

# Asset Management strategy (2021-2026)

## Equality and Health Impact Assessment (EqHIA)

### Document control

<b>Title of activity:</b>	Asset Management strategy (2021-2026)
<b>Lead officer:</b>	Garry Knights, Assistant Director – Property Services
<b>Approved by:</b>	Patrick Odling-Smee, Director of Housing
<b>Authors:</b>	Garry Knights, Assistant Director – Property Services, Joe Agius, Strategy & Policy Officer
<b>Date completed:</b>	26/08/2021
<b>Scheduled date for review:</b>	October, 2022

<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 you publishing it on the Council's website?</b>	NO

# 1. Equality & Health Impact Assessment checklist

## About your activity

1	<b>Title of activity</b>	Asset Management strategy (2021-26)
2	<b>Type of activity</b>	Strategy
3	<b>Scope of activity</b>	<p>This 5-year strategy applies to all Havering residents, Council Members and officers, as it sets out to explain how Housing Services will utilise its housing assets to deliver the best possible quality and value for money.</p> <p>A summary of this strategy will be published and made available free of charge to any person who asks for a copy.</p>
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	Yes
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>	Joe Agius, Strategy & Policy officer
<b>Date:</b>	26/08/21

Protected characteristic: Age		
Please tick (✓) the relevant box:		<b>Overall impact: Neutral</b>  This strategy does not discriminate on the basis of <b>age</b> .  It is anticipated that this strategy will not impact either negatively or positively on the basis of age, as it will be applied in accordance with current equality legislation.  The overall impact on age has therefore been assessed as <b>neutral</b> .
Positive		
Neutral	✓	
Negative		

### Evidence<sup>1</sup>:

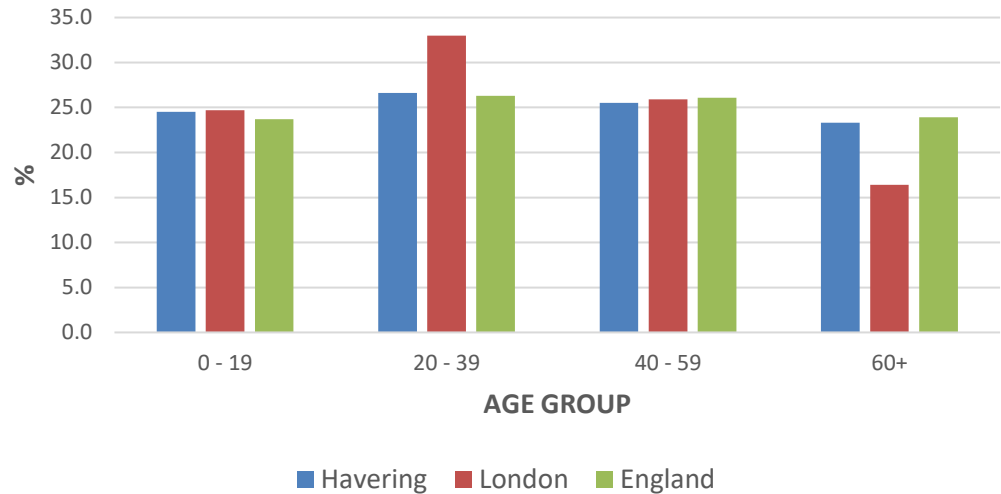
In 2019, Havering recorded an estimated resident population of approximately 259,500 people.

HAVERING			London		England	
Age	Count	%	Count	%	Count	%
0 - 4 yrs	17,367	6.7	606,004	6.8	3,299,637	5.9
5 - 9 yrs	16,824	6.5	602,992	6.7	3,538,206	6.3
10 - 14 yrs	15,570	6.1	537,605	6.0	3,354,246	6.0
15 - 19 yrs	13,864	5.3	467,602	5.2	3,090,232	5.5
<b>SUB-TOTAL</b>	<b>63,625</b>	<b>24.6</b>	<b>2,214,203</b>	<b>24.7</b>	<b>13,282,321</b>	<b>23.7</b>
20 - 24 yrs	14,474	5.6	565,427	6.3	3,487,863	6.2
25 - 29 yrs	17,548	6.8	770,010	8.6	3,801,409	6.8
30 - 34yrs	18,802	7.2	838,109	9.4	3,807,954	6.8
35 - 39 yrs	18,289	7.0	781,520	8.7	3,733,642	6.6
<b>SUB-TOTAL</b>	<b>69,113</b>	<b>26.6</b>	<b>2,955,066</b>	<b>33.0</b>	<b>14,830,868</b>	<b>26.3</b>
40 - 44	16,089	6.2	661,032	7.4	3,414,297	6.1
45 - 49	16,115	6.2	596,614	6.7	3,715,812	6.6
50 - 54	17,477	6.7	567,017	6.3	3,907,461	6.9
55 - 59	16,577	6.4	495,468	5.5	3,670,651	6.5
<b>SUB-TOTAL</b>	<b>66,258</b>	<b>25.5</b>	<b>2,320,131</b>	<b>25.9</b>	<b>14,708,221</b>	<b>26.1</b>
60 - 64	13,847	5.3	391,074	4.4	3,111,835	5.5
65 - 69	11,826	4.6	312,926	3.5	2,796,740	5.0
70 - 74	11,960	4.6	273,546	3.1	2,779,326	4.9
75 - 79	8,453	3.3	193,310	2.2	1,940,686	3.4
80 - 84	6,947	2.7	150,816	1.7	1,439,913	2.6
85+	7,523	2.9	150,917	1.7	1,397,051	2.5
<b>SUB-TOTAL</b>	<b>60,556</b>	<b>23.3</b>	<b>1,472,589</b>	<b>16.4</b>	<b>13,465,551</b>	<b>23.9</b>

<sup>1</sup> Source: haveringdata 2019 (as published in February 2021)/ONS.

<b>TOTAL</b>	<b>259,552</b>	<b>100.0</b>	<b>8,961,989</b>	<b>100.0</b>	<b>56,286,961</b>	<b>100.0</b>
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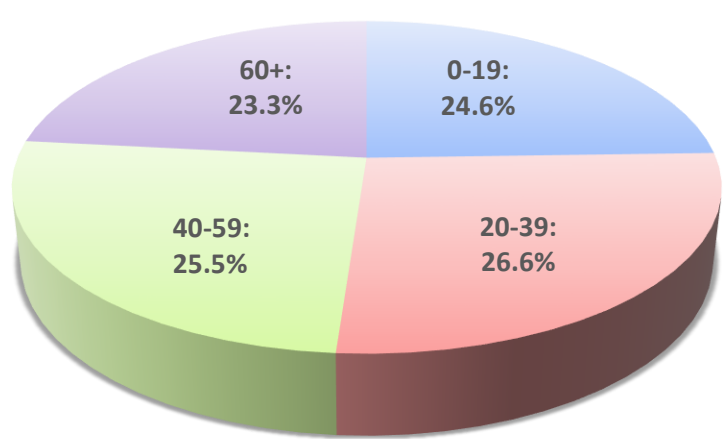
### Havering, London and England - Age profile



Havering has a larger 60+ year old population compared to London, and a slightly lower level to England.

Current statistical data would suggest that this is on the decline and, as a result, the four age groups are becoming more evenly distributed:

### Havering - Age profile (by age group)



One of the likely reasons for this may be the growing number of younger, out-of-borough households relocating to Havering.

Protected characteristic: Disability		
Please tick (✓) the relevant box:		<b>Overall impact: Neutral</b>  This strategy does not discriminate on the basis of <b>disability</b> .  It is anticipated that this strategy will not impact negatively or positively on the basis of disability, as it will be applied in accordance with current equality legislation.  The overall impact on disability has therefore been assessed as <b>neutral</b> .
Positive		
Neutral	✓	
Negative		

### Evidence<sup>2</sup>:

Approximately 52,800 people (20.3%) of Havering population suffers with a disability, which is slightly lower than London's disabled population (21.3%). Unfortunately, there is currently no evidence relating to the under 18-year olds and the over 64-year olds.

Therefore, Havering's disabled population can be broken down as follows:

MOBILITY IMPAIRMENT		%
Mobility impairment	8,374	89.0
Serious visual impairment	101	1.1
Severe hearing impairment	927	9.9
<b>SUB-TOTAL</b>	<b>9,402</b>	<b>100.0</b>

MENTAL DISABILITY		%
Common disorder	29,625	74.8
Borderline personality disorder	3,760	9.5
Antisocial personality disorder	5,143	13.0
Psychotic disorder	1,090	2.8
<b>SUB-TOTAL</b>	<b>39,618</b>	<b>100.0</b>

<b>LEARNING DISABILITY</b>	<b>3,796</b>	<b>100.0</b>
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SUMMARY		
Physical Disability	9,402	17.8
Mental Disability	39,618	75.0
Learning Disability	3,796	7.2

**GRAND TOTAL: 52,816      100.0**  
 As a % of Havering's population: 20.3%  
 As a % of London's population: 2.8%

<sup>2</sup> Source: PANSI (Projected Adult Needs and Service Information) estimates, as published in February 2021.

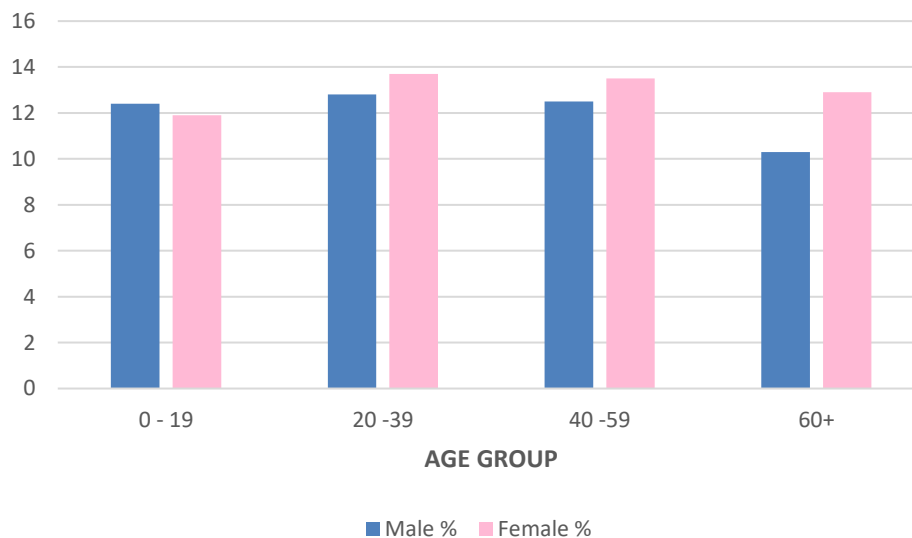
**Protected characteristic: Sex**

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact: Neutral</b>
<b>Positive</b>	<input type="checkbox"/>	This strategy does not discriminate on the basis of <b>sex</b> .
<b>Neutral</b>	<input checked="" type="checkbox"/>	It is anticipated that this strategy will not impact negatively or positively on the basis of sex, as it will be applied in accordance with current equality legislation.
<b>Negative</b>	<input type="checkbox"/>	The overall impact on sex has therefore been assessed as <b>neutral</b> .

**Evidence<sup>3</sup>:**

In 2019, Havering’s population had a greater proportion of female residents (52%), than male (48%):

Age	Male	%	Female	%	TOTAL	%
0 - 19	32,178	12.4	30,881	11.9	63,059	24.3
20 - 39	33,216	12.8	35,552	13.7	68,508	26.4
40 - 59	32,438	12.5	35,033	13.5	67,470	26.0
60+	26,729	10.3	33,476	12.9	60,464	23.3
<b>TOTALS</b>	<b>124,560</b>	<b>48.0</b>	<b>134,940</b>	<b>52.0</b>	<b>259,500</b>	<b>100.0</b>



<sup>3</sup> Source: haveringdata 2019 (as published in February 2021)/ONS, extrapolated to a population of 259,500.

Protected characteristic: Race		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact: Neutral</b>
<b>Positive</b>	<input type="checkbox"/>	This strategy does not discriminate on the basis of <b>race</b> .
<b>Neutral</b>	<input checked="" type="checkbox"/>	Based upon current evidence (given below), it is anticipated that this strategy will not impact negatively or positively on the basis of race, as it will be applied in accordance with current equality legislation.
<b>Negative</b>	<input type="checkbox"/>	The overall impact on ethnicity/race has therefore been assessed as <b>neutral</b> .

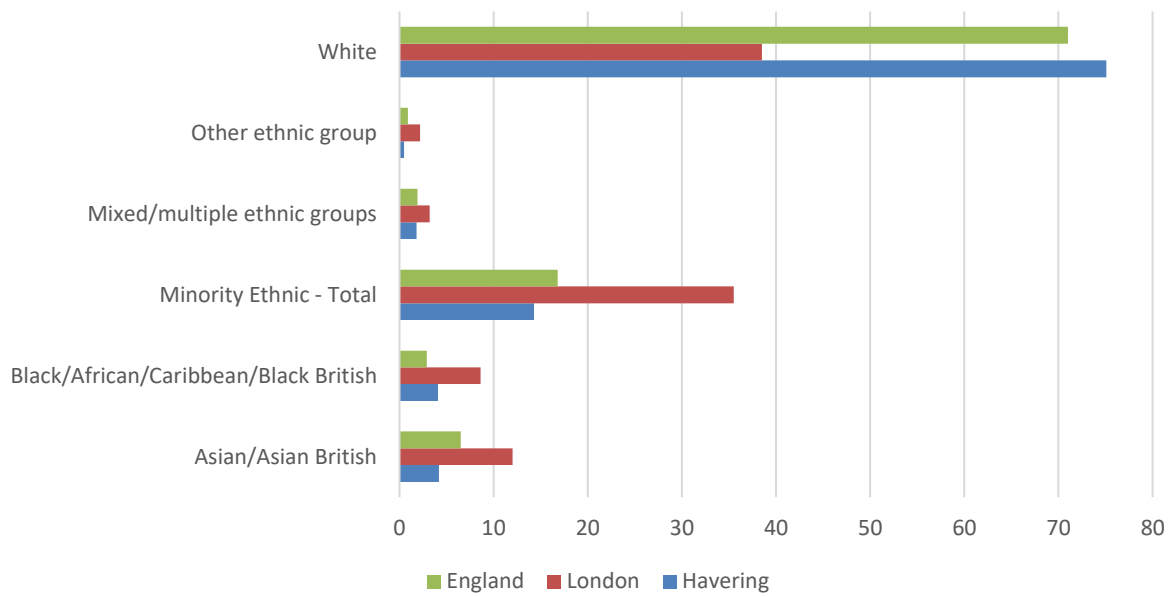
#### Evidence<sup>4</sup>:

In 2019, Havering was one of the most ethnically homogenous boroughs compared to London and England:

	HAVERING		London		England	
	Count	%	Count	%	Count	%
Asian/Asian British	10,899	4.2	1,511,546	11.9	4,143,403	6.5
Black/African/Caribbean/Black British	10,640	4.1	1,088,640	8.6	1,846,614	2.9
Minority Ethnic - Total	37,109	14.3	4,504,657	35.5	10,733,220	16.8
Mixed/multiple ethnic groups	4,671	1.8	405,279	3.2	1,192,879	1.9
Other ethnic group	1,298	0.5	281,041	2.2	548,418	0.9
White	194,885	75.1	4,887,435	38.5	45,281,142	71.0
	<b>259,500</b>	<b>100.0</b>	<b>12,678,598</b>	<b>100.0</b>	<b>63,745,676</b>	<b>100.0</b>

<sup>4</sup> Source: haveringdata 2019 (as published in February 2021)/ONS, extrapolated to a population of 259,500.

## Havering, London & England - Race breakdown (%)



- Over 92% of Havering's residents are UK-nationals, regardless of race heritage.
- Havering's race composition is changing, with its 'White British' population projected to decrease to 78% by 2032.



**Protected characteristic: Religion/belief**

Please tick (✓) the relevant box:

**Positive**

**Neutral**

**Negative**




**Overall impact: Neutral**

This strategy does not discriminate on the basis of **religion/belief**.

It is anticipated that this strategy will not impact negatively or positively on the basis of religion/belief, as it will be applied in accordance with current equality legislation.

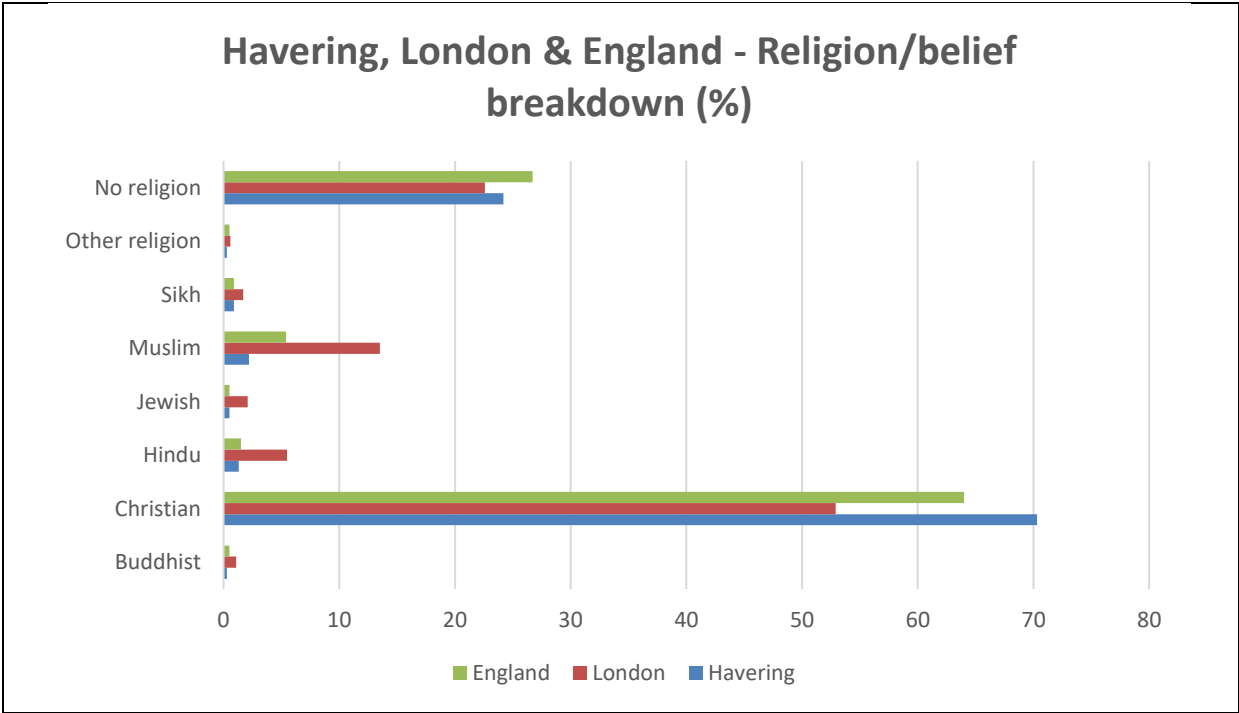
The overall impact on religion/belief has therefore been assessed as **neutral**.

**Evidence<sup>5</sup>:**

Christianity has the highest religion/belief presence within Havering’s population (70.3%), compared to London and England, followed by those with no religious belief (24.2%):

	HAVERING		London		England	
	Count	%	Count	%	Count	%
Buddhist	777	0.3	82,026	1.1	238,626	0.5
Christian	182,429	70.3	3,957,984	52.9	31,479,876	64.0
Hindu	3,374	1.3	411,291	5.5	806,199	1.6
Jewish	1,298	0.5	148,602	2.0	261,282	0.5
Muslim	5,709	2.2	1,012,823	13.5	2,660,116	5.4
Sikh	2,336	0.9	126,134	1.7	420,196	0.9
Other religion	778	0.3	47,970	0.6	227,825	0.5
No religion	62,799	24.2	1,694,372	22.6	13,114,232	26.7
<b>TOTALS</b>	<b>259,500</b>	<b>100.0</b>	<b>7,481,202</b>	<b>100.0</b>	<b>49,208,352</b>	<b>100.0</b>

<sup>5</sup> Source: haveringdata 2019 (as published in February 2021)/ONS, extrapolated to a population of 259,500.



London has a larger Muslim population, compared to other religions which, given the increasing movement of out-of-borough households into the borough, particularly from East London, is likely to be reflected in Havering's future religion/belief composition.

**Protected characteristic: Sexual orientation**

*Please tick (✓)  
the relevant box:*

**Overall impact: Neutral**

**Positive**

In the absence of supporting evidence, it is not possible to conclude what effect this strategy may have a have in terms of **sexual orientation**.

**Neutral**

The overall impact on this protected characteristic has therefore been given a **neutral** rating.

**Negative**

However, any identified issues/needs relating to those with this protected characteristic will be respected and considered on an individual basis.

**Evidence:**

Supporting evidence is currently unavailable.

**Protected characteristic: Gender reassignment**

*Please tick (✓)  
the relevant box:*

**Overall impact: Neutral**

**Positive**

In the absence of supporting evidence, it is not possible to conclude what effect this strategy might have a have in terms of **gender reassignment**.

**Neutral**

The overall impact on this protected characteristic has therefore been given a **neutral** rating.

**Negative**

However, any identified issues/needs relating to those with this protected characteristic will be respected and considered on an individual basis.

**Evidence:**

Supporting evidence is currently unavailable.

**Protected characteristic: Marriage/civil partnership**

Please tick (✓) the relevant box:

**Overall impact: Neutral**

**Positive**

This strategy does not discriminate on the basis of **marriage/civil partnership**.

**Neutral**

✓

It is anticipated that this strategy will not impact negatively or positively on the basis of marriage/civil partnership, as it will be applied in accordance with current equality legislation.

**Negative**

The overall impact on Marriage/civil partnership has therefore been assessed as **neutral**.

**Evidence<sup>6</sup>:**

Nearly half of Havering residents are married, and a third are single.

0.2% of Havering’s population consists of a civil partnership relationship.

Havering’s figures are very similar to England as a whole, and, generally lower than London:

	HAVERING		London		England	
	Count	%	Count	%	Count	%
<b>MARRIED</b> (heterosexual marriage)	125,858	48.5	2,608,345	39.8	20,029,369	46.6
<b>CIVIL PARTNERSHIP</b> (same-sex marriage)	519	0.2	27,425	0.5	100,288	0.2
<b>SINGLE</b> (never married, or never registered a same-sex civil partnership)	85,635	33.0	2,888,944	44.1	14,889,928	34.6
<b>DIVORCED</b> (or formerly a same-sex civil partnership which is now legally dissolved)	20,760	8.0	484,106	7.4	3,857,137	9.0
<b>WIDOWED</b> (or surviving partner from a same-sex civil partnership)	20,501	7.9	328,853	5.0	2,971,702	6.9
<b>SEPARATED</b> (but still legally married, or still legally in a same-sex civil partnership)	6,228	2.4	211,500	3.2	1,141,196	2.7
<b>TOTALS:</b>	259,500	100.0	6,549,173	100.0	42,989,620	100.0

<sup>6</sup> Source: haveringdata 2019 (as published in February 2021)/ONS, extrapolated to a population of 259,500.

**Protected characteristic: Pregnancy, maternity and paternity**

*Please tick (✓)  
the relevant box:*

**Overall impact: Neutral**

**Positive**

In the absence of supporting evidence, it is not possible to conclude what effect this strategy may have in terms of **pregnancy, maternity and paternity**.

**Neutral**

The overall impact on this protected characteristic has therefore been given a **neutral** rating.

**Negative**

However, any identified issues/needs relating to those with this protected characteristic will be respected and considered on an individual basis.

**Evidence:**

Supporting evidence is currently unavailable.

Health & Wellbeing	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	<input type="checkbox"/>
<b>Neutral</b>	<input checked="" type="checkbox"/>
<b>Negative</b>	<input type="checkbox"/>
<p><b>Overall impact: Neutral</b></p> <p>The Council is committed to the health, safety and well-being of Havering's residents.</p> <p>This strategy is intended to have a positive impact on all residents.</p> <p>However, in the absence of sufficient supporting data at this time, the overall impact on <b>Health &amp; Wellbeing</b>, has been assessed as <b>neutral</b>.</p> <p><b>Do you consider that a more in-depth Health Impact Assessment is required as a result of this brief assessment? No ✓</b></p>	
<p><b>Evidence:</b></p> <p>Supporting evidence is currently unavailable.</p>	

## Review

This EqHIA will be reviewed in October 2022, or as and when:

- new and influential legislation comes into effect, or
- new, relevant data becomes available.