

Decant Policy

Equality and Health Impact Assessment (EHIA)

Document control

Title of activity:	Decant Policy
Lead officer:	Kwabena Obiri, Housing Choice & Applications Manager, Housing Demand
Approved by:	Patrick Odling-Smee, Director, Living Well
Authors:	Kwabena Obiri, Housing Choice & Applications Manager
Date completed:	28/07/25
Scheduled date for review:	July 2026

Did you seek advice from the Corporate Policy & Diversity team?	
Did you seek advice from the Public Health team?	
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

About your activity

1	Title of activity	Decant Policy		
2	Type of activity	Policy		
3	Scope of activity	This policy applies to council tenants who may lose their home temporarily or permanently due to demolition, redevelopment, re-designation, or major works that make staying in the property unreasonable. The Council will rehouse any displaced council tenant, except those with a court possession order for tenancy breaches like rent arrears or anti-social behaviour. Any such household will not be rehoused under this policy. The Council will not rehouse unauthorised occupants including friends, sub-tenants, lodgers, licensees, squatters and other non-secure occupant. This also includes ineligible persons within the criteria of s160ZA of the Localism Act (2011) and those deemed ineligible by the Secretary of State. The Council will not rehouse leaseholders or freeholders because of demolition, redevelopment, re-designation of or major works to, a property. The duty to re-house leaseholders or freeholders only applies where "suitable alternative residential accommodation on reasonable terms" is not available to the residential occupier (as detailed in Section 39 of the Land Compensation Act 1973). In most circumstances it is anticipated this will be achieved on the open market, through the purchasing of a new property.		
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)?	Yes		

4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
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Completed by:	Kwabena Obiri, Choice and Applications Manager
Date:	15/01/24

How this policy will impact on people?

Background

X

Purpose of this policy

The purpose of this policy is to explain what Havering Council's Housing Services will do when it becomes necessary to re-house or 'decant' a tenant to allow:

- Planned major repairs or improvement works to be undertaken.
- Remodelling of the housing stock
- Redevelopment as part of the regeneration of a neighbourhood

Emergency repairs due to an unexpected event or health and safety reasons which cause a council tenant's home to become inhabitable. In this instance, Housing Services has a duty to re-house any person homeless because their property is uninhabitable.

Housing Services recognises that moving can be difficult. We are committed to making any relocation as easy as possible and will keep tenants informed at every stage of the process. Housing Services will support tenants throughout the relocation process to ensure that disruption is kept to a minimum. Where it is applicable, any disturbance and/or home loss payments will be paid promptly to tenants.

Where possible, Housing Services will carry out improvement works and major repairs while the tenant remains in their home. There will, however, be certain situations such as when the health and safety of the tenant would be at risk if the tenant remained. Where this is the situation, we will arrange to move the tenant: either on a temporary or permanent basis.

In the event of a regeneration or redevelopment programme, details of our offering for residents of all tenure types will be published in a Regeneration Local Lettings Plan relevant to each tenure type. This policy therefore does not pertain to regeneration and should be viewed as a general guide only.

Tenants affected by any regeneration scheme who are living in short life temporary accommodation provided by the Council due to homelessness will not be covered in any such local lettings plan (unless specified).

Affected homeless tenants will be supported through the Council's Housing Advice and Homelessness service to ensure that their needs are reassessed and if eligible, alternative accommodation will be provided.

Policy summary

This policy recognises the huge impact that moving home under these circumstances can have on people's lives, especially where the move is not through choice. The policy therefore aims to provide a thorough understanding of the decant process; what types of compensation might be offered, and the practical help that Housing Services may be able to provide for affected residents.

Scope

This policy applies to council tenants who may lose their home temporarily or permanently due to demolition, redevelopment, re-designation, or major works that make staying in the property unreasonable. The Council will rehouse any displaced council tenant, except those with a court possession order for tenancy breaches like rent arrears or anti-social behaviour. Any such household will not be rehoused under this policy.

The Council will not rehouse unauthorised occupants including friends, sub-tenants, lodgers, licensees, squatters and other non-secure occupant. This also includes ineligible persons within the criteria of s160ZA of the Localism Act (2011) and those deemed ineligible by the Secretary of State.

The Council will not rehouse leaseholders or freeholders because of demolition, redevelopment, re-designation of or major works to, a property.

The duty to re-house leaseholders or freeholders only applies where "suitable alternative residential accommodation on reasonable terms" is not available to the residential occupier (as detailed in Section 39 of the Land Compensation Act 1973). In most circumstances it is anticipated this will be achieved on the open market, through the purchasing of a new property.

Aims, objectives and outcomes

This policy explains the Council's approach when it becomes necessary to rehouse tenants where we need to carry out major repairs or redevelopment that cannot reasonably be completed while the property is occupied. It also applies where a property is to be demolished or disposed of.

This policy aims to establish:

- when we may decant residents
- consultation (in non-emergency situations)
- options and choices for residents
- compensation and expenses offered
- support and assistance available

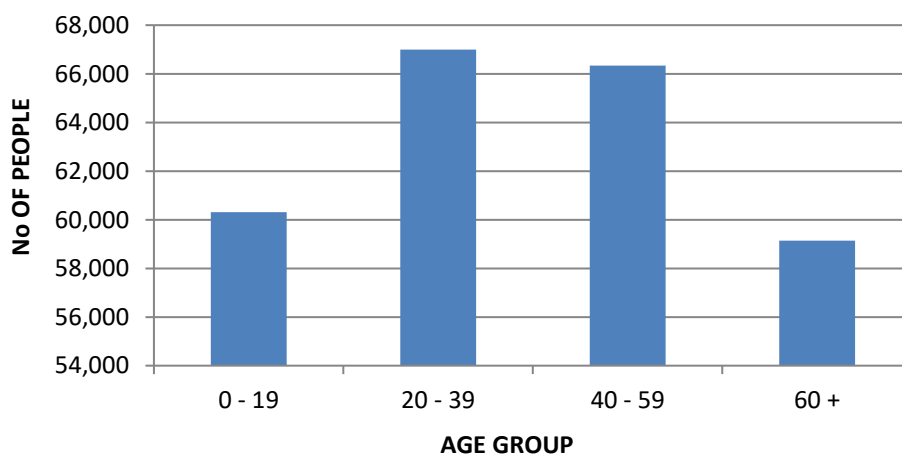
Who will be affected by the activity?	
Tenants and Leaseholders of Havering Council who require temporary or permanent move for remedial works.	
Protected Characteristic - Age	
<i>Please tick (✓) the relevant box:</i>	Overall impact: Neutral Age implications from the policy are neutral as the policy details the Council's obligations to social housing tenants and leaseholders who require temporary or permanent moves.
Positive	
Neutral	
Negative	

Evidence:
 Declining mortality rates mean higher life expectancies.

A newborn 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 newborn boys and 28.3% of newborn girls projected to live to 100 years old¹.

- Havering has the oldest population in London with a median age of 40 years, as recorded in the 2011 census.
- 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.
- From 2011 to 2016, Havering experienced the largest net inflow of children across all London boroughs. 4,580 children settled in the borough from another part of the United Kingdom during that five-year period.
- It is projected that the largest increases in population up to 2033 will occur in the following age brackets; children (0-17 years), and older people age groups (65 years and above).

HAVERING - BY AGE GROUP



¹ Article: ‘Living longer; how our population is changing and why it matters’ (Office for National Statistics, August 2018)

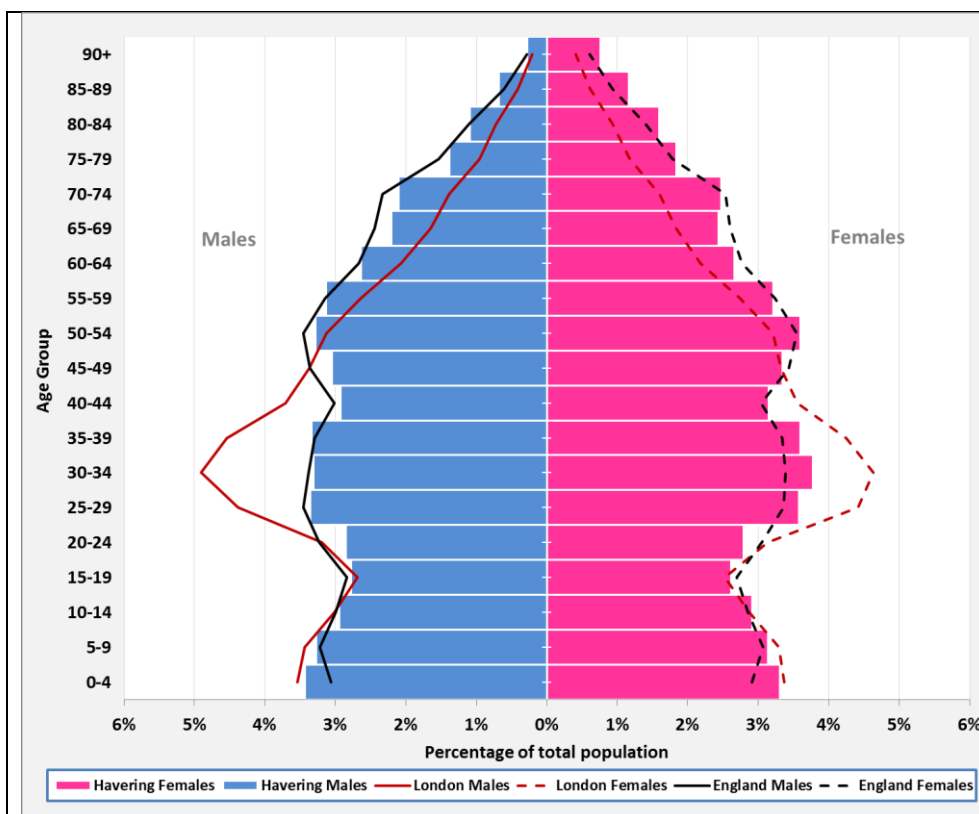
The Havering population is estimated to be 257,810 (ONS, 2018). The table below gives a breakdown by five year age bands and gender.

Age Band (Years)	Male	Female	Persons
00-04	8,850	8,520	17,370
05-09	8,429	8,081	16,510
10-14	7,595	7,503	15,098
15-19	7,166	6,743	13,909
20-24	7,351	7,198	14,549
25-29	8,642	9,220	17,862
30-34	8,526	9,742	18,268
35-39	8,614	9,268	17,882
40-44	7,542	8,125	15,667
45-49	7,868	8,624	16,492
50-54	8,460	9,279	17,739
55-59	8,072	8,290	16,362
60-64	6,806	6,860	13,666
65-69	5,696	6,272	11,968
70-74	5,417	6,379	11,796
75-79	3,561	4,741	8,302
80-84	2,817	4,121	6,938
85-89	1,747	3,000	4,747
90+	719	1,966	2,685
All Ages	123,878	133,932	257,810

Havering has the oldest population in London with a median age of 39 years. There are approximately 60,102 persons aged 65 and over in Havering. This is more than a fifth of the whole population (23.3%).

Figure 1 below shows a much older age structure for the population of Havering compared to London but similar to England.

Figure 1 : Havering, England and London Mid-2018 Population Pyramid



Data source: ONS 2018 Mid-year population estimates.

The increased age of residents within Havering could see mean that there is an increased pressure for smaller or sheltered type properties.

Sources used:

- This is Havering 2019/20 version 4.4, Public Health Intelligence
- ONS 2018 Mid-year Population Estimates

Protected Characteristic - Disability

Please tick (✓) the relevant box:

Positive

Neutral

Negative

✓

Overall impact: Negative

This policy decides on applicants cases based on a number of criteria, including an applicant's health and consequent housing need priority. The policy states:

The policy is neutral in that it provides sufficient guidance into the Council's response to required temporary or permanent moves to resolve urgent or emergency remedial repairs.

However, there is an element of risk in adequately addressing housing needs of residents with medical issues that may require adaptable or specialised accommodation.

Of the 8675 residents in Council managed or leasehold stock, 1232 adults (14.2%) identify as having a serious medical disability that may impact the type of housing provision required to meet their needs. This

		risk is managed through identification of individual household needs and matching them to suitable accommodation either through alternative housing stock or temporary solutions such as bed and breakfast and nightly let accommodation.
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Evidence:

- In 2017, 3,506 adults (aged 18-64 years) were estimated to be living with serious physical disabilities in Havering.
- The estimated rate of serious physical disabilities in Havering (2,323 per 100,000 population aged 18-64 years) is similar to England but significantly higher than London average. It is one of the highest rates within London local authorities (see Figure 22). One of the key reasons for this is likely to be due to the relatively older population in Havering compared to other London boroughs.
- In 2025, 14% of adults living in Council managed or leasehold stock identify as having a serious medical disability.

Please note: Rate per 100,000 calculation uses mid 2016 population.

The following shows the prevalence of various disabilities in Havering:

Table 1: 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 2: 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 3: 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

Sources used:

This is Havering (2018)

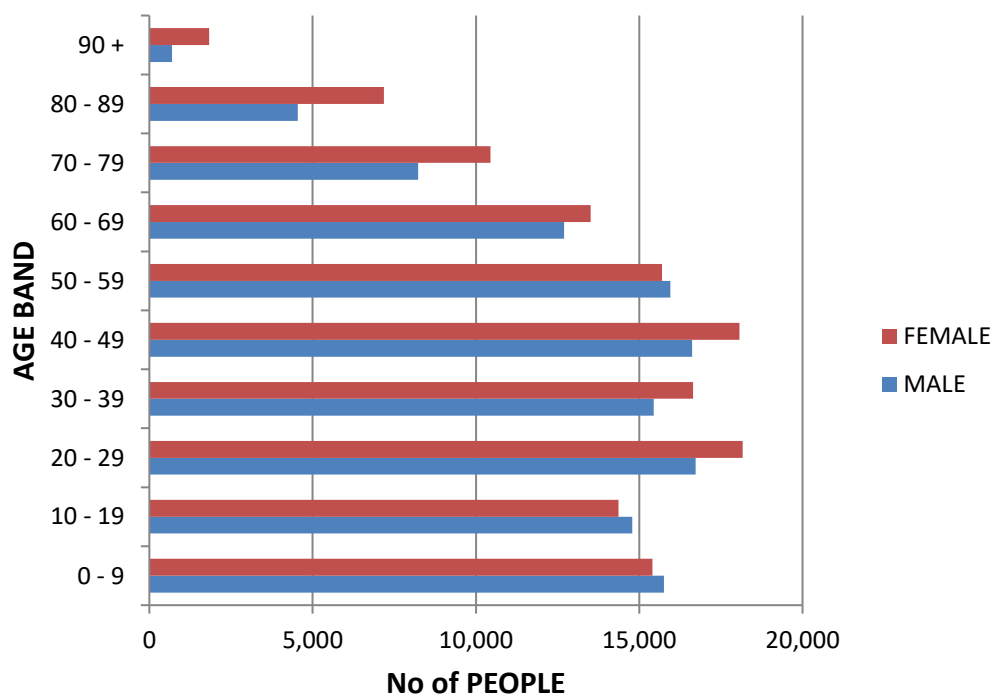
Projecting Older People Population Information: <https://www.poppi.org.uk/index.php>

Projecting Adults Needs and Services Information: <https://www.pansi.org.uk/>

Protected Characteristic - Sex/gender		
Please tick (✓) the relevant box:		Overall impact: Neutral
Positive		This policy will have a largely neutral impact on households based on sex/gender
Neutral	✓	The majority of households in Council stock are from women headed households, mainly due to the higher levels of poverty in such households.
Negative		There is a possible negative impact of housing women headed households into temporary bed and breakfast or nightly let accommodation with heightened risk of placements in unfamiliar surroundings, security and access to local support. To mitigate such risks the Council conducts risk assessments as part of the decant process to ascertain the safest possible placements for households.

Evidence:

HAVERING POPULATION - BY GENDER AND AGE BAND



Gender	Total	% of Register
Male	589	22
Female	1990	78
Total	2579	100

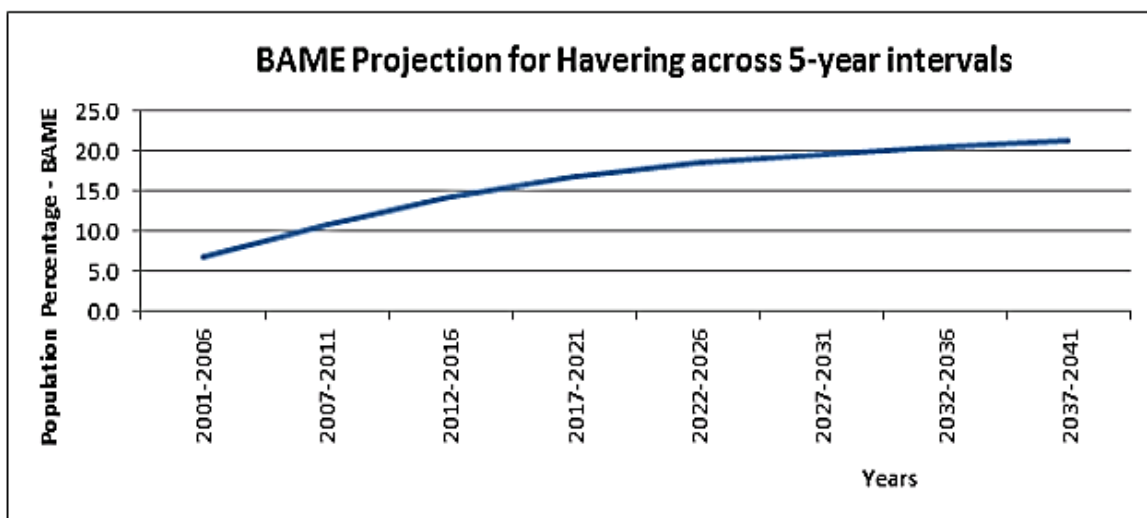
Sources used:

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates>

Protected Characteristic - Ethnicity/race		
Please tick (✓) the relevant box:		Overall impact: Neutral This policy offers an ethnicity neutral approach to making decision on the decanting of households. There are no proposed changes from the policy which may impact in terms of this protected characteristic.
Positive		
Neutral	✓	
Negative		

Evidence:

- Havering is one of the most ethnically homogenous boroughs in London, with 83% of its residents recorded as 'White British' in the 2011 census; higher than both London and England.
- However, the ethnically homogenous characteristic of Havering is gradually changing due to its growing cultural diversity.
- The Borough's white population is projected to decrease from the current 84% to 78% in 2032.
- The BAME 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



According to the GLA ethnic projections (2020) There are approximately 40,500 (18%) people from BAME groups living in Havering, the majority being black Africans (11,700, 4.5%).

Table 1: The GLA ethnic population projections 2020

Ethnic Group	Male	Female	Persons
White British	94,850	101,950	196,810
White Irish	1,320	1,620	2,940
Other White	7,280	7,330	14,610
White & Black Caribbean	1,900	1,840	3,740
White & Black African	710	780	1,490
White & Asian	890	860	1,750
Other Mixed	900	920	1,820
Indian	4,050	4,530	8,590
Pakistani	1,290	1,510	2,810
Bangladeshi	1,190	1,140	2,340
Chinese	610	1,010	1,620
Other Asian	1,980	2,120	4,110
Black African	5,270	6,430	11,700
Black Caribbean	2,090	1,940	4,030
Other Black	790	970	1,760
Arab	290	220	510
Other Ethnic Group	660	570	1,220
Total	126,070	135,740	261,850

Protected Characteristic - Religion/faith		
Please tick (✓) the relevant box:		Overall impact: Neutral This policy offers a religion/fait h neutral approach to making decision on the temporary or permanent rehous ing of households. The Policy will be carried out with an emphasis on equality of treatment.
Positive		
Neutral	✓	

Negative																																			
Evidence: Most recent available data (Census 2011) shows the majority of Havering residents are Christians. Table 7: Religion and Belief 2011 Census, Havering																																			
<table border="1"> <thead> <tr> <th>Faith</th><th>Number</th><th>%</th></tr> </thead> <tbody> <tr> <td>Christian</td><td>155,597</td><td>65.6%</td></tr> <tr> <td>Buddhist</td><td>760</td><td>0.3%</td></tr> <tr> <td>Hindu</td><td>2,963</td><td>1.2%</td></tr> <tr> <td>Jewish</td><td>1,159</td><td>0.5%</td></tr> <tr> <td>Muslim</td><td>4,829</td><td>2.0%</td></tr> <tr> <td>Sikh</td><td>1,928</td><td>0.8%</td></tr> <tr> <td>Other Religion</td><td>648</td><td>0.3%</td></tr> <tr> <td>No Religion</td><td>53,549</td><td>22.6%</td></tr> <tr> <td>No Response</td><td>15,799</td><td>6.7%</td></tr> <tr> <td>Totals</td><td>237,232</td><td>100%</td></tr> </tbody> </table>			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%	Totals	237,232	100%
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Sources used: Census 2011																																			

Protected Characteristic - Sexual orientation		
Please tick (✓) the relevant box:		Overall impact: Neutral
Positive	☐	This policy offers a sexual orientation neutral approach to making decision on the decanting of households. . The Policy will be carried out with an emphasis on equality of treatment. It is not necessary for residents to disclose their sexual orientation therefore a neutral impact is expected.
Neutral	☒	
Negative	☐	
Sources used: There is insufficient evidential information at this time as to whether the impact on this protected characteristic will be positive or negative. It is currently envisaged that there will be neutral impact at the least.		

Protected Characteristic - Gender reassignment		
Please tick (✓) the relevant box:		Overall impact: Neutral
Positive	☐	This policy offers a gender reassignment neutral approach to making

Neutral	☒	decision on the decanting of households.
Negative	☐	The Policy will be carried out with an emphasis on equality of treatment.

Evidence:

The Equality Act 2010 says employees must not be discriminated against in employment for being married or in a civil partnership.

In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.

Marriages and registration of civil partnerships in the UK are currently suspended due to the COVID-19 pandemic.

Sources used:

<https://www.equalityhumanrights.com/en/advice-and-guidance/marriage-and-civil-partnership-discrimination>

Protected Characteristic - Marriage/civil partnership

Please tick (✓) the relevant box:

Positive

☐

Neutral

☒

Negative

☐

Overall impact: Neutral

This policy offers a marriage/civil partnership neutral approach to making decision on the decanting of households. The Policy will be carried out with an emphasis on equality of treatment. The policy will support households regardless of their marital status

Evidence: There is insufficient evidential information at this time as to whether the impact on this protected characteristic will be positive or negative. It is currently envisaged that there will be neutral impact at the least.

Protected Characteristic - Pregnancy, maternity and paternity

Please tick (✓) the relevant box:

Positive

☐

Neutral

☒

Negative

☐

Overall impact: Neutral

This policy offers a pregnancy, maternity and paternity neutral approach to making decision on the decanting of households. The Policy will be carried out with an emphasis on equality of treatment.

There is a possible negative impact of housing women headed households into temporary bed and breakfast or nightly let accommodation with heightened risk of placements in unfamiliar surroundings, security and access to localised medical support. To mitigate such risks the Council conducts risk assessments as part of the decant process to ascertain the safest possible placements for households.

Evidence: There is insufficient evidential information at this time as to whether the impact on this protected characteristic will be positive or negative. It is currently envisaged that there will be neutral impact at the least. The changes proposed in the new policy will not impact this group.

Health & Wellbeing

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

Positive

Neutral

Negative

Overall impact: Neutral

Do you consider that a more in-depth HIA is required as a result of this brief assessment? No ✓

The process of reviewing this policy will assist the Council in ensuring a proactive responsive service to rehousing requests to facilitate remedial or planned major works. Housing plays a key role in the health and well-being of residents. Disrepair of accommodation can lead to health issues and safety issues.

Where resources permit, the Council will look to rehousing tenants into alternative Council accommodation that meets the household needs. When this is not possible, alternative measures will be sought including alternative temporary accommodation.

Review

This EqHIA will be reviewed annually, or as and when new legislation or relevant influential data that may impact on the EqHIA arrives.

Scheduled date of review: July 2026

Lead Officer conducting the review: Kwabena Obiri, Housing Choicer and Applications Manager.

1. 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
Sex/Gender	Security/Vulnerability being placed into alternative temporary accommodation such as bed and breakfast	Mitigations to be carried out through risk and suitability assessment	The impact of the policy on these groups will be monitored.	Annually	Kwabena Obiri
Pregnancy, maternity and paternity	Security/Vulnerability being placed into alternative temporary accommodation such as bed and breakfast. Lack of access to localized maternal	Mitigations to be carried out through risk and suitability assessment	The impact of the policy on these groups will be monitored.	Annually	Kwabena Obiri

	provision/services.				
Disability	Element of risk in adequately addressing housing needs of residents with medical issues that may require adaptable or specialised accommodation	Identified needs of households at initial decant referral stage. Further suitability assessments conducted on identified properties to ensure suitability of offer.	The impact of the policy on these groups will be monitored.	Annually	Kwabena Obiri

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).

Review

Scheduled date of review: July 2026

Lead Officer conducting the review: Kwabena Obiri

Please submit the completed form via e-mail to EgHIA@havering.gov.uk thank you.