and recycling and so on
- 13.2. The contract includes for the installation and maintenance of sustainable and low carbon technologies such as solar PV and has scope for electrical technologies not yet in the mainstream.

**BACKGROUND PAPERS**

1. HRA Business Plan update, Budget 2024/25 & Capital Programme 2024/25–2028/29.
2. Housing Services Asset Management Strategy 2021-2026.
3. HRA Medium Term Financial Strategy

**APPENDICIES**

**Appendix 1 – Equality and Health Impact Assessment**

# Equality & Health Impact Assessment (EqHIA)

## Document control

<b>Title of activity:</b>	Electrical Services Contract for HRA Properties
<b>Lead officers:</b>	Mark Howard – Major Works and Direct Delivery Manager
<b>Approved by:</b>	Paul Walker - Director of Housing and Property
<b>Date completed:</b>	June 2024
<b>Scheduled date for review:</b>	June 2026

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Did you seek advice from the Public Health team?</b>	Yes
<b>Does the EqHIA contain any confidential or exempt information that would prevent it from being published it on the Council's website?</b>	No

# 1. About the activity

1	<b>Title of activity</b>	Electrical Services Maintenance and Replacement Contract		
2	<b>Type of activity</b>	This is re-procurement of a contract for the delivery of inspection, maintenance, repairs and renewals of electrical systems to HRA properties		
3	<b>Scope of activity</b>	This is re-procurement of a contract to fulfil statutory duties regarding building safety compliance and maintenance of decent homes		
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	No		
4b	<b>Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?</b>	Yes		
4c	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes		

<b>Completed by:</b>	Mark Howard – Planned Works and Direct Delivery Manager, Place
<b>Date:</b>	June 2024

## 2. The EqHIA

### Background/context:

The activity is the procurement and then running of a contract for electrical system maintenance and renewals.

### Who will be affected by the activity?

All Council tenants and some leaseholders.

### Protected Characteristic - AGE

		<b>Overall impact:</b> The majority of council tenants in Havering are of working age.
<b>Positive</b>	<b>X</b>	30% of all council tenants in the Borough are of pension age, compared to 18% of the general population.
<b>Neutral</b>		
<b>Negative</b>		Of the over 65s, 74.9% of tenants are on full or partial benefits, compared to 68% of all tenants.  The very young or old are likely to benefit more than other groups from the provision of safe and efficient electrical systems.

#### Evidence:

The estimated population of Havering is 260,651<sup>1</sup> is the twelfth smallest population in London. It has a median age of approximately 39.2 and the highest percentage of people aged over 65 (18%) out of the London boroughs, although this is below the proportion of over 65's for England as a whole.

Table 1: Population by age range in Havering, London and England including percentage of the population

Age	Havering	%	London	%	England	%
0 - 4	17,167	6.6	595,799	6.6	3,239,447	5.7
5 - 9	17,251	6.6	606,333	6.7	3,539,458	6.3
10 - 14	15,719	6.0	550,753	6.1	3,435,579	6.1
15 - 19	14,105	5.4	474,456	5.3	3,115,871	5.5
20 - 24	14,117	5.4	556,594	6.2	3,472,522	6.1
25 - 29	17,407	6.7	757,848	8.4	3,771,493	6.7
30 - 34	18,900	7.3	822,084	9.1	3,824,652	6.8
35 - 39	18,698	7.2	779,934	8.7	3,738,209	6.6
40 - 44	16,677	6.4	677,463	7.5	3,476,303	6.2
45 - 49	15,913	6.1	598,535	6.7	3,638,639	6.4
50 - 54	17,227	6.6	569,938	6.3	3,875,351	6.9

55 - 59	16,644	6.4	508,722	5.7	3,761,782	6.7
60 - 64	14,308	5.5	405,576	4.5	3,196,813	5.7
65 - 69	11,672	4.5	318,142	3.5	2,784,300	4.9
70 - 74	12,035	4.6	280,432	3.1	2,814,128	5.0
75 - 79	8,509	3.3	196,419	2.2	2,009,992	3.6
80 - 84	6,833	2.6	150,980	1.7	1,449,189	2.6
85+	7,469	2.9	152,480	1.7	1,406,410	2.5

Household types in Havering are mainly composed of pensioners or married couples with dependants<sup>2</sup>, with the highest proportion of one person households occupied by a persons aged 65 years and over, at 48% of one person households. 32% of the over 65 population live in a one-person household.

It is projected that the proportion of people aged 0-15 and over 65 will increase, with a slight decrease in the proportion of working age population <sup>3</sup>.

In relation to Havering tenants, 30.4% of main tenants are aged 65 and over<sup>4</sup>. When we look at the proportion of over 65's as part of the Havering adult population, this is almost 7% lower, at 23.7%.

Table 2: Age range of Havering Council's main tenants and the percentage of these as part of the main tenant population.

Age	Main Tenant (Havering)	%
15 - 19	1	0.01
20 - 24	134	1.59
25 - 29	365	4.32
30 - 34	652	7.72
35 - 39	702	8.31
40 - 44	752	8.90
45 - 49	725	8.58
50 - 54	889	10.52
55 - 59	871	10.31
60 - 64	784	9.28
65 - 69	674	7.98
70 - 74	616	7.29
75 - 79	505	5.98
80 - 84	361	4.27
85+	415	4.91

For people at a working age in Havering (16–64), approximately 83% are economically active <sup>5</sup>.

Data is limited in terms of the working age population who are Havering tenants, as this is ongoing gathered at the time of applying to the housing register, then at the time of offer if needed.

Most tenants receive a form of benefit (housing benefit or universal credit), an estimated 68% of all tenants. The proportion varies amongst age groups with the lowest proportion at age 55-59 (59% of this age group) and over 65's at 74.9% of tenants. Whilst the highest percentage is in the 15-19 age range, this relates to only one tenant.

As the taper that is applied to UC takes away from the housing element in the first instance, the data received from DWP and uploaded on to the system does not distinguish between those that are in receipt of this element and those that are not, only whether they receive UC.

Table 3: Proportion of tenants within each age range who receive either Universal Credit (UC) or Housing Benefit (HB).

<b>Age</b>	<b>Percentage of main applicants in receipt of UC or HB within each age group (% , rounded)</b>
15-19	100.0
20-24	79.9
25-29	66.3
30-34	71.8
35-39	69.4
40-44	66.2
45-49	61.1
50-54	63.6
55-59	59.0
60-64	64.3
65-69	70.8
70-74	70.8
75-79	79.0
80-84	78.7
85-89	82.3
90-94	73.0
95-99	83.7
100 and over	75.0

### **Life Expectancy**

A new-born male baby in the UK today can expect to live for 79.2 years and a girl to 82.9 years, with 22.6% of new-born boys and 28.3% of new-born girls projected to live to 100 years.

The life expectancy at age 65 years in Havering is 19 years for males and 21.7 years for females. The life expectancy at birth for people living in Havering is 80.2 years for males and 83.9 years for females.

### **Sources:**

- 1 - Mid-year population estimates (Office for National Statistics (ONS))
- 2 - Office for National Statistics (ONS)
- 3 - Projected population growth by age by 2043 (ONS)

4 – Current tenancies, E&D (Open Housing)

5 - <https://www.haveringdata.net/business-and-employment/#/view-report/e20793b6fb0647e4980a5868fa1d817c/iaFirstFeature>

## Protected Characteristic - DISABILITY

		<b>Overall impact:</b>
<b>Positive</b>	<b>x</b>	It is likely that those with a disability will benefit more than other groups from the provision of safe and well maintained, efficient electrical systems, which includes systems for safe evacuation in the case of fire.
<b>Neutral</b>		
<b>Negative</b>		

### Evidence:

At a national level individuals with a disability aged 16-64 were less likely to own their own home (40.9%) than non-disabled people (53.4%), and more likely to have rented social housing (at 24.9% compared with 7.8%).

The following shows the estimated prevalence of various disabilities in Havering in 2020 for working age people<sup>2, 3</sup>.

Table 4: Number of people aged 18-64 with disabilities in Havering by age band, 2020

Age band	Number with learning disability	Number with impaired mobility	Number with serious visual impairment	Number with moderate or severe, or profound hearing impairment
18-24	519	192	12	347
25-34	911	366	24	791
35-44	882	1,790	23	1,652
45-54	792	1,685	22	4,271
55-64	721	4,438	21	8,143
18-64	3,824	8,471	102	15,204

Table 5: Number of people aged 18-64 with mental health problems in Havering, 2020

Mental health problem	Number
Common mental disorder	29,906
Borderline personality disorder	3,796
Antisocial personality disorder	5,184
Psychotic disorder	1,100
Two or more psychiatric disorders	11,327



Table 6: Number of people aged 65 & over unable to manage at least one mobility activity on their own in Havering, 2020

Age band	Number
65-69	1,023
70-74	1,642
75-79	1,506
80-84	1,740
85 and over	3,410
65 and over	9,321

It is also worth mentioning that research on the impact of COVID-19 shows that the coronavirus pandemic has increased psychological distress both in the general population and among high-risk groups.

Behaviours such as physical distancing, as well as their social and economic impacts, are worsening mental health consequences. Research on the psychological impact of mass trauma (e.g., natural disasters, flu outbreaks) suggests that the pandemic might particularly harm the mental health of marginalized populations who have less access to socio-economic resources and supportive social networks (Galea S, 2020).

There are unique stressors and challenges that could worsen mental health for people with disabilities during the COVID-19 crisis. Research on past pandemics shows that disabled people find it harder to access critical medical supplies which can become even more challenging as resources become scarce (Goldmann E, 2014).

Some people with disabilities report higher levels of social isolation than their non-disabled counterparts. They may experience intensified feelings of loneliness in response to physical distancing measures.

Data on disabilities in Havering council stock is limited. The Housing Services diversity report in 2017 led to 18% of tenants self-declaring that they had a physical and/or mental disability, and 3% a sensory disability, albeit without any measurement of disability related benefit or medical evidence. Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability at some point during the process of applying and holding a tenancy.

In terms of demand, of the live applications on the housing register at this time, the primary reason is medical for 77 applicants meaning that they have a severe health condition that is significantly impacted by their current housing situation.

**Sources:**

1. Outcomes for Disabled People in the UK report
2. Projecting Older People Population Information:  
<https://www.poppi.org.uk/index.phpProjecting> Adults Needs and Services Information:
3. <https://www.pansi.org.uk>
4. Housing Service Diversity report (Open Housing)

5. Housing Waiting list report (Open Housing)

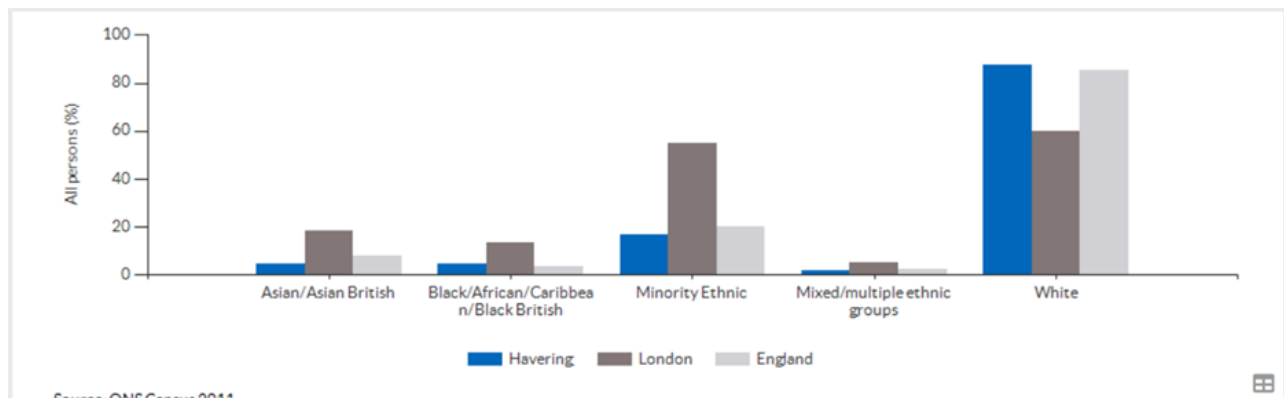
Protected Characteristic – SEX/GENDER		
		<b>Overall impact:</b> The installation of new safe and efficient electrical systems including low carbon technologies are likely to have a positive impact on all regardless of gender.
Positive	X	
Neutral		
Negative		
<b>Evidence:</b> Of the estimated 260,651 people in Havering, 48.2% are male and 51.8% are female <sup>1</sup> .  Working aged women are less likely to be economically active in Havering (78%, compared to 86% for men) and when they are in work, they continue to earn less than men because of a gender pay gap in Havering (15.4%).  Women are also more likely than men to live in poverty. As a result, women are more likely to be eligible for social housing with 58% of social rented homes nationally are headed by a female.  In terms of demand for local authority housing in Havering, of the main applicant's active on the housing register, 84.3% (of 1502 applicants) identify as female.  Within current housing stock, 64.5% main tenants identify as female and 35.48% identify as male, with one tenant identified as "other". A slightly higher proportion of female tenants (70%) receive either UC or HB than men (64%). Only one lead tenant identified as "other" and in receipt of a benefit.		
<b>Sources:</b> 1 - Mid-year estimates of population (Office for National Statistics) 2 - <a href="https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables">https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables</a> 3 - Housing Waiting List (Open Housing) 4 - Current tenancies E&D (Open Housing)		

Protected Characteristic – ETHNICITY/RACE		
		<b>Overall impact:</b> 17% of Havering's population is from an ethnic minority.  For those tenants who have provided us with the information only 8.3% are from ethnic minorities. However, 22.0% of households on the Housing Register are from ethnic minorities
Positive	X	
Neutral		

<b>Negative</b>	<p>so it is anticipated that the proportion of tenants from ethnic minorities will grow in future years.</p> <p>The installation of new safe and efficient electrical systems including low carbon technologies are likely to have a positive impact on all regardless of ethnicity/race.</p>
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**Evidence:**  
 Havering continues to be considered one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British in the 2011 census, higher than both London and England.

Table 8 – Population of Havering, London, and England by ethnicity<sup>1</sup>



	Havering		London		England	
	Count	%	Count	%	Count	%
Asian/Asian British	11,545	4.9	1,511,546	18.5	4,143,403	7.8
Black/African/Caribbean/Black British	11,481	4.8	1,088,640	13.3	1,846,614	3.5
Minority Ethnic - Total	39,617	16.7	4,504,657	55.1	10,733,220	20.2
Mixed/multiple ethnic groups	4,933	2.1	405,279	5	1,192,879	2.3
Other ethnic group	1,324	0.6	281,041	3.4	548,418	1
White	207,949	87.7	4,887,435	59.8	45,281,142	85.4

It is estimated that the ethnically homogenous characteristic of Havering is gradually changing due to its growing cultural diversity. In this regard, the Borough’s white population is projected to decrease from the current 84% to 78% in 2032.

The BME population, notably those from Black African heritage (though many of whom are likely to be British born) is projected to increase from 4.1% in 2017 to 5.3% of the Havering population in 2032. The number of Black & minority ethnic group residents in the borough is expected to rise from 18% currently to 22% by 2032.

This is further highlighted in the GLA ethnic projections (2020) There are approximately 40,500 (18%) people from BAME (Black Asian Minority Ethnic) groups living in Havering, the majority being of a Black African ethnicity (11,700, 4.5%).

The UK poverty rate is twice as high for black & minority ethnic groups as for white British groups. Nationally, ethnic minority groups are more likely than white British households to

spend a high proportion of income on rent, regardless of whether they live in social or private rented housing.

However, the housing they live in tends to be of lower quality, especially among households of Pakistani origin, and overcrowding is more common, particularly among households of Bangladeshi origin.

Within Havering Council stock, we see the current population by ethnicity where the tenant has made the decision to provide this information:

Table 10: Ethnicity of Havering Council main tenants as a percentage of the tenant population <sup>3</sup>

<b>Ethnicity</b>	<b>No. Tenants</b>	<b>Proportion of tenant population (%)</b>
Asian or Asian British Bangladeshi	14	0.2
Asian or Asian British Chinese	10	0.1
Asian or Asian British Indian	16	0.2
Asian or Asian British Other	38	0.4
Asian or Asian British Pakistani	11	0.1
Black or Black British African	262	3.1
Black or Black British Caribbean	86	1.0
Black or Black British Other	52	0.6
Mixed Other	33	0.4
Mixed White & Asian	15	0.2
Mixed White & Black African	41	0.5
Mixed White & Black Caribbean	53	0.6
Other Ethnic Group: Other	4	0.0
Refused	595	7.0
White British	6658	78.8
White Irish	74	0.9
White Other	206	2.4
(blank)	279	3.3

Most tenants are White British as would be expected with a homogenous population and secure tenancies, followed quite distantly by Black or Black British African.

There is, however, quite a notable change in ethnicity based on housing demand. Housing needs, based on the housing register data, see an increase in the proportion of Black or Black British African applicants, making up 9% of households, with White British households at 59.3% of applicants.

Table 11: Ethnicity of applicants with an assessed housing need <sup>4</sup>

<b>Ethnicity</b>	<b>Percentage (%) with an assessed housing need</b>
------------------	---

Asian or Asian British Bangladeshi	0.7
Asian or Asian British Indian	0.7
Asian or Asian British Other	1.3
Asian or Asian British Pakistani	0.6
Black or Black British African	9.7
Black or Black British Caribbean	2.4
Black or Black British Other	1.0
Mixed Other	0.7
Mixed White & Asian	0.4
Mixed White & Black African	1.5
Mixed White & Black Caribbean	2.3
Other Ethnic Group: Arab	0.1
Other Ethnic Group: Other	0.1
Refused	4.9
White British	59.3
White Irish	0.5
White Other	4.3
(blank)	9.6

**Sources:**

- 1 - Office for National Statistics/Havering Public Health Intelligence
- 2 - [Ethnic group population projections - London Datastore](#)
- 3 - Current tenancies E&D report (Open Housing)
- 4 - Housing Waiting List report (Open Housing)

**Protected Characteristic – RELIGION/FAITH**

		<p><b>Overall impact:</b> The installation of new safe and efficient electrical systems including low carbon technologies are likely to have a positive impact on all regardless of religion/faith.</p>
<b>Positive</b>	X	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

Most recent available data shows that most Havering residents are Christians:

Table 12: Religion and Belief, Havering

Faith	Number	%
Christian	155,597	65.6%
Buddhist	760	0.3%
Hindu	2,963	1.2%
Jewish	1,159	0.5%
Muslim	4,829	2.0%
Sikh	1,928	0.8%

Other Religion	648	0.3%
No Religion	53,549	22.6%
No Response	15,799	6.7%
<b>TOTALS</b>	<b>237,232</b>	<b>100%</b>

However, data is lacking in relation to Havering tenants, with many tenants either refusing to provide this information or the field in Open housing has been left blank, meaning that this may not even have been an option for most tenants to answer. The limited information is as follows:

Table 13: Religion/belief of Havering Council main tenants

Agnostic	6
Another Religion/Belief	49
Atheist	12
Buddhist	6
Christian	459
Hindu	2
Jewish	2
Muslim	35
No religion	565
Prefer not to answer	90
Sikh	2
(blank)	7219

However, the Service recognises that as the demographics of the borough and London are changing, the variety of religious beliefs and faiths among our tenants will widen.

**Sources:**

- 1 - Office for National Statistics (ONS)
- 2 - Current tenancies E&D report (Open Housing)
- 3 - Diversity Report (Open Housing)

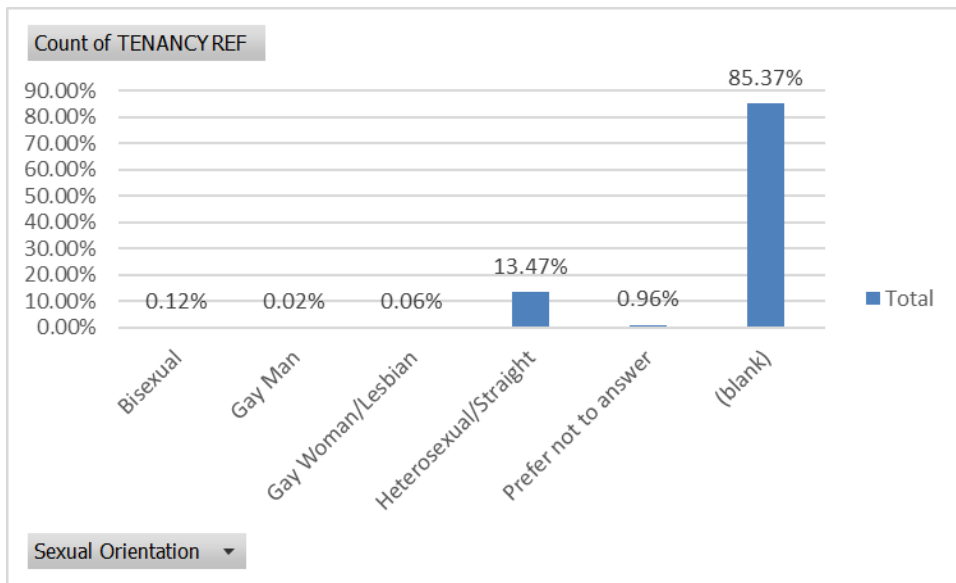
**Protected Characteristic - Sexual orientation**

		<p><b>Overall impact:</b> The installation of new safe and efficient electrical systems including low carbon technologies are likely to have a positive impact on all regardless of sexual orientation.</p>
<b>Positive</b>	<b>x</b>	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

There remains a deficit in the data held on the sexual orientation of residents within the Borough. The data held has empty fields for over 85% of tenants.

Table 15: Sexual Orientation of main housing tenants



Nationally an estimated two-thirds (64%) of LGBTQ+ people had experienced anti-LGBT+ violence or abuse and 18% have experienced homelessness at some point in their lives <sup>2</sup>

Additionally, people who are part of the LGBT+ community generally have an increased likelihood of mental health problems which are more likely to be exacerbated by external factors

**Sources:**

- 1 - Current tenancies E&D (Open Housing)
- 2 - Stonewall LGBTQ+ - Facts and figures (Galop - Hate crime report)

Protected Characteristic - Gender reassignment	
	<p><b>Overall impact:</b> The installation of new safe and efficient electrical systems including low carbon technologies are likely to have a positive impact on all.</p>
<b>Positive</b>	
<b>Neutral</b>	
<b>Negative</b>	
<p><b>Evidence:</b> There is a deficit in the data held on residents who have undergone or are undergoing gender reassignment. In a similar vein to the protected characteristic of sexual orientation, there is a reticence among residents and tenants to disclose this information.</p>	

We recognise that this is an elective process on the part of the tenant and Housing Services will respect the confidence given to our officers when a tenant discloses this information to us.

**Sources:**  
No data is currently available concerning this protected characteristic.

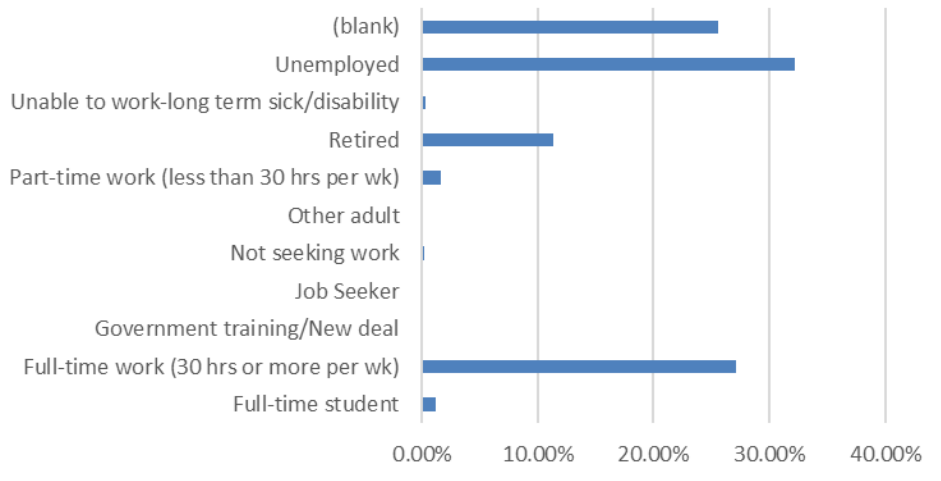
Protected Characteristic - Marriage/Civil partnership		
	<p><b>Overall impact:</b> The installation of new safe and efficient electrical systems including low carbon technologies are likely to have a positive impact on all regardless of their marital/civil partnership status.</p>	
<b>Positive</b>		x
<b>Neutral</b>		
<b>Negative</b>		
<p><b>Evidence:</b> We do not collate data on the marital status of council tenants, only at the point of entry on to the Housing Register and for the purposes of succession of a tenancy.</p>		
<p><b>Sources:</b> No data is currently available concerning this protected characteristic.</p>		

Protected Characteristic - Pregnancy, maternity and paternity		
	<p><b>Overall impact:</b> The provision of new safe and efficient electrical systems may benefit those who are pregnant or who have a young child more than other groups.</p>	
<b>Positive</b>		x
<b>Neutral</b>		
<b>Negative</b>		
<p><b>Evidence:</b> The only data which Housing Services collects for this protected characteristic is due dates for pregnancy, usually collated at the point of entry to the Housing Register.</p> <p>This data is used to ascertain the size of property/ the number of bedrooms a tenant is requires under the 'bedroom standard'.</p> <p>However, due to the nature of the protected characteristic, it would be difficult to collect accurate and up to date data.</p>		
<p><b>Sources:</b> No data is currently available concerning this protected characteristic</p>		



Socio-economic status		
	<p><b>Overall impact:</b> The provision of new safe and efficient electrical systems may benefit those of low incomes more than other groups.</p>	
<b>Positive</b>		x
<b>Neutral</b>		
<b>Negative</b>		
<p><b>Evidence:</b> Across London, the raw number of households in poverty in socially rented properties sits at 950,000. Whilst this is similar to the total number of private renters in a similar position (870,000) the actual rate of poverty is higher, at 51% (PRS 33%).</p> <p>As one of the least deprived boroughs in London, it still has over 8500 (16.6%) of children in households with a relatively low income, and almost 7000 (13.4%) children with absolute low incomes <sup>1</sup>. After housing costs, 30-33% of children would be living in poverty, with the most deprived areas including Gooshays and Heaton. The map below shows deprivation patterns in Havering based on the IMD 2019 child poverty index by Lower Super Output Areas (LSOAs).<sup>2</sup></p> <p>Gooshays is the most deprived ward, with an IMD average score rank of 50 out of 633 and 2165 out of 32844 LSOAs, making it amongst the 10% most deprived neighbourhoods in the country. Upminster is the least deprived with an IMD average score rank average of 615 out of 633, and ranked 32563 out of 32844 LSOA's, meaning it is in the top 1% of least deprived neighbourhoods.</p> <p>Despite generally low deprivation scores and high employment rates (economic activity 83%, 16 – 64), the median full time annual salary in Havering is £33,836, as measured in 2021, is low in comparison to the London median of £41,017 and slightly higher than the England median of £31,777.</p> <p>The proportion of working age residents in Havering claiming out-of-work benefits (7.0%) is significantly lower than England (8.6%).</p> <p>The employment rate within the Borough is higher than the London and England averages. About 79.4% of working age residents in Havering was employed in 2021, compared to 73.8% and 74.7% in London and England respectively.</p> <p>The proportion of working age residents claiming out of work benefits (12.3%)<sup>4</sup> is significantly lower than England (13.8%).</p>		
<p><b>Table 16: Employment Status of all Council Tenants</b></p>		

### The employments status of main tenants



Data held on current Council Tenants demonstrates that 28.8% of all Council Tenants are employed on a full-time or part-time basis, while just over 30% are unemployed. The number of tenant's whose employment status remains unrecorded will change as the process of reviews takes place over time.

It is worth adding once more that this data is not reliable in that this data is only picked up at the point where a tenant accepts an offer of council home, and individual circumstances can change over time.

#### Sources:

- 1 - HM Revenue and Customs - Personal Tax Credits: Children in low-income families local measure
- 2 - [Indices of Deprivation \(communities.gov.uk\)](http://communities.gov.uk)
- 3 - Annual Survey of Hours and Earnings (ASHE), ONS and ONS CPI series
- 4 - People on out-of-work benefits, by London borough (Trust for London)
- 5 - Current tenancies E&D (Open Housing)

### Health & Wellbeing

		<b>Overall impact:</b> The provision of new safe and efficient electrical systems will benefit all groups.
<b>Positive</b>	<input checked="" type="checkbox"/>	<b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (ü) the relevant box Yes <input type="radio"/> No <input checked="" type="checkbox"/>
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

**Evidence:**

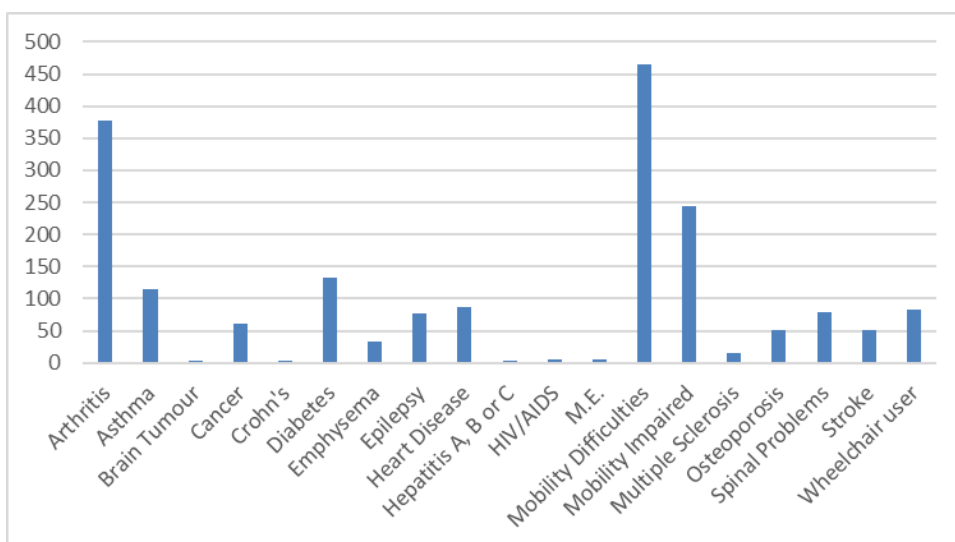
Average self-reported wellbeing in Havering has declined slightly from 2019/20 to 2020/21, decreasing from 7.7 to 7.5 out of 10 for Life Satisfaction, which is still high.

For anxiety, we see a continuation of this increase, seen from 2015/16 (2.6 out of 10) to 2020/21 (3.1 out of 10), albeit this is still in the low category. "Happiness" saw a slight increase to 7.5 in 2020/21 from the previous year and "worthwhile" remained around the same at 8.

Equalities data from the current Housing Register, (as at 2018), shows that 5.1% of applicants accepted on to the Housing Register have a sensory or physical disability which may necessitate the allocation of a property with a level of adaptation to meet their need.

Where the tenant continues to have an ongoing housing need and continues to meet the eligibility criterion for social housing according to the Council's Allocation Scheme, the Council will offer the tenant a new tenancy for an appropriate property.

**Table 17: Council Tenants who have identified a health issue**



Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability. This is, however, a figure reliant on the self-reportage of tenants and does not necessarily mean that all instances of physical disability require an adaptation or change in housing.

**Sources:**

- 1 - [Personal well-being in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)
- 2 - Current tenancies, E&D (Open Housing)

## Action Plan

Item	Identified Negative impact	Recommended action/s	Outcomes and monitoring	Timescale	Lead officer
Age	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Disability	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Sex / Gender	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Ethnicity / Race	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Religion / Faith	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Sexual orientation	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Gender reassignment	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Marriage / Civil partnership	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Pregnancy, maternity, paternity	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Socio – economic	Positive	No additional actions	N/A	Reviewed annually	Mark Howard
Health & wellbeing	Positive	No additional actions	N/A	Reviewed annually	Mark Howard

## Review

The assessment will be reviewed on an annual basis from contract commencement.

**Scheduled date of review:** June 2026

Appendix 1 and 2 to this report are exempt by virtue of paragraph 3 of the Access to Information Procedure Rules set out in the Constitution pursuant to Schedule 12A Local Government Act 1972, as amended in that they contain information relating to the financial or business affairs of any particular person (including the authority holding that information). The public interest in maintaining the exemption outweighs the public interest in disclosing the information.

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## CABINET

**Subject Heading:**

Approval to Award 7 Year Cyclical Decorations Contract

**Cabinet Member:**

Councillor Paul McGeary, Lead Member for Housing & Property

**ELT Lead:**

Neil Stubbings, Strategic Director of Place

**Report Author and contact details:**

Husnain Mazhar  
 Quantity Surveyor  
 Housing Services  
 Husnain.mazhar@havering.gov.uk  
 07966303701

**Policy context:**

The statutory requirement to maintain our homes to a decent standard

Making sure that our neighbourhoods are a great place to live by investing in them and keeping them clean, green and safe

This work supports the Housing Asset Management Strategy 2021-26 and is identified within the HRA Business Plan approved by Cabinet in February 2024

**Financial summary:**

It is the intention to move to a redecoration cycle whereby all Housing blocks are redecorated externally and communal areas internally, and street properties externally on a seven-year cycle. This contract therefore delivers one full cycle.

**Is this a Key Decision?**

Yes, as expenditure will be of £500,000 or more.

**When should this matter be reviewed?**

It is seven-year contract with suitable break clauses subject to suitable performance. Continuation of the contract each year is subject to annual review.

**Reviewing OSC:**

Place

**The subject matter of this report deals with the following Council Objectives**

People - Supporting our residents to stay safe and well

Place - A great place to live, work and enjoy

Resources - Enabling a resident-focused and resilient Council

X

**SUMMARY**

As part of the Council's responsibility as a landlord, the Council has a duty to undertake repairs and maintenance works to its HRA housing stock. This report presents to Cabinet details of the tender process undertaken to procure this service and seeks approval to award of contract.

It is the intention to move to a redecoration cycle whereby all Housing blocks are redecorated externally and communal areas internally, and street properties externally on a seven-year cycle. This contract therefore delivers one full cycle.

Monies have been identified within the HRA 30-year business plan and contract spend will be aligned with business priorities and approved budgets on an annual basis.

**RECOMMENDATIONS**

For the reasons set out in the report and its appendices, Cabinet is recommended to;

- a) Approve the award of a contract to Trident Maintenance Services Ltd for a period of seven years for the maximum value of £20 million, subject to continued good performance, to deliver cyclical decorations and associated repair works in respect of HRA properties.

It should be noted that Leaseholders were consulted prior to tender. A Stage 2 notice will be issued and run concurrent with the Cabinet approval process and no award will be made until satisfactory conclusion of the consultation process.

**REPORT DETAIL**

**1. Background**

- 1.1. Housing Services have identified via our Asset Management System the need for redecoration of internal and external structure and components throughout the Borough.
- 1.2. A cyclical decorations contract for the Council housing stock is essential to ensure consistent and high-quality maintenance of the properties. Regular upkeep through a structured schedule prevents deterioration, preserving the aesthetic appeal and structural integrity of the buildings. This proactive approach not only enhances the living environment for residents but also extends the lifespan of the properties, reducing the need for more costly and extensive repairs in the future. Additionally, maintaining a well-decorated housing stock positively impacts community pride and satisfaction, contributing to overall social well-being.
- 1.3. Not carrying out this decorating contract could lead to several negative consequences. We risk failing to meet the Decent Homes Standard, which ensures Council housing is well-maintained and presentable. This non-compliance could increase resident complaints and dissatisfaction, while also attracting the intervention of the Social Housing Regulator, potentially resulting in sanctions or mandatory corrective actions. Neglecting regular maintenance jeopardizes the quality of our housing stock and our reputation as a responsible housing authority.
- 1.4. The works will improve the welfare of the Council's residents, and increase the useable life of the Council's Housing Stock. In turn, this should increase the potential for a longer period of rental income from those homes and improve overall tenant satisfaction.
- 1.5. The plan is to implement a redecoration schedule in which all housing blocks will be externally painted and their communal areas internally refreshed, and street properties will be externally painted every seven years. This contract covers one complete cycle of this schedule.
- 1.6. The chosen contract term of 7 years for cyclical decorations is strategically determined to balance efficiency and maintenance needs. External decorations typically have a lifespan of approximately 5 years, while communal areas generally last around 10 years. By selecting a 7-year term for both, we align with the median of these life expectancies, thereby streamlining the maintenance schedule. This approach ensures a consistent and cohesive upkeep strategy across all properties, reducing the need for frequent interventions and optimizing resource allocation. Consequently, this term fosters greater efficiency and cost-effectiveness in maintaining Council housing stock.
- 1.7. Having one contractor to oversee the entire cycle through this contract would ensure consistent service delivery and improve program planning. The initial cycle would enable us to accurately quantify and document the necessary works for council housing stock, integrating this data into our Asset Management system for future planning purposes. This approach not only enhances efficiency but also



facilitates proactive maintenance scheduling and resource allocation, ultimately optimizing the management of our housing assets.

1.8. The proposed value of the contract is set at a maximum of £20 million. This figure reflects the uncertainty around the extent of decorations and repairs required, as no current planned program exists. The contract value will be subject to re-measurement based on site surveys and budget considerations, ensuring that resources are allocated appropriately to address the actual scope of work needed. This approach allows flexibility in adapting to the specific maintenance needs of Council housing stock while managing costs effectively.

1.9. The full scope of the contract is as follows:

- i) Internal and External Decoration of common parts including fascia, soffits, guttering, downpipes and gullies where necessary.
- ii) Repair works to common parts.
- iii) To use suitable materials and processes to make good, prepare and redecorate surfaces and areas as directed and agreed with Havering to various properties within the Borough.
- iv) The works will be to both internal and external surfaces within structures of various sizes and heights.

## **2. Evaluation Process**

2.1. This procurement is above the threshold for works procurements which have to be conducted in accordance with legal requirements set out in the Public Contracts Regulations 2015.

2.2. The Council appointed external consultants to undertake procurement via Call Off from Places for People's Dynamic Purchase System (DPS).

2.3. The Call Off from Places for People's DPS Ref: L137/0003495 commenced on 19<sup>th</sup> January and completed on 1<sup>st</sup> March 2024.

2.4. Details on the procurement and scoring is contained in exempt Appendices 1 and 2.

2.5. Bids were evaluated on price and quality on the basis of a 70% Price, 20% Quality, and 10% Social Value.

## **3. Proposed Contract**

3.1. The contract is anticipated to commence in November 2024 and the core contract will be for up to seven years subject to continued good performance.

3.2. The contract form is the JCT Measured Term Contract which is a form of contract designed for use by employers who have a regular flow of maintenance, minor works and improvements projects that they would like to be carried out by a single contractor over a specified period of time.

- 3.3. The proposed contract form offers several benefits tailored to our needs. This contract structure does not guarantee a fixed amount of work, allowing flexibility in the scope of services provided. It enables precise measurement of work completed, ensuring that expenditure remains controlled and aligned with actual requirements. Importantly, despite setting a maximum value of £20 million, there is no commitment to spend this full amount. Instead, the contract allows for responsive adjustments based on ongoing surveys and budgetary considerations. This approach maximizes cost efficiency while maintaining the capability to address varying levels of maintenance needs across Council housing stock.
- 3.4. It is to be noted that £20 million is the maximum estimated contract value, based upon the attribute and condition data held in the Keystone asset database and impacted by the absence of a redecoration programme in recent years. At the start of each year, the contractor will be given a programme of properties which the contractor will then survey and price according to their tendered rates. We will review their quotes, measures, prices and make sure that the correct rates have been applied and then issue Works Order in accordance with the approved budgets.
- 3.5. The programme will be allocated each year based upon geographical area, in order to deliver in the most efficient manner, and, notwithstanding the exact measurements, the value of work and the number of properties is intended to remain quite consistent in each year of the programme, in line with budgets.
- 3.6. With approximately 4,000 street properties, and 7,000 flats in 1,150 blocks, that would indicate 580 houses and bungalows, and 1,000 flats in 165 blocks each year.
- 3.7. The Council has incorporated a schedule of amendments into the contract to align with our specific requirements. One crucial addition is a termination clause, granting the Council the right to terminate the contract under specific circumstances. These include instances where the contractor suspends, disrupts, or unreasonably delays work without justification, or fails to proceed regularly and diligently with instructed tasks. This clause ensures that contractual obligations are upheld, maintaining accountability and safeguarding the Council's interests in delivering efficient and timely services to our residents.
- 3.8. In addition, the contract includes a clause empowering the Council to terminate if the contractor fails to achieve the Minimum Acceptable Score in three consecutive monthly assessments or on four occasions within a twelve-month period. This provision ensures that performance standards remain consistently high throughout the contract term. It underscores the Council's commitment to maintaining service excellence and accountability, thereby safeguarding the quality and reliability of services provided to our community.
- 3.9. The contract contains elements of work or services for which leaseholders may be charged, so the requirements of Section 20 of the Landlord and Tenant Act 1985, as amended by the Commonhold and Leasehold Reform Act 2002, will apply.
- 3.10. Leaseholders have been consulted prior to tender. A Stage 2 notice will be issued and run concurrent with the Cabinet approval process and no award will be made until satisfactory conclusion of the consultation process.

3.11. The contract is in the form of a Qualifying Long Term Agreement (QLTA) and so prior to any works orders being raised, those leaseholders affected will be consulted again, with estimates of cost.

#### **4. Procurement and Project Risks**

4.1. We will actively address contract monitoring and mitigate project risks by implementing minimum standards for subcontractors set by the Council. This initiative aims to enhance the quality and reliability of our supply chain. The key service and quality requirements highlighted in the invitation to tender documents will be rigorously monitored throughout the contract's duration. This proactive approach will ensure that our standards are consistently met or exceeded, promoting transparency, accountability, and delivering optimal outcomes for our housing stock maintenance.

4.2. On the contract anniversary each year, the price adjustment methodology described in this section will be applied across all work streams for the following financial year, based on data from the previous financial year. The Contractor's tendered rates and prices, except for percentage uplifts on costs including central office overhead and profit mark-ups, will be increased in accordance with the Consumer Price Index (CPI). This approach will ensure that contract costs remain responsive to economic changes, ensuring fairness and stability in pricing throughout the contract period.

4.3. To ensure consistent quality and performance throughout the contract, Performance Indicators (PIs) will be incorporated into the contract and managed by staff within Housing Services. The PIs will be divided into the following categories:

- a) Key Performance Indicators (KPIs): These indicators are directly linked to contractual non-performance clauses, providing benchmarks for evaluating compliance and service delivery standards.
- b) Measures: These indicators will provide additional information to enable effective management of the JCT Measured Term Contract. They do not directly trigger contractual non-performance clauses but contribute to comprehensive contract oversight and performance assessment.

4.4. This categorisation of PIs aims to uphold rigorous monitoring while facilitating proactive management and continual improvement throughout the contract duration.

4.5. Each PI is defined under the following headings:

- a) Purpose – the reason for collection of the PI
- b) Calculation Methodology – How to calculate performance in relation to the PI
- c) Scorer – who is responsible for calculating the PI
- d) Frequency – how often the PI should be formally calculated
- e) Target – the performance level that should be aimed for
- f) Type – whether the PI is a KPI or a Measure.

4.6. The KPIs will be reported monthly. Each KPI has a specific target and frequency for measurement, which will be reviewed monthly. If the Contractor fails to meet

the Minimum Acceptable Score in one or more KPIs, as outlined in the KPI Framework for that month, quarter, or year, they must submit a plan to the Council within ten business days of the review meeting. This plan, known as the Action Plan, must outline how they intend to resolve these failures within two months (or sooner if required by the Council) from the date of the review meeting. Monitoring KPIs in the future will ensure that contractual obligations are fulfilled efficiently and effectively, enhancing overall service delivery and satisfaction.

## **5. Added Social Value**

- 5.1. The contract contains a requirement for the contractor to deliver Social Value, but it is simplified to a requirement of 1% of the contract value each year, with the initiatives delivered to be agreed by a stakeholder group annually. The successful bidder has made a commitment of up to 2% of contract revenues.
- 5.2. This gives the opportunity for the social value deliverables to be identified by residents and councillors and to change over time.

## **REASONS AND OPTIONS**

## **6. Reasons for the decision**

- 6.1. The Council has a statutory and contractual obligation as a landlord to provide repairs, maintenance and compliance works to its properties, and therefore must have a provision in place to deliver this.
- 6.2. Following an extensive procurement exercise in accordance with the Public Contract Regulations 2015 (as amended), supported and validated by external consultants, Trident Maintenance Services Ltd were the most economically advantageous tender and approval is required to appoint.

## **7. Other options considered**

- 7.1. Do nothing as an option but was rejected due to the obligation to maintain homes at the Decent Homes standard and for the Council to be in line with its statutory duties.
- 7.2. It was considered tendering for redecoration as stand-alone project each financial year. However, due to the time this process takes, this would delay delivery of works over the financial year. In addition, tendering this way could mean a number of different contractors delivering the works within the borough.
- 7.3. Frameworks were considered but were discounted because they failed to take account of Section 20 of the Landlord and Tenant Act 1985, as amended by the Commonhold and Leasehold Reform Act 2002 consultation of leaseholders, which does not permit the nomination of Contractors.
- 7.4. Procuring one contract with one contractor for seven years will provide London Borough of Havering with greater cost certainty, longer sustained periods of works

delivery, economies of scale and better relationships with our residents and the supply chain.

7.5. Therefore, the above options were considered and rejected at pre procurement stage.

## **IMPLICATIONS AND RISKS**

### **8. Financial implications and risks**

8.1. The contract will be funded from the HRA from existing budgets and costs have been incorporated into the HRA business plan.

8.2. As a “measured term” contract, works orders are raised for projects or programmes, but the contractor is not guaranteed all or any work under the contract, and has no claim to compensation if orders are not forthcoming or do not meet the indicative contract value. The overall maximum contract value of this contract will be £20 million, however, it should be noted that there is no contractual commitment to that value.

8.3. The Joint Contracts Tribunal “measured term contract” is an appropriate type of contract for this agreement. The inclusion of a price fluctuation option in the contract means it is possible the price will increase or decrease during the term of the contract. The Council has an ongoing duty to achieve best value when tendering and awarding contracts. The inclusion of the price fluctuation option will achieve best value.

8.4. An Experian Credit check has been carried out on the contractor and it designated it as a ‘below average risk company’ with a Delphi Score of 73.

### **9. Legal implications and risks**

9.1. The Council has statutory requirements to undertake repairs and maintain its HRA housing stock under the Landlord and Tenant Act 1985, Housing Act 2004 and the Secure Tenants of Local Housing Authorities (Right to Repair) Regulations 1994.

9.2. The Council has a general power of competence under Section 1 of the Localism Act 2011 to do anything an individual may generally do subject to any statutory limitations. The arrangements now sought are in accordance with these powers.

9.3. The Council is a contracting authority for the purpose of the Public Contracts Regulations 2015 (as amended) (PCR). The total contract value is estimated up to £20million over the 7-year contract period. The value of the procured contract will be above the works threshold for the purposes of the PCR 2015 of £5,372,609 (incl of VAT). Therefore, the contract is subject to the full PCR.

9.4. The body of this report confirms that officers have undertaken a route via Call Off from Places for People’s Dynamic Purchase System (DPS).

9.5. Leaseholder consultation is required under Section 20 of the Landlord and Tenant Act 1985 (as amended) and as stipulated by Section 151 of the Common hold and Leasehold Reform Act 2002. This decision is subject to the consultation concluding to notify leaseholders of the preferred bidder.

9.6. For the reasons set above, the Council may award the contract to Trident Maintenance Services Ltd.

## **10. Human Resources implications and risks**

10.1. There are no HR implications and no incumbent contractor and as such there are no TUPE implications.

## **11. Equalities implications and risks**

11.1. Under Section 149 of the Equality Act 2010, the Council has a duty when exercising its functions. This includes outsourcing services by awarding a contract to an outside body, to have "due regard" to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act and advance equality of opportunity and foster good relations between persons who share a protected characteristic and persons who do not. This is the public sector equality duty. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

11.2. "Due regard" is the regard that is appropriate in all the circumstances. The weight to be attached to each need is a matter for the Council. As long as the Council is properly aware of the effects and has taken them into account, the duty is discharged.

11.3. The awarding of this contract will enable the Council to maintain its housing stock to a high standard and improve the quality of the customer services that the tenants receive. Tenants with protected characteristics are over-represented in social housing so this new contract will have a positive impact on their well-being.

## **12. Health and Wellbeing implications and risks**

12.1. Provision of an effective housing repairs service is essential to ensure residents are able to safely and comfortably use their homes, being provided with good quality services which support promote good health and wellbeing.

12.2. Poor quality housing can have a serious negative impacts on individual's health and wellbeing and a significant negative impact on communities.

12.3. The Council is responsible for improving and protecting health and wellbeing of local residents under the Health and Social Care Act 2012.

12.4. These contracts will support the aims and delivery of the Housing Asset Management Strategy ensuring that the Council provide the right homes for our resident which are affordable, safe and of high quality, provide good communities in which to live and work, whilst meeting the challenges of zero carbon and building safety across the estates.

### **13. Environmental and Climate Change implications and risks**

13.1. Environmental and Climate Change implications of delivery of the contract has been assessed through contract award as part of the Quality evaluation process; tenderers have been evaluated upon their proposals to reduce the environmental impact and carbon footprint of how the work is delivered, such as local supply chains, electric vehicles, waste reduction and recycling and so on.

13.2. Trident Maintenance Services Limited has made a commitment to the implementation of “Green Travel Plans” as part of which they will increase their electric hybrid fleet throughout contract and work on intelligent travel plans with vehicle tracking/vehicle idling.

13.3. They have committed to Supporting Havering’s 2040 zero carbon commitment/creating ‘greener’ more sustainable communities.

## **BACKGROUND PAPERS**

### **14. Background Papers**

14.1. HRA Business Plan update, Budget 2024/25 & Capital Programme 2024/25–2028/29.

14.2. Housing Services Asset Management Strategy 2021-2026.

## **APPENDICES**

**Appendix 1** – Exempt - Tender Returns and Evaluation

**Appendix 2** – Exempt - Tender Report from Appointed Procurement Consultant

**Appendix 3** – Equality and Health Impact Assessment

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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of the Local Government Act 1972.

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## Equality & Health Impact Assessment (EqHIA)

### Document control

<b>Title of activity:</b>	7 Year Cyclical Decorations Contract
<b>Lead officers:</b>	Husnain Mazhar, Quantity Surveyor, Property Services
<b>Approved by:</b>	Mark Howard – Planned Works and Direct Delivery Manager
<b>Date completed:</b>	11/06/2024
<b>Scheduled date for review:</b>	June 2025

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Did you seek advice from the Public Health team?</b>	Yes
<b>Does the EqHIA contain any confidential or exempt information that would prevent it from being published on the Council's website?</b>	No

## 1. About the activity

<b>1</b>	<b>Title of activity</b>	7 Year Cyclical Decorations Contract		
<b>2</b>	<b>Type of activity</b>	This is a 7 year cyclical decorations contract to carry out internal and external decorations and repairs to the existing HRA housing stock.		
<b>3</b>	<b>Scope of activity</b>	This is to award the contract to for the above to a winning tender following a successful tender exercise. The scope of work involves decoration and associated repair works to exterior and communal areas of all housing stock.		
<b>4a</b>	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	No		
<b>4b</b>	<b>Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?</b>	Yes		
<b>4c</b>	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes		

<b>Completed by:</b>	Husnain Mazhar, Quantity Surveyor, Property Services
<b>Date:</b>	11/06/2024

## 2. The EqHIA

### Background/context:

It is the intention to move to a redecoration cycle whereby all Housing blocks are redecorated externally and communal areas internally, and street properties externally on a seven-year cycle. This contract therefore delivers one full cycle.

### Who will be affected by the activity?

All Council tenants and some leaseholders.

### Protected Characteristic - AGE

		<b>Overall impact:</b> The majority of council tenants in Havering are of working age.
<b>Positive</b>	x	30% of all council tenants in the Borough are of pension age, compared to 18% of the general population.
<b>Neutral</b>		
<b>Negative</b>		Of the over 65s, 74.9% of tenants are on full or partial benefits, compared to 68% of all tenants.  The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life regardless of their age.

### Evidence:

The estimated population of Havering is 260,651<sup>1</sup> is the twelfth smallest population in London. It has a median age of approximately 39.2 and the highest percentage of people aged over 65 (18%) out of the London boroughs, although this is below the proportion of over 65's for England as a whole.

Table 1: Population by age range in Havering, London and England including percentage of the population

Age	Havering	%	London	%	England	%
0 - 4	17,167	6.6	595,799	6.6	3,239,447	5.7
5 - 9	17,251	6.6	606,333	6.7	3,539,458	6.3
10 - 14	15,719	6.0	550,753	6.1	3,435,579	6.1
15 - 19	14,105	5.4	474,456	5.3	3,115,871	5.5
20 - 24	14,117	5.4	556,594	6.2	3,472,522	6.1
25 - 29	17,407	6.7	757,848	8.4	3,771,493	6.7
30 - 34	18,900	7.3	822,084	9.1	3,824,652	6.8
35 - 39	18,698	7.2	779,934	8.7	3,738,209	6.6
40 - 44	16,677	6.4	677,463	7.5	3,476,303	6.2

45 - 49	15,913	6.1	598,535	6.7	3,638,639	6.4
50 - 54	17,227	6.6	569,938	6.3	3,875,351	6.9
55 - 59	16,644	6.4	508,722	5.7	3,761,782	6.7
60 - 64	14,308	5.5	405,576	4.5	3,196,813	5.7
65 - 69	11,672	4.5	318,142	3.5	2,784,300	4.9
70 - 74	12,035	4.6	280,432	3.1	2,814,128	5.0
75 - 79	8,509	3.3	196,419	2.2	2,009,992	3.6
80 - 84	6,833	2.6	150,980	1.7	1,449,189	2.6
85+	7,469	2.9	152,480	1.7	1,406,410	2.5

Household types in Havering are mainly composed of pensioners or married couples with dependants<sup>2</sup>, with the highest proportion of one person households occupied by a persons aged 65 years and over, at 48% of one person households. 32% of the over 65 population live in a one-person household.

It is projected that the proportion of people aged 0-15 and over 65 will increase, with a slight decrease in the proportion of working age population<sup>3</sup>.

In relation to Havering tenants, 30.4% of main tenants are aged 65 and over<sup>4</sup>. When we look at the proportion of over 65's as part of the Havering adult population, this is almost 7% lower, at 23.7%.

Table 2: Age range of Havering Council's main tenants and the percentage of these as part of the main tenant population.

Age	Main Tenant (Havering)	%
15 - 19	1	0.01
20 - 24	134	1.59
25 - 29	365	4.32
30 - 34	652	7.72
35 - 39	702	8.31
40 - 44	752	8.90
45 - 49	725	8.58
50 - 54	889	10.52
55 - 59	871	10.31
60 - 64	784	9.28
65 - 69	674	7.98
70 - 74	616	7.29
75 - 79	505	5.98
80 - 84	361	4.27
85+	415	4.91

For people at a working age in Havering (16–64), approximately 83% are economically active<sup>5</sup>.



Data is limited in terms of the working age population who are Havering tenants, as this is ongoing gathered at the time of applying to the housing register, then at the time of offer if needed.

Most tenants receive a form of benefit (housing benefit or universal credit), an estimated 68% of all tenants. The proportion varies amongst age groups with the lowest proportion at age 55-59 (59% of this age group) and over 65's at 74.9% of tenants. Whilst the highest percentage is in the 15-19 age range, this relates to only one tenant.

As the taper that is applied to UC takes away from the housing element in the first instance, the data received from DWP and uploaded on to the system does not distinguish between those that are in receipt of this element and those that are not, only whether they receive UC.

Table 3: Proportion of tenants within each age range who receive either Universal Credit (UC) or Housing Benefit (HB).

<b>Age</b>	<b>Percentage of main applicants in receipt of UC or HB within each age group (% , rounded)</b>
15-19	100.0
20-24	79.9
25-29	66.3
30-34	71.8
35-39	69.4
40-44	66.2
45-49	61.1
50-54	63.6
55-59	59.0
60-64	64.3
65-69	70.8
70-74	70.8
75-79	79.0
80-84	78.7
85-89	82.3
90-94	73.0
95-99	83.7
100 and over	75.0

### **Life Expectancy**

A new-born male baby in the UK today can expect to live for 79.2 years and a girl to 82.9 years, with 22.6% of new-born boys and 28.3% of new-born girls projected to live to 100 years.

The life expectancy at age 65 years in Havering is 19 years for males and 21.7 years for females. The life expectancy at birth for people living in Havering is 80.2 years for males and 83.9 years for females.

**Sources:**

- 1 - Mid-year population estimates (Office for National Statistics (ONS))
- 2 - Office for National Statistics (ONS)
- 3 – Projected population growth by age by 2043 (ONS)
- 4 – Current tenancies, E&D (Open Housing)
- 5 - <https://www.haveringdata.net/business-and-employment/#/view-report/e20793b6fb0647e4980a5868fa1d817c/iaFirstFeature>

**Protected Characteristic - DISABILITY**

		<b>Overall impact:</b>
<b>Positive</b>	<b>x</b>	The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life.
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

At a national level individuals with a disability aged 16-64 were less likely to own their own home (40.9%) than non-disabled people (53.4%), and more likely to have rented social housing (at 24.9% compared with 7.8%).

The following shows the estimated prevalence of various disabilities in Havering in 2020 for working age people<sup>2, 3</sup>.

Table 4: Number of people aged 18-64 with disabilities in Havering by age band, 2020

Age band	Number with learning disability	Number with Impaired mobility	Number with serious visual impairment	Number with moderate or severe, or profound hearing impairment
18-24	519	192	12	347
25-34	911	366	24	791
35-44	882	1,790	23	1,652
45-54	792	1,685	22	4,271
55-64	721	4,438	21	8,143
18-64	3,824	8,471	102	15,204

Table 5: Number of people aged 18-64 with mental health problems in Havering, 2020

<b>Mental health problem</b>	<b>Number</b>
Common mental disorder	29,906
Borderline personality disorder	3,796
Antisocial personality disorder	5,184
Psychotic disorder	1,100
Two or more psychiatric disorders	11,327

Table 6: Number of people aged 65 & over unable to manage at least one mobility activity on their own in Havering, 2020

<b>Age band</b>	<b>Number</b>
65-69	1,023
70-74	1,642
75-79	1,506
80-84	1,740
85 and over	3,410
65 and over	9,321

It is also worth mentioning that research on the impact of COVID-19 shows that the coronavirus pandemic has increased psychological distress both in the general population and among high-risk groups.

Behaviours such as physical distancing, as well as their social and economic impacts, are worsening mental health consequences. Research on the psychological impact of mass trauma (e.g., natural disasters, flu outbreaks) suggests that the pandemic might particularly harm the mental health of marginalized populations who have less access to socio-economic resources and supportive social networks (Galea S, 2020).

There are unique stressors and challenges that could worsen mental health for people with disabilities during the COVID-19 crisis. Research on past pandemics shows that disabled people find it harder to access critical medical supplies which can become even more challenging as resources become scarce (Goldmann E, 2014).

Some people with disabilities report higher levels of social isolation than their non-disabled counterparts. They may experience intensified feelings of loneliness in response to physical distancing measures.

Data on disabilities in Havering council stock is limited. The Housing Services diversity report in 2017 led to 18% of tenants self-declaring that they had a physical and/or mental disability, and 3% a sensory disability, albeit without any measurement of disability related benefit or medical evidence. Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability at some point during the process of applying and holding a tenancy.

In terms of demand, of the live applications on the housing register at this time, the primary reason is medical for 77 applicants meaning that they have a severe health condition that is significantly impacted by their current housing situation.

**Sources:**

1. Outcomes for Disabled People in the UK report
2. Projecting Older People Population Information: <https://www.poppi.org.uk/index.phpProjecting> Adults Needs and Services Information:
3. <https://www.pansi.org.uk>
4. Housing Service Diversity report (Open Housing)
5. Housing Waiting list report (Open Housing)

**Protected Characteristic – SEX/GENDER**

		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life of all regardless of gender.
<b>Positive</b>	<b>x</b>	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

Of the estimated 260,651 people in Havering, 48.2% are male and 51.8% are female <sup>1</sup>.

Working aged women are less likely to be economically active in Havering (78%, compared to 86% for men) and when they are in work, there continues earn less than men because of a gender pay gap in Havering (15.4%).

Women are also more likely than men to live in poverty. As a result, women are more likely to be eligible for social housing with 58% of social rented homes nationally are headed by a female.

In terms of demand for local authority housing in Havering, of the main applicant's active on the housing register, 84.3% (of 1502 applicants) identify as female.

Within current housing stock, 64.5% main tenants identify as female and 35.48% identify as male, with one tenant identified as "other". A slightly higher proportion of female tenants (70%) receive either UC or HB than men (64%). Only one lead tenant identified as "other" and in receipt of a benefit.

**Sources:**

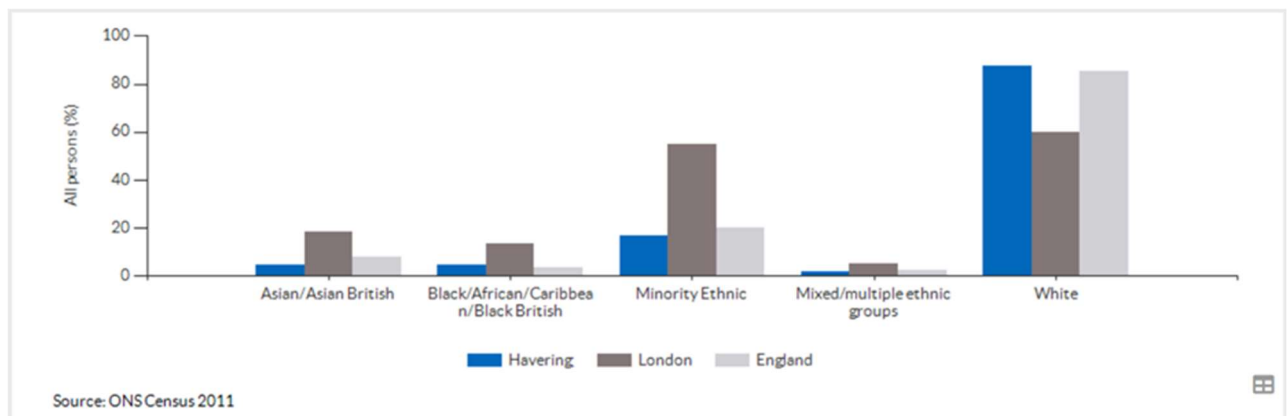
- 1 - Mid-year estimates of population (Office for National Statistics)
- 2 - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>
- 3 - Housing Waiting List (Open Housing)
- 4 - Current tenancies E&D (Open Housing)

**Protected Characteristic – ETHNICITY/RACE**

		<b>Overall impact:</b> 17% of Havering’s population is from an ethnic minority.
<b>Positive</b>	<b>X</b>	For those tenants who have provided us with the information only 8.3% are from ethnic minorities. However, 22.0% of households on the Housing Register are from ethnic minorities so it is anticipated that the proportion of tenants from ethnic minorities will grow in future years.
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**  
Havering continues to be considered one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British in the 2011 census, higher than both London and England.

Table 8 – Population of Havering, London, and England by ethnicity<sup>1</sup>



	Havering		London		England	
	Count	%	Count	%	Count	%
Asian/Asian British	11,545	4.9	1,511,546	18.5	4,143,403	7.8
Black/African/Caribbean/Black British	11,481	4.8	1,088,640	13.3	1,846,614	3.5
Minority Ethnic - Total	39,617	16.7	4,504,657	55.1	10,733,220	20.2
Mixed/multiple ethnic groups	4,933	2.1	405,279	5	1,192,879	2.3
Other ethnic group	1,324	0.6	281,041	3.4	548,418	1
White	207,949	87.7	4,887,435	59.8	45,281,142	85.4

It is estimated that the ethnically homogenous characteristic of Havering is gradually changing due to its growing cultural diversity. In this regard, the Borough’s white population is projected to decrease from the current 84% to 78% in 2032.

The BME population, notably those from Black African heritage (though many of whom are likely to be British born) is projected to increase from 4.1% in 2017 to 5.3% of the Havering population in 2032. The number of Black & minority ethnic group residents in the borough is expected to rise from 18% currently to 22% by 2032.

This is further highlighted in the GLA ethnic projections (2020) There are approximately 40,500 (18%) people from BAME (Black Asian Minority Ethnic) groups living in Havering, the majority being of a Black African ethnicity (11,700, 4.5%).

The UK poverty rate is twice as high for black & minority ethnic groups as for white British groups. Nationally, ethnic minority groups are more likely than white British households to spend a high proportion of income on rent, regardless of whether they live in social or private rented housing.

However, the housing they live in tends to be of lower quality, especially among households of Pakistani origin, and overcrowding is more common, particularly among households of Bangladeshi origin.

Within Havering Council stock, we see the current population by ethnicity where the tenant has made the decision to provide this information:

Table 10: Ethnicity of Havering Council main tenants as a percentage of the tenant population <sup>3</sup>

<b>Ethnicity</b>	<b>No. Tenants</b>	<b>Proportion of tenant population (%)</b>
Asian or Asian British Bangladeshi	14	0.2
Asian or Asian British Chinese	10	0.1
Asian or Asian British Indian	16	0.2
Asian or Asian British Other	38	0.4
Asian or Asian British Pakistani	11	0.1
Black or Black British African	262	3.1
Black or Black British Caribbean	86	1.0
Black or Black British Other	52	0.6
Mixed Other	33	0.4
Mixed White & Asian	15	0.2
Mixed White & Black African	41	0.5
Mixed White & Black Caribbean	53	0.6
Other Ethnic Group: Other	4	0.0
Refused	595	7.0
White British	6658	78.8
White Irish	74	0.9
White Other	206	2.4
(blank)	279	3.3

Most tenants are White British as would be expected with a homogenous population and secure tenancies, followed quite distantly by Black or Black British African.

There is, however, quite a notable change in ethnicity based on housing demand. Housing needs, based on the housing register data, see an increase in the proportion of Black or

Black British African applicants, making up 9% of households, with White British households at 59.3% of applicants.

Table 11: Ethnicity of applicants with an assessed housing need <sup>4</sup>

<b>Ethnicity</b>	<b>Percentage (%) with an assessed housing need</b>
Asian or Asian British Bangladeshi	0.7
Asian or Asian British Indian	0.7
Asian or Asian British Other	1.3
Asian or Asian British Pakistani	0.6
Black or Black British African	9.7
Black or Black British Caribbean	2.4
Black or Black British Other	1.0
Mixed Other	0.7
Mixed White & Asian	0.4
Mixed White & Black African	1.5
Mixed White & Black Caribbean	2.3
Other Ethnic Group: Arab	0.1
Other Ethnic Group: Other	0.1
Refused	4.9
White British	59.3
White Irish	0.5
White Other	4.3
(blank)	9.6

**Sources:**

- 1 - Office for National Statistics/Havering Public Health Intelligence
- 2 - [Ethnic group population projections - London Datastore](#)
- 3 - Current tenancies E&D report (Open Housing)
- 4 - Housing Waiting List report (Open Housing)

**Protected Characteristic – RELIGION/FAITH**

		<p><b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life regardless of their religion/faith.</p>
<b>Positive</b>		
<b>Neutral</b>	x	
<b>Negative</b>		

**Evidence:**

Most recent available data shows that most Havering residents are Christians:

Table 12: Religion and Belief, Havering

<b>Faith</b>	<b>Number</b>	<b>%</b>
Christian	155,597	65.6%
Buddhist	760	0.3%
Hindu	2,963	1.2%
Jewish	1,159	0.5%
Muslim	4,829	2.0%
Sikh	1,928	0.8%
Other Religion	648	0.3%
No Religion	53,549	22.6%
No Response	15,799	6.7%
<b>TOTALS</b>	<b>237,232</b>	<b>100%</b>

However, data is lacking in relation to Havering tenants, with many tenants either refusing to provide this information or the field in Open housing has been left blank, meaning that this may not even have been an option for most tenants to answer. The limited information is as follows:

Table 13: Religion/belief of Havering Council main tenants

Agnostic	6
Another Religion/Belief	49
Atheist	12
Buddhist	6
Christian	459
Hindu	2
Jewish	2
Muslim	35
No religion	565
Prefer not to answer	90
Sikh	2
(blank)	7219

However, the Service recognises that as the demographics of the borough and London are changing, the variety of religious beliefs and faiths among our tenants will widen.

**Sources:**

- 1 - Office for National Statistics (ONS)
- 2 - Current tenancies E&D report (Open Housing)
- 3 - Diversity Report (Open Housing)

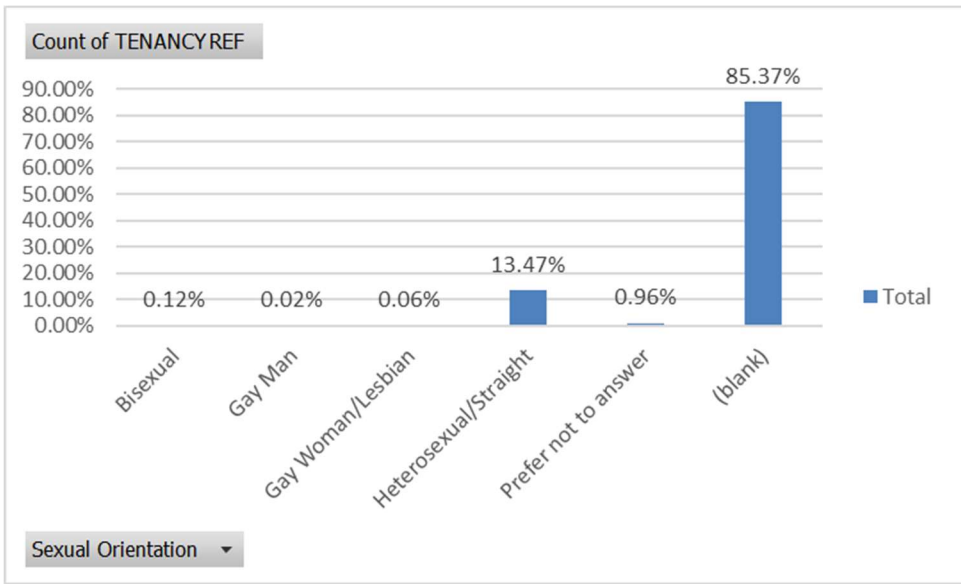


**Protected Characteristic - Sexual orientation**

		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life regardless of sexual orientation.
<b>Positive</b>		
<b>Neutral</b>	<b>X</b>	
<b>Negative</b>		

**Evidence:**  
There remains a deficit in the data held on the sexual orientation of residents within the Borough. The data held has empty fields for over 85% of tenants.

Table 15: Sexual Orientation of main housing tenants



Nationally an estimated two-thirds (64%) of LGBTQ+ people had experienced anti-LGBT+ violence or abuse and 18% have experienced homelessness at some point in their lives <sup>2</sup>

Additionally, people who are part of the LGBT+ community generally have an increased likelihood of mental health problems which are more likely to be exacerbated by external factors

- Sources:**
- 1 - Current tenancies E&D (Open Housing)
  - 2 - Stonewall LGBTQ+ - Facts and figures (Galop - Hate crime report)

Protected Characteristic - Gender reassignment		
		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's quality of life.
Positive		
Neutral	x	
Negative		
<b>Evidence:</b> There is a deficit in the data held on residents who have undergone or are undergoing gender reassignment. In a similar vein to the protected characteristic of sexual orientation, there is a reticence among residents and tenants to disclose this information.  We recognise that this is an elective process on the part of the tenant and Housing Services will respect the confidence given to our officers when a tenant discloses this information to us.		
<b>Sources:</b> No data is currently available concerning this protected characteristic.		

Protected Characteristic - Marriage/Civil partnership		
		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's quality of life regardless of their marital/civil partnership status.
Positive		
Neutral	x	
Negative		
<b>Evidence:</b> We do not collate data on the marital status of council tenants, only at the point of entry on to the Housing Register and for the purposes of succession of a tenancy.		
<b>Sources:</b> No data is currently available concerning this protected characteristic.		

Protected Characteristic - Pregnancy, maternity and paternity		
		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's
Positive		

<b>Neutral</b>	<b>x</b>	quality of life.
<b>Negative</b>		
<p><b>Evidence:</b> The only data which Housing Services collects for this protected characteristic is due dates for pregnancy, usually collated at the point of entry to the Housing Register.</p> <p>This data is used to ascertain the size of property/ the number of bedrooms a tenant is requires under the 'bedroom standard'.</p> <p>However, due to the nature of the protected characteristic, it would be difficult to collect accurate and up to date data.</p>		
<p><b>Sources:</b> No data is currently available concerning this protected characteristic</p>		

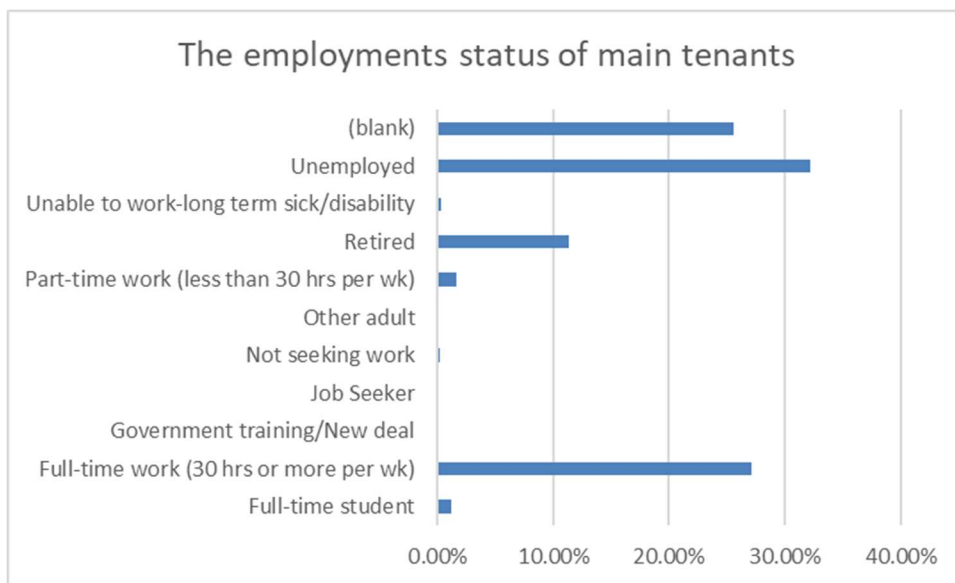
<b>Socio-economic status</b>		
		<p><b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's quality of life regardless of their socio-economic status.</p>
<b>Positive</b>	<b>x</b>	
<b>Neutral</b>		
<b>Negative</b>		
<p><b>Evidence:</b> Across London, the raw number of households in poverty in socially rented properties sits at 950,000. Whilst this is similar to the total number of private renters in a similar position (870,000) the actual rate of poverty is higher, at 51% (PRS 33%).</p> <p>As one of the least deprived boroughs in London, it still has over 8500 (16.6%) of children in households with a relatively low income, and almost 7000 (13.4%) children with absolute low incomes <sup>1</sup>. After housing costs, 30-33% of children would be living in poverty, with the most deprived areas including Gooshays and Heaton. The map below shows deprivation patterns in Havering based on the IMD 2019 child poverty index by Lower Super Output Areas (LSOAs).<sup>2</sup></p> <p>Gooshays is the most deprived ward, with an IMD average score rank of 50 out of 633 and 2165 out of 32844 LSOAs, making it amongst the 10% most deprived neighbourhoods in the country. Upminster is the least deprived with an IMD average score rank average of 615 out of 633, and ranked 32563 out of 32844 LSOA's, meaning it is in the top 1% of least deprived neighbourhoods.</p> <p>Despite generally low deprivation scores and high employment rates (economic activity 83%, 16 – 64), the median full time annual salary in Havering is £33,836, as measured in 2021, is low in comparison to the London median of £41,017 and slightly higher than the England median of £31,777.</p>		

The proportion of working age residents in Havering claiming out-of-work benefits (7.0%) is significantly lower than England (8.6%).

The employment rate within the Borough is higher than the London and England averages. About 79.4% of working age residents in Havering was employed in 2021, compared to 73.8% and 74.7% in London and England respectively.

The proportion of working age residents claiming out of work benefits (12.3%)<sup>4</sup> is significantly lower than England (13.8%).

**Table 16: Employment Status of all Council Tenants**



Data held on current Council Tenants demonstrates that 28.8% of all Council Tenants are employed on a full-time or part-time basis, while just over 30% are unemployed. The number of tenant's whose employment status remains unrecorded will change as the process of reviews takes place over time.

It is worth adding once more that this data is not reliable in that this data is only picked up at the point where a tenant accepts an offer of council home, and individual circumstances can change over time.

**Sources:**

- 1 - HM Revenue and Customs - Personal Tax Credits: Children in low-income families local measure
- 2 - [Indices of Deprivation \(communities.gov.uk\)](https://communities.gov.uk)
- 3 - Annual Survey of Hours and Earnings (ASHE), ONS and ONS CPI series
- 4 - People on out-of-work benefits, by London borough (Trust for London)
- 5 - Current tenancies E&D (Open Housing)

## Health & Wellbeing

		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's quality of life and wellbeing.
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>		
<b>Negative</b>		

**Do you consider that a more in-depth HIA is required as a result of this brief assessment?** Please tick (ü) the relevant box

**Yes**  **No**

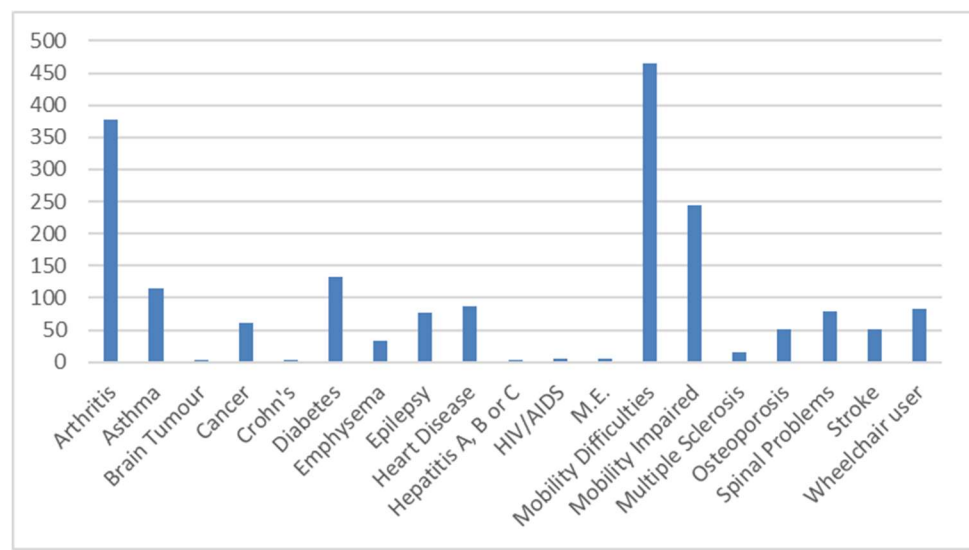
**Evidence:**  
Average self-reported wellbeing in Havering has declined slightly from 2019/20 to 2020/21, decreasing from 7.7 to 7.5 out of 10 for Life Satisfaction, which is still high.

For anxiety, we see a continuation of this increase, seen from 2015/16 (2.6 out of 10) to 2020/21 (3.1 out of 10), albeit this is still in the low category. "Happiness" saw a slight increase to 7.5 in 2020/21 from the previous year and "worthwhile" remained around the same at 8.

Equalities data from the current Housing Register, (as at 2018), shows that 5.1% of applicants accepted on to the Housing Register have a sensory or physical disability which may necessitate the allocation of a property with a level of adaptation to meet their need.

Where the tenant continues to have an ongoing housing need and continues to meet the eligibility criterion for social housing according to the Council's Allocation Scheme, the Council will offer the tenant a new tenancy for an appropriate property.

**Table 17: Council Tenants who have identified a health issue**



Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability. This is, however, a figure reliant on the self-reportage of tenants and does not necessarily mean that all instances of physical disability require an adaptation or change in housing.

**Sources:**

- 1 - [Personal well-being in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)
- 2 - Current tenancies, E&D (Open Housing)

## Action Plan

Item	Identified Negative impact	Recommended action/s	Outcomes and monitoring	Timescale	Lead officer
Age	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Disability	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Sex / Gender	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Ethnicity / Race	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Reigion / Faith	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Sexual orientation	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Gender reassignment	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Marriage / Civil partnership	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Pregnancy, maternity, parenaty	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Socio – economic	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Health & wellbeing	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar

## Review

The assessment will be reviewed on an annual basis.

**Scheduled date of review:** June, 2025

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## CABINET

**Subject Heading:**

Roof Replacements 24/25

**Cabinet Member:**

Councillor Paul McGeary - Lead Member for Housing & Property

**ELT Lead:**

Neil Stubbings, Strategic Director of Place

**Report Author and contact details:**

Husnain Mazhar  
Quantity Surveyor  
Housing Services  
[Husnain.mazhar@havering.gov.uk](mailto:Husnain.mazhar@havering.gov.uk)  
07966303701

**Policy context:**

The statutory requirement to maintain our homes to a decent standard

Places.

Making sure that our neighbourhoods are a great place to live by investing in them and keeping them clean, green and safe

This work supports the Housing Asset Management Strategy 2021-26 and is identified within the HRA Business Plan approved by Cabinet in February 2024

**Financial summary:**

The anticipated total contract cost is approximately £4,000,000 to be met from the Housing Revenue Account ('HRA') Capital budget.

**Is this a Key Decision?**

Yes, as expenditure or saving (including anticipated income) of £500,000 or more

**When should this matter be reviewed?**

N/A

**Reviewing OSC:**

Places

**The subject matter of this report deals with the following Council Objectives**

People - Supporting our residents to stay safe and well

Place - A great place to live, work and enjoy

x

Resources - Enabling a resident-focused and resilient Council

**SUMMARY**

As part of the Council's responsibility as a landlord, the Council has a duty to undertake repairs and maintenance works to its Housing Revenue Account (HRA) housing stock. This report presents to Cabinet details of the proposed tender process to re-procure this service and seeks approval to procure and delegated approval to the subsequent award of contract.

The current HRA annual capital budget for primary roofing works is around £2.6 million per annum. The purpose of this contract is to allow the replacement of roofs to properties ensuring the Council's Decent Homes standards are met.

This is to be an interim contract intended to continue delivery of roofing works whilst Housing Services undertake a more extensive procurement exercise which will deliver works of this nature from 2026/27 onwards.

Monies have been identified within the HRA 30-year business plan and contract spend will be aligned with business priorities and approved budgets on an annual basis.

**RECOMMENDATIONS**

For the reasons set out in the report and its appendices, Cabinet is recommended to;

- a) Approve the procurement of a contract with a total value of up to £4,000,000 to the end of Financial Year 25/26, for the replacement of roofs to HRA properties across the Council.
- b) Delegate approval of the award of the contract, contract terms and completion to the Strategic Director of Place, acting in consultation with the Strategic Director of Resources and the Deputy Director of Legal & Governance

**REPORT DETAIL**

**1. Background**

- 1.1. The Council is committed to ensuring that all social housing properties meet the Decent Homes Standard, which includes maintaining key elements, such as roofs, to a high standard. The general lifespan of a pitched roof covering is typically 70, depending on the materials used and the exposure to weather conditions. As many of the properties in the Council's housing stock approach or exceed this lifespan, the need for roof replacement becomes increasingly urgent.
- 1.2. As roofs reach the end of their expected service life, their ability to provide adequate protection from the elements diminishes, leading to increased risks of leaks, structural damage, and energy inefficiency. Proactively replacing these roofs as they near the end of their lifespan is essential to maintaining the properties in a condition that meets the Decent Homes Standard and ensures the long-term safety and comfort of residents.
- 1.3. The existing arrangements for renewing roofing on Housing Revenue Account (HRA) properties are set to expire in December 2024. To ensure continuity in maintaining the Council's housing stock, it is crucial to secure a new contract for roof replacements. This procurement process will enable the Council to appoint a contractor to carry out necessary pitched roof replacements across properties throughout the Borough as part of the HRA Capital Programme. The contract will cover the period from January 2025 to April 2026, providing an interim solution while the Council prepares to implement a longer-term roofing maintenance contract beyond this timeframe. This approach ensures that the Council continues to meet its obligations under the Decent Homes Standard without interruption.
- 1.4. Replacing the roofs in a timely manner is crucial to prevent further deterioration of the properties, which could lead to more extensive and costly repairs in the future. Ensuring that roofs are in good condition is essential for maintaining the overall integrity of the buildings, preventing moisture ingress, and improving energy efficiency. A proactive approach to roof replacement aligns with the Council's commitment to providing safe, comfortable, and energy-efficient homes for its residents.
- 1.5. The condition of a property's roof directly affects the living conditions of residents, including their comfort, health, and safety. By investing in roof replacement, the Council aims to improve the quality of life for tenants, reduce their energy bills, and ensure their homes are secure and weatherproof. While roof replacement represents a significant upfront cost, it is a cost-effective solution in the long term, reducing the need for ongoing repairs and maintenance. Investing in new roofing now will extend the lifespan of the properties, enhance their value, and support the Council's strategic goals of sustainable asset management.
- 1.6. All roof replacement works carried out under this contract will strictly adhere to current Building and Fire Safety Regulations. This ensures that the upgraded roofing systems not only improve the durability and energy efficiency of the properties but also meet all legal safety requirements.

1.7. The works identified as necessary as part of this contract are to street properties only. As such, it is important to note that these roof replacement works are not subject to Section 20 Leasehold consultation. This allows the Council to proceed with the procurement and execution of the works without the need for formal consultation with leaseholders.

## **2. Procurement Proposals**

2.1. The proposal is to commence the roof replacement contract in January 2025, with a value of up to £4 million, which will enable works on up to 300 properties, subject to the Council's evolving needs and requirements. The procurement proposal was approved at the Council's Commercial Gateway Review Group (GRG) on 12<sup>th</sup> July 2024.

2.2. The proposed contract has a potential total value of £4 million. Since this amount is below the threshold established by the Public Contracts Regulations (PCRs) 2015, it does not require compliance with these regulations. Instead, the procurement process will be carried out in accordance with the Council's Contracts Procedure Rules (CPRs) whilst still complying with the principles of the PCRs 2015. This approach ensures that while the procurement adheres to the necessary procedural standards, it remains streamlined and suited to the scale of the project. The CPRs will guide all stages of the procurement to ensure transparency, fairness, and value for money throughout the process.

2.3. The procurement process will be carried out as a restricted tender through the Fusion Procurement Portal, in accordance with the CPRs. For procurements valued above £500,000 but below the threshold set by the Public Contracts Regulations, the CPRs mandate that a minimum of seven qualified organisations be selected and invited to tender. This approach ensures a competitive and transparent process, allowing the Council to assess a diverse range of proposals and achieve the best value for the contract.

2.4. All selected contractors will be required to be registered on Constructionline, a widely recognised register for pre-qualified contractors and consultants in the UK construction industry. Constructionline provides a vetted database of contractors, ensuring that all bidders meet industry standards and possess the necessary qualifications and credentials to undertake the work.

2.5. Tender evaluation will be carried out by two surveyors within the Programme Delivery Team:

- i. The surveyors will individually score the submission for each quality question. The score allocated to each quality question will then be moderated to identify a consensus final score.
- ii. All quality questions will be weighted according to their relative importance in the performance of the works. The weightings are specified by each question. We will ask for one overall fixed price for the works.
- iii. Moderation will be chaired by a member of the Corporate Procurement team.

2.6. Financial checks will be conducted prior to awarding the contract to ensure that the proposed contractor is financially viable for the project. This will include an Experian

credit check, which will assess the contractor's financial stability and ability to manage the project's financial demands effectively.

2.7. Bids will be evaluated based on a scoring system of 70% price, 20% quality, and 10% social value. This approach balances cost considerations with the importance of high-quality work and the broader impact of the project on the community.

2.8. The proposed project timetable is as follows:

Finalise procurement and draft contract documents	September 2024
Invite tenders	October 2024
Receive and evaluate tenders	November 2024
Make proposals for appointments, gain internal approval to the proposals	December 2024
Notify bidders of outcome of tender	December 2024
Finalise contract documents	December 2024
Start of works	January 2025
Completion of works	March 2026

### **3. Project Delivery & Risks**

3.1. To ensure the highest standards of quality and performance within the supply chain, the Council will establish minimum standards for sub-contractors and include detailed quality-related questions as part of the tender process. These standards will be explicitly highlighted in the invitation documents, setting clear expectations for service delivery and quality. The Council will closely monitor compliance with these standards throughout the contract term, employing regular reviews and performance assessments to ensure that all requirements are consistently met and that the quality of work remains high. This approach aims to enhance overall project outcomes and maintain a robust, reliable supply chain.

3.2. The performance of the contract will be actively managed and monitored throughout the project by the Programme Delivery Project Manager and the Clerk of Works. The Programme Delivery Project Manager will oversee the overall progress and ensure that the project stays on track with its objectives, while the Clerk of Works will focus on quality control, verifying that the work meets the required standards and specifications. Together, they will ensure that any issues are promptly addressed, and that the project is delivered on time, within budget, and to the expected quality.

#### **4. Added Social Value**

- 4.1. The contractor's proposals for delivering Social Value within Havering will constitute 10% of the overall tender evaluation. This evaluation criterion will assess how the contractor's approach contributes to the community, including initiatives such as local employment opportunities, skills development, and other community benefits. This focus ensures that the project not only meets its technical and financial objectives but also delivers meaningful positive impacts for the local area.
- 4.2. The Council will evaluate proposals based on the Social Value themes outlined in the Government's 2020 Social Value Model. This framework emphasises key areas such as supporting local economic growth, enhancing social and community well-being, and promoting environmental sustainability. By aligning with these themes, the Council ensures that the contractor's approach not only meets project requirements but also delivers significant benefits to the community and contributes positively to broader social and environmental goals.

#### **5. Proposed Contract**

- 5.1. The contract form is the JCT Measured Term Contract which is a form of contract designed for use by employers who have a regular flow of maintenance, minor works and improvements projects that they would like to be carried out by a single contractor over a specified period of time.
- 5.2. The proposed contract form offers several benefits tailored to our needs. This contract structure does not guarantee a fixed amount of work, allowing flexibility in the scope of services provided. It enables precise measurement of work completed, ensuring that expenditure remains controlled and aligned with actual requirements. Importantly, despite setting a maximum value of £4 million, there is no commitment to spend this full amount. Instead, the contract allows for responsive adjustments based on ongoing surveys and budgetary considerations. This approach maximises cost efficiency while maintaining the capability to address varying levels of maintenance needs across Council housing stock.
- 5.3. The Council has incorporated a schedule of amendments into the contract to align with our specific requirements. One crucial addition is a termination clause, granting the Council the right to terminate the contract under specific circumstances. These include instances where the contractor suspends, disrupts, or unreasonably delays work without justification, or fails to proceed regularly and diligently with instructed tasks. This clause ensures that contractual obligations are upheld, maintaining accountability and safeguarding the Council's interests in delivering efficient and timely services to our residents.

## **REASONS AND OPTIONS**

### **Reasons for the decision:**

1. The Council has a statutory and contractual obligation as a landlord to provide repairs, maintenance and compliance works to its properties as well as meet the Decent Homes Standards, and therefore must have a provision in place to deliver this.

### **Other options considered:**

1. The option of doing nothing was rejected on the grounds that this work is required to maintain the housing stock and to reduce the need for responsive repair works.
2. Tendering through a framework was rejected on the basis that the framework will bring additional fees and thereby reducing the number of roofs that can be delivered within the budget.

## **IMPLICATIONS AND RISKS**

### **Financial implications and risks:**

1. This report is seeking approval to commence the procurement process and does not contain any financial implications at this moment in time. It is anticipated that the contract will cost in the region of £4,000,000, which will be funded from HRA Capital Programme, Cost Code C38700. This figure will be confirmed and the contract awarded via a separate Executive Decision.

### **Legal implications and risks:**

1. The Housing Revenue Account (HRA) specifically accounts for spending and income relating to the management and maintenance of council-owned housing stock. The services procured under this contract will cover various properties, all located within the London Borough of Havering owned or managed through the HRA as set out in the Section 74 of the Local Government and Housing Act 1989.
2. Housing Services seek to procure these works in accordance with the Council's responsibilities as a landlord as well various other Health and Safety legislation.
3. The proposed contract value is below the threshold for Works contracts and accordingly does not fall within the full rigours of the Public Contracts Regulations 2015 (as amended).



4. However, the procurement must still comply with the Council CPRs which requires the Council to use Constructionline to invite at least 7 organisations to tender. The proposed procurement process has already been set out in the body of this report and conforms with the CPRs.

**Human Resources implications and risks:**

1. The recommendations outlined in this report do not present any identifiable HR risks or implications that would impact the Council or its workforce. The proposed actions are designed to be implemented within existing frameworks and do not foresee any adverse effects on human resources or operational practices.

**Equalities implications and risks:**

1. The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:
  - 1.1. The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
  - 1.2. The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
  - 1.3. Foster good relations between those who have protected characteristics and those who do not.
2. Note: 'Protected characteristics' are age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.
3. The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.
4. The procurement process will be carried out in accordance with the Council's Contract Procurement Rules. The proposed contractor will be expected to comply with the Council's policies with regards to the promotion of equality and diversity in service delivery and employment practice. An equality impact assessment has been undertaken.
5. The Council will seek to ensure that socio-economic status will not dictate health and safety outcomes for occupants of new and existing homes.

**Health and Wellbeing implications and Risks**

1. Provision of an effective housing repairs service is essential to ensure residents are able to safely and comfortably use their homes, being provided with good quality services which support promote good health and wellbeing.
2. Poor quality housing can have a serious negative impact on an individual's health and wellbeing and a significant negative impact on communities.

3. The council is responsible for improving and protecting health and wellbeing of local residents under the Health and Social Care Act 2012.
4. This contract will support the aims and delivery of the Housing Asset Management Strategy ensuring that the Council provide the right homes for our residents which are affordable, safe and of high quality, provide good communities in which to live and work, whilst meeting the challenges of zero carbon and building safety across the estates.

### **Environmental and Climate Change Implications**

1. Environmental and Climate Change implications of delivery of the contract will be assessed through contract award as part of the Quality evaluation process; tenderers will be evaluated upon their proposals to reduce the environmental impact and carbon footprint of how the work is delivered, such as local supply chains, electric vehicles, waste reduction and recycling and so on.
2. Sustainability of materials will be built into the specifications by ensuring the manufacturers comply with BES 6001 “Responsible Sourcing of Construction Products”, to prove that their products have been made with constituent materials that have been responsibly sourced.
3. Insulating homes decreases the amount of fuel needed to heat them, reducing carbon emissions, and therefore helping to achieve the Council’s aim to become carbon neutral by 2040.

### **BACKGROUND PAPERS**

- 1.1. HRA Business Plan update, Budget 2024/25 & Capital Programme 2024/25–2028/29.
- 1.2. Housing Services Asset Management Strategy 2021-2026.

### **APPENDICES**

- 1.1. Appendix 1: Equality & Health Impact Assessment (EqHIA)

## Equality & Health Impact Assessment (EqHIA)

### Document control

<b>Title of activity:</b>	Roof Replacement Programme
<b>Lead officers:</b>	Husnain Mazhar, Quantity Surveyor, Property Services
<b>Approved by:</b>	DRAFT
<b>Date completed:</b>	12/06/2024
<b>Scheduled date for review:</b>	June 2025

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	No
<b>Did you seek advice from the Public Health team?</b>	No
<b>Does the EqHIA contain any confidential or exempt information that would prevent it from being published on the Council's website?</b>	No

## 1. About the activity

1	<b>Title of activity</b>	Roof Replacement Programme		
2	<b>Type of activity</b>	The purpose of this contract is to allow the replacement of roofs to properties ensuring the Councils Decent Homes standards are met.		
3	<b>Scope of activity</b>	This is to procure for a contractor to carry out roof replacements to the existing Council Housing Stock. The scope of work involves the replacement of roofs along with associated works involving the replacement of soffit, fascias, rainwater goods as well as installation of loft insulation.		
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	No		
4b	<b>Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?</b>	Yes		
4c	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes		

<b>Completed by:</b>	Husnain Mazhar, Quantity Surveyor, Property Services
<b>Date:</b>	12/06/2024

## 2. The EqHIA

### Background/context:

The purpose of this contract is to allow the replacement of roofs to properties ensuring the Councils Decent Homes standards are met. This is to procure for a contractor to carry out roof replacements to the existing Council Housing Stock. The scope of work involves the replacement of roofs along with associated works involving the replacement of soffit, fascias, rainwater goods as well as installation of loft insulation.

### Who will be affected by the activity?

All Council tenants and some leaseholders.

### Protected Characteristic - AGE

		<b>Overall impact:</b>
<b>Positive</b>	x	The majority of council tenants in Havering are of working age.
<b>Neutral</b>		30% of all council tenants in the Borough are of pension age, compared to 18% of the general population.
<b>Negative</b>		Of the over 65s, 74.9% of tenants are on full or partial benefits, compared to 68% of all tenants.  The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life regardless of their age.

### Evidence:

The estimated population of Havering is 260,651<sup>1</sup> is the twelfth smallest population in London. It has a median age of approximately 39.2 and the highest percentage of people aged over 65 (18%) out of the London boroughs, although this is below the proportion of over 65's for England as a whole.

Table 1: Population by age range in Havering, London and England including percentage of the population

Age	Havering	%	London	%	England	%
0 - 4	17,167	6.6	595,799	6.6	3,239,447	5.7
5 - 9	17,251	6.6	606,333	6.7	3,539,458	6.3
10 - 14	15,719	6.0	550,753	6.1	3,435,579	6.1
15 - 19	14,105	5.4	474,456	5.3	3,115,871	5.5
20 - 24	14,117	5.4	556,594	6.2	3,472,522	6.1
25 - 29	17,407	6.7	757,848	8.4	3,771,493	6.7
30 - 34	18,900	7.3	822,084	9.1	3,824,652	6.8

35 - 39	18,698	7.2	779,934	8.7	3,738,209	6.6
40 - 44	16,677	6.4	677,463	7.5	3,476,303	6.2
45 - 49	15,913	6.1	598,535	6.7	3,638,639	6.4
50 - 54	17,227	6.6	569,938	6.3	3,875,351	6.9
55 - 59	16,644	6.4	508,722	5.7	3,761,782	6.7
60 - 64	14,308	5.5	405,576	4.5	3,196,813	5.7
65 - 69	11,672	4.5	318,142	3.5	2,784,300	4.9
70 - 74	12,035	4.6	280,432	3.1	2,814,128	5.0
75 - 79	8,509	3.3	196,419	2.2	2,009,992	3.6
80 - 84	6,833	2.6	150,980	1.7	1,449,189	2.6
85+	7,469	2.9	152,480	1.7	1,406,410	2.5

Household types in Havering are mainly composed of pensioners or married couples with dependants<sup>2</sup>, with the highest proportion of one person households occupied by a persons aged 65 years and over, at 48% of one person households. 32% of the over 65 population live in a one-person household.

It is projected that the proportion of people aged 0-15 and over 65 will increase, with a slight decrease in the proportion of working age population <sup>3</sup>.

In relation to Havering tenants, 30.4% of main tenants are aged 65 and over<sup>4</sup>. When we look at the proportion of over 65's as part of the Havering adult population, this is almost 7% lower, at 23.7%.

Table 2: Age range of Havering Council's main tenants and the percentage of these as part of the main tenant population.

Age	Main Tenant (Havering)	%
15 - 19	1	0.01
20 - 24	134	1.59
25 - 29	365	4.32
30 - 34	652	7.72
35 - 39	702	8.31
40 - 44	752	8.90
45 - 49	725	8.58
50 - 54	889	10.52
55 - 59	871	10.31
60 - 64	784	9.28
65 - 69	674	7.98
70 - 74	616	7.29
75 - 79	505	5.98
80 - 84	361	4.27
85+	415	4.91

For people at a working age in Havering (16–64), approximately 83% are economically active <sup>5</sup>.

Data is limited in terms of the working age population who are Havering tenants, as this is ongoing gathered at the time of applying to the housing register, then at the time of offer if needed.

Most tenants receive a form of benefit (housing benefit or universal credit), an estimated 68% of all tenants. The proportion varies amongst age groups with the lowest proportion at age 55-59 (59% of this age group) and over 65's at 74.9% of tenants. Whilst the highest percentage is in the 15-19 age range, this relates to only one tenant.

As the taper that is applied to UC takes away from the housing element in the first instance, the data received from DWP and uploaded on to the system does not distinguish between those that are in receipt of this element and those that are not, only whether they receive UC.

Table 3: Proportion of tenants within each age range who receive either Universal Credit (UC) or Housing Benefit (HB).

<b>Age</b>	<b>Percentage of main applicants in receipt of UC or HB within each age group (% , rounded)</b>
15-19	100.0
20-24	79.9
25-29	66.3
30-34	71.8
35-39	69.4
40-44	66.2
45-49	61.1
50-54	63.6
55-59	59.0
60-64	64.3
65-69	70.8
70-74	70.8
75-79	79.0
80-84	78.7
85-89	82.3
90-94	73.0
95-99	83.7
100 and over	75.0

### **Life Expectancy**

A new-born male baby in the UK today can expect to live for 79.2 years and a girl to 82.9 years, with 22.6% of new-born boys and 28.3% of new-born girls projected to live to 100 years.

The life expectancy at age 65 years in Havering is 19 years for males and 21.7 years for females. The life expectancy at birth for people living in Havering is 80.2 years for males and 83.9 years for females.

**Sources:**

- 1 - Mid-year population estimates (Office for National Statistics (ONS))
- 2 - Office for National Statistics (ONS)
- 3 – Projected population growth by age by 2043 (ONS)
- 4 – Current tenancies, E&D (Open Housing)
- 5 - <https://www.haveringdata.net/business-and-employment/#/view-report/e20793b6fb0647e4980a5868fa1d817c/iaFirstFeature>

**Protected Characteristic - DISABILITY**

		<b>Overall impact:</b>
<b>Positive</b>	<b>x</b>	The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life.
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

At a national level individuals with a disability aged 16-64 were less likely to own their own home (40.9%) than non-disabled people (53.4%), and more likely to have rented social housing (at 24.9% compared with 7.8%).

The following shows the estimated prevalence of various disabilities in Havering in 2020 for working age people<sup>2, 3</sup>.

Table 4: Number of people aged 18-64 with disabilities in Havering by age band, 2020

Age band	Number with learning disability	Number with impaired mobility	Number with serious visual impairment	Number with moderate or severe, or profound hearing impairment
18-24	519	192	12	347
25-34	911	366	24	791
35-44	882	1,790	23	1,652
45-54	792	1,685	22	4,271
55-64	721	4,438	21	8,143
18-64	3,824	8,471	102	15,204

Table 5: Number of people aged 18-64 with mental health problems in Havering, 2020



<b>Mental health problem</b>	<b>Number</b>
Common mental disorder	29,906
Borderline personality disorder	3,796
Antisocial personality disorder	5,184
Psychotic disorder	1,100
Two or more psychiatric disorders	11,327

Table 6: Number of people aged 65 & over unable to manage at least one mobility activity on their own in Havering, 2020

<b>Age band</b>	<b>Number</b>
65-69	1,023
70-74	1,642
75-79	1,506
80-84	1,740
85 and over	3,410
65 and over	9,321

It is also worth mentioning that research on the impact of COVID-19 shows that the coronavirus pandemic has increased psychological distress both in the general population and among high-risk groups.

Behaviours such as physical distancing, as well as their social and economic impacts, are worsening mental health consequences. Research on the psychological impact of mass trauma (e.g., natural disasters, flu outbreaks) suggests that the pandemic might particularly harm the mental health of marginalized populations who have less access to socio-economic resources and supportive social networks (Galea S, 2020).

There are unique stressors and challenges that could worsen mental health for people with disabilities during the COVID-19 crisis. Research on past pandemics shows that disabled people find it harder to access critical medical supplies which can become even more challenging as resources become scarce (Goldmann E, 2014).

Some people with disabilities report higher levels of social isolation than their non-disabled counterparts. They may experience intensified feelings of loneliness in response to physical distancing measures.

Data on disabilities in Havering council stock is limited. The Housing Services diversity report in 2017 led to 18% of tenants self-declaring that they had a physical and/or mental disability, and 3% a sensory disability, albeit without any measurement of disability related benefit or medical evidence. Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability at some point during the process of applying and holding a tenancy.

In terms of demand, of the live applications on the housing register at this time, the primary reason is medical for 77 applicants meaning that they have a severe health condition that is significantly impacted by their current housing situation.

**Sources:**

1. Outcomes for Disabled People in the UK report
2. Projecting Older People Population Information: <https://www.poppi.org.uk/index.phpProjecting> Adults Needs and Services Information:
3. <https://www.pansi.org.uk>
4. Housing Service Diversity report (Open Housing)
5. Housing Waiting list report (Open Housing)

**Protected Characteristic – SEX/GENDER**

		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life of all regardless of gender.
<b>Positive</b>	<b>x</b>	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

Of the estimated 260,651 people in Havering, 48.2% are male and 51.8% are female <sup>1</sup>.

Working aged women are less likely to be economically active in Havering (78%, compared to 86% for men) and when they are in work, they continue to earn less than men because of a gender pay gap in Havering (15.4%).

Women are also more likely than men to live in poverty. As a result, women are more likely to be eligible for social housing with 58% of social rented homes nationally are headed by a female.

In terms of demand for local authority housing in Havering, of the main applicant's active on the housing register, 84.3% (of 1502 applicants) identify as female.

Within current housing stock, 64.5% main tenants identify as female and 35.48% identify as male, with one tenant identified as "other". A slightly higher proportion of female tenants (70%) receive either UC or HB than men (64%). Only one lead tenant identified as "other" and in receipt of a benefit.

**Sources:**

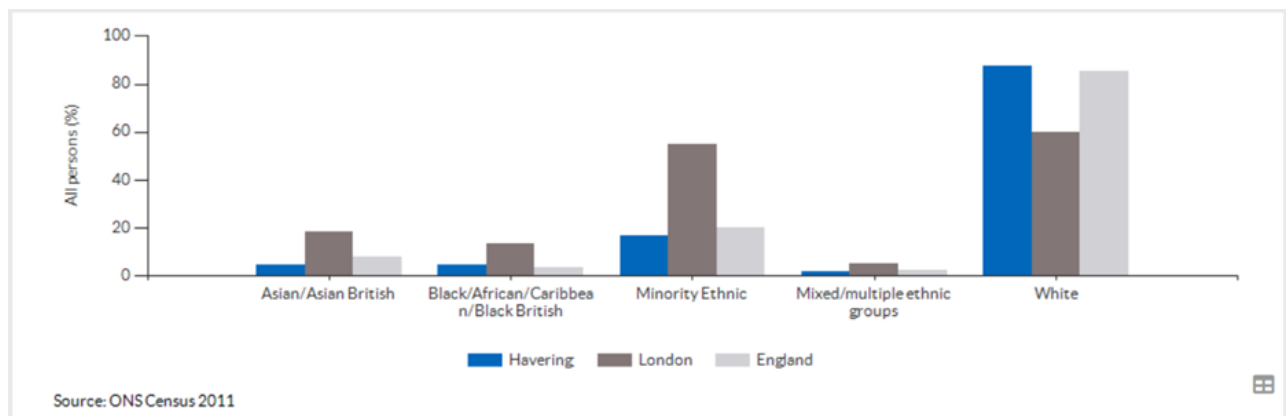
- 1 - Mid-year estimates of population (Office for National Statistics)
- 2 - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>
- 3 - Housing Waiting List (Open Housing)
- 4 - Current tenancies E&D (Open Housing)

**Protected Characteristic – ETHNICITY/RACE**

		<b>Overall impact:</b> 17% of Havering’s population is from an ethnic minority.
<b>Positive</b>	<b>X</b>	For those tenants who have provided us with the information only 8.3% are from ethnic minorities. However, 22.0% of households on the Housing Register are from ethnic minorities so it is anticipated that the proportion of tenants from ethnic minorities will grow in future years.
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**  
Havering continues to be considered one of the most ethnically homogenous places in London, with 83% of its residents recorded as White British in the 2011 census, higher than both London and England.

Table 8 – Population of Havering, London, and England by ethnicity<sup>1</sup>



	Havering		London		England	
	Count	%	Count	%	Count	%
Asian/Asian British	11,545	4.9	1,511,546	18.5	4,143,403	7.8
Black/African/Caribbean/Black British	11,481	4.8	1,088,640	13.3	1,846,614	3.5
Minority Ethnic - Total	39,617	16.7	4,504,657	55.1	10,733,220	20.2
Mixed/multiple ethnic groups	4,933	2.1	405,279	5	1,192,879	2.3
Other ethnic group	1,324	0.6	281,041	3.4	548,418	1
White	207,949	87.7	4,887,435	59.8	45,281,142	85.4

It is estimated that the ethnically homogenous characteristic of Havering is gradually changing due to its growing cultural diversity. In this regard, the Borough’s white population is projected to decrease from the current 84% to 78% in 2032.

The BME population, notably those from Black African heritage (though many of whom are likely to be British born) is projected to increase from 4.1% in 2017 to 5.3% of the Havering population in 2032. The number of Black & minority ethnic group residents in the borough is expected to rise from 18% currently to 22% by 2032.

This is further highlighted in the GLA ethnic projections (2020) There are approximately 40,500 (18%) people from BAME (Black Asian Minority Ethnic) groups living in Havering, the majority being of a Black African ethnicity (11,700, 4.5%).

The UK poverty rate is twice as high for black & minority ethnic groups as for white British groups. Nationally, ethnic minority groups are more likely than white British households to spend a high proportion of income on rent, regardless of whether they live in social or private rented housing.

However, the housing they live in tends to be of lower quality, especially among households of Pakistani origin, and overcrowding is more common, particularly among households of Bangladeshi origin.

Within Havering Council stock, we see the current population by ethnicity where the tenant has made the decision to provide this information:

Table 10: Ethnicity of Havering Council main tenants as a percentage of the tenant population <sup>3</sup>

<b>Ethnicity</b>	<b>No. Tenants</b>	<b>Proportion of tenant population (%)</b>
Asian or Asian British Bangladeshi	14	0.2
Asian or Asian British Chinese	10	0.1
Asian or Asian British Indian	16	0.2
Asian or Asian British Other	38	0.4
Asian or Asian British Pakistani	11	0.1
Black or Black British African	262	3.1
Black or Black British Caribbean	86	1.0
Black or Black British Other	52	0.6
Mixed Other	33	0.4
Mixed White & Asian	15	0.2
Mixed White & Black African	41	0.5
Mixed White & Black Caribbean	53	0.6
Other Ethnic Group: Other	4	0.0
Refused	595	7.0
White British	6658	78.8
White Irish	74	0.9
White Other	206	2.4
(blank)	279	3.3

Most tenants are White British as would be expected with a homogenous population and secure tenancies, followed quite distantly by Black or Black British African.

There is, however, quite a notable change in ethnicity based on housing demand. Housing needs, based on the housing register data, see an increase in the proportion of Black or

Black British African applicants, making up 9% of households, with White British households at 59.3% of applicants.

Table 11: Ethnicity of applicants with an assessed housing need <sup>4</sup>

<b>Ethnicity</b>	<b>Percentage (%) with an assessed housing need</b>
Asian or Asian British Bangladeshi	0.7
Asian or Asian British Indian	0.7
Asian or Asian British Other	1.3
Asian or Asian British Pakistani	0.6
Black or Black British African	9.7
Black or Black British Caribbean	2.4
Black or Black British Other	1.0
Mixed Other	0.7
Mixed White & Asian	0.4
Mixed White & Black African	1.5
Mixed White & Black Caribbean	2.3
Other Ethnic Group: Arab	0.1
Other Ethnic Group: Other	0.1
Refused	4.9
White British	59.3
White Irish	0.5
White Other	4.3
(blank)	9.6

**Sources:**

- 1 - Office for National Statistics/Havering Public Health Intelligence
- 2 - [Ethnic group population projections - London Datastore](#)
- 3 - Current tenancies E&D report (Open Housing)
- 4 - Housing Waiting List report (Open Housing)

**Protected Characteristic – RELIGION/FAITH**

		<p><b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life regardless of their religion/faith.</p>
<b>Positive</b>		
<b>Neutral</b>	x	
<b>Negative</b>		

**Evidence:**

Most recent available data shows that most Havering residents are Christians:

Table 12: Religion and Belief, Havering

Faith	Number	%
Christian	155,597	65.6%
Buddhist	760	0.3%
Hindu	2,963	1.2%
Jewish	1,159	0.5%
Muslim	4,829	2.0%
Sikh	1,928	0.8%
Other Religion	648	0.3%
No Religion	53,549	22.6%
No Response	15,799	6.7%
<b>TOTALS</b>	<b>237,232</b>	<b>100%</b>

However, data is lacking in relation to Havering tenants, with many tenants either refusing to provide this information or the field in Open housing has been left blank, meaning that this may not even have been an option for most tenants to answer. The limited information is as follows:

Table 13: Religion/belief of Havering Council main tenants

Agnostic	6
Another Religion/Belief	49
Atheist	12
Buddhist	6
Christian	459
Hindu	2
Jewish	2
Muslim	35
No religion	565
Prefer not to answer	90
Sikh	2
(blank)	7219

However, the Service recognises that as the demographics of the borough and London are changing, the variety of religious beliefs and faiths among our tenants will widen.

**Sources:**

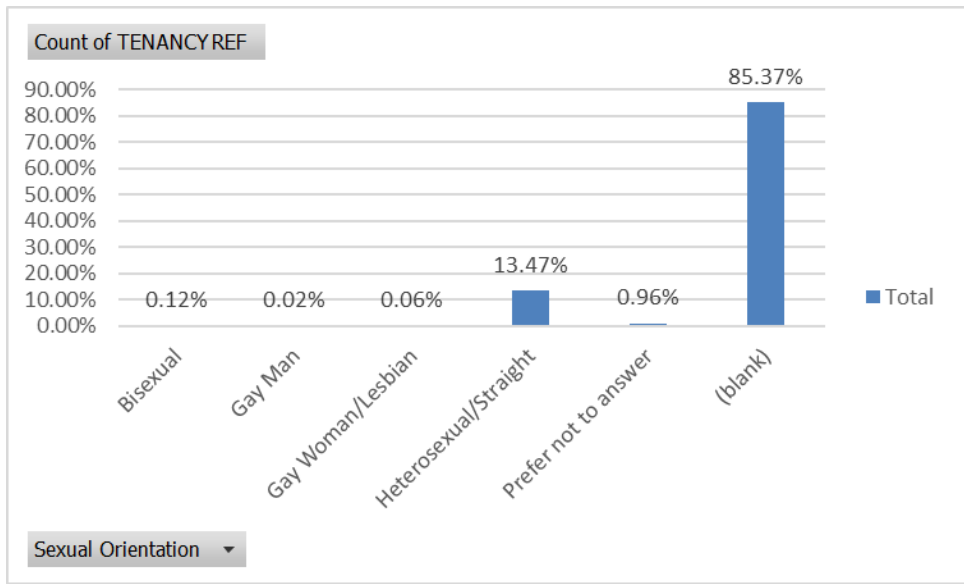
- 1 - Office for National Statistics (ONS)
- 2 - Current tenancies E&D report (Open Housing)
- 3 - Diversity Report (Open Housing)

## Protected Characteristic - Sexual orientation

		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve their overall quality of life regardless of sexual orientation.
<b>Positive</b>		
<b>Neutral</b>	<b>X</b>	
<b>Negative</b>		

**Evidence:**  
 There remains a deficit in the data held on the sexual orientation of residents within the Borough. The data held has empty fields for over 85% of tenants.

Table 15: Sexual Orientation of main housing tenants



Nationally an estimated two-thirds (64%) of LGBTQ+ people had experienced anti-LGBT+ violence or abuse and 18% have experienced homelessness at some point in their lives <sup>2</sup>

Additionally, people who are part of the LGBT+ community generally have an increased likelihood of mental health problems which are more likely to be exacerbated by external factors

**Sources:**  
 1 - Current tenancies E&D (Open Housing)  
 2 - Stonewall LGBTQ+ - Facts and figures (Galop - Hate crime report)

Protected Characteristic - Gender reassignment		
		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's quality of life.
Positive		
Neutral	x	
Negative		
<b>Evidence:</b> There is a deficit in the data held on residents who have undergone or are undergoing gender reassignment. In a similar vein to the protected characteristic of sexual orientation, there is a reticence among residents and tenants to disclose this information.  We recognise that this is an elective process on the part of the tenant and Housing Services will respect the confidence given to our officers when a tenant discloses this information to us.		
<b>Sources:</b> No data is currently available concerning this protected characteristic.		

Protected Characteristic - Marriage/Civil partnership		
		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's quality of life regardless of their marital/civil partnership status.
Positive		
Neutral	x	
Negative		
<b>Evidence:</b> We do not collate data on the marital status of council tenants, only at the point of entry on to the Housing Register and for the purposes of succession of a tenancy.		
<b>Sources:</b> No data is currently available concerning this protected characteristic.		

Protected Characteristic - Pregnancy, maternity and paternity		
		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's
Positive		



<b>Neutral</b>	<b>x</b>	quality of life.
<b>Negative</b>		
<p><b>Evidence:</b> The only data which Housing Services collects for this protected characteristic is due dates for pregnancy, usually collated at the point of entry to the Housing Register.</p> <p>This data is used to ascertain the size of property/ the number of bedrooms a tenant is requires under the 'bedroom standard'.</p> <p>However, due to the nature of the protected characteristic, it would be difficult to collect accurate and up to date data.</p>		
<p><b>Sources:</b> No data is currently available concerning this protected characteristic</p>		

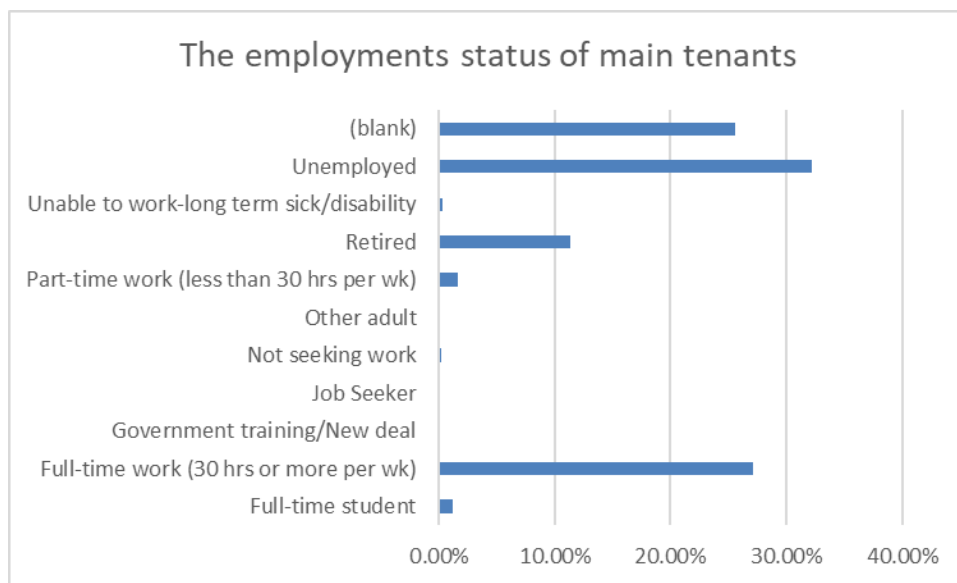
<b>Socio-economic status</b>		
		<p><b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's quality of life regardless of their socio-economic status.</p>
<b>Positive</b>	<b>x</b>	
<b>Neutral</b>		
<b>Negative</b>		
<p><b>Evidence:</b> Across London, the raw number of households in poverty in socially rented properties sits at 950,000. Whilst this is similar to the total number of private renters in a similar position (870,000) the actual rate of poverty is higher, at 51% (PRS 33%).</p> <p>As one of the least deprived boroughs in London, it still has over 8500 (16.6%) of children in households with a relatively low income, and almost 7000 (13.4%) children with absolute low incomes <sup>1</sup>. After housing costs, 30-33% of children would be living in poverty, with the most deprived areas including Gooshays and Heaton. The map below shows deprivation patterns in Havering based on the IMD 2019 child poverty index by Lower Super Output Areas (LSOAs).<sup>2</sup></p> <p>Gooshays is the most deprived ward, with an IMD average score rank of 50 out of 633 and 2165 out of 32844 LSOAs, making it amongst the 10% most deprived neighbourhoods in the country. Upminster is the least deprived with an IMD average score rank average of 615 out of 633, and ranked 32563 out of 32844 LSOA's, meaning it is in the top 1% of least deprived neighbourhoods.</p> <p>Despite generally low deprivation scores and high employment rates (economic activity 83%, 16 – 64), the median full time annual salary in Havering is £33,836, as measured in 2021, is low in comparison to the London median of £41,017 and slightly higher than the England median of £31,777.</p>		

The proportion of working age residents in Havering claiming out-of-work benefits (7.0%) is significantly lower than England (8.6%).

The employment rate within the Borough is higher than the London and England averages. About 79.4% of working age residents in Havering was employed in 2021, compared to 73.8% and 74.7% in London and England respectively.

The proportion of working age residents claiming out of work benefits (12.3%)<sup>4</sup> is significantly lower than England (13.8%).

**Table 16: Employment Status of all Council Tenants**



Data held on current Council Tenants demonstrates that 28.8% of all Council Tenants are employed on a full-time or part-time basis, while just over 30% are unemployed. The number of tenant's whose employment status remains unrecorded will change as the process of reviews takes place over time.

It is worth adding once more that this data is not reliable in that this data is only picked up at the point where a tenant accepts an offer of council home, and individual circumstances can change over time.

**Sources:**

- 1 - HM Revenue and Customs - Personal Tax Credits: Children in low-income families local measure
- 2 - [Indices of Deprivation \(communities.gov.uk\)](https://communities.gov.uk)
- 3 - Annual Survey of Hours and Earnings (ASHE), ONS and ONS CPI series
- 4 - People on out-of-work benefits, by London borough (Trust for London)
- 5 - Current tenancies E&D (Open Housing)

## Health & Wellbeing

		<b>Overall impact:</b> The works will improve the welfare of the residents, reduce the need for responsive repair works to their homes and improve everyone's quality of life and wellbeing.
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
		<b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (ü) the relevant box <b>Yes</b> <input type="radio"/> <b>No</b> <input checked="" type="radio"/>

### Evidence:

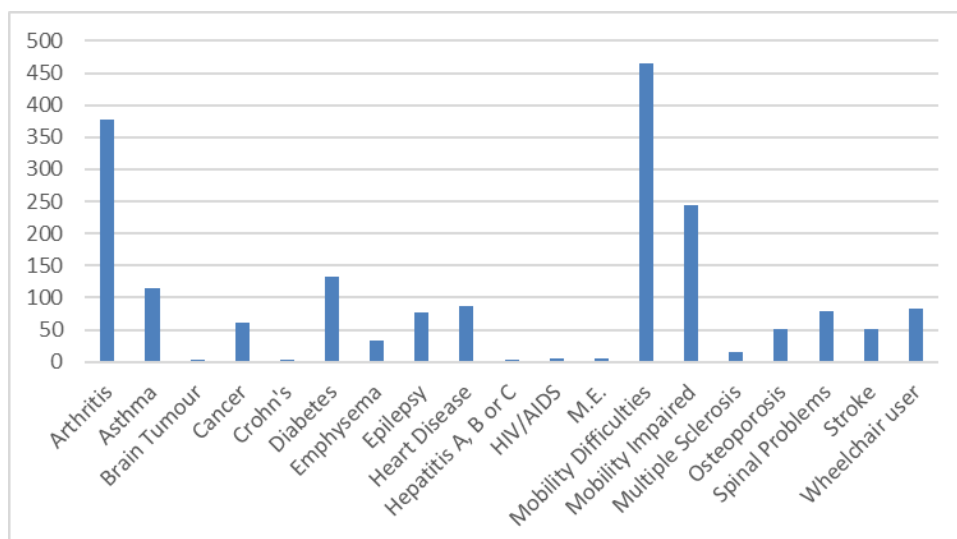
Average self-reported wellbeing in Havering has declined slightly from 2019/20 to 2020/21, decreasing from 7.7 to 7.5 out of 10 for Life Satisfaction, which is still high.

For anxiety, we see a continuation of this increase, seen from 2015/16 (2.6 out of 10) to 2020/21 (3.1 out of 10), albeit this is still in the low category. "Happiness" saw a slight increase to 7.5 in 2020/21 from the previous year and "worthwhile" remained around the same at 8.

Equalities data from the current Housing Register, (as at 2018), shows that 5.1% of applicants accepted on to the Housing Register have a sensory or physical disability which may necessitate the allocation of a property with a level of adaptation to meet their need.

Where the tenant continues to have an ongoing housing need and continues to meet the eligibility criterion for social housing according to the Council's Allocation Scheme, the Council will offer the tenant a new tenancy for an appropriate property.

**Table 17: Council Tenants who have identified a health issue**



Data extracted from Open housing indicates that 21.5% of council tenants have identified themselves as having a disability. This is, however, a figure reliant on the self-reportage of tenants and does not necessarily mean that all instances of physical disability require an adaptation or change in housing.

**Sources:**

- 1 - [Personal well-being in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)
- 2 - Current tenancies, E&D (Open Housing)

## Action Plan

Item	Identified Negative impact	Recommended action/s	Outcomes and monitoring	Timescale	Lead officer
Age	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Disability	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Sex / Gender	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Ethnicity / Race	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Reigion / Faith	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Sexual orientation	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Gender reassignment	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Marriage / Civil partnership	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Pregnancy, maternity, parenaty	Neutral	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Socio – economic	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar
Health & wellbeing	Positive	No additional actions	N/A	Reviewed annually	Husnain Mazhar

## Review

The assessment will be reviewed on an annual basis.

**Scheduled date of review:** June, 2025

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<b>CABINET</b>	
<b>Subject Heading:</b>	Corporate Plan 2024-27: Q1 Performance Report (2024/25)
<b>Cabinet Member:</b>	Councillor Ray Morgon
<b>ELT Lead:</b>	Sandy Hamberger   AD Policy, Strategy & Insight
<b>Report Author and contact details:</b>	Jodie Gutteridge   Corporate Policy and Performance Lead <a href="mailto:Jodie.gutteridge@havering.gov.uk">Jodie.gutteridge@havering.gov.uk</a>
<b>Policy context:</b>	The report sets out Quarter 1 performance for each of the three strategic priorities (People, Place and Resources)
<b>Financial summary:</b>	There are no direct financial implications arising from this report. It is expected that the delivery of targets will be achieved within existing resources.
<b>Is this a Key Decision?</b>	No
<b>When should this matter be reviewed?</b>	The Corporate Performance Report will be reported to Cabinet quarterly
<b>Reviewing OSC:</b>	(Has not been requested for pre scrutiny)

**The subject matter of this report deals with the following Council Objectives**

People – Supporting our residents to stay safe and well	x
Place – A great place to live work and enjoy	x
Resources – Enabling a resident –focused and resilient council	x

**SUMMARY**

The Council’s affordable Corporate Plan for 2024-2027, was formally adopted in April 2024, after recognising the November 2022 one was not realistic given the Council’s financial position.

This Plan, has a clear and practical focus on what we can do within our budget for this year. This includes putting in place more rigorous reporting and financial assurance and the production of newly required improvement and transformation plans. The plan reflects our joined up approach to improving the health and wellbeing of Havering residents through our Place based Partnership.

The Council provides a wide range of services to our communities, spending more than £180 million every year. Some of these services - statutory services - are ones that we must provide by law. Others, called discretionary services, are ones we want and choose to provide. We know many of these services are highly valued by our residents, but sadly not all can be reflected in our affordable Corporate Plan.

We also know that some of the priorities we have set out may appear to conflict with one another. This is a result of the exceedingly tough decisions we are forced to make because of the gap between the inadequate funding we receive and the needs of our borough.

Our overall vision “The Havering you want to be part of” has not changed. We now have three clear objectives sitting underneath that we remain committed to delivering. These are: -

1. Supporting our residents to stay safe and well
2. A great place to live, work and enjoy
3. Enabling a resident-focused and resilient Council

The Plan reflects these on-going priorities and sets out how we will report our progress in delivering them. The Plan forms the three Strategic Directors Service Plans, and informs the Directors priorities for the three themes, and individuals performance objectives.

The Corporate Plan’s performance will be presented using a “PowerBI” format, and highlights good performance and potential areas for improvement.

The report identifies where the Council is performing well (Green) not so well (Amber and Red) and where there have not had any targets set (Blue) or are narrative only indicators (Grey). The RAG ratings for 2024/25 on power-bi are as follows:

- **Red** = Below target and below the ‘variable tolerance’ off the target
- **Amber** = Below target but within the ‘variable tolerance’ of the target
- **Green** = Above annual target

Also included in the PowerBI report are Direction of Travel (long-term and short-term), which compare:

- Short-term performance – with the previous quarter (Quarter 4 2023/24)
- Long-term performance – with the same time the previous year (Quarter 1 2023/24, where available)

Please note the green arrow shows if (↑) higher performance is better or (↓) lower performance is better.

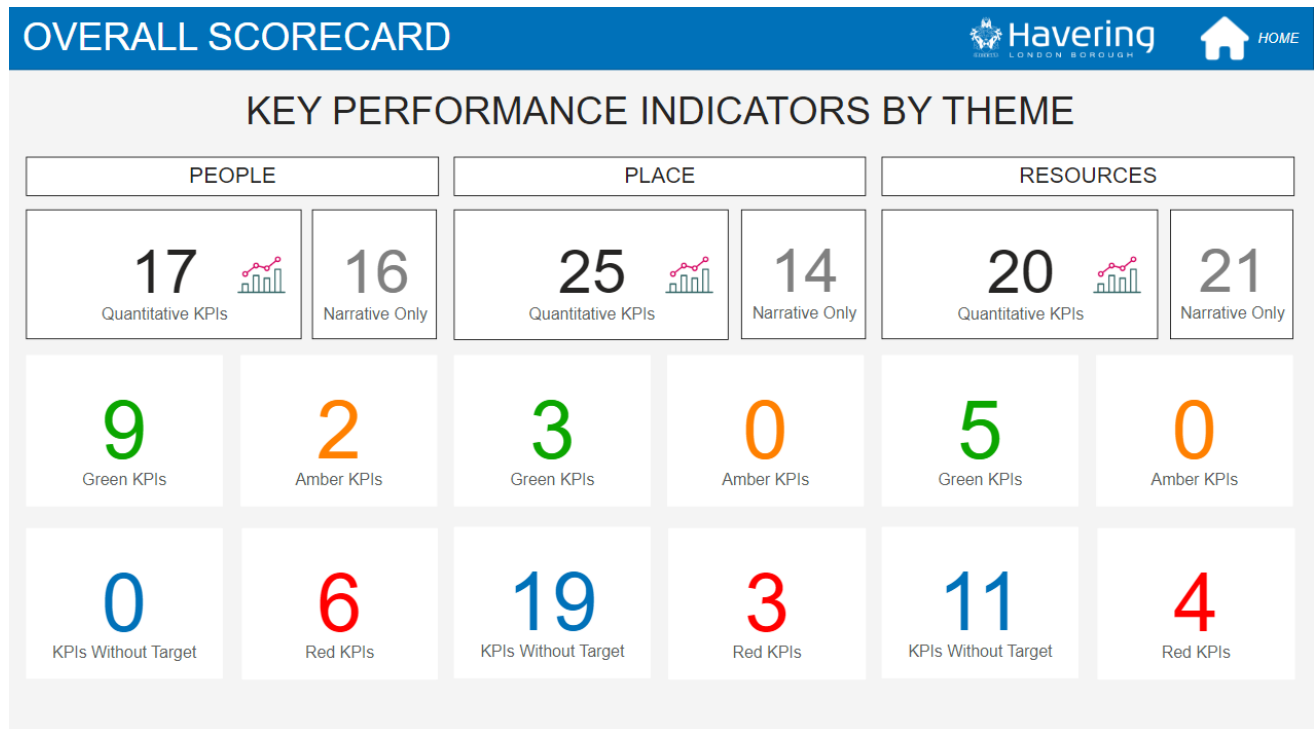


## RECOMMENDATIONS

Members are asked to consider and note the levels of performance set out in the quarter one PowerBI report.

## REPORT DETAIL

### Quarter 1 2024/25 RAG Summary



- As at the end of Q1 2024/25 **113** Corporate Performance Indicators have been measured.
- Of these, 51 are narrative only indicators, and **32** have been given a RAG status outlined below:
  - 17 (53%)** have a RAG status of **Green**.
  - 2 (6%)** have a RAG status of **Amber**.
  - 13 (41%)** have a RAG status of **Red**.
- A full breakdown of the report is available in Power BI and can be viewed using the below link.  
<https://app.powerbi.com/view?r=eyJrIjoiZDIiNmJkZWYtZWZmZC00ODdkLWEyOWYtMzdKOTBjMDdlNTVhIiwidCI6IjM1MzY2OWUxLTk3MTgtNDZmOC05YmVhLTk1YWZjODc3NmM4YSIsImMiOiJh9>

## REASONS AND OPTIONS

**Reasons for the decision:** To provide Cabinet Members with an update on the Council’s performance against each of the strategic goals (People, Place and Resources).

**Other options considered:** We considered not reporting any performance again, but this was quickly dismissed as performance is a key integral part of making the right decisions, being open and transparent with our residents, staff and partners.

**IMPLICATIONS AND RISKS**

**Financial implications and risks:**

The Council is currently facing significant financial challenges which should have been taken into account when setting the targets as they will need to be delivered within the existing resources as set out in the Council’s MTFS.

Adverse performance against some Corporate Performance Indicators may have financial implications for the Council, particularly where targets are explicitly linked with particular funding streams.

**Legal implications and risks:**

Whilst reporting on performance is not a statutory requirement, it is considered best practice to review the Council’s progress against the Corporate Plan and Service Plans on a regular basis.

There are no specific legal issues arising from this report.

**Human Resources implications and risks:**

There are no major direct HR implications or risks from this report. Any HR issues which occur will be managed in accordance with the Council’s HR policies and procedures and any change processes that are required will be managed in accordance with both statutory requirements and the Council’s Organisational Change Policy and Procedure and associated guidance.

**Equalities implications and risks:**

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) foster good relations between those who have protected characteristics and those who do not.

Note: ‘Protected characteristics’ are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

Equality impact assessments are systematically carried out for any services, projects or other schemes that have the potential to impact on communities and / or staff on the grounds of particular protected characteristics or socio-economic disadvantage.

Equalities assessment is normally required for significant impacts upon ANY of the “protected characteristics”. As this is a report pulls together the work that is already being completed or due to start, an assessment is not required.

### **Health and Wellbeing implications and Risks**

Under the Health and Social Care Act 2012 the Council is responsible for improving and protecting the health and wellbeing of local residents. Havering Council is committed to improving the health and wellbeing of all residents.

There are no health and wellbeing implications arising from the proposed decision to approve and publish this report.

### **ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS**

The Council has committed to taking action towards the organisation and the borough becoming carbon neutral by 2040.

According to figures from Google:

- 1kg of paper causes an average of approximately 1kg of CO<sub>2</sub> during production
- A single sheet of paper produces approximately 5g of CO<sub>2</sub>
- When printing 10 pages per minute, a laser printer emits around 10.27g of CO<sub>2</sub>, around 1g of CO<sub>2</sub> per page.
- The average carbon footprint of an email is 0.3g of CO<sub>2</sub>
- One internet search produces 0.2g of CO<sub>2</sub>
- The average website produces as much as 1.76g of CO<sub>2</sub> per page view
- An average website with 10,000 page views per month could generate 211kg of CO<sub>2</sub> per year, which is the same as would be absorbed by 105 trees in a year.

By producing the paper and printing the whole of the 113 indicators from the Power-Bi Corporate Plan Q1 Performance Report, using a laser printer, will equate to emitting approximately 681.051g of CO<sub>2</sub> per member of cabinet (6,129.459 of CO<sub>2</sub> for all 9 cabinet members) which four times a year will make an impact on our carbon consumption.

It is not envisioned that the Corporate Plan Q1 Performance Report on the council’s website will reach 10,000 views per year, so by publishing the report is unlikely to make a significant impact on the climate.

No detrimental climate change implications or risks are expected as a direct outcome of this report.

**BACKGROUND PAPERS**

The Corporate Plan 2024-2027 is available to view on the councils website:

[https://issuu.com/haveringcouncil/docs/6609\\_vision\\_for\\_havering\\_v9](https://issuu.com/haveringcouncil/docs/6609_vision_for_havering_v9)