

## Appendix 2

### London Borough of Hackney Equality Impact Assessment Form

The Equality Impact Assessment Form is a public document which the Council uses to demonstrate that it has complied with Equality Duty when making and implementing decisions which affect the way the Council works.

The form collates and summarises information which has been used to inform the planning and decision making process.

**All the information needed in this form should have already been considered and should be included in the documentation supporting the decision or initiative, e.g. the delegate powers report, saving template, business case etc.**

Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.

The form must be reviewed and agreed by the relevant Director, who is responsible for ensuring it is made publicly available and is in line with guidance. Please note that it is your responsibility to send the completed form to your Director. If you are using the Google Form [here](#) please forward them the link you will receive via email after you press 'Submit'. Amendments can be made to submitted Google forms. Detailed guidance on completing Equality Impact Assessments is available [here](#).

**Title of this Equality Impact Assessment:**

Compact, Partnership Working with Housing Associations

**Purpose of this Equality Impact Assessment:**

To assess the equalities impacts of the introduction of the Hackney Council-Housing Associations Compact 2023-2026

**Officer Responsible: (to be completed by the report author)**

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Directorate: Climate, Homes & Economy	Department/Division: Economy, Regeneration & New Homes

**Director: James Goddard**

**Date: 14 December 2022**

## **PLEASE ANSWER THE FOLLOWING QUESTIONS:**

In completing this impact assessment, you should where possible, refer to the main documentation related to this decision rather than trying to draft this assessment in isolation. Please also refer to the attached guidance.

### **STEP 1: DEFINING THE ISSUE**

#### **1. Summarise why you are having to make a new decision**

Following the Exploring the Work of Housing Associations in Hackney Scrutiny Review of The Living in Hackney Scrutiny Commission, it emerged that it is good practice for the Council to have a partnership agreement in place with registered providers (RPs) who operate in the borough. The Compact between Hackney Council and RPs therefore is sought in order to foster partnership working as RPs make up a large proportion of landlords and manage a significant number of homes across Hackney. This partnership document can contribute to aligning the Council's and RPs' key principles and objectives, thus maximising RPs' contributions to achieving Hackney Council's vision for the borough.

The Compact is expected to have a range of benefits including encouraging collaborative work in the borough to help address housing and housing-related needs and aspirations of residents and setting out how housing and housing providers can contribute to residents' health and wellbeing, as well as enabling residents to secure training and jobs.

#### **2. Who are the main people that will be affected?** Consider staff, residents, and other

The main people that would be affected by the introduction of the Compact are residents in Hackney who have a Registered Provider as a landlord.

### **STEP 2: ANALYSING THE ISSUES**

#### **3. What information and consultation have you used to inform your decision making?**

The following data sources were used to inform the assessment:

- Census 2021 data from the ONS
- Census 2011 data from ONS
- Other data sources referred to in the table below (page 4-10) and footnotes.

No formal consultations are required as part of this report. However, officers widely engaged with Hackney Council colleagues from a number of teams and directorates to ensure that expert and specialist input fed each section of the Compact.

Officers also widely engaged with RPs via a number of project meetings where Council officers and RP representatives defined and discussed the topics/headlines that compose the Compact. RP representatives contributed to and co-produced the different sections of the partnership document.

### **Equality Impacts**

#### **4. Identifying the impacts**

New census 2021 data from the ONS shows Hackney's population is estimated to be 259,200 compared with 246,300 in 2011, which is down from last mid-year estimate for

2020 (released in 2021) of 280,900.<sup>1</sup> The ONS however has recognised that the coronavirus pandemic and lockdown may have affected Census 2021 data in a variety of ways. While the data is accurate for Census Day March 2021, it may not be fully representative of Hackney's population due to many residents across London temporarily being away from their usual residence on Census day. Household estimates in London boroughs therefore may have been undercounted, although the ONS has said that for most of the population, the coronavirus pandemic would not have affected where they considered themselves resident.<sup>2</sup>

Hackney had a population density of 13,611 residents per sq km and it remains the 3rd most densely populated local authority after Tower Hamlets and Islington. Hackney has 106,100 households compared with 101,690 in 2011. It is estimated that around 52.4% of social housing in Hackney is owned by RPs.<sup>3</sup>

According to the 2021 Census; 60% of Hackney residents were born in the UK, comparable with the number of Londoners born in the UK (59.4%), but lower than the national figure of 82.6%. The percentage of overseas-born Hackney residents has only risen by 0.6% since 2011 - a much smaller increase than in London and England as a whole. This could be linked to the relatively high cost of housing and other living costs in Hackney. There has also been a significant shift in the population of Hackney by country of birth, with an increase in the proportion of residents born in European, North American and Antipodean countries alongside a decrease in the proportion of those born in African and Caribbean countries. This trend is also reflected in the data on passports held, with holders of Jamaican and Nigerian passports no longer amongst the top ten in Hackney, while the proportion of residents holding European passports has risen<sup>4</sup>.

A breakdown of the impact upon each individual protected characteristic as identified in the equality act 2010 is below:

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<sup>1</sup> ONS 2020-2021 - Local Authority Housing Statistics return 31 March 2021

<sup>2</sup> [London Councils briefing warns that Census may have 'significantly undercounted' capital's population - OnLondon](#)

<sup>3</sup> ONS 2020-2021 - Local Authority Housing Statistics return 31 March 2021

<sup>4</sup> LBH analysis from census 2021 on migration (<https://hackney.gov.uk/population#stat>)

Characteristic	Possible Impact
<p><b>Age</b> Hackney is a relatively young borough with just under 25% of its population under 20 years. The proportion of residents between 20-29 years has grown in the last ten years and now stands at just under 25%. People aged over 55 make up nearly 15% of the population<sup>5</sup>.</p> <p>Data shows that approximately 33.4% of housing register applicants are aged 26-35. This is the highest represented age group, followed by age group 36-45 (27.4%). The least represented age groups are people over 65, in particular 3.7% of applicants are aged 65-74, 1.8% are aged 75-84, and 1.2% are aged over 85%.<sup>6</sup></p> <p>At the time of the drafting of the Hackney Homelessness Strategy 2020-22, data showed that 48% of Hackney children are estimated to be living in poverty after housing costs, and in 2018 approximately 10% of the working age population were claiming out of work benefits.<sup>7</sup></p>	<p><b>Positive</b> The Compact includes a commitment for RP partners to:</p> <ul style="list-style-type: none"> <li>+ ensure that their staff are equipped with the knowledge and tools to recognise safeguarding concerns and confidently signpost, refer and support children, young people and adults who are in need or at risk.</li> <li>+ promote learning and improvement through the cascading of key information and sharing lessons from case reviews of safeguarding children and young people.</li> <li>+ tackle inequalities, improve the physical, mental and emotional health of its residents, and enhance the wellbeing of local people, given that 22% of children in reception (age 4-5) and over 41% of children in year 6 (age 10-11) are above a healthy weight. Year 6 figures are considerably above the national average<sup>8</sup>.</li> <li>+ ensure that supported housing in Hackney meets the highest needs, including for Hackney's older population and young adults.</li> <li>+ share information on vulnerable communities and work collaboratively to maximise opportunities for residents facing labour market disadvantages e.g. young people, over 50s, residents with health conditions, refugees and care leavers.</li> <li>+ participate in, and contribute to, Poverty Reduction meetings and/or initiatives organised by Hackney Council.</li> </ul>
<p><b>Disability</b> In the 2011 Census, 14.6% of Hackney respondents said they had a long-term illness that</p>	<p><b>Positive</b> The Compact includes a commitment for RP partners to:</p>

<sup>5</sup> ONS Mid-Year Population Estimates 2019, published June 2020

<sup>6</sup> Hackney Council Benefits and Housing Needs Data

<sup>7</sup> Hackney Homelessness Strategy 2020-2022

<sup>8</sup> Obesity Profile - Data - OHID

<p>limited their daily activities in some way, compared with 13.6% for London and 17.9% for England and Wales. Hackney's lower than average rates of disability and long-term illness are likely to be due to its relatively younger population, as disability rates tend to increase with age.</p> <p>In August 2019, 4,157 people were in receipt of Disability Living Allowance, and 3,273 are in receipt of Attendance allowance. In October 2019 9,760 people were entitled to Personal Independence Payments.<sup>9</sup></p> <p>Estimates suggest that 2.4% of adults in City and Hackney have a learning disability (ranging from 2.6% in those aged under 45, to 1.8% in those aged 85+) - this equates to 4,937 people in Hackney<sup>10</sup>.</p> <p>There are an estimated 12,102 disabled children (aged 0-19) in Hackney and the City of London<sup>11</sup>.</p> <p>10% of housing register applicants need housing with a type of medical classification, ranging from A-B to F. Within this medical classification range, 1.2% would require a wheelchair standard property, while 3.7% could be housed on any floor and would not require any adaptation to the property.<sup>12</sup></p> <p>Analysing data of applicants in Band B of the banding system introduced in October 2021, 4.4% of the Band B applications included a medical need. 23.8% of applicants in Band B need a 1 bedroom flat, out of these applications 5.9% include a medical need. 48.2% of applicants in Band B need a 2 bedroom flat, out of these applications 2.2% include a medical need.</p>	<ul style="list-style-type: none"> <li>+ work with the Council to reduce health inequalities and help people to be active, independent and healthy.</li> <li>+ consider the needs of disabled people, including people with an impairment which is not visible or immediately obvious such as dementia, autism and learning disabilities, and their carers as these people may be more vulnerable and may need more help (e.g. to access services) than other service users.</li> <li>+ familiarise themselves with and signpost their residents to the resources available on the Hackney Council website about dementia, autism, and learning disabilities.</li> <li>+ promote mental health related training amongst their frontline staff to ensure they are able to spot signs of poor mental health and signpost residents.</li> <li>+ meet or exceed quality standards of homes and communal areas which positively contribute to their tenants' physical and mental wellbeing.</li> <li>+ get RP staff trained in Making Every Contact Count and have conversations with residents to promote the health support and wellbeing initiatives that are available to them locally.</li> <li>+ work collaboratively to ensure that supported housing in Hackney meets the highest needs and review whether existing supported housing continues to make the maximum contribution to meeting supported housing needs in the borough.</li> </ul>
<p><b><u>Gender Identity &amp; Gender Reassignment</u></b> Data on the transgender population is not available at a borough level. The Gender Identity</p>	<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>+ Considering that LGTBQ+ members are at higher risk of homelessness</li> </ul>

<sup>9</sup> It should be noted that there might be some duplication in the numbers as people transition from receiving Disability Living Allowance to Personal Independence Payments.

<sup>10</sup> LB Hackney, Adult Learning Disability Needs Assessment, 2016

<sup>11</sup> LB Hackney, Disabled Children's Needs Assessment for London Borough of Hackney and the City of London, 2017

<sup>12</sup> Hackney Council Benefits and Housing Needs Data

<p>Research and Education Society GIRES, currently estimate there are 650,000 (1% of the population) whose gender identity is incongruent with their assigned gender – this would equate to around 2,700 people in Hackney<sup>13</sup>. According to NHS England, numbers seeking medical support are lower, although they have increased significantly in recent years.<sup>14</sup></p> <p>People who have the protected characteristic of Gender Reassignment may be transgender, nonbinary, genderqueer, gender fluid or may identify in another way.</p> <p>The Practical Androgyny website estimates that around 0.4% of the UK population, 1 in 250 people in the UK is non-binary.<sup>15</sup> This equates to around 1,200 people in Hackney.</p> <p>From our Homelessness Strategy, we know that LGTBQ+ members are at higher risk of homelessness than the Non LGBTQ+ population.<sup>16</sup></p>	<p>than the Non LGBTQ+ population, partnership commitments around homelessness prevention will have a positive impact on this group in particular.</p>
<p><b><u>Marriage and Civil Partnership</u></b> Hackney has fewer pensioner households, couples who are married or in a same sex civil partnership and cohabiting couples with children than London and England and Wales.</p> <p>The borough has significantly higher proportions of one person, lone parent and multi-person households.</p> <p>As of January 2020, 328 single parent households in the borough were subject to the benefit cap, which alongside other welfare reform cuts, has contributed to increased homelessness and has increased the pressure on Council and other local support services. RPs are often less willing to accept capped claimants making it more difficult for them to access affordable housing.<sup>17</sup></p>	<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>+ The Compact includes a commitment for RP partners to contribute to making renting in Hackney fairer for everyone.</li> <li>+ Through the compact, Hackney Council and RP partners commit to work collaboratively to meet the needs of people on the Council’s Housing Register.</li> <li>+ The Compact includes a commitment for RP partners to operate inclusive lettings policies and take an enabling approach to the pre-tenancy checks they may undertake.</li> </ul>
<p><b><u>Pregnancy and Maternity</u></b> There were 4,384 live births to women in Hackney in 2018. The fertility rate for Hackney is similar to the London and national average at 1.62 live births per woman compared to 1.63 in London and 1.68 in England<sup>18</sup>. However, in some parts of Hackney fertility rates are amongst the highest in</p>	<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>+ Partnership commitments about supporting residents with health and wellbeing and RPs’ role in communities will have a positive impact. In particular, exploring new ways of working in neighbourhoods,</li> </ul>

<sup>13</sup> Gender Identity Research and Education Society (GIRES) - (<https://www.gires.org.uk/what-we-do/individual-help/>)

<sup>14</sup> GP patient Survey, NHS City and Hackney CCG, 2020

<sup>15</sup> Practical Androgyny (<https://practicalandrogyny.com/2014/12/16/how-many-people-in-the-uk-are-nonbinary/>)

<sup>16</sup> Hackney Homelessness Strategy 2020-2022

<sup>17</sup> Hackney Homelessness Strategy 2020-2022

<sup>18</sup> ONS, Live Births by Area of Usual Residence, 2018

<p>London, particularly in the north-east of the borough<sup>19</sup>.</p>	<p>engaging and involving local communities and key anchor organisations can generate benefits for residents with these protected characteristics.</p>
<p><b>Race</b></p> <p>Just over a third (36%) of respondents to the 2011 Census in Hackney described themselves as White British. The remainder is made up of black and minority ethnic groups, with the largest group Other White, 16.3%, followed by Black African, 11.4%. The number of Black Caribbean people fell slightly between 2001 and 2011. They made up 7.8% of Hackney's population in 2011 compared with 10.3% in 2001.</p> <p>Data from the 2021 census shows Hackney is home to a number of smaller national and cultural communities. Hackney has a well established Turkish community with a significantly larger community born in Turkey (3.347%) compared to both London (0.828%) and England (0.280%). Other significant communities in Hackney include residents from Nigeria, Europe (particularly Spanish, French, Irish, Scottish and Polish people), residents from the United States, as well as from Jamaica, Australia, India, Ghana and Bangladesh<sup>20</sup>.</p> <p>The 2018 Annual Population Survey from the Office of National Statistics estimated Hackney's population by broader ethnic characteristics than the Census. The data showed similar findings in the Census 2011 with 51% of Hackney's population identifying as white, followed by 22% of Hackney's population identifying as black. Hackney has an overall larger black population of 22% compared to 11% in London and 3% in England.</p> <p>Almost one third (32.1%) of the housing register applicants did not provide information on their ethnicity ('not recorded/refused/unknown'). Among those who revealed their ethnicity on the application, 30.6% are White. This is the most represented ethnic group, with the next most significant ethnic group being Black/African/Caribbean/Black British (24.6%). Approximately 5.9% are from an Asian or Asian British background. The least represented group is Mixed/Multiple Ethnic Groups (1.9%). 4.9% are from an 'other ethnic group background'.</p>	<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>+ Though there are no specific partnership commitments targeted around specific ethnicities, due to the profile of the borough we know that there is a higher proportion of Black and Minority Ethnic Groups in social housing in the borough.<sup>21</sup> Therefore partnership commitments around the delivery of new social housing, improvements to the existing stock, as well as work around employment skills, health &amp; wellbeing and developing a hyper-local place based community development, will have a more positive impact on these groups.</li> </ul>

<sup>19</sup> ONS, Births and Deaths by Ward, 2016

<sup>20</sup> LBH Census 2021 Briefing 3 Demography: Migration

<sup>21</sup> London Borough of Hackney - Strategic Housing Market Assessment. March 2015

<p><b>Religion or Belief</b></p> <p>Data from the 2011 census shows that just over a third of Hackney’s residents describe themselves as Christian, although this is a lower percentage than the London and UK average. Hackney has significantly more people of the Jewish and Muslim faiths and a higher proportion of people with no religion.<sup>22</sup></p> <p>The ONS 2018 annual population survey estimated that there had been a 10% increase between 2011 and 2018 in the number of residents in Hackney who have no religion (38.2%). The number of residents declaring themselves to be Christians fell by 7.1%, and the number of residents declaring themselves to be Jewish increased by 3.8% between 2011 and 2018.<sup>23</sup></p>	<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>+ Though there are no specific partnership commitments targeted around specific religions or beliefs, we know that people from the Orthodox Jewish community in particular experience high levels of overcrowding. Partnership commitments around new supply of housing will have a positive impact upon this group.</li> <li>+ More broadly, commitments about exploring new ways of working in neighbourhoods, engaging and involving local communities and key anchor organisations can generate benefits for residents with these protected characteristics.</li> </ul>
<p><b>Sex</b></p> <p>There are slightly more females than males currently living in the borough. Some 141,000 residents are female, 50.2% of the population, and 140,000 residents are male, 49.8%<sup>24</sup></p> <p>Women make up the majority of the housing register applicants in the three high priority bands (70.5%), but 81% of Hackney’s rough sleepers are male.</p> <p>It is worth noting here that data collected since 2018 shows an increase in the number of homelessness approaches from single males in Hackney (37.1% in 2018/19, 47.8% in 2020/21).</p> <p>As the Compact includes a section about Domestic Abuse, it is worth noting that Domestic Abuse is highly gendered. The majority of those experiencing abuse are women.<sup>25</sup></p>	<p><b>Positive</b></p> <p>The Compact commitments will aim to support residents regardless of sex. However, considering that as the majority of those who suffer from Domestic Abuse are female<sup>26</sup>, partnership commitments around Domestic Abuse will have positive impacts on women in particular.</p> <ul style="list-style-type: none"> <li>+ Creating a joint Protocol on Domestic Abuse, that will stand alongside the Compact, defining an agreed housing pathway, will help in providing support for victims and ensure that we take effective action against perpetrators of Domestic Abuse living in Hackney.</li> <li>+ RPs to liaise with Hackney Domestic Abuse Intervention Service including for information on training and support for victims/survivors of domestic abuse.</li> <li>+ RP partners to work jointly with DAIS and specialist agencies to carefully assess risk, install security measures through the Sanctuary Scheme when appropriate or facilitate moves.</li> </ul>

<sup>22</sup> ONS 2011 - Ethnicity, Identity, Language and Religion in Hackney, May 2013

<sup>23</sup> ONS, Religion, 2018

<sup>24</sup> ONS Mid-Year Population Estimates 2019, published June 2020

<sup>25</sup> Hackney and City of London, Domestic Violence (<https://cityhackneyhealth.org.uk/domestic-violence>)

<sup>26</sup> Hackney and City of London, Domestic Violence (<https://cityhackneyhealth.org.uk/domestic-violence>)

	<ul style="list-style-type: none"> <li>+ Hackney Council to set up and facilitate a Housing Domestic Abuse Champions Network attended by Council officers and RP partner domestic abuse leads to build stronger relationships partners across Hackney ensuring a whole system housing approach.</li> <li>+ In addition, considering that men represent the highest proportion of rough sleepers in the borough, partnership commitments about tenancy sustainment, preventing homeless and ending rough sleeping will have positive impacts on men in particular:</li> <li>+ Hackney Council and RP partners to take a collaborative and preventative intervention approach to supporting customers in sustaining their social tenancies in order to avoid evictions and prevent homelessness</li> <li>+ RP partners to become familiar with the Hackney Homelessness Strategy and contribute to the achievement of its aims and objectives to reduce and prevent homelessness</li> </ul>
<p><b>Sexual Orientation</b></p> <p>We do not have official Hackney level data for sexual orientation, but the Sexual Orientation Survey carried out by the Office for National Statistics in 2018 provided the following results for London and England. In England, people in London were most likely to identify as LGB (2.8%), compared to the North East which was least likely (1.8%). The higher proportion of people identifying as LGB in London may be explained by the younger age structure of the population. The median age of the population in London was 35.3 years in 2018, compared with 41.8 years in the North East of England<sup>27</sup>.</p> <p>The 2020 GP patient survey indicated that, in Hackney there were comparatively high numbers of people who identify as gay or lesbian (5%), bisexual (2%), other (2%), a further 10% preferred not to say. The remaining 81% identify as heterosexual or straight<sup>28</sup>. These figures may under-represent the size of the non-heterosexual</p>	<p><b>Positive</b></p> <p>Considering that LGBTQ+ people are more likely to become homeless, partnership commitments about preventing homeless will have positive impacts on the LGBTQ+ community, in particular:</p> <ul style="list-style-type: none"> <li>+ RP partners to become familiar with the Hackney Homelessness Strategy and contribute to the achievement of its aims and objectives to reduce and prevent homelessness.</li> <li>+ It also includes an invitation for RPs to liaise with Hackney Domestic Abuse Intervention Service, which recognises the intersecting barriers that groups such as LGBTQ+ communities may face in accessing support services for domestic abuse, as well as to access resources from City and Hackney Safeguarding</li> </ul>

<sup>27</sup> ONS 2018 - Sexual Orientation Survey

<sup>28</sup> GP patient Survey, NHS City and Hackney CCG, 2020

<p>population, given the problems involved in disclosure of sexual orientation.</p> <p>We do know however that in London, LGBTQ+ people are more likely to experience domestic abuse<sup>29</sup> and become homeless<sup>30</sup> and are among groups that can face specific challenges when attempting to access support services.<sup>31</sup></p>	<p>which provides guidance on discriminatory abuse.<sup>32</sup></p>
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**4 (a) What positive impact could there be overall, on different equality groups, and on cohesion and good relations?**

Fostering partnership working between the Council and RPs in the borough will contribute to improved access to decent housing and housing related services for Hackney’s residents.

Improvements through the partnership commitments listed in the themes below such as to the public realm, public safety and hyper-local initiatives, all contribute to generate benefits for local communities (e.g. reduce stress and anxiety for residents) and will in turn improve cohesion and good relations among people with different protected characteristics.

The positive impacts are considered below, under each of the fourteen themes of the Compact:

**New Homes Development**

Increasing the supply of genuinely affordable social rented homes would have particularly positive impacts for households on the Council’s housing register, and especially homeless households in Temporary Accommodation. Residents who are allocated newly built homes would also benefit from the commitment to meet or exceed design and quality standards for homes, blocks and estates, as these would help address the health needs of residents. They would also help to keep homes fuel efficient and help tackle fuel poverty.

**Nominations and Lettings**

As above, to meet increasing housing demand and the complex needs of people seeking housing in Hackney, RP partners’ contribution to providing genuinely affordable, stable and safe homes to the households on the Council’s Housing Register is extremely important.

**Homelessness and Tenancy Sustainment**

81% of Hackney’s rough sleepers are male, and the majority (56%) are aged 36-45. 85% of rough sleepers have support needs relating to alcohol, drugs or mental health.<sup>33</sup> In a context of cost of living crisis, reduced availability of social housing, and increasing number of households in acute need, more of the tenants who obtain social housing via the housing register are likely to have complex needs, need support and be unable to afford or access any other housing type. This section will benefit those with complex needs and males as the majority of the boroughs rough sleepers, because Hackney will work with the RP landlord to identify the tenant’s main support needs, and ensure that a holistic support plan is drawn up as part of their Personal Housing Plan. The plan will identify appropriate sources of support

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<sup>29</sup> City of London VAWG Strategy 2019-2023  
<sup>30</sup> Hackney Homelessness Strategy 2020-2022  
<sup>31</sup> Hackney VAWG Strategy 2019-2022  
<sup>32</sup> London Multi-agency Adult Safeguarding Policy & Procedures 2019  
<sup>33</sup> Hackney Rough Sleeping Strategy 2020-2022

available to the tenant from across external parties while the tenant is in crisis. Homelessness also has an overall impact on people's health and wellbeing, therefore partnership preventive working as set out in this section will benefit any Hackney residents who are at risk of homelessness.

### **Adult Safeguarding and Domestic Abuse**

The commitment for partnership work to safeguard adults will ensure that RP staff are equipped with the knowledge and tools to recognise safeguarding concerns and confidently signpost, refer and support residents at risk. This will benefit any adults in Hackney who are in need or at risk. The commitment to partnership working on supporting domestic abuse victims/survivors in the borough will benefit any resident who is in need of such support. As the majority of those who suffer from Domestic Abuse are female<sup>34</sup>, this section will benefit women, for instance in the commitment for the Hackney Domestic Abuse Intervention Service (DAIS) to deliver training sessions throughout the year on Violence Against Women and Girls (VAWG) related topics to RPs and Council staff.

### **Safeguarding Children and Young People**

As around 25% of Hackney's population are under 20 years<sup>35</sup>, this section of the Compact will benefit this group as it encourages RPs to follow the City and Hackney Safeguarding Children Partnership (CHSCP) approach to ensure that everyone who works with children across the City and Hackney has the protection of vulnerable children and young people at the core of their work, ensuring that all children and young people are seen, heard and helped. The section emphasises a collective approach that safeguarding is everyone's responsibility, as RPs are well placed to identify issues of risk in both the family home and in the wider community, having knowledge about families and local issues, alongside being in a position to access home environments. Safeguarding young people and families can also contribute to supporting families in the borough with the prevention of rent-arrears, ASB and eviction.

### **Anti-social Behaviour and Estate Safety**

This section includes a commitment for RPs to promote and encourage good relationships and positive behaviour amongst all Hackney residents to build safer communities across the borough.

### **Maintaining Properties in Good Repair**

RP owned housing stock covers a range of tenures including social tenants, leaseholders, shared owners and can within RP owned/managed blocks there may also be private rental properties. Therefore any improvements to their homes will have a positive impact on the majority of groups in the borough.

### **Estates Waste and Recycling**

Improvements to estates waste and recycling services will benefit the majority of groups in the borough. Improving accessibility to bins could potentially benefit residents with disabilities who struggle to access bin stores for example such as those stored in communal areas.

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<sup>34</sup> Hackney and City of London, Domestic Violence (<https://cityhackneyhealth.org.uk/domestic-violence>)

<sup>35</sup> ONS population in Hackney data 2021 - Age

## **Building and Fire Safety**

By improving their own housing stock through repairs, retrofit and fire safety works, this will directly benefit those in receipt of benefit payments who make up a significant proportion of RP tenants.

## **Carbon Management**

This section lays out the housing-related commitments for the borough's net zero ambitions and these will benefit the borough as a whole, but especially those who are in social housing who will most benefit from programmes that help to address reduce fuel poverty. Those with health needs will benefit from improvements to local air quality and better insulated homes.

## **Supporting Residents with Health and Wellbeing**

The Compact highlights the links between housing and health and aims to improve services to residents by providing better and earlier support to residents with health needs. By promoting health initiatives with RPs, wherever possible, this will help people remain active, independent and healthy in their homes by providing flexible and affordable support services.

## **Supported Housing**

The commitments in this section, such as working collaboratively to ensure that supported housing in Hackney meets the highest needs, will benefit older people, care leavers and those with health and housing needs.

## **Inclusive Economy: Employment Skills and Adult Learning**

The commitments in this section are intended to support residents to develop their skills and to find good quality and stable local employment. This will help enable residents who are unemployed or in poorly paid, insecure jobs to benefit from the significant economic growth in the borough, and to avoid the worst impacts of welfare reform. Good quality and stable employment also has significant health and wellbeing benefits and contributes to reducing inequality. These measures will have positive impacts for all low income residents in the borough, but particularly for social housing tenants who, as a group, have the lowest income levels and highest levels of unemployment.

## **Registered Providers' Role in Communities**

The commitments in this section focus on RPs embracing development and initiatives on a hyper local scale in Hackney's communities. This will benefit the majority of groups as a hyper local approach allows for more in-depth understanding of local needs, and enables a focus on neighbourhoods where evidence indicates high levels of need and inequality and provides opportunities to empower groups who may be disproportionately disadvantaged.

## **4 (b) What negative impact could there be overall, on different equality groups, and on cohesion and good relations?**

The Compact has potentially no negative impacts for equality groups or for cohesion and good relations. However, it is worth noting that the Compact will not give Hackney Council formal oversight over housing associations so, although the Council will monitor high level key principles in the Compact, the extent of the positive impacts described above will ultimately depend on each social housing provider and their work.

The action plan in section 6 describes the actions that will be taken to maximise positive impacts.

### **STEP 3: REACHING YOUR DECISION**

#### **5. Describe the recommended decision**

The recommended decision is to approve the proposed Compact.

As described above, taken together the Compact will be positive for equalities groups. It is intended to align shared principles and objectives across the Council and Registered Providers of Social Housing and can help improve the housing and related services for RP residents in Hackney.

## STEP 4 DELIVERY – MAXIMISING BENEFITS AND MANAGING RISKS

### 6. Equality and Cohesion Action Planning

Please list specific actions which set out how you will address equality and cohesion issues identified by this assessment. For example,

- Steps/ actions you will take to enhance positive impacts identified in section 4 (a)
- Steps/ actions you will take to mitigate against the negative impacts identified in section 4 (b)
- Steps/ actions you will take to improve information and evidence about a specific client group, e.g. at a service level and/or at a Council level by informing the policy team ([equalityanddiveristy@hackney.gov.uk](mailto:equalityanddiveristy@hackney.gov.uk)).

All actions should have been identified already and should be included in any action plan connected to the supporting documentation, such as the delegate powers report, saving template or business case.

No	Objective	Actions	Outcomes highlighting how these will be monitored	Timescales / Milestones	Lead Officer
1	Maximise positive impacts for RP tenants across RPs.	Hackney Council to monitor high level key principles in the Compact.	Maximise the benefits that the Compact can bring to residents. The Council will review the Hackney Council-Housing Associations Compact 2023-2026 and monitor the high level principles contained in the document.	The Compact is introduced for a 3-year period, 2023-2026. In this period the Compact will be reviewed and high level key principles will be monitored via regular and periodic partnership meetings (triannual, occurring every four months approximately).	Head of Service/Project Manager (Housing Strategy & Policy)

Remember

- Assistant Directors are responsible for ensuring agreed Equality Impact Assessments are published.
- Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.
- Make sure that no individuals (staff or residents) can be identified from the data