

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	Private Sector Landlord Licensing
Lead officer:	Louise Watkinson
Approved by:	Dipti Patel
Date completed:	02/12/2019
Scheduled date for review:	October 2021

Did you seek advice from the Corporate Policy & Diversity team?	Yes
Did you seek advice from the Public Health team?	Yes
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact EqHIA@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

About your activity

1	Title of activity	<i>Private Sector Landlord Licensing</i>
2	Type of activity	<i>Strategy</i>
3	Scope of activity	<p>Under the provisions of Part 2 and Part 3 of the Housing Act 2004 the council is proposing to extend property licensing of HMOs to cover the 6 remaining wards not already covered by HMO licensing and introduce a selective licensing scheme (single households) to cover 20 % of the Borough in Romford Town and Brooklands wards. This will have the effect of requiring landlords of <u>all</u> houses in multiple occupation (HMO) not currently covered by mandatory licensing and landlords letting to single households in the Brooklands and Romford Town wards will be required to have a license.</p> <p>The scheme has been subject to a full public consultation with landlords, residents, businesses and community groups across the borough and all other potentially affected stakeholders who were invited to comment on the proposals. All feedback has been fully considered and will be presented to members prior to making the final informed decision at cabinet.</p> <p>Any designation made is intended to last for five years and the council will be required to review the scheme from time to time within this period.</p> <p>The aims of Havering Council's Private Sector Landlord Licensing Project are:</p> <ul style="list-style-type: none"> • to exercise the council's powers under the provisions under Part 2, section 55-56 and Part 3 of Housing Act 2004 <p>to improve management practices and improve housing conditions within the private rented residential sector and to deter the activities of rogue or unprofessional landlords within the Borough</p>

4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	No		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	If you answered NO:	<i>n/a</i>		

Completed by:	<i>Pip Watson</i>
Date:	<i>02/12/2019</i>

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
<p>Under the provisions of Part 2 and Part 3 of the Housing Act 2004 the council is consulting on extending landlord property licensing. The proposal will extend the coverage of the HMO licensing scheme to cover the remaining 6 wards not covered and introduce licensing for single household rentals in the Romford Town and Brooklands Wards</p> <p>The proposal has been the subject to a full public consultation with landlords, residents, businesses and community groups across the borough and all other potentially affected stakeholders. All feedback has been fully considered and will be presented to members prior to making the final informed decision at cabinet.</p> <p>Percentage and number of PRS properties by ward</p>

Ward	% of ward dwellings PRS	No. PRS dwellings per ward
Romford Town	37.6%	3117
Brooklands	34.9%	2674
Harold Wood	32.0%	2061
Squirrels Heath	31.3%	1884
Saint Andrews	30.2%	1821
Rainham & Wennington	31.6%	1692
Mawneys	30.1%	1676
South Hornchurch	27.2%	1599
Gooshays	23.4%	1575
Elm Park	28.0%	1525
Hacton	27.5%	1410
Hylands	26.0%	1386
Heaton	24.0%	1380
Havering Park	24.9%	1342
Pettits	24.3%	1291
Cranham	23.6%	1261
Upminster	22.3%	1204
Emerson Park	23.5%	1120
Total	28.4%	30018

**Expand box as required*

Who will be affected by the activity?

The extension of a property licensing scheme will impact on the following individuals/groups :

- Landlords who operate any HMOs within the designated zones
- Landlords who operate single household rentals in Romford Town and Brooklands
- Tenants who occupy or are potential occupiers of privately rented HMOs within designated areas and single household renters in Romford Town and Brooklands
- Borough residents and businesses located within the vicinity of the rental properties and the surrounding areas.

Protected Characteristic - Age: Consider the full range of age groups

<i>Please tick (✓) the relevant box:</i>	Overall impact:
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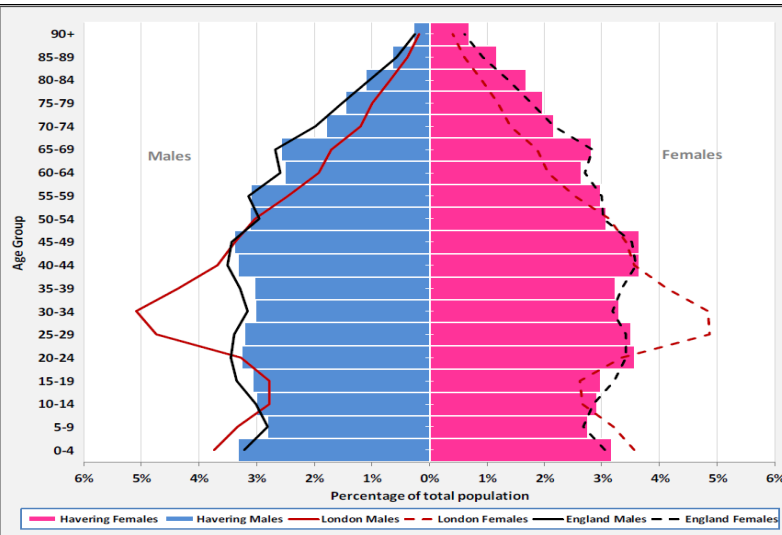
Positive	✓	<p>Houses in Multiple Occupation are more likely to be occupied by young people under the age of 35 as shared accommodation is often the only type of affordable accommodation available to benefit reliant tenants as a result of housing benefit caps for young people. Licensing proposals could impact on this group negatively in the short term due to the possibility that some landlords may seek to return converted houses currently used as bedsit type accommodation back into single family homes in order to avoid licensing requirements or sell their properties. However there is no evidence that this occurs and the Council is not aware of any significant pattern of this from experience with the existing scheme.</p> <p>Housing and the quality of housing has a major impact on health and wellbeing of all age groups. Investment in improving poor, overcrowded or inappropriate housing will improve the quality of life of residents and have a preventative effect on future health and social care need. By driving up standards, licensing in the long term can deliver better individual health outcomes.</p> <p>Licensing also affords tenants better protection from eviction as a landlord can not evict a tenant if they have not licensed the property where required to.</p>
Neutral		
Negative		

**Expand box as required*

Evidence:



Source: *mid-year population estimates*, ONS cited in 'This is Havering, LBH (2017)'



Population pyramid 2016, source: - ONS, Public Health Intelligence

Most existing data related to households is from the 2011 census. In Havering households are mainly composed of pensioners and married couples with dependent children. In 2011, there were 7,224 one-adult households with children under 16 in Havering. This is an increase from 2001 when there were 4,005 lone parent households. There has also been an increase in the number of one-adult households with no children. 32% (13,449) of the population aged 65 years and above are living in one-person households. Almost half (48%) of all one person households in Havering are occupied by persons aged 65 years and over, which is the highest proportion in London. It is projected that the largest increases in population will occur in children (0-17 years) and older people age groups (65 years and above) up to 2033.

- There are a total of 105,798 residential properties in Havering, 29% (30,125) of which are PRS, 54% are owner occupied and 17% socially rented.
- 7480 PRS properties have category 1 HHSRS hazards. This represents 25% of the PRS stock, i.e. 1 in 4 rental properties have serious hazards.
- The highest concentration of PRS properties are located in Romford Town and Brooklands wards
- The model predicts that Havering has 1310 HMOs
- HMO as a subset of the PRS in Havering, have high rates of ASB and category 1 (HHSRS) hazards
- The highest concentration of HMOs can be found in the Romford Town and Brooklands wards.

London Borough of Havering Private Rented Sector: Housing Stock Condition and Stressors Report 2019

Improvements in property standards

Our research found clear evidence that property standards have been improved. The high number of inspections carried out as part of the schemes often shed light on the high level of non-compliance and the prevalence of dangerous properties being rented out in licensable areas. We found numerous examples of councils who could clearly demonstrate that large numbers of hazards had been identified and addressed Source: A

The core cities report outlines the key benefits of licensing

Benefits of landlord licensing

Landlord licensing can bring benefits for local authorities and residents through greater powers and ability to improve standards in the private rented sector. In particular:

Greater enforcement and regulation capability: *Councils with licensing schemes have demonstrated a greater capacity to deliver effective regulation and enforcement. This benefit is a product of a spread of other benefits, including additional powers; resources; and intelligence. This increased capacity can be clearly seen in London, where the four London Boroughs with borough wide selective licensing (Newham, Barking and Dagenham, Croydon and Waltham Forest) account for 73.7% of prosecutions across the capitals 33 boroughs. Including all London boroughs with some level of selective licensing in the same year takes the total to 87.5%.³⁸*

Improved powers of entry: *linked to the above, licensing schemes provide councils with enhanced powers of entry (the Housing Act 2014 gives local authorities powers to inspect a property without notice where it is suspected that it a property is in breach of a licence condition or doesn't have a licence).*

Resources: *significant cuts to council budgets over recent years have reduced resources available to tackle landlords who provide poor or unsafe living conditions. Licensing provides a ring-fenced income stream for local authorities to fund greater regulation and enforcement at local level over a sustained period. Without licensing fees, many councils would be forced to cut back on PRS regulation and forced to deal with tenants' complaints only. Experience shows that these reactive complaints are not always where most of the worst conditions or housing crimes exist.*

Comprehensive data and intelligence: *Through the data that licensing provides, local authorities can better understand the scale and profile of the private rented sector. This enables councils to shape and target their interventions, reducing the burden on good landlords and providing a much more cost-effective approach for the council.*

Housing conditions and safety: *Licensing is being used in a range of ways to improve property standards, including:*

- o Alerting the authority to properties that are more likely to have issues with poor standards and management. Licensed properties with Category 1 hazards can be more effectively dealt with because landlord information is readily available, including name, address and contact details.*
- o Convicted landlords can be found 'not fit and proper', and other landlords subject to enforcement can be issued with shorter licences and additional licensing conditions.*
- o Preventing overcrowding by specifying the number of people and households permitted in the property.*
- o Ensuring the good condition of the property by requiring the landlord to inspect the property at least every six months.*
- o Risk based documents audits of licensing conditions can be checked to ensure key hazards are properly managed, including safety certificates and tenancy management documents This includes:*
- o Ensuring gas and electrical safety by requiring the landlord to have a valid gas safety certificate and provide an electrical appliance test report to the council.*

o Tackling pest infestations by requiring the landlord to take pest control measures, if required.

o Ensuring Fire Safety by ensuring that the landlord tests all smoke alarms and fire equipment. The Licence requires the landlord to provide a copy of periodical test certificates/reports to the council.

Anti-Social Behaviour: *Licensing offers information and powers covering a range of common ASB issues, including:*

o Requiring the landlord to take steps to address anti-social behaviour with tenants.

o Requiring the landlord to ensure there are formal arrangements for the disposal of rubbish and bulky waste.

o Working in partnership with landlords to reduce and prevent ASB at an early stage.

Crime and disorder: *Through private rented sector licensing councils are able to help tackle criminal activity, including:*

o Tax evasion by sharing data with HMRC about landlords not paying all their tax.

o Recovering Council Tax by working in partnership with council tax enforcement teams to recoup unpaid council tax from HMO landlords.

o Illegal immigration through joint working with Immigration Enforcement.

o Sharing data to detect and prevent crimes, enabling the council to identify properties that are in the private rented sector but also the occupants. This has assisted the police with serious crime prevention activity. It also assists

other Council departments, for example assisting social services to identify children who may be at risk.

Joint working: *Licensing provides intelligence and a legal framework that enables enhanced joint working with other enforcement partners. The additional intelligence and powers offered by licensing enable councils to jointly target properties of concern.*

Engagement with landlords: *Licensing enables councils to engage and communicate with large numbers of landlords on a range of issues, helping to inform and professionalise the market through newsletters and meetings.*

Source – Core cities report 2019

**Expand box as required*

Sources used:

Shaw M, Danny D and Brimblecombe N (1998) Health problems in houses in multiple occupation.

Environmental Health Journal 106(10) 280-281.

Professional Evaluation: Beyond safety to wellbeing: How local authorities can mitigate the mental health risks of living in houses in multiple occupation-

Dr Caroline Barratt, Christopher Kitcher and Dr Jill Stewart

A Licence to Rent - joint research project between Chartered Institute of Environmental Health and Chartered Institute of Housing Jan 2019

Core City Report -

<https://www.corecities.com/publications/cities-need-more-powers-licence-private-landlords-and-protect-communities> Feb 2019 Moffatt and Watson

London Borough of Havering Private Rented Sector: Housing Stock Condition and Stressors Report 2019

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions

<i>Please tick (✓) the relevant box:</i>		Overall impact: There are a significant number of tenants with mental health disabilities living in HMO accommodation and single household rentals. The potential risk to the number of available HMO and rental units as a direct result of licencing could impact negatively on this group. There is no evidence the housing supply reduces in licencing areas. However, the envisaged benefits of better quality housing accommodation that is well managed and complies with all relevant standards outweighs the possible negative impact that may result from implementing the proposed licencing scheme. The council’s Housing service has a duty to assist vulnerable adults to find alternative accommodation in cases where they have become unintentionally homeless, therefore it is expected that the majority of adversely affected individuals would be assisted to secure either temporary or permanent alternative accommodation.
Positive	✓	
Neutral		
Negative		

**Expand box as required*

Evidence:

(1) Previous research has highlighted the relationship between mental health problems and HMOs. Shaw *et al.*,(1998) note that HMO residents are eight times more likely than the general population to suffer from mental health problems as well as having other problems:
‘These groups [living in HMOs] are more likely to be drug or alcohol-dependent, many have spent their early lives in care, or are ex-prisoners, and have nowhere else to go’ (Shaw et al., 1998: 67

‘Within HMOs some of the greatest threats to the mental health of tenants come from the actions of other tenants. Landlords currently have a duty to ensure that the behaviour of tenants in the property does not impinge on the surrounding community but it is not specified that tenants should be protected from the behaviour of other tenants’. (2)

'In terms of mental health, preventing ASB in the property will make tenants feel safer and more secure', (2)

'current legislation has the potential to contribute significantly to the safety and quality of housing and this is likely to positively affect the mental health of tenants, through creating a sense of safety and security' (2)

**Expand box as required*

Sources used:

(1) Shaw M, Danny D and Brimblecombe N (1998)
Health problems in houses in multiple occupation.
Environmental Health Journal 106(10) 280-281.

(2) Professional Evaluation: Beyond safety to wellbeing: How local authorities can mitigate the mental health risks of living in houses in multiple occupation-
Dr Caroline Barratt, Christopher Kitcher and Dr Jill Stewart

**Expand box as required*

Protected Characteristic - Sex/gender: Consider both men and women

*Please tick (✓)
the relevant
box:*

Positive

Neutral

Negative

Overall impact:

No differential impact has been identified on the grounds of this protected characteristic in respect of landlords who may be affected by the licensing proposals as it applies equally to all landlords operating in Havering irrespective of sex / gender.

Evidence suggests that Houses in Multiple Occupation are twice as likely to be occupied by males, predominantly under the age of 30, as shared accommodation is often the only type of affordable accommodation available to them and they usually have no access to social housing accommodation.

Additional licensing proposals could impact on this group negatively in the short term due to the possibility that some landlords may seek to return converted houses currently used as bedsit type accommodation back into single family homes in order to avoid licensing requirements which may result in consequential shortages of HMO accommodation and evictions.

This is however only expected to be the case for poorly managed properties in the worst condition and may have the beneficial effect of driving bad landlords out of the market which, in the longer term, should result in increased availability of better quality and well managed bedsit type accommodation. Residents that are displaced as

	<p>a result of this process will have access to housing advice albeit it may not be possible for the council to make a direct offer of alternative accommodation in all cases.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<p>Evidence:</p> <p>Community Safety report using data collected from Havering databases and Metropolitan Police records stated that of all known HMOs in the Borough, 67% were occupied by males.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	
<p>Sources used:</p> <p>Data on noise nuisance collated by London Borough of Havering and Metropolitan Police records of reported crime and anti-social behaviour (for period April 2015-March 2016)</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	

<p>Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities</p>	
<p><i>Please tick (✓) the relevant box:</i></p>	<p>Overall impact:</p>
<p>Positive</p>	<p>There is a significant concentration of migrant households in HMOs and low quality homes where this is the only affordable form of accommodation for a working household on low wages.</p>
<p>Neutral</p>	
<p>Negative</p>	<p>Vulnerable tenants, such as new arrivals in the country may be more likely to be affected by poor housing conditions. Overcrowding disproportionately affects migrants.</p> <p>PRS tenants within ethnic minority groups are therefore likely to be adversely affected by licensing in the short term due to the potential of a shortage of rental accommodation resultant from licensing requirements. However, they should be positively affected in the longer term by way of better quality accommodation and landlord management practices and more protection from eviction to be implemented through licence conditions. Housing advice will be available to any tenant that has been displaced as a consequence of licensing.</p>

Licenses state the permitted number of occupants for the property, therefore compliance will reduce overcrowding.

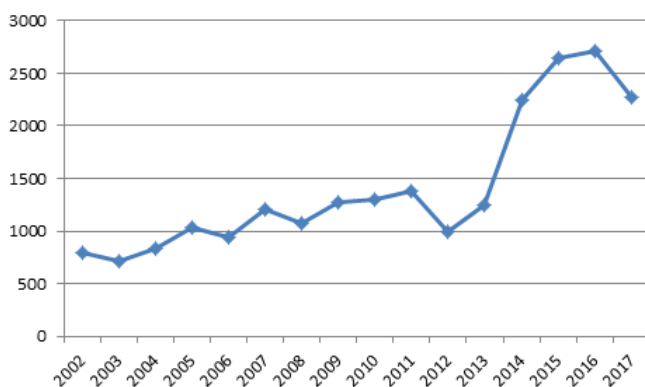
The PRS Landlord Licensing proposal applies equally to all landlords operating within the London Borough of Havering irrespective of ethnicity / race therefore this group will not be negatively affected. A range of measures will be implemented in order to support landlords to respond to reports of antisocial behaviour and unsocial tenants.

**Expand box as required*

Evidence:

Havering is one of the most ethnically homogenous areas in London, with 83% of its residents recorded as White British, higher than both the London and England averages. About 90% of the borough's population were born in the United Kingdom. National Insurance number registration to adult overseas nationals entering the UK have more than doubled in Havering since 2012 even though there was a slight downturn last year as shown below (DWP 2018)¹.

National Insurance number registration to adult overseas nationals entering the UK 2002-2017



**Expand box as required*

Sources used:

1. National Insurance number allocations to adult overseas nationals entering the UK. Statistics on National Insurance number allocations. 29 November 2018. Department of Work and Pensions <https://www.gov.uk/government/collections/national-insurance-number-allocations-to-adult-overseas-nationals-entering-the-uk>

**Expand box as required*

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief

<i>Please tick (✓) the relevant box:</i>		Overall impact: No differential impact has been identified on the grounds of this protected characteristic. The Private Sector Landlord Licensing proposal applies equally to all tenants and Landlords operating within Havering irrespective of religion / faith. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:
 N/A

**Expand box as required*

Sources used:
 N/A

**Expand box as required*

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

<i>Please tick (✓) the relevant box:</i>		Overall impact: No differential impact has been identified on the grounds of this protected characteristic. The Private Sector Landlord Licensing proposal applies equally to all tenants and landlords operating in Havering irrespective of sexual orientation. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:
 There is insufficient data available to measure accurately the potential effect of these proposals in relation to sexual orientation of tenants

**Expand box as required*

Sources used:

N/A

**Expand box as required*

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

<i>Please tick (✓) the relevant box:</i>		<p>Overall impact:</p> <p>No differential impact has been identified on the grounds of this protected characteristic. The Private Sector Landlord Licensing proposal applies equally to all tenants and landlords operating in Havering irrespective of gender reassignment.</p> <p>Licensing aims to reduce anti-social behaviour which is likely to benefit people who suffer from harassment, abuse or other crimes and incidents. A range of measures will be implemented in order to support landlords to respond to reports of anti-social behaviour and unsocial tenants.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:

There is insufficient data available to measure accurately the potential effect of these proposals in relation to people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

**Expand box as required*

Sources used:

N/A

**Expand box as required*

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership

<i>Please tick (✓) the relevant box:</i>		Overall impact: No differential impact has been identified on the grounds of this protected characteristic. The Private Sector Landlord Licensing proposal applies equally to all tenants and landlords operating in Havering irrespective of marriage / civil partnership. <i>*Expand box as required</i>
Positive		
Neutral	✓	
Negative		
Evidence: N/A <p style="text-align: right;"><i>*Expand box as required</i></p>		
Sources used: N/A <p style="text-align: right;"><i>*Expand box as required</i></p>		

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		Overall impact: Proposed restrictions on numbers of occupants in rental accommodation may impact upon pregnant tenants as the addition of a baby may result in a property becoming overcrowded. However a landlord is NOT required to evict a tenant where the property has become 'naturally' overcrowded. Tenants are afforded more protections under licensing schemes. Housing advice will be available to any tenant that has been displaced as a consequence of licensing and in many cases tenants falling within this protected characteristic will be owed a homeless duty by the council's housing service. <p style="text-align: right;"><i>*Expand box as required</i></p>
Positive	✓	
Neutral		
Negative		

<p>Evidence:</p> <p>It is projected that the largest increases in population will occur in children (0-17 years) and older people age groups (65 years and above) up to 2033.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<p>Sources used:</p> <p>London Borough of Havering Private Rented Sector: Housing Stock Condition and Stressors Report 2019</p> <p style="text-align: right;"><i>*Expand box as required</i></p>

Socio-economic status: Consider those who are from low income or financially excluded backgrounds							
<p><i>Please tick (✓) the relevant box:</i></p> <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Positive</td> <td style="width: 50%; text-align: center;">✓</td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> </table>	Positive	✓	Neutral		Negative		<p>Overall impact:</p> <p>Vulnerable residents and those on low incomes have found that access to housing appropriate to their needs has been restricted by a lack of affordability and large numbers find themselves living in the worst PRS properties or shared accommodation. Changes to the national welfare system has had a negative impact on the provision of quality housing options due to displacement of benefit dependent households into cheaper shared accommodation as a result of the Local Housing Allowance rent caps. Some landlords may decide to increase rents or leave the private rental market altogether as a result of introducing licensing in Havering and this could negatively impact tenants due to a reduction in the supply of rental accommodation and subsequent increase in evictions and homelessness.</p> <p>On the positive side, a significant protection that would be provided for assured shorthold tenants is that a s.21 Notice to evict tenants cannot be used by the landlord where a property has not been licensed when it is required to be and the Courts will therefore refuse to issue Possession Orders on that basis. The life chances of residents are closely linked to the quality of their neighbourhoods and their housing accommodation. Licensing seeks to address some of these issues by driving up the quality of the PRS and will improve housing conditions and security of tenure, particularly for the poorest tenants, over the longer term.</p> <p>A common complaint is that licensing will lead to an increase in rents, with the costs of licensing passed on to tenants. However, there is little evidence that this is case.</p> <p>The reality is that the PRS is a competitive market. Rents are set at what the market will bear and can respond quickly to market conditions</p>
Positive	✓						
Neutral							
Negative							

	<p>e.g. if a property is hard to let the rent will be adjusted down, and vice versa. There is no conclusive evidence that licensing fees increase rents, and with healthy profits in the private rented sector such licensing fees are usually paid for by landlords' surplus and do not impact on tenants. (core cities)</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
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<p>Evidence:</p> <p>The average gross income per household in Havering (£44,430, as measured in 2012/13) is low in comparison to the London average (£51,770) and slightly higher than the England average (£39,557).</p> <p>In 2017 the average gross salary for full time male was £35,869 and female £28,686 (source: ONS ASHE Table 7). 77% of households in Havering have at least one car and compared to other local authorities in London, Havering has the second highest proportion of households (32.8%) with 2 or more cars.</p> <p>The majority of children in Havering are not poor, but around 8,800 live in income-deprived households. Gooshays and Heaton wards have the highest proportion of children living in poverty.</p> <p>About 79.8% of working age residents in Havering were in employment between October 2016 – September 2017. Overall employment rate in Havering is higher than London (73.7%) and England (74.5%). The proportion of working age residents in Havering claiming out-of-work benefits (6.6%) is significantly lower than England (8.4%).</p> <p>The recent data from the ONS shows that the average property in the area sold for £373,241; significantly higher than the UK average of £232,797. The average homeowner in Havering will have seen their property increase in value by around £147,000 in the last five years.</p> <p>Havering is relatively less deprived than its neighbouring Boroughs, however Romford Town and Brooklands have some of the highest deprivation.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>

<p>Sources used:</p> <p>source: ONS ASHE Table 7</p> <p style="text-align: right;"><i>*Expand box as required</i></p>

<p>Health & Wellbeing Impact: Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.</p>	
<p>Please tick (✓) all the relevant boxes that apply:</p>	<p>Overall impact:</p> <p>There are claims that licensing of private rented properties can reduce investment, supply and affordability which could have a negative impact on health and well being.</p>
<p>Positive</p>	<p>✓</p>

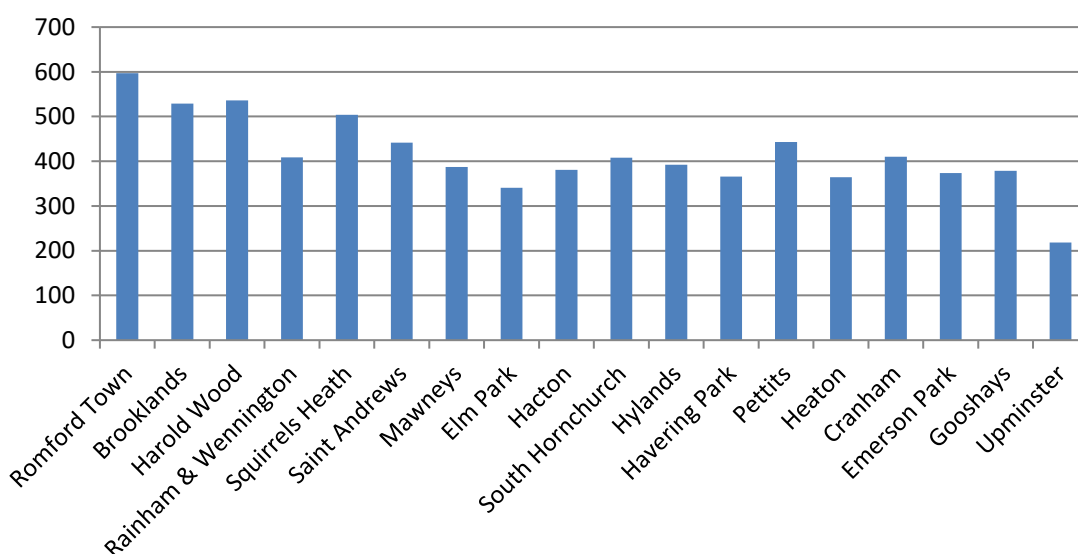
Neutral	Recent reports on licensing show that this is not the case. Landlords are price takers so rents are set at maximum in most cases.
Negative	<p>Investment continues to grow if yields and markets are good rather than from a licensing scheme.</p> <p>The areas of the borough with the highest concentration of HMOs and the proposed selective licensing area are Romford Town and Brooklands – these are both areas where there is existing deprivation and significant inequalities in health and wellbeing.</p> <p>Licensing can assist in improving the condition of rental accommodation by improving management and responsiveness of property owners.</p> <p>Poor housing impacts seriously on health, the most common hazards are excess cold, damp and mould and lack fire precautions.</p> <p>Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>

Evidence:

In 2016, 15% (750,000) of private rented dwellings in England had at least one Category 1 hazard; this was a higher proportion than owner occupied (13%) and social rented homes (6%) (Source: - MHCLG Private rented sector 2016-17 English Housing survey).

The Havering housing report concludes that PRS properties have been a source of 8,600 recorded ASB incidents since 2013 (Graph 2) and 7,400 (24.5%) properties are predicted to have serious home hazards (Category 1), including damp, mould, electrical faults.

Estimated number of Category 1 hazards by ward



**Expand box as required*

Sources used:

<https://researchbriefings.files.parliament.uk/documents/POST-PN-0573/POST-PN-0573.pdf>

MHCLG Private rented sector 2016-17 English Housing survey

3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

✓	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	Proceed with implementation of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs to be <u>addressed</u>	➔	COMPLETE SECTION 4: Complete action plan and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	Stop and remove the activity or revise the activity thoroughly . Complete an EqHIA on the revised proposal.

4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer

Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review:

This will be reviewed again after the scheme has been implemented

Scheduled date of review: Autumn 2021

Lead Officer conducting the review: Louise Watkinson

**Expand box as required*

Appendix 1. Guidance on Undertaking an EqHIA

This Guidance can be deleted prior to publication.

What is it?

The Equality & Health Impact Assessment (EqHIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service, whilst at the same time ensuring a person's chance of leading a healthy life is the same wherever they live and whoever they are. We want to ensure that the activities of the Council are 'fit for purpose' and meet the needs of Havering's increasingly diverse communities and employees. This robust and systematic EqHIA process ensures that any potential detrimental effects or discrimination is identified, removed, or mitigated and positive impacts are enhanced.

When to Assess:

An EqHIA should be carried out when you are changing, removing or introducing a new service, policy, strategy or function; for simplicity, these are referred to as an "activity" throughout this document. It is best to conduct the assessment as early as possible in the decision-making process.

Guidance: Equality & Health Impact Assessment Checklist

The Checklist in Section 1 asks the key questions,

4a) Are you changing, introducing a new, or removing a service, policy, strategy or function?

4b) Does this activity (policy/strategy/service/decision) have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?

4c) Does this activity (policy/strategy/service/decision) have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?

- If the answer to ANY of the questions 4a, 4b or 4c of the Checklist is 'YES' then you must carry out an assessment. e.g. Proposed changes to Contact Centre Opening Hours
'YES' = you need to carry out an EqHIA
- If the answer to ALL of the questions, 4a or 4b of the Checklist is NO, then you do not need to carry out an EqHIA assessment. e.g. Quarterly Performance Report
'NO' = you DO NOT need to carry out an EqHIA. Please provide a clear explanation as to why you consider an EqHIA is not required for your activity.

Using the Checklist

The assessment should take into account all the potential impacts of the proposed activity, be it a major financial decision, or a seemingly simple policy change. Considering and completing this EqHIA will ensure that all Council plans, strategies, policies, procedures, services or other activity comply with relevant statutory obligations and responsibilities. In particular it helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#) and its public health duties under the [Health and Social Care Act 2012](#).

Having Due Regard

To have due regard means that in making decisions and in its other day-to-day activities, the Council must consciously consider the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups
- Reduce inequalities in health outcomes

Combining Equality and Health Impact Assessment:

[Equality Impact Assessments \(EIAs\)](#) provide a systematic way of ensuring that legal obligations are met. They assess whether a proposed policy, procedure, service change or plan will affect people different on the basis of their 'protected characteristics' and if it will affect their human rights. Currently there are **nine protected characteristics** (previously known as 'equality groups' or 'equality strands'): age, disability, sex/gender, ethnicity/race, religion/faith, sexual orientation, gender reassignment, marriage/civil partnership, and pregnancy/ maternity/paternity.

An activity does not need to impact on all 9 protected characteristics – impacting on just one is sufficient justification to complete an EqHIA.

[Health Impact Assessments \(HIAs\)](#) consider the potential impact of any change or amendment to a policy, service, plan, procedure or programme on the health and wellbeing of the population. HIAs help identify how people may be affected differently on the basis of where they live and potential impacts on health inequalities and health equity by assessing the distribution of potential effects within the population, particularly within vulnerable groups. 'Health' is not restricted to medical conditions, or the provision of health services, but rather encompasses the wide range of influences on people's health and wellbeing. This includes, but is not limited to, experience of discrimination, access to transport, housing, education, employment - known as the 'wider determinants of health'.

This [Equality and Health Impact Assessment \(EqHIA\)](#) brings together both impact assessments into a single tool which will result in a set of recommendations to eliminate discrimination and inequality; enhance potential positive impacts and mitigate where possible for negative impacts. In conducting this EqHIA you will need to assess the impact (positive, neutral or negative) of your activity on individuals and groups with **protected characteristics** (this includes staff delivering your activity), **socio-economic status** and **health & wellbeing**. Guidance on what to include in each section is given on the next pages.

Guidance: What to include in background/context

In this section you will need to add the background/context of your activity, i.e. what is the activity intending to do, and why?

Make sure you include the scope and intended outcomes of the activity being assessed; and highlight any proposed changes. Please include a brief rationale for your activity and any supporting evidence for the proposal. Some questions to consider:

- What is the aim, objectives and intended outcomes?
- How does this activity meet the needs of the local population?
- Has this activity been implemented in another area? What were the outcomes?
- Is this activity being implemented as per best practice guidelines?
- Who were the key stakeholders in this activity?

*Note that the boxes will expand as required

Guidance: Who will be affected by the activity?

The people who will be affected may be

Residents: pay particular attention to vulnerable groups in the population who may be affected by this activity

Businesses/ manufacturing / developers / small, medium or large enterprises

Employees: e.g. Council staff for an internal activity, other statutory or voluntary sector employees, local businesses and services

*Note that the boxes will expand as required

Guidance: What to include in assessing a Protected Characteristic e.g. AGE

Please tick (✓) the relevant box:

Positive

Neutral

Negative

Overall impact: In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.

It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.

*Note that the boxes will expand as required

Evidence: In this section you will need to document the evidence that you have used to assess the impact of your activity.

When assessing the impact, please consider and note how your activity contributes to the three aims of the Public Sector Equality Duty (PSED) as stated in the section above.

It is essential that you note the full impact of your activity, so you can demonstrate that you have fully considered the equality implications and have paid 'due regard' to the PSED should the Council be challenged.

- If you have identified a **positive impact**, please note this.
- If you think there is a **neutral impact** or the impact is not known, please provide a full reason why this is the case.
- If you have identified a **negative impact**, please note what steps you will take to mitigate this impact. If you are unable to take any mitigating steps, please provide a full reason why. All negative impacts that have mitigating actions must be recorded in the **Action Plan**.
- **Please ensure that appropriate consultation with affected parties has been undertaken and evidenced**

Sources used: In this section you should list all sources of the evidence you used to assess the impact of your activity. This can include:

- Service specific data
- Population, demographic and socio-economic data. Suggested sources include:
 - o Service user monitoring data that your service collects
 - o [Havering Data Intelligence Hub](#)
 - o [Office for National Statistics \(ONS\)](#)

If you do not have any relevant data, please provide the reason why.

*Note that the boxes will expand as required

Guidance: What to include in assessing Health & Wellbeing Impact:

Please tick (✓) all the relevant boxes that apply:

Positive

Neutral

Negative

Overall impact: In this section you will need to consider and note whether the proposal could have an overall impact on, or implications for, people's health and wellbeing or any factors which determine people's health.

How will the activity help address inequalities in health?

Include here a brief outline of what could be done to enhance the positive impacts and, where possible, mitigate for the negative impacts.

*Note that the boxes will expand as required

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

Yes No

Evidence: In this section you will need to outline in more detail how you came to your conclusions above:

- What is the nature of the impact?
- Is the impact **positive** or **negative**? It is possible for an activity to have **both positive and negative impacts**. Consider here whether people will be able to access the service being offered; improve or maintain healthy lifestyles; improve their opportunities for employment/income; whether and how it will affect the environment in which they live (housing, access to parks & green space); what the impact on the family, social support and community networks might be
- What can be done to mitigate the negative impacts and/or enhance the positive impacts?
- If you think there is a **neutral impact**, or the impact is not known, please provide a brief reason why this is the case.
- What is the likelihood of the impact? Will the impact(s) be in weeks, months or years? In some cases the short-term risks to health may be worth the longer term benefits.
- Will the proposal affect different groups of people in different ways? A proposal that is likely to benefit one section of the community may not benefit others and could lead to inequalities in health.

Please use the Health & Wellbeing Impact Tool in Appendix 2 as a guide/checklist to assess the potential wider determinants of health impacts.

This tool will help guide your thinking as to what factors affect people's health and wellbeing, such as social support, their housing conditions, access to transport, employment, education, crime and disorder and environmental factors. It is not an exhaustive list, merely a tool to guide your assessment; there may be other factors specific to your activity.

Some questions you may wish to ask include:

- Will the activity impact on people's ability to socialise, potentially leading to social isolation?
- Will the activity affect a person's income and/or have an effect on their housing status?
- Is the activity likely to cause the recipient of a service more or less stress?
- Will any change in the service take into account different needs, such as those with learning difficulties?
- Will the activity affect the health and wellbeing of persons not directly related to the service/activity, such as carers, family members, other residents living nearby?
- If there is a short-term negative effect, what will be done to minimise the impact as much as possible?

- Are the longer-term impacts positive or negative? What will be done to either promote the positive effects or minimise the negative effects?
- Do the longer term positive outcomes outweigh the short term impacts?

*Note that the boxes will expand as required

Sources used: In this section you should list all sources of the evidence you used to assess the impact of your activity. This could include, e.g.:

Information on the population affected

- Routinely collected local statistics (e.g. quality of life, health status, unemployment, crime, air quality, educational attainment, transport etc.)
- Local research/ Surveys of local conditions
- Community profiles

Wider Evidence

- Published Research, including evidence about similar proposals implemented elsewhere (e.g. Case Studies).
- Predictions from local or national models
- Locally commissioned research by statutory/voluntary/private organisations

Expert Opinion

- Views of residents and professionals with local knowledge and insight

*Note that the boxes will expand as required

Guidance: Outcome of the Assessment

On reflection, what is your overall assessment of the activity?

The purpose of conducting this assessment is to offer an opportunity to think, reflect and **improve** the proposed activity. It will make sure that the Council can evidence that it has considered its due regard to equality and health & wellbeing to its best ability.

It is not expected that all proposals will be immediately without negative impacts! However, where these arise, what actions can be taken to mitigate against potential negative effects, or further promote the positive impacts?

Please tick one of the 3 boxes in this section to indicate whether you think:

1. all equality and health impacts are adequately addressed in the activity – proceed with your activity pending all other relevant approval processes
2. the assessment identified some negative impacts which could be addressed – please complete the Action Plan in Section 4.
3. If the assessment reveals some significant concerns, this is the time to stop and re-think, making sure that we spend our Council resources wisely and fairly. There is no shame in stopping a proposal.

*Note that the boxes will expand as required

Guidance: Action Plan

For each protected characteristic/health & wellbeing impact where an impact on people or their lives has been identified, complete one row of the action plan. You can add as many further rows as required.

State whether the impact is Positive or Negative

Briefly outline the actions that can be taken to mitigate against the negative impact or further enhance a positive impact. These actions could be to make changes to the activity itself (service, proposal, strategy etc.) or to make contingencies/alterations in the setting/environment where the activity will take place.

For example, might staff need additional training in communicating effectively with people with learning difficulties, if a new service is opened specifically targeting those people? Is access to the service fair and equitable? What will the impact on other service users be? How can we ensure equity of access to the service by all users? Will any signage need changing? Does the building where the service being delivered comply with disability regulations?

Guidance: Review

Changes happen all the time! A service/strategy/policy/activity that is appropriate at one time, may no longer be appropriate as the environment around us changes. This may be changes in our population, growth and makeup, legislative changes, environmental changes or socio-political changes.

Although we can't predict what's going to happen in the future, a review is recommended to ensure that what we are delivering as a Council is still the best use of our limited resources. The timescale for review will be dependent on the scale of the activity.

A major financial investment may require a review every 2-3 years for a large scale regeneration project over 10-15 years.

A small policy change may require a review in 6 months to assess whether there are any unintended outcomes of such a change.

Please indicate here how frequently it is expected to review your activity and a brief justification as to why this timescale is recommended.

Appendix 2. Health & Wellbeing Impact Tool

Will the activity/service/policy/procedure affect any of the following characteristics? Please tick/check the boxes below

The following are a range of considerations that might help you to complete the assessment.

Lifestyle YES <input type="checkbox"/> NO <input type="checkbox"/>	Personal circumstances YES <input type="checkbox"/> NO <input type="checkbox"/>	Access to services/facilities/amenities YES <input type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Diet <input type="checkbox"/> Exercise and physical activity <input type="checkbox"/> Smoking <input type="checkbox"/> Exposure to passive smoking <input type="checkbox"/> Alcohol intake <input type="checkbox"/> Dependency on prescription drugs <input type="checkbox"/> Illicit drug and substance use <input type="checkbox"/> Risky Sexual behaviour <input type="checkbox"/> Other health-related behaviours, such as tooth-brushing, bathing, and wound care	<input type="checkbox"/> Structure and cohesion of family unit <input type="checkbox"/> Parenting <input type="checkbox"/> Childhood development <input type="checkbox"/> Life skills <input type="checkbox"/> Personal safety <input type="checkbox"/> Employment status <input type="checkbox"/> Working conditions <input type="checkbox"/> Level of income, including benefits <input type="checkbox"/> Level of disposable income <input type="checkbox"/> Housing tenure <input type="checkbox"/> Housing conditions <input type="checkbox"/> Educational attainment <input type="checkbox"/> Skills levels including literacy and numeracy	<input type="checkbox"/> to Employment opportunities <input type="checkbox"/> to Workplaces <input type="checkbox"/> to Housing <input type="checkbox"/> to Shops (to supply basic needs) <input type="checkbox"/> to Community facilities <input type="checkbox"/> to Public transport <input type="checkbox"/> to Education <input type="checkbox"/> to Training and skills development <input type="checkbox"/> to Healthcare <input type="checkbox"/> to Social services <input type="checkbox"/> to Childcare <input type="checkbox"/> to Respite care <input type="checkbox"/> to Leisure and recreation services and facilities
Social Factors YES <input type="checkbox"/> NO <input type="checkbox"/>	Economic Factors YES <input type="checkbox"/> NO <input type="checkbox"/>	Environmental Factors YES <input type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Social contact <input type="checkbox"/> Social support <input type="checkbox"/> Neighbourliness <input type="checkbox"/> Participation in the community <input type="checkbox"/> Membership of community groups <input type="checkbox"/> Reputation of community/area <input type="checkbox"/> Participation in public affairs <input type="checkbox"/> Level of crime and disorder <input type="checkbox"/> Fear of crime and disorder <input type="checkbox"/> Level of antisocial behaviour <input type="checkbox"/> Fear of antisocial behaviour <input type="checkbox"/> Discrimination <input type="checkbox"/> Fear of discrimination <input type="checkbox"/> Public safety measures <input type="checkbox"/> Road safety measures	<input type="checkbox"/> Creation of wealth <input type="checkbox"/> Distribution of wealth <input type="checkbox"/> Retention of wealth in local area/economy <input type="checkbox"/> Distribution of income <input type="checkbox"/> Business activity <input type="checkbox"/> Job creation <input type="checkbox"/> Availability of employment opportunities <input type="checkbox"/> Quality of employment opportunities <input type="checkbox"/> Availability of education opportunities <input type="checkbox"/> Quality of education opportunities <input type="checkbox"/> Availability of training and skills development opportunities <input type="checkbox"/> Quality of training and skills development opportunities <input type="checkbox"/> Technological development <input type="checkbox"/> Amount of traffic congestion	<input type="checkbox"/> Air quality <input type="checkbox"/> Water quality <input type="checkbox"/> Soil quality/Level of contamination/Odour <input type="checkbox"/> Noise levels <input type="checkbox"/> Vibration <input type="checkbox"/> Hazards <input type="checkbox"/> Land use <input type="checkbox"/> Natural habitats <input type="checkbox"/> Biodiversity <input type="checkbox"/> Landscape, including green and open spaces <input type="checkbox"/> Townscape, including civic areas and public realm <input type="checkbox"/> Use/consumption of natural resources <input type="checkbox"/> Energy use: CO2/other greenhouse gas emissions <input type="checkbox"/> Solid waste management <input type="checkbox"/> Public transport infrastructure