



Woodberry Down Estate N16 5EB

December 2023

**Equality Impact Assessment for the Redevelopment Woodberry
Down Phase 4 - Compulsory Purchase Order**

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1. Introduction

1.1 The purpose of this report

- 1.1.1 This report provides an Equality Impact Assessment (EqIA) to support the Statement of Reasons for the Compulsory Purchase Order (CPO) for the redevelopment of Woodberry Down Phase 4
- 1.1.2 In making the CPO for Phase 4, the Council must act in accordance with its Public Sector Equality Duty ("the Duty") as laid out in the Equalities Act 2010. The Duty requires that in the exercise of its functions the authority has due regard to eliminating unlawful discrimination, harassment and victimisation, to advance equality of opportunity between those with Protected Characteristics and those without, and to foster good relations between those groups. The Protected Characteristics covered by the Act are detailed later in this chapter.
- 1.1.3 The report analyses the potential impacts (both positive and negative) of the CPO on those with Protected Characteristics. Where there are any negative impacts, the report details the steps taken by the Council to reduce or mitigate these impacts. To conclude, the report offers recommendations on actions which could be taken going forward to further the objectives of the Duty.

1.2 Background

- 1.2.1 Woodberry Down is a housing estate in the north-west of the Borough. It comprises approximately 24 hectares of development land, featuring 64 residential blocks, two schools and open space.
- 1.2.2 Woodberry Down is the most extensive scheme within Hackney's Estate Regeneration Programme. A masterplan for Woodberry Down was first adopted in 2007 (with an update in 2009), allowing for a five-phase programme. In 2012 the masterplan was reviewed in consultation with local residents, receiving consent in February 2014 (Ref: 2013/3223). Under the revised masterplan the regeneration was to be delivered in eight phases, to deliver over 5,500 new homes. The masterplan is currently being reviewed, with an application due in Spring 2024. The current proposals for the revised masterplan will follow the same phasing as the 2014 masterplan but seek to increase the numbers of homes as well as provide more public open space.
- 1.2.3 Construction of Phases 1 and 2 commenced under the original masterplan. Phase 1 began in 2007 (Ref 2007/0014), and was completed in 2018. Phase 2 commenced in 2011 (Ref 2008/1050) and was completed in 2022. To date 2,283 homes have been delivered, along with landscaped public space and a number of community facilities. Phase 3 (Ref 2019/2514) of the redevelopment commenced in Autumn 2021, providing a further 584 homes due for completion in two stages, in 2024 and 2025. A full planning application for Phase 4 was submitted in October 2023.
- 1.2.4 The Order Land is associated with Phase 4 of the regeneration. It is located in the centre of the Estate, and comprises 6 residential blocks. At January 2022, there were 200 residential units of which 185 were occupied; by September 2023

the number of void units has increased to 25 ¹ and this will continue to change as Phase 4 progresses.

Table 1 Properties in Phase 4 of Woodberry Down Estate Regeneration

Building	Units	Description
Finmere House	45	5 storey red brick, deck access
Keynsham House	35	5 storey red brick, deck access
Kilpeck House	35	5 storey red brick, deck access
Knaresborough House	35	5 storey red brick, deck access
Leighfield House	25	5 storey red brick, deck access
Lonsdale House	25	5 storey red brick, deck access
Total	200	

Table 2 The status of the occupants are as follows:

Phase 4	SECURE	NON-SECURE	LEASEHOLD	VOID	OTHER	TOTAL
Feb 2022	32	109	42		2	185
Nov 2023	30	106	35	28	1	200

Source : Table 2 at paragraph 4.5 of Woodberry Down Phase 4 - Proposed Serving Of Demolition Notices, Suspension Of Right To Buy And CPO Preparatory Work _ Cabinet Report 28 Feb 2022. Update November 2023

1.2.5 In order to deliver Phase 4 the Council is now seeking to secure vacant possession of all the properties included within the Order Land, in negotiation with existing owners and occupiers.

1.2.6 To ensure the timely development of the site the Council is seeking to exercise its powers of compulsory purchase in respect of any remaining interests in the Order Land.

1.3 The Compulsory Purchase Order (CPO)

1.3.1 Section 226 of the Town and Country Planning Act 1990 (as amended) enables a local authority to acquire land compulsorily for planning purposes. Specifically, Section 226(1)(a) of the 1990 Act authorises a local authority to exercise its compulsory purchase powers if it thinks that acquiring the land in question will

¹ Woodberry Down Phase 4 - Proposed Serving Of Demolition Notices, Suspension Of Right To Buy And CPO Preparatory Work _ Cabinet Report 28 Feb 2022

facilitate the carrying out of development, redevelopment, or improvement on, or in relation to, the land being acquired.

- 1.3.2 The proposed CPO relates to the land identified as Phase 4 of the Woodberry Down Estate redevelopment bounded to the north by Seven Sisters Road, to the west by Woodberry Grove, to the south by Woodberry Down and to the east is St Olave's Church and associated buildings. The lands between the blocks are a combination of green amenity space with mature trees, and tarmac including off street parking. The site is approximately 1.36 hectares.

1.4 **Equality Impact Assessments and the Equality Act 2010**

- 1.4.1 The Council is committed to improving equality and making the borough a place for everyone. This means ensuring all actions taken by the Council contribute to equality. This report provides an EqlA of the impact of the CPO as set out in the Equality Act 2010.

- 1.4.2 The Equality Act 2010 updates and combines all previous discrimination legislation with the aim of reducing socio-economic inequalities by ensuring that certain groups with Protected Characteristics are supported and protected. Protected Characteristics are:

- Age;
- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation; and
- Marriage and civil partnership (applicable only to the need to eliminate unlawful discrimination).

- 1.4.3 The Act also establishes the Public Sector Equality Duty which Hackney, as a public body, is required to follow. The Duty requires that in the exercise of its functions, Hackney has due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a Protected Characteristic and those who do not; and
- Foster good relations between people who share a Protected Characteristic and those who do not.

- 1.4.4 Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by persons who share a relevant Protected Characteristic;
- Taking steps to meet the needs of people who share a relevant Protected Characteristic that are different from the needs of people who do not share it; and

- Encouraging persons who share a Protected Characteristic to participate in public life or in any other activity in which their participation by such persons is disproportionately low.

1.5 Equality and the CPO process

1.5.1 The Government has produced guidance on the application of EqIAs in CPO cases². This guidance states that throughout the compulsory purchase process acquiring authorities must have due regard to the need to: (a) eliminate unlawful discrimination, harassment, victimisation; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. In performing their public functions, acquiring authorities must have due regard to the need to meet these three aims of the Equality Act 2010. This will require careful consideration of how to balance specific short term negative impacts with broader, longer term positive impacts and this must be clearly demonstrated. The guidance suggests that in the case of regeneration projects consideration needs to be given to the fact that while low-income is not a Protected Characteristic, it is not uncommon for those with Protected Characteristics (for example, the disabled, ethnic minorities or elderly) to be over represented in low-income groups. It also recommends that consideration is given to addressing particular challenges that might arise in consulting or communicating with these groups.

1.6 Hackney's existing equality policy

1.6.1 The key document applying the Equality Act in Hackney is the Single Equality Scheme for Hackney 2018-2022³, and is informed by the Mayor's priorities, Council's vision and work that was done to develop the Community Strategy, including insight from the Hackney A Place for Everyone consultation. The Single Equality Scheme sets out the equality objectives:

- Increase prosperity for all and tackling poverty and socio-economic disadvantage
- Tackle disadvantage and discrimination that is linked to a protected characteristic
- Building a cohesive and inclusive borough

1.6.2 In addition to this, the Council has adopted an Equality and Cohesion Policy (2018) which provides a clear statement of principles in relation to the Council's vision for an equal and socially inclusive borough, and how implementing good practice on equality and diversity helps deliver its wider and social and economic aims. The policy identifies the following set of key objectives:

- Deliver actions which aim to narrow the gap in outcomes between certain disadvantaged groups and the wider community;
- Improve the way we listen to our residents and respond to service users' feedback to improve services; and

² *Guidance on Compulsory Purchase Process and The Crichton Down Rules for the disposal of surplus land acquired by, or under the threat of, compulsion.* (DCLG, 2015)

³ The Council is currently (December 2023) consulting on a draft Equality Plan 2023-2026.

- Foster good relations by building a strong sense of community, neighbourliness and pride.

1.6.3 These aims are directly related to the CPO and form part of the assessment framework against which equality impacts have been measured.

1.6.4 Finally, the Council has a Hackney Community Strategy (CS) 2018-2028. This sets out a vision, priorities and a set of outcomes around which the Council must organise its business plans. The CS sets out five key cross-cutting themes:

1. A borough where everyone can enjoy a good quality of life and the whole community can benefit from growth
2. A borough where residents and local businesses fulfil their potential and everyone enjoys the benefits of increased local prosperity and contributes to community life
3. A greener and environmentally sustainable community which is prepared for the future
4. An open, cohesive, safer and supportive community
5. A borough with healthy, active and independent residents

1.6.5 The Council has also produced guidance⁴ and an assessment form designed to help teams actively plan for and achieve equality objectives. The methodology for this EqIA is based on the Council's guidance and as such reflects a comprehensive approach. The adopted methodology has ensured adequate analysis is completed.

1.7 Scope of the EqIA

1.7.1 The scope of the EqIA is to establish the equality impact of the proposed CPO for Woodberry Down Phase 4. It answers two questions:

- What effect does the CPO have on those with Protected Characteristics, and what steps have been taken to minimise disadvantages for protected groups?
- Has Hackney complied with the Duty in promoting the CPO?

1.7.2 In answering these questions, the EqIA analyses the existing situation in terms of equality, the extent of the impact of the CPO on groups with Protected Characteristics, and how the Council has sought to take steps to reduce any potential disadvantages created. This is set out in the following methodology section.

⁴ Building Equality Considerations into your policy and practice (Hackney Council, 2013)

2. Methodology

2.1 EqIA Methodology

2.1.1 This section sets out the methodology and approach for this EqIA. The assessment builds on the core methodology set out in the Council's EqIA assessment form⁵. The steps involved are as follows:

Step 1) Summary of the decision: Provide background to the decision to utilise CPO powers for Woodberry Down Phase 4. This includes a brief discussion of the existing programme for Woodberry Down, the previous phases completed, those under construction and the future programme as it presently stands.

Step 2) Main groups affected by the decision: Establish the Protected Characteristics of groups within the Order Land using baseline equality data at the local, borough and London level and information on existing residents gathered by the Council.

Step 3) Information and consultation leading to the decision: Set out the engagement of Hackney Council with tenants and leaseholders of the Woodberry Down Estate and summarise the ongoing work of the Housing and Estate Regeneration Teams in implementing the Hackney Regeneration Estates Leaseholder and Freeholder Offer Document ("the Offer Document"), the Woodberry Down Local Lettings Policy ("the Local Lettings Policy"), and the Woodberry Down Secure Tenants' Offer Document 2022 ("the Secure Tenants' Offer Document"). This step will also set out the Council's overall policy position.

Step 4) Positive and negative equality impacts of the decision: Assess the equality effects of the development to:

- Identify whether and to what extent the CPO could produce disadvantage, or enhance opportunity for any protected groups; and
- Establish if the potential negative or positive impacts are significant enough to require measures to mitigate or enhance their effects.

Step 5) Analysis of the balance of impacts and actions identified to mitigate negative impacts and enhance positive impacts: Set out the balance of impacts and identify actions which need to be taken.

⁵ London Borough of Hackney Equality Impact Assessment Form

3. Step 1: Summary of the decision

3.1 The Proposed Scheme

- 3.1.1 The CPO for Woodberry Down Phase 4 forms part of the ongoing regeneration of the Woodberry Down Estate. The regeneration of the estate is being undertaken in close partnership with residents through the Woodberry Down Community Organisation (WDCO) and the main partners Berkeley Homes and Notting Hill Genesis (NHG). The three partners have entered into a Legal Agreement, the 'Principal Development Agreement' (PDA), which sets out how the Estate is to be regenerated. The Council is responsible for clearing the sites ready for demolition and onward disposal to the developer, Berkeley Homes. Berkeley Homes is responsible for developing the estate in accordance with the terms of the PDA and will sell all the completed social housing and shared ownership/equity units to NHG as the Registered Social Landlord.
- 3.1.2 The original masterplan for Woodberry Down was adopted in 2007 (with an update in 2009), allowing for a five-phase programme. In 2012 the masterplan was reviewed in consultation with local residents, receiving consent in February 2014 (Ref: 2013/3223). The 2014 Masterplan established that the regeneration would be delivered in eight phases. A review of the 2014 Masterplan is currently underway, as the delivery timescales had become unimplementable; the refresh also allows the masterplan to respond to current policy, including LP33 which wasn't published at the time of the 2014 Masterplan. An outline planning application for the new masterplan is due to be submitted in spring 2024.
- 3.1.3 Phase 1 (under the 2007/9 masterplan) of the project was completed in 2018 and delivered a total of 1,465 new homes, of which 421 are for social rent, 145 for shared ownership, and 867 for private sale, as well as a secondary school (Skinners Academy), the Redmond Community Centre, commercial floorspace on both Seven Sisters Road and Woodberry Grove, landscaping and public open space. The Council made and received confirmation of a CPO for Phase 1 in 2007.
- 3.1.4 Phase 2 of the project completed in 2022, delivering 877 new homes, of which 116 are for social rent, 206 for shared ownership, 17 for shared equity, and 563 for private sale, as well as a community gym. An affordable workspace facility opened in Autumn 2019. Phase 2 also created a significant amount of high quality public open space and extensive environmental improvements. This included a new public park and enhanced public access to the two reservoirs to the south of the Estate. A new pub was also opened in 2019. In order to assemble the land required for scheme delivery, the Council secured the confirmation of a CPO for Phase 2 in January 2014.
- 3.1.5 Phase 3 for 384 new homes commenced in Autumn 2021, in addition to the new homes there is approximately 467sqm of flexible commercial and community space, and a new energy centre. Phase 3 will deliver 117 social rented homes, which will provide more than sufficient accommodation for all council tenants currently living in Phase 4. It also has the capacity to provide homes for the majority of tenants in Phase 5. Phase 3 is due to complete in two stages, in late 2024 - when Council tenants in Phase 4 will be able to move into their new,

pre-allocated home, and Summer 2025. A CPO for Phase 3 was confirmed in August 2019.

- 3.1.6 In order to ensure that the Council secures vacant possession of Phase 4 it is necessary to rehouse tenants living in these homes, and to buy back leasehold properties. To achieve this a number of actions are required, including serving demolition notices, awarding Decant Status, providing compensation payments and preparing a Compulsory Purchase Order (CPO). Decant status and compensation for Council tenants, and demolition notices was approved by Hackney’s Cabinet in February 2022 [Cabinet Report FCR R93 Feb 2022](#) and the buy back of leasehold properties was approved by Cabinet in July 2022, further to the Council entering into an indemnity agreement with Berkeley Homes.
- 3.1.7 Following pre-application discussions (2023/0012/PA), a detailed planning application (2023/2371) for Phase 4 was submitted in October 2023. The proposals are for the *demolition of existing structures and the construction of a residential led, mixed use development comprising 511 residential units and 1215sqm GIA commercial or community floor space (Use Class E(a,b,c) / Use Class F1) in buildings of between 1 and 26 storeys, together with public realm, landscaping, play space, servicing facilities, car and cycle parking, plant space, and associated works.*
- 3.1.8 Demolition of Phase 4 is due to commence in summer 2025. To accomplish this programme the blocks in Phase 4 must be vacant by this time. There are 200 units (see table 3 below) in Phase 4, including 30 Secure Tenants. The Phase 4 residential blocks affected are; Lonsdale, Leighfield, Knaresborough, Kilpeck, Keynsham and Finmere House.
- 3.1.9 All of the Council Tenants from Phase 4 who wish to remain on the estate will move into the completed new homes on Phase 3, where there will also be sufficient new homes to rehouse the majority of Phase 5 tenants who choose to move. Remaining unallocated properties will be offered to tenants in later phases. The Order Land has a total net site area of 1.36 ha. It currently comprises 200 residential units across the following properties:

Table 3 Exiting Residential on Phase 4

Building	Units
Finmere House	45
Keynsham House	35
Kilpeck House	35
Knaresborough House	35
Leighfield House	25
Lonsdale House	25

	200
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3.1.10 The regeneration of the Woodberry Down Estate represents an opportunity to deliver increased numbers of homes and environmental improvements through more efficient use of the land within the Estate. Overall the scheme will replace the 1,980 homes on the original Woodberry Down Estate with over 5,500 new ones, together with new commercial space, a new community centre and energy centre and new, improved amenity space and public realm. The enhancement of homes, amenities and the general living environment will achieve significant equality benefits for those with Protected Characteristics, as well as helping to ensure the future sustainability of the area.

3.1.11 Delivery of the Woodberry Down Phase 4 Scheme relies on the Council obtaining vacant possession of the remaining properties within the Order Land. While the Council has an established and ongoing programme to secure vacant possession by negotiation, it intends to use its compulsory purchase powers, albeit as a last resort, to ensure that redevelopment of Woodberry Down Phase 4 goes ahead in a timely and efficient manner.

4. Step 2: Identifying the main groups affected by the decision

4.1 Setting the Equality Baseline

4.1.1 In order to gain an understanding of the environment in which this CPO decision is being promoted, a baseline for the local area has been established. This baseline has been analysed by looking in detail at the following indicators:

- Age;
- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation ;
- Marriage and civil partnership (applicable only to the need to eliminate unlawful discrimination); and
- Characteristics of protected groups.

4.2 Baseline Analysis for the Local Area

4.2.1 This baseline analysis uses the most detailed information available for the site and compares this to Hackney, London, and national (England) data where this is considered useful:

- Local Area data is based on Output Area (OA), and this is the smallest lowest level area for Census data available, with each area being determined by similar population levels. Each OA is made up of between 40 and 250 households and a population between 100 and 625 persons, giving the most

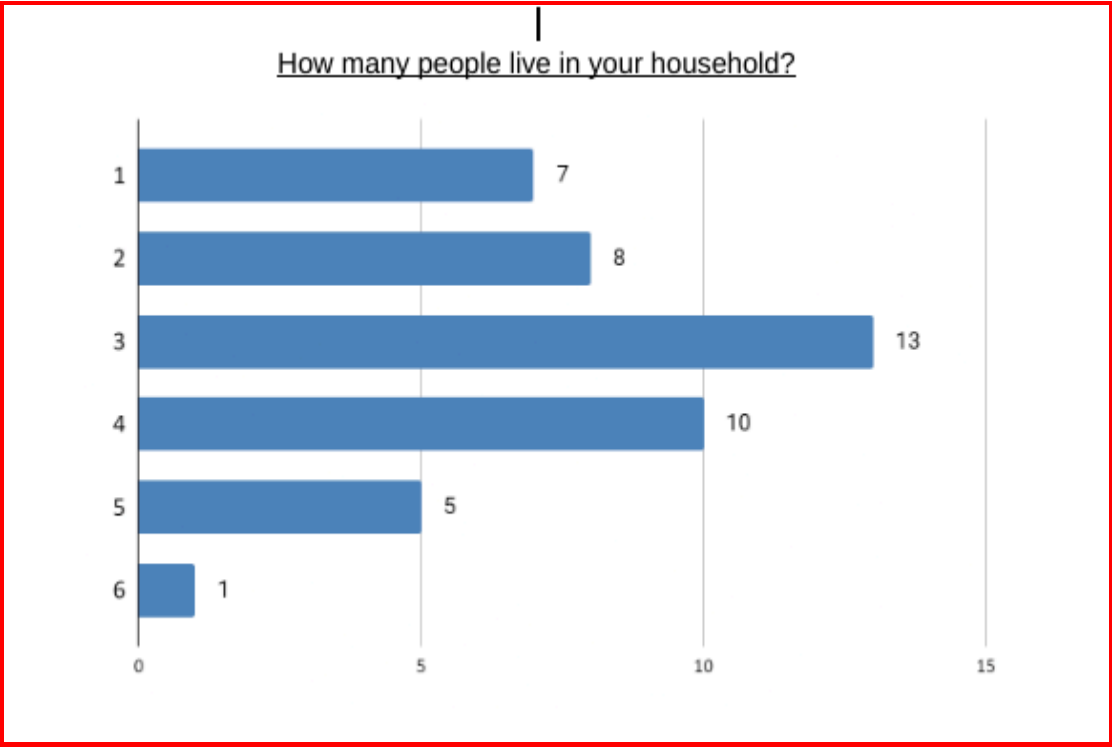
localised snapshot of the area. From the Office for National Statistics (ONS) Census 2021 webpage, most of Phase 4 of Woodberry Down Regeneration can be covered by two OAs. These are OAs ref E0008577 and E0008576 [Phase 4 Output Area](#), and the Census⁶ records a population of 580, up from the 549 in 2011. There is no data available which perfectly matched the boundaries of Phase 4, the two OAs used covered 5 of the 6 blocks (exception being Kilpeck House), and part of the Kingly Building at 18 Woodberry Down and Odell House 16 Woodberry Down (both residential). For the purposes of this report, data from the OAs are used, where this is not available, relevant Census data at the next geographical level, if available, has been used.

- Lower Layer Super Output Areas (LSOAs) are usually made up of 4 or five OAs. they comprise between 1,200 households and a population of between 1,000 - 3,000 persons. At September 2023, 2021 census data at level was not available :
<https://www.data.gov.uk/dataset/c481f2d3-91fc-4767-ae10-2efdf6d58996/lower-layer-super-output-areas-isoas>
- Middle Layer Super Output Areas (MSOA) are usually made up of 4-5 LOAS. These comprise between 2,000 - 6000 households and have a resident population of between 5,000 - 15,000 people. At this level Phase 4 lies within the Woodberry Down and Manor MSOA.
- Hackney data acts as an effective comparator for local conditions;
- London data is used as a broad comparator as statistics are available via the Greater London Authority and are considered to be a more relevant comparator than the UK for the CPO area; and
- Household survey equality data was obtained from 45 households - accounting for around 133 residents - affected by the CPO via a postal questionnaire door-knocking, and availability through Citizen Space between 6 February 2023 and 3 March 2023. Survey data has been considered on face-value based on actual answers provided, i.e. it has been assumed that all residents have answered the questionnaire to the best of their knowledge and belief and the information provided is correct. Not every resident who responded to the survey answered every question and this has been accounted for when stating percentages of respondents with particular characteristics (numbers of respondents to each question are included in the paragraphs below).

⁶ All Census data used will be from the 2021 Census unless stated otherwise.

Household Equality Survey 2023

4.2.2 There were 45 returns comprising 133 residents in the six Phase 4 residential blocks.



Source : Household Equality Survey 2023

4.2.3 The responses received dictates that there were a number of households where there was one adult with a number of younger occupants.

4.2.4 The baseline uses the 2021 Census for analysis of all levels (Local area, Hackney and London) of data unless stated otherwise. Occasionally data relates to other geographies, for example ward level. The Order Land is located within the Woodberry Down ward of Hackney.

4.2.5 It should be noted that the 2021 OA baseline data is unlikely to include temporary accommodation residents who are currently living in the CPO area. It is however fair to assume that the demographic characteristics of the temporary residents are not dramatically different to those of the wider area, so this local area data is still considered to be a good baseline. More specific information about the remaining residents of the Order Land (including those in temporary accommodation) has been collected through the household equality survey to which a total of 45 responses were received.

4.2.6 As of September 2023 the total number of occupied households within Woodberry Down Phase 4 Order Land is approximately 175, in early 2022 it was around 185. This is a relatively small sample size, and means that a balance must be struck between providing detailed statistics which enable a clear evaluation of the Duty and the risk of breaching data protection afforded under

the Data Protection Act 1998⁷, which itself sets out that greater than normal protection should be given to data relating to those with certain Protected Characteristics (ethnicity, religion and health). Therefore data on residents is set out at a necessarily high level in order to protect the identity of individuals.

4.3 Age

4.3.1 The 2021 Census shows that 0-14 year olds made up 23.7% (138) of the OA, just above the average for the Woodberry Down ward which has around 21.9% aged between 1-15 years. Both are above the borough average of 17.9%, and London average of 18.1%, while the national (England average) is 17.3%. The 23.7% as a proportion and numerically is up from the 18.76% (103) in 2011⁸. In particular Hackney has proportionally more children aged 4 years and under than London or England, around the same proportion of children aged 5-16, and fewer young people aged 16-19.

4.3.2 In the 2021 Census those above 65 years of age in the two OAs was recorded as 4.0% (23), which is significantly below the 7.6% ward, 7.9% for borough and 12% for London whilst the proportion in England is 18.4%. It is also down on the 2011 return which recorded 33 (6.01%) of residents being over 65 years of age.

4.3.3 The household equality survey returns shows that 49 of the 130 are 15 years and below which represents around 37%, which is proportionally significantly above the ward, borough and even OAs level. The 6 (4.5%) residents aged 65 years plus is in line with the local area.

4.4 Disability

4.4.1 The 2021 Census indicates that 13.52% (78) of residents in the OAs are classed as having a disability under the Equality Act. This would limit their ability to undertake day-to-day activities by a little or a lot. Which is slightly below with the averages in the ward (14.2%), Hackney (14.3%), about the same as London (13.2%), and below the national average of 17.5%. Whilst 4.27% (24) of the population was in bad health or very bad health, in line with the London average of 4.2%, and below the borough (5.1%) and national (5.2%) average.

4.4.2 The 2021 returns are also down on the 2011 Census which shows that 19.85% (109) of residents in the OAs have a long term health problem or disability which means that their day-to-day activities are limited.

4.4.3 The household equality survey found that 26% (34) had a physical or mental disability / health condition which lasted more than 12 months. In addition 27.6% (36) indicated that their condition or illness limited their ability by a little or a lot to carry out day-to-day activities. The 2011 Census for the OA area showed that 19.85% of residents' activities were adversely affected, while the 2021 Census showed that those who are classified under the Equality Act was at 13.5%. In addition 20.8% (26) of residents provided some level of care /support for someone with a long term disability, or problems related to old age. The

⁷ <http://www.legislation.gov.uk/ukpga/1998/29/contents>

⁸ 2011 Census recorded 12 individuals at the time who were 15 year olds. This information does not appear to be available for the 2021 returns.

household survey returns indicate that disability illness affected a greater proportion of the population than both the 2021 and 2011 Census would suggest.

4.5 Gender Identity

- 4.5.1 The 2021 Census information around sexual orientation and gender identity is not available at OA or ward levels. Available information shows that out of the residents in Hackney aged 16 or over, 187,007 (89.3%) said their gender was the same as the sex registered at birth, 2,241 (1.1%) said their gender is different to their sex registered at birth. This aligned with the Hackney Profile 2020 which states that The Gender Identity Research and Education Society estimates that 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. According to NHS England, numbers seeking medical support are lower, although they have significantly increased in recent years.
- 4.5.2 The Practical Androgyny website estimates that around 0.4% of the UK population, 1 in 250 people in the UK is non binary. This equates to around 1,200 in Hackney. The Census indicates that Hackney has the highest number and the highest proportion of usual residents⁹ who described a [nonbinary+](#) gender identity out of any of the 34 London boroughs.
- 4.5.3 Statistics on sexual and gender identity should be approached with caution, particularly given that Hackney's identity as a centre for the queer community means that the borough's population of lesbian, gay bisexual and trans people may be higher than other national or regional estimates.
- 4.5.4 The household equality survey returns showed that one person also indicated that the gender that they identified with was not the same as their sex registered at birth. This adult female is in a household with 1 female child.

4.6 Pregnancy and Maternity

- 4.6.1 The general fertility rate (GFR) or birth rate in Hackney in 2021 was 54 per 1000 population, in line with the London overall rate of 56 per 1000. The borough's GFR has been in and around the mid 50s since 2019, having fallen from the high 50s / low 60s previously, including a high of 76 per 1000 in 2010. In the household equality survey 1 person was either pregnant or on maternity leave at the time.

4.7 Race / Ethnicity

- 4.7.1 In 2021 in the OAs 54.9% (318.25) are BAME, another 10.8% (62.81) are classified as 'other ethnic group'¹⁰, 34.3% (199) of the 580 population are white. BAME and other ethnic groups make up a greater proportion of the local population than the average at ward, borough, London and national levels. Black, Black British, Caribbean and African make up 31.2% (180.96) of the local population and 47.5% of the BAME population.

⁹ A usual resident is anyone who on Census Day, 21 March 2021 was in the UK and had stayed or intended to stay in the UK for a period of 12 months or more, or had a permanent UK address

¹⁰ Other ethnic group include Arab, and groups not in the broad Asian, black and mixed / multiple ethnic group

4.7.2 133 people were recorded in the household survey of which the ethnicity of 96 was provided. The survey had nineteen categories, and the returns recorded thirteen categories with 'White others' (20) and 'Black others' (15) being the two largest individual groups. White including 2 who identified as gypsy or Irish travellers made up 31% (30), Black 25% (24), Asian 22% (21), Mixed / multiple ethnic and other ethnic groups made up the remaining 22% (21). BAME and other ethnic groups formed 69%, while the 'Whites' grouping constituted 31% of the survey returns, which is broadly in line with the 2021 Census returns for the OAs.

4.7.3 The Census shows that 49.38% (286.43) of the local population was born outside the UK, which proportionally is slightly down on the 51.5% (283) on the 2011 Census. It is above the borough (39.7%), London (40.6%), and national (17.4%) 2021 averages.

4.7.4 While for those over 3 years old, 6.96% (40.39) cannot speak English or speak it well. This is above the borough (4.8%), London (4.2%) and 1.9% in England. The 2011 Census indicated that 24.77% (54/218) of households do not have English as a first language which is higher than the Hackney average of 14.3% and double the London average rate of 12.7%.

4.8 Religion

4.8.1 The 2021 Census showed that 28.57% (165.73) had no religion, and 8.65% (50.18) did not answer the question, which is basically in line with the ward returns of 28.4% and 10.4% respectively. This meant that 62.78% of the local population had a religion which is above the borough (55%) and national (57.3%) averages, but below London (66%). It is also down on the 2011 Census where 77.76% (428) classed themselves as having a religion. The largest religious groups in the OAs are Christian (30.4%) and Muslim (24.6%), the other faiths / denominations make up 7.8%. The proportion that are Christian is on par with the Hackney average (30.7%), slightly less than the ward (32%), and lower than London and national figures which are around 40% and 46% respectively. At the localised level, it is significantly down on the 2011 returns. The proportion of Muslims in 2021 is also down on 29.96% in the 2011 Census.

4.8.2 From the household equality survey 89% indicated that they had a religion. Which is higher than the OAs, ward, borough, London and national levels.

4.9 Sex

4.9.1 In 2021, females made up the majority 56.13% (325.54) of the local population, and males 43.87% (254.46), reversing the 2011 returns which was 47.18 : 52.82 in favour of males. Boroughwide in 2021 the split was 52.2 : 47.8 in favour of women whilst Londonwide and nationally, the split is around 51:49 with women accounting for more of the population.

4.9.2 Of those 132 residents identified from the household equality survey returns, (78) 58% are female and (56) 42% are male. This supports the census returns which showed that the difference between the sexes is significantly higher at the local level than the other levels, including the residents survey for Phase 3 of the Woodberry Down regeneration which showed that 81% of the residents were

female. One person indicated that the gender that they identified with was not the same as their sex registered at birth.

4.10 Sexual Orientation

- 4.10.1 Data release in January 2023 from the 2021 Census indicates for residents aged 16 and above for the Woodberry Down and Manor House MSOA¹¹ 83.33% are straight or heterosexual, 6.4% answered lesbian, gay, bisexual or other orientation (LGB+), and 10.27% did not answer.
- 4.10.2 Boroughwide 79.6% (166,695) identified as straight or heterosexual, 7.8% (16,388) as LGB+, and 13% did not answer the question. This places Hackney in the top 5 of the 34 London Local Authorities for the largest LGB+ population as well as the London Local Authority with the third highest proportion of those not providing an answer to the question.
- 4.10.3 The Sexual Orientation Survey carried out by the ONS in 2018 provided the following results for London and England. People in London were most likely to identify as LGB(2.8%), compared to the North East which was the least likely (1.8%). the higher proportion of people 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.

ONS, Sexuality 2018 (Borough Profile 2020)

Sexual Orientation	London	England
Heterosexual / Straight	91.5	94.4
Gay / lesbian	2.1	1.4
Bisexual	0.7	0.9
Other	0.7	0.6
Don't know / refused to say	4.9	2.8

- 4.10.4 The 2020 GP patient survey indicated that, in Hackney and City there were comparatively high numbers of people who identified as gay or lesbian (5%), bisexual (2%), other (2%), a further 10% preferred not to say. The remaining 81% identify as heterosexual or straight.
- 4.10.5 The returns from the Census and the the 2020 GP patient survey indicates that the proportion of the LGB+ population in Hackney is above the London and national average. Even then these figures may be under-represent the size of

¹¹ lowest level of data available for this dataset

the non - heterosexual population, given the problems involved in disclosure of sexual orientation.

- 4.10.6 Of those who answered the sexual orientation question in the household equality survey, all identified as straight / heterosexual. This does not follow the returns for the wider MSAO in the 2021 Census which indicates that around 6.4% of the local population identified as LGB+, as did 9.7% of those answered a similar survey carried out for the CPO for Phase 3 of the Woodberry Down Regeneration in 2018.

4.11 Characteristics of Protected Groups

- 4.11.1 The Duty relates specifically to the Protected Characteristics of individuals, however government guidance¹² indicates that low income should also be considered in EqlAs. While low income is not a Protected Characteristic in itself, it should be acknowledged that groups with Protected Characteristics often share this characteristic. The following section therefore considers several key statistics relating to income.

4.12 Deprivation

- 4.12.1 Indices of deprivation provide a broad based indicator of the levels of deprivation at a local level. In the 2019 Index of Multiple Deprivation¹³ (IMD) Hackney received an average score that made it the 22nd most deprived authority in England¹⁴. Woodberry Down Ward is amongst the 10% most deprived in the country overall, and the Ward's average IMD score was the highest of the borough's 21 wards. When broken down, the area is mixed, being within the 10% most deprived in respect of income and barriers to housing and services, but within the 30% most deprived in terms of health deprivation and disability. While in terms of education, skills and training the borough's average score places it in the 229 out of 317 local authorities (1 being the most deprived).
- 4.12.2 The Government publishes two additional index outputs from the IMD focusing specifically on younger and older people at the borough level: the Income Deprivation Affecting Children Index (IDACI) and Income Deprivation Affecting Older People Index (IDAOPI). These consider a range of indicators to derive specific conclusions about groups with Protected Characteristics. Both indexes place Hackney within the top 10% most deprived nationally¹⁵, the IDAOPI has Hackney at 1, and the IDACI at 23 out of 317 local authorities.
- 4.12.3 The 2021 Census shows that 53.7% of households are deprived in between 1 and 4 dimensions, which is better than the Ward average 56.8%, and borough 55% , but higher than the London (51.9%) and the National average is 51.6%.

¹² See 1.5.1

¹³7 measurements - Income, Employment, Health Deprivation and Disability, Education, Skills Training, Crime, Barriers to Housing and Services and Living Environment .

¹⁴ 317 local authorities districts in England

¹⁵ Rank of proportion of LSOAs in the most deprived 10% nationally (IMD 2019)

The Census considered four dimensions of deprivation; employment, education, health and disability and household overcrowding.

4.12.4 The level of households deprivation¹⁶ in the OA area at 53.7% is just above the 52% at London and national level, and lower than the Woodberry Down Ward and borough average (56%).

4.12.5 The percentage of children in Hackney living in an 'all out of work benefit claimant household' in May 2017 was 16.5%. The inner London average was 14.9%.

4.13 Housing & Overcrowding

4.13.1 Housing is a significant issue within Hackney, with the most recent data indicating that Hackney needs to build approximately 2,514 homes per year¹⁷ to meet the needs of the existing and future population. There is also an overwhelming need for more affordable homes, with median house prices reaching 14.55 times median income in 2022¹⁸.

4.13.2 The predominant tenure within the local output area is social rented (47.8%) which is above the borough average of 40.5%, in England the proportion fell down to 17.1%. Private rented account for 37% against the borough 32.4%, and ownership; outright, and mortgages for shared ownership accounted for 15.2% against 27.1.

4.13.3 The emerging Hackney Strategic Housing Market Assessment (July 2023) divided Hackney into eight sub areas, Phase 4 lies within the Manor House (covering 9,033 households) sub area, which shows that affordable rent / social rent was the predominant tenure at 41.2% just below the borough average of 43%. Hackney Wick (52%) and Homerton (53.2% had the highest proportion of social rent, while Stamford Hill (38.8%) and Dalston (34.2%) had the lowest.

4.14 Baseline of existing Phase 4 Woodberry Down residents

4.14.1 The Order Land contains a mix of tenants, leaseholders, and freeholders. These are made up of the following:

1. Secure tenants who rent from the Council at social rent levels;
2. Residents currently housed in temporary accommodation;
3. Resident leaseholders who own and live in their home;
4. Non-resident leaseholders who own their home but do not live in it; and
5. Others including privately renting tenants who live in the properties of non-resident leaseholders; and

¹⁶ Deprivation in terms of 1 to 4 dimensions.

¹⁷ Draft Hackney Strategic Housing Market Assessment (SHMA), July 2023

¹⁸ ONS Ratio of House Prices to Earnings, 2022

4.14.2 The Council has a separate Equality Impact Assessment for residents currently housed in temporary accommodation (available at [Hackney Temporary Housing Strategy EIA](#)). It is possible that, as homes become vacant as part of the rehousing and buyback process, additional properties will be used for temporary accommodation within Woodberry Down Phase 4, in line with this Strategy, up until the time the Council requires vacant possession of these units.

4.14.3 In February and November 2023, the breakdown across units in Phase 4 are as follows:

	SECURE	NON-SECURE	LEASEHOLD RESIDENT	LEASEHOLD NON-RESIDENT	VOIDS	OTHER	TOTAL
Feb 2022	32	108	13	28	16	2	200
Nov 2023	30	106	12	23 (10*)	28	1	200

*figures in bracket where properties are known to be privately tenanted

1. Secure Tenants

4.14.4 As at November 2023 there are a total of 30 secure tenants remaining in Phase 4.

2. Residents in Temporary Accommodation

4.14.5 As of November 2023 there are 106 units occupied by residents in temporary accommodation.

3. Non-resident and Resident Leaseholders

4.14.6 There are 36 leaseholders remaining in Phase 4 in November 2023.

4.14.7 The Council holds alternative postal addresses for 23 of these, implying that they may be non-resident; a further 2 are known to be non-resident and the Council communicates with them via their Woodberry Down address. The remaining 13 addresses are therefore likely to be occupied by resident leaseholders. The exact numbers of resident and non-resident leaseholders will be determined as the buy-back process progresses.

4. Private tenants of Non-Resident Leaseholders

4.14.8 It is currently unknown exactly how many leasehold properties are rented to private tenants. As of November 2023 23 leaseholders were recorded as having let out their property. However it is not known exactly how many of these are currently occupied, and some are known to be vacant; by contrast others within the 23 may include homes in multiple occupation. On the basis that private tenants have private tenancy agreements there is more often than not very limited information available regarding any Protected Characteristics that they may have.

5. Step 3: Set out the information and consultation leading to the decision

5.1 Consultation and engagement leading to the decision

- 5.1.1 Engagement with residents in Woodberry Down Phase 4 has been an ongoing process as part of the wider Woodberry Down Regeneration programme. The Council has proactively sought to encourage all residents, stakeholders and the wider community to participate in consultation regarding the future of Woodberry Down in order to help shape and influence the redevelopment proposals. Consultation has included steering group meetings, focus groups, workshops, surgeries, resident site visits, road shows and other organised events which have been well attended by residents as outlined below.
- 5.1.2 The representative resident group, the Woodberry Down Community Organisation (WDCO), which is a democratically elected body representing residents and retailers across the whole of the Woodberry Down Estate, has been involved in all aspects of the regeneration since the beginning of the project. The role of WDCO as a partner in the regeneration has been formalised in a Partnership Agreement, signed by the Council, Berkeley Homes, NHG and WDCO in March 2018. This document clarifies the role of WDCO in the regeneration and sets out how the partners will aim to achieve consensus in making decisions that affect the regeneration (within the context of the PDA and masterplan). The principle of the CPO for Phase 4 has been agreed with WDCO.
- 5.1.3 Between February and September 2019 an Understanding Woodberry Down (Feb 2020) study was undertaken by Social Life on behalf on the partners¹⁹. Understanding Woodberry Down (Feb 2020) aimed to explore the experience, attitudes and everyday life of Woodberry Down residents. Residents' perception of the estate, their everyday life and how they feel about their neighbours and their local community.
- 5.1.4 In total there were door to door resident surveys of 438 residents, 12 stakeholder interviews and 46 interviews with young people. The work was centred around five dimensions; Pride of Place, Prosperity, Wellbeing Balanced Community and Empowerment.
- 5.1.5 The research reported stronger neighbourliness, wellbeing, belonging and relationship between people from different backgrounds than people in comparable areas. Also Residents did not identify social integration as an important problem, and that the estate for the most part home to people who are comfortable with their neighbours, in spite of very different life circumstances and experiences.
- 5.1.6 Although younger interviewees were less positive than adults; their satisfaction with the area, sense of belonging, and intentions to remain in the area was longer. They were also negative about relationships between people from different backgrounds.
- 5.1.7 Generally there were some concerns about the possibility of a divided community in the future between newcomers and longer established residents,

¹⁹ Notting Hill Genesis, Berkeley Homes, Hackney Council, Woodberry Down Community Organisation and Manor House Development Trust

sometimes referred to as old estate and new development. Although the report identified that this was much more nuance than simply old versus new. It observed that long-term secure tenants may have moved into the newer developments from the older estate, while some renters in the new private homes could be living on low disposable income after paying high housing costs. Although, there is a greater diversity of social and economic background of the people in the new properties than long standing residents, and more people on higher income have moved into the newer privately owned homes.

- 5.1.8 The affordability and accessibility of spaces where all members of the community feel welcome, including spaces for community meeting and events was expressed as a concern.
- 5.1.9 In addition the research found that people living in Council temporary tenancies are more likely to be lonely, and to be finding it difficult to manage financially than people living in other tenures. In Phase 4 there are 106 residents living in temporary tenancies.
- 5.1.10 The Council has appointed Public Voice CIC, an Independent Tenant and Leaseholder Advisor (ITLA), to provide further support and assistance to residents affected by the regeneration proposals. Both the ITLA and WDCO remain integral to the project's engagement strategy.
- 5.1.11 The principal mechanisms for notifying residents directly about the CPO process have been through written communications, one-to-one consultations with secure tenants about their rehousing options, and one-to-one purchase negotiations with leaseholders. With regard to leaseholders, the Council has emphasised that its objective will always be to reach agreement by negotiation wherever possible and that the Council's powers of compulsory purchase will only be used as a last resort. Regarding secure tenants the Council has been proactive in supporting tenants to bid for and move to new homes, suitable to their needs.

5.2 Specific actions taken to date

1. Wider Woodberry Down consultation and communications

- 5.2.1 The Council convenes a bi-monthly 'Round Table' meeting with all regeneration partners, including WDCO to discuss the strategic direction and key issues of the Woodberry Down Regeneration Programme. The meeting invites updates from all partners and is chaired by the Deputy Mayor and Lead Member for Delivery, Inclusive Economy and Regeneration. An update from each of the delivery partners is provided at the meeting, and the CPO for Phase 4 is included in the Hackney update.
- 5.2.2 WDCO run an open monthly Board meeting to which non-Board members of the public are invited to attend. The Council attends the Board meeting and provides

an update, along with updates from NHG and Berkeley Homes. Meeting minutes are published on the WDCO website.

- 5.2.3 In Autumn 2022, a booklet containing information about the phasing of the regeneration was produced and delivered to all residents in Woodberry Down. This set out a revised programme for the regeneration, and included information about re-housing options for residents and relevant contact details for the Council.
- 5.2.4 The Council also publishes a regular Woodberry Down Newsletter. This is delivered door-to-door to all residents and provides information about the regeneration and consultation events.
- 5.2.5 The Council supports two public events each year (the Hidden River Festival and Winterfest) for the residents of Woodberry Down. The events aim to provide entertainment for families as well as providing a platform to promote community cohesion.
- 5.2.6 In 2021 Berkeley Homes began a review of the masterplan. During the summer of 2022 there was extensive consultation, including a number of events, to encourage residents to engage and view information about the proposals.

2. Communications and consultation specific to Phase 4 and the proposed CPO (to date)

- 5.2.7 Throughout 2022 and 2023 there has been correspondence with residents regarding progress and updates about the regeneration, and invitations to information and drop in sessions. Direct correspondence which included delivering documents such as:
1. Leaseholder and Freeholder Offer Document
 2. Secure Tenant Offer Document
 3. Phasing Booklet
- 5.2.8 There were three Leaseholder Information sessions in September and November 2022 to explain the CPO process and compensation disturbance payment. In addition, three Shared Equity Information sessions were offered in July, August and October 2023 where Council and NHG officers discussed the process and options for Shared Equity with individual leaseholders. Marketing materials for the new units was shared at the drop in sessions.
- 5.2.9 For tenants with secure tenure, there has been 8 drop in sessions for all affected tenants, specifically targeted at Phase 4 tenants, regarding tenants choice options and the regeneration programme. This has included letters to individual tenants who have been allocated units.

5.2.10 All residents living in Phase 4 were sent a detailed letter about the regeneration and CPO process, in February 2023, to accompany the Request for Information forms sent out as part of land referencing. A further update letter was sent in the autumn of 2023, updating residents about the process and next steps. In each case versions of the letter were created to be relevant to the different tenures of residents.

5.2.11 Due to there being a large number of residents in Phase 4 who speak Turkish as a first language, a Turkish translator is present at all of the information sessions noted above.

Leaseholders

5.2.12 All resident and non-resident leaseholders of the Order Land have been informed of the CPO proposals and consulted about the options available to them as set out above.

5.2.13 The Council is seeking to negotiate a settlement with each leaseholder in order that compulsory acquisition can be avoided, and attempts to acquire interests by agreement remain ongoing.

5.2.14 The Council has visited leaseholders individually and held three information sessions. The sessions, which took place between September and November 2022, outlined the purchase process, the options available in the Leaseholder and Freeholder Options Document, and provided an opportunity to ask questions. The Council is offering a number of options to leaseholders, as outlined in Section 5.2 below. All options are compliant with the statutory provisions for compensation relating to compulsory purchase, and many go beyond the minimal requirements in order to offer greater flexibility and a wider choice for leaseholders and freeholders.

5.2.15 Non-resident leaseholders were notified of the February consultation events. They were also sent the further letter, FAQs and Equality Monitoring Form, and this was sent to the leaseholder's alternative postal address where this was known.

5.2.16 In addition to these two information events, leaseholders have been included in all activities described in Section 5.1, including receiving notification of monthly drop-in sessions and direct contact details for the Council's Woodberry Down Regeneration Team and the ITLA.

5.2.17 The Regeneration Phasing Booklet included information for leaseholders and freeholders on the purchase process and their rehousing options. Since the publication of the Booklet, consultation and negotiations with Phase 4 leaseholders has continued, and to date 5 out of a total of 41 properties have been successfully purchased through negotiations.

- 5.2.18 Of the remaining 36 leaseholders, as of November 2023, 8 offers have been agreed and a further 19 offers have been made by the Council.

Secure Tenants

- 5.2.19 Secure tenants in Phase 4 were granted Decant Status in February 2022. Decant Status allows tenants who wish to move away from Woodberry Down to bid for properties off the estate. It also increases their priority for rehousing and entitles them to receive Home Loss and Disturbance payments.
- 5.2.20 The Woodberry Down Regeneration Team has undertaken a rigorous and detailed consultation process, and in conjunction with officers from the Housing Needs team, have endeavoured to offer acceptable re-housing to all secure tenants in Phase 4. Secure tenants are offered a range of re-housing options and assistance with moving, as set out in Section 5.3 below.
- 5.2.21 Secure tenants were included in all of the activities described in 5.1, including being sent the letter about the CPO process in February 2022, FAQs, contact details of both a named Council Officer and the ITLA, notification of drop-in sessions. The Secure Tenant Offer Document was revised in May 2022, and sets out the rehousing options and processes. Between June 2021 and November 2023 there have been 8 secure tenants drop-in sessions where officers and information have been available on tenants choice, housing options and the regeneration programme have been made available.
- 5.2.22 Each block is allocated to a single Decant Officer, who is the point of contact for individual tenants. The Decant Officers are familiar with the circumstances of each individual and provide support for individuals in understanding the process and making choices.
- 5.2.23 When Phase 4 was awarded 'in phase' status there were 33 Secure Tenants. 30 of these tenants have been pre allocated units on Phase 3. The remaining 3 tenants have chosen to move into accommodation away from Woodberry Down, and have successfully bid for and moved into new properties.

Private Tenants of non-resident leaseholders

- 5.2.24 The Council has engaged in extensive consultation with all residents at Woodberry Down as described in 5.1 above. This has included written information, open meetings and drop-in sessions which have been advertised, and open, to all residents. The ITLA is also available to support and advise all residents, including private tenants.
- 5.2.25 The Council will continue to actively engage with the private tenants of non-resident leaseholders. Where a private tenant needs further advice and support, they will be referred to the Council's Housing Needs Team who will provide support and advice on re-housing options as well as assistance with applying for secure tenancies if this is considered appropriate in order to protect their welfare.

Residents housed in Temporary Accommodation

- 5.2.26 The programme for placing homeless people in temporary accommodation at Woodberry Down began in early 2014. When offered temporary accommodation, residents would have been advised of the regeneration, and encouraged to bid for a secure tenancy elsewhere in the borough.
- 5.2.27 Residents in temporary accommodation at Woodberry Down have been included in communications to all residents and to all residents in Phase 4, and therefore have received notifications and information about the CPO set out in 5.1 above, including the letters described in (4) and the 'phasing booklet' in (1), which was sent to all residents in Woodberry Down, regardless of tenure.
- 5.2.28 The Downsizing and Rehousing Team (DART) is in contact with all residents in temporary accommodation in Phase 4. In February 2023 a letter was sent to these residents to update them about the regeneration, the requirement to move, and provide information about the process of bidding for a new property, and the support available from the Council. The Team has since been making contact with individuals to assess housing need, and ensure they are familiar with the process of bidding for a Council property. DART continues to follow up with individuals to support moving and respond to queries or any need of support.
- 5.2.29 Those in temporary accommodation who have not successfully found a council property elsewhere in the borough by September 2024 will be offered alternative temporary accommodation.

5.3 **The Hackney Leaseholder and Freeholder Options Document**

- 5.3.1 The Council's Regeneration Estates Leaseholder and Freeholder Options Document²⁰ (adopted in 2012 and updated in 2016 and 2022) ensures that all resident leaseholders and freeholders have the offer of a suitable new housing option on the Estate. It also sets out the engagement process to be followed, which ensures that all groups, regardless of Protected Characteristics, are supported in making their choice.
- 5.3.2 Resident leaseholders are provided with options which ensure that they have access to appropriate new properties on the regenerated estate. If suitable properties are not available in the current phase then they are given priority in future phases and provided with temporary accommodation.
- 5.3.3 The four options available to resident leaseholders are set out below:
- Open Market Purchase – the Council purchases the existing property and the leaseholder/freeholder makes their own arrangements to find a new home on the open market.
 - Shared Equity Purchase (on Woodberry Down) – Leaseholders are able to purchase an equity share of a newly built property on the Estate. There will be no minimum equity share and they will not pay any rent on the unpurchased portion of the property. The leaseholder must reinvest the full value of their current property as well as their Home Loss payment. NHG will

²⁰ Regeneration Estates Leaseholder and Freeholder Options Document:
https://drive.google.com/file/d/1W17-H31Rvi6SpNnIx_mC9Z7IzPJ9bZWZ/view

retain the unpurchased share of the property. There will be an option for the leaseholder to increase their equity share through future “staircasing”. The offer means that any leaseholder or freeholder who wishes to move into a new home on the Estate on a shared equity basis will be able to do so, without suffering any financial disadvantage.

- Shared Equity purchase (off Woodberry Down)– eligible leaseholders are able to purchase an equity share of a newly built property on another Hackney estate, where regeneration is taking place. The Council would pay the difference through taking an equity share in the property. The property will then be jointly owned by the leaseholder and the Council, according to the percentage each has invested in it. Again the leaseholder will be required to invest their total sales value of their existing property in the new property. The option is subject to the availability of a suitable property.
- Shared Ownership - this is a part-buy, part-rent scheme under which the leaseholder owns a proportion of the property and pays a rent on the unpurchased proportion. If shared ownership is undertaken on Woodberry Down, the unpurchased share will be owned by NHG. This option would enable a leaseholder to not invest the full market value of their current property (or the maximum they can afford) into a new property, and in such circumstances the leaseholder would not be required to invest their full Home Loss payment into the purchase of the new property. After an initial period, the leaseholder will have the right to purchase additional proportions of equity in the property. If a leaseholder increases the proportion of equity they own in the new property, the amount of rent they pay will decrease.

5.3.4 These options enable leaseholders to remain on the Estate, if they wish, recognising that they are a key part of the community. The leases for the new homes contain succession rights for at least one generation, ensuring that the families and children of leaseholders are not negatively impacted.

5.3.5 The Council also has an ‘Exceptional Cases Panel’ which can assess the need for flexibility in providing re-housing options for those considered to be in need of further assistance, including vulnerable leaseholders or those who are less able to safeguard their personal welfare or the welfare of any children in the household, and will be in need of care and attention due to age, infirmity, or chronic illness or mental disorder, or being disabled.

5.3.6 Those taking up any of the rehousing options will be rehoused, wherever possible, in a single move to their new property. If this is not possible they are temporarily housed on the estate for the interim period, rent free, until their new property is completed.

5.3.7 As of November 2023, of the remaining leasehold properties in Phase 4, the Council has carried out 32 valuations and made 32 offers. 6 offers on non-resident leasehold properties have been accepted, and 2 offers on resident leasehold properties have been accepted. Marketing information about Shared Equity has been shared with resident leaseholders, and to date 2 leaseholders are actively considering this option. Residents can reserve a flat for shared

equity purchase, but are not asked to commit until after they have viewed a show flat, which will be ready in spring / summer 2024.

5.3.8 Resident and non-resident leaseholders are also entitled to compensation under the Options Document. Resident leaseholders are entitled to 10% of the value of their property as a Home Loss payment, plus a Disturbance payment to cover the costs of selling, buying a new property and moving home. Non-resident leaseholders are entitled to 7.5% of the value of their property as a Home Loss payment, plus a Disturbance payment. The Council's approach to compensation is in line with government guidance on CPO compensation (<https://www.gov.uk/government/publications/compulsory-purchase-and-compensation-booklet-1-procedure>).

5.4 **Regeneration Lettings Policy**

5.4.1 In respect of secure tenants, the Council has acted in accordance its Local Lettings Policy for Estates Approved for a Regeneration Programme, the Woodberry Down Secure Tenants' Offer Document²¹ and Local Letting Policy for Woodberry Down²². Under these documents, the first step is an assessment and one-to-one interview conducted by Officers from the Council's Woodberry Down Decant Team, which is designed to assess the needs of the existing household. This includes an assessment of medical needs and overcrowding, if appropriate. Following assessment, the Decant Team identifies possible options for rehousing, working closely with the tenant with the aim of meeting their needs and aspirations. When suitable housing, agreeable to the tenant, is identified, this is sent to the Council's Housing Needs Team for confirmation.

5.4.2 Where a secure tenant is moving off the Estate on a temporary basis whilst their new home is constructed, they retain a Right to Return (unless they have moved to a housing association property when decanted). In practice this Right has never been exercised as wherever possible tenants are offered a single move to a new home in Woodberry Down in the first instance and a move away from the Estate is generally at the request of the tenant.

5.4.3 Secure tenants moving into one of the new build homes on the redeveloped Estate may face higher social rent levels. This is because new social rents must be calculated using the most up to date 'Rent Standard Guidance' published by the Homes and Community Agency (dated April 2015). The Council acknowledges that from the perspective of the secure tenant, any rent increase may be viewed as having an adverse impact. However, the Council is obligated to act in accordance with this centrally-imposed guidance, which also sets out that social rents cannot rise above the rent cap level for the appropriate size of property.

²¹ Secure Tenant Offer Document

https://drive.google.com/file/d/1-FDjA540QiVnGBroDRIR_jw6DEiKUVFs/view

²² Local Letting Policy for Woodberry Down

<https://docs.google.com/document/d/1qWW8aV0SJ03DzQhPAh8abYmBbDrOHAZOHPkhAGsQWG8/edit>

6. Step 4: Assessing the positive and negative impact of the decision

6.1 Introduction

6.1.1 This chapter sets out the assessment of the impact of the CPO on residents with Protected Characteristics.

6.1.2 The CPO will have an impact on the remaining leaseholders as their properties will need to be compulsorily purchased by the Council if a suitable agreement is not reached and they will be required to move out of their homes. The compulsory acquisition of these leasehold properties, if necessary, will unlock the regeneration of Phase 4, which will impact any remaining tenants who will also be required to move out of their homes.

6.1.3 This section therefore considers the impacts of the CPO on groups with Protected Characteristics. It then provides an analysis of whether these impacts are positive or negative, and establishes if these impacts require further mitigation.

6.1.4 The household equality survey in 2023 generated 45 returns (households) comprising around 133 residents. To ensure anonymity and try to generate more response the tenancy of responded was not sought. However, from the returns we are able to ascertain certain protected characteristics specific to the residents of Phase 4 areas. Although it should be noted that the returns on the whole were completed by a single individual in household rather than individuals, not unlike the census.

- The proportion of younger residents (0-15 years) is higher than the OAs, ward and borough levels. Whilst older residents are on par with the OAs, which is lower than the wider area average. National indicators show that Hackney as a borough has a high proportion of elderly and younger people in income deprivation. Although the local area is lower than the borough average.
- The survey respondents indicated that the proportion of residents whose ability to carry out day to day activities is reduced by condition or illness is significantly higher than the census return indicated for the local and wider area.
- The split between female and male from the survey was 56:44 which is larger than the borough (52:48), London (51:49) and national (51:49) split.
- The survey confirms the census which indicates that in the OAs, BAME and other ethnic groups is higher than the Woodberry Down ward average. While the ward in turn is higher than the borough and London average.
- From the household equality survey 89% indicated that they had a religion. Which is higher than the ward, borough, London and national levels.
- A similar household equality impact survey was also carried out in February 2018 for Phase 3 of the estate regeneration. There are some similarities between the returns i.e numerical returns 45 compared to 41, and actual properties in the affected areas (200 for Phase 4 and 265 for Phase 3). However direct comparison between the two phases may not be too helpful as there is quite a bit of difference between the returns results, and around 5 years between the two surveys, during which the estate has been experiencing a major regeneration, including changes in the populations.

6.2 **Statistics and Data Protection**

- 6.2.1 The relatively small sample size of existing households across Phase 4 means that it is difficult to analyse specific data for the purpose of informing the EqIA whilst also protecting the anonymity of individuals under the Data Protection Act 1998. This is especially important as the legislation gives stronger legal protections to those with certain Protected Characteristics (ethnicity, religious belief and health). Therefore, for the purposes of this EqIA data has been generalised where possible while still providing an effective assessment of the impacts of the CPO.

6.3 **Impacts of the CPO process on existing residents**

Secure tenants

- 6.3.1 Secure tenants face negative impacts deriving from the CPO process as the implementation of the CPO will unlock the regeneration of Phase 4, which will require them to move out of their homes. Secure tenants will be impacted by the redevelopment, not necessarily the CPO itself, and these impacts are similar to those faced by existing leaseholders, including the potential loss of community and familial links, and the difficulties and complexities of moving to a new home, particularly for those who are disabled, pregnant or those with children. Whilst the CPO may have short term negative impacts on those with Protected Characteristics in terms of the actual moving process, these impacts may be mitigated to an extent by the long term benefits resulting from the CPO, including a much improved living environment after their re-housing has taken place.
- 6.3.2 Negative impacts are mitigated by Hackney's Regeneration Lettings Policy, under which each tenant is allocated a case officer in the Council's Decant Team and is individually engaged with through face to face interviews and home visits. A housing needs assessment is carried out for each tenant to establish their individual needs, and Officers support tenants through on-going visits and contact, and by assisting with them with the bidding process to help them achieve their preferred option for rehousing, whether that be to a new home on Woodberry Down or to a social rented property in another part of Hackney. The bidding process generally allows existing residents to exercise control over the best available options for their needs, while ensuring that homes are also allocated to those with the greatest needs in an equitable manner. Tenants currently on the Woodberry Down Estate, seeking rehousing due to the regeneration by the process described above, are upgraded to 'decant' status on the Housing Register, to increase their chances of a successful bid. Where those tenants have Protected Characteristics, these are also considered in assessing individuals' requirements and as part of the rehousing offer made to them, and in general Officers strive to support tenants in finding new housing that is most suitable to their needs.
- 6.3.3 The rehousing process itself provides a high level of mitigation for those with Protected Characteristics by ensuring that all secure tenants have a Right to Return to a new home on the Woodberry Down Estate, either in the present phase wherever possible (i.e. homes that are already complete and ready to move into), or in a future phase if necessary. In addition, the impact of the potential loss of community connections (significant for BAME groups and for the

elderly, as well as those who are pregnant or who have young children) is mitigated by the rehousing process which attempts wherever possible to ensure that, if a temporary move off of the Estate is required, secure tenants are housed within the local area. Furthermore the equality impacts of the CPO on secure tenants are considered to be limited as they are not directly linked to the CPO process.

- 6.3.4 Therefore, the overall equality impact of the CPO on secure tenants with Protected Characteristics is considered to be low, with any potential negative impacts being mitigated through the established engagement strategy, rehousing process, and the Right to Return policy that forms a fundamental part of the Council's existing approach. Although the process may result in tenants paying slightly increased rents, this is not considered to disproportionately affect social tenants with Protected Characteristics. In addition, tenants on low incomes are able to obtain benefits to assist with rent payments.

Residents housed in Temporary Accommodation

- 6.3.5 The proportion of residents living on the Order Land in temporary accommodation is the largest group comprising 106 tenants.
- 6.3.6 As with secure tenants, those in temporary accommodation are adversely affected by the CPO because the implementation of the CPO will unlock the regeneration of Phase 4, which will require them to move out of their homes.
- 6.3.7 The Council has a legal requirement to ensure that suitable accommodation is available to homeless households accepted as in being in priority need (such as families with children and households that include someone who is vulnerable, for example because of pregnancy, old age, or physical or mental disability), provided they are eligible for assistance and unintentionally homeless. It is therefore to be expected that a majority of residents in temporary accommodation will have Protected Characteristics.
- 6.3.8 There is fluctuation in the number of temporary accommodation residents on the Order Land and it is unknown how long the residents who responded to the equality monitoring survey have been living on the site. It is therefore difficult to assess the extent to which they will be affected by the CPO in terms of, for example, any disruption to social support networks or schooling. If the children of temporary accommodation residents are attending local schools, and have not been successful in finding alternative accommodation before the CPO is implemented, a move away from their current accommodation as a result of the CPO could have negative impacts on their children. Where this is the case, the needs of such households will be taken into account as far as is possible during the re-housing process.
- 6.3.9 However, given that these residents are in temporary accommodation they will be expecting to move. Whilst the move will inevitably cause short term disruption, this will be expected and potentially welcomed if they are successful in moving to more secure accommodation of a higher quality. This will go a long way towards mitigating any negative impacts on residents of temporary accommodation with Protected Characteristics.

- 6.3.10 The Council's Temporary Accommodation Strategy also provides mitigation measures by supporting residents to find alternative, secure, self-contained accommodation. Wherever possible, homeless households are rehoused within the borough, helping them to maintain links with the community and remain close to support networks and schools.
- 6.3.11 In Woodberry Down, when residents were placed in temporary accommodation, Officers explained to these residents that the area was to be regenerated, and that the accommodation could only be short term. Residents were and are therefore encouraged to bid for secure tenancies. Woodberry Down Regeneration Officers have provided contact details and opportunities for all the residents in the Phase 4 CPO area, and wherever a temporary resident requests further information the Housing Needs Team makes contact directly with the resident to discuss their options and provide support in the bidding process.
- 6.3.12 In the months prior to the implementation of the Phase 4 CPO, a Housing Needs Officer dedicated to Woodberry Down will provide further support to temporary accommodation residents and will encourage them to make bids for alternative secure housing. It is therefore hoped that the number of residents in temporary accommodation will be significantly reduced, if not eliminated entirely, by the time the CPO is implemented. If there are residents remaining at this point, Housing Needs Officers will work with them to provide them with alternative temporary accommodation.

Resident Leaseholders

- 6.3.13 If the CPO is implemented it will result in the compulsory purchase of up to 36 leasehold properties, of which the Council is aware that 12 are resident leaseholders. These current occupiers will be required to move out of their homes. If these resident leaseholders have Protected Characteristics they may be disproportionately affected by the CPO as they may experience greater challenges than the rest of the population, such as difficulty with the moving process, a limited supply of suitable alternative accommodation, the loss of community and cultural links, as well as access to schools and other resources for young people.
- 6.3.14 The CPO is considered to have a negative impact on resident leaseholders who will be required to move out of their homes. Those with Protected Characteristics may be disproportionately affected, as outlined above, however mitigation measures are in place as outlined below.
- 6.3.15 Hackney's Options Document provides significant mitigation against the impacts of the CPO on leaseholders with Protected Characteristics by ensuring that resident leaseholders are given the option to move into suitable new accommodation on the Woodberry Down Estate. These properties can be purchased with shared equity or shared ownership, as set out above. In taking up one of these options, those with Protected Characteristics can ensure their continued access to local services, family and community links. They will also gain access to higher quality, more suitable accommodation which can be tailored to their needs. Furthermore, the options contain succession rights, ensuring that those with young children, or the elderly, can maintain a stake in

the local area.

- 6.3.16 On rare occasions leaseholders have had circumstances which Council Officers have reason to believe make their circumstances exceptional from those covered by the Options Document. In such instances it is possible for the Council's Exceptional Cases Panel to make a decision as to whether a resident might be provided with additional assistance over and above the offer in the Options Document. This gives the Council the ability to be flexible with the re-housing options that it can offer, and as such helps prevent those with Protected Characteristics from being discriminated against or disproportionately affected.
- 6.3.17 The overall equality impact on resident leaseholders is considered to be high, but acceptable on balance given the high levels of mitigation provided for in respect of those with Protected Characteristics through Hackney's long term and ongoing engagement with residents, as well as the rehousing provisions in the Options Document. These work to ensure that affected individuals can maintain community and family links, access to local services, and are not placed at a disadvantage relative to those groups without Protected Characteristics in the CPO process.
- 6.3.18 Leaseholders taking up the option of a move to a new build home may be impacted to an extent by a higher service charge required to pay for the management costs and upkeep of the redeveloped Estate. However, Berkeley Homes and NHG have entered into an agreement with the Council to ensure that service charges are maintained at a reasonable level. Furthermore, any increases in service charge costs will be offset to some extent by a reduction in energy bills and running costs for the new homes, as they will be much more energy efficient than the existing blocks.

Non-resident leaseholders

- 6.3.19 The impact on non-resident leaseholders with Protected Characteristics are considered to be lower as a consequence of their absentee status. Even though non-resident leaseholders may face an indirect effect on their income, the negative equality impact of the CPO (for example, needing to find alternative accommodation) is considered to be limited. The CPO process ensures that a fair price is paid for properties and therefore the impact is considered to be adequately mitigated. In addition, and in line with MHCLG guidance, non-resident leaseholders are able to recover the costs of purchasing a replacement investment property.

Private tenants of non-resident leaseholders

- 6.3.20 Private tenants are affected by the CPO because the properties they are living in may need to be compulsorily purchased by the Council and the tenants will be required to move out of their homes. It is not known exactly how many private tenants remain living in the properties affected; as of November 2023 it is believed that between 9 and 13 properties have private tenants.
- 6.3.21 It is not known how long some of these tenants have been living in their homes, however it is considered that someone who has lived in Woodberry Down for a number of years could be more negatively affected by the CPO and the

requirement to move out of their home. Overall, the private tenants of non-resident leaseholders may face considerable short term impacts, which may be greater for those with Protected Characteristics.

- 6.3.22 The Council has an active programme of engagement with private tenants and they are included in all Woodberry Down consultation activity, including receiving communications specific to Phase 4 and the proposed CPO. Where a private tenant needs further advice and support they will be referred to the Council's Housing Needs Team who will provide support and advice on re-housing options as well as assistance with applying for secure tenancies if this is considered appropriate in order to protect their welfare.
- 6.3.23 The nature of private renting, with generally higher turnover rates compared to other tenures, increases the chances of affected private tenants being able to find alternative suitable accommodation options in the local area, possibly of a higher and better quality, which significantly reduces the impact of the CPO on them over the medium to long term. However it is acknowledged that rental prices may be higher.
- 6.3.24 The Council recognises that while the support provided by its Housing Needs Team and the likelihood of private tenants finding suitable alternative accommodation in the local area reduces the short term impact, it does not eliminate it. In order to mitigate this, private tenants, including those with Protected Characteristics, will be provided with appropriate support as part of the Council's approach to engagement with these households. Where a tenant is at risk of homelessness they can be referred to the Council for support in identifying and securing suitable new accommodation in the local area.
- 6.3.25 In conclusion, it is considered that the impact of the CPO is reduced but not removed for groups with Protected Characteristics who are renting from non-resident leaseholders in Phase 4 of Woodberry Down. The Council has, and will continue to take, appropriate steps to support these private tenants to make sure that those with Protected Characteristics are able to find suitable alternative accommodation that fits their need.

6.4 Impact of the CPO for the local area

The Development

- 6.4.1 Overall it is noted that there are a high number of residents with Protected Characteristics living on the Order Land. The redevelopment of the Woodberry Down Estate will deliver a range of positive impacts which will benefit those with Protected Characteristics.
- 6.4.2 Phase 4 will deliver around 473 new homes. This new housing will contribute to helping to overcome the significant housing needs challenges faced by many people in Hackney.
- 6.4.3 These new homes will also be of a higher quality, which will support a range of positive equality impacts. This includes all new social rented homes being designed to Parker Morris +10% standard, all homes being built to the Lifetime

Homes Standard, and a proportion of homes built to wheelchair accessibility standards or being wheelchair adaptable. They will also have better insulation and be more energy efficient, in addition, a number of larger new homes will be provided, which will help to ease significant problems of overcrowding in the local area, especially amongst those who are pregnant or with young children, BAME groups, or others who may have larger family sizes. Better insulated and more accessible homes also mitigate against negative impacts for older people. In this regard, the redevelopment of the existing poor-quality social housing stock is considered especially positive given its high occupancy rate by groups with Protected Characteristics.

- 6.4.4 The regeneration scheme will also deliver improved landscaping and environmental conditions and new community facilities and commercial space. This will support those with Protected Characteristics to have better access to suitable amenities across the Estate.
- 6.4.5 Furthermore, the existing buildings (which contain relatively few secure tenants and resident leaseholders) and their immediate environment are in a poor state of repair, and the CPO and subsequent redevelopment of the area will, overall, lead to a positive improvement in affected residents' lives in terms of their living environment. The Council also hopes that the implementation of the CPO will lead to improved community networks through the provision of more extensive and high quality community facilities on the regenerated Woodberry Down Estate.
- 6.4.6 The regeneration of Phase 4 though will mean that for a period the immediate area will be a construction site, and thus there will be associated disturbance both to existing residents in the affected blocks, and nearby residents and other interested parties. There will also be additional demand on existing and emerging housing stock, as directly affected residents will need to find new homes temporarily or otherwise.
- 6.4.7 Overall the impact of the development of Woodberry Down Phase 4 will provide net benefits to existing residents of the Estate with Protected Characteristics, particularly through the provision of higher quality and more appropriate housing. These benefits will also help to ensure that any disadvantage that is experienced by these residents as a result of the CPO, when compared with the rest of the population, is minimised.

Planning Contributions (S106)

- 6.4.8 In addition, the planning permissions for the redevelopment (including the detailed permission for Phase 4) will have attached to them a set of planning obligations agreed through a series of S106 Agreements. Delivery of these obligations provide further positive impacts for individuals with certain Protected Characteristics.

7. Step 5: Conclusion and Actions to enhance positive and mitigate negative equality impacts arising

7.1.1 This section summarises the impacts of the CPO, setting out the balance of equality impacts. Where impacts have been identified it sets out actions to be taken to mitigate or enhance them, to ensure that steps are taken to promote and meet the needs of those with Protected Characteristics.

7.2 Conclusion

7.2.1 There are a high proportion of remaining residents within the Woodberry Down Phase 4 area who have protected characteristics.

7.2.2 There is impact on existing secure tenants and temporary accommodation residents within the affected blocks as the CPO will unlock the regeneration of Phase 4, which will require these residents to move out of their homes. There are a high proportion of children amongst these groups of residents, who are likely to be impacted negatively by moving home and the associated disruption to their schooling and social networks. These impacts are mitigated by the Council's well-established programme of engagement and its approach to carrying out housing needs assessments, which have identified affected individuals with Protected Characteristics. In addition, negative impacts are mitigated by the Council offering a 'Right to Return' to a new home on the Woodberry Down Estate to secure tenants. The Council also supports secure tenants with a move to a suitable nearby property for a temporary period if necessary, thereby reducing disruption as far as possible. Overall this is considered to provide an acceptable level of mitigation.

7.2.3 There are potential negative equality impacts arising from the need for existing leaseholders to move home as a result of the redevelopment. However, these are considered to have been substantially mitigated by the implementation of the Council's Offer Document, which enables leaseholders to remain on the Estate if they wish, and therefore maintain their community ties, family links, and access to local services. Residents are further supported through access to the Exceptional Cases Panel which can assess the requirement for additional support where necessary, and helps to provide a level of parity with individuals without Protected Characteristics for those who may find the process particularly challenging. Finally, the Council is in ongoing discussions with affected individuals regarding the purchase of their homes by mutual agreement prior to the use of its CPO powers, thereby reducing the overall likelihood of these powers being relied upon. Non-resident leaseholders are affected by the CPO, but only in terms of potential loss of income from their rented properties. The CPO process and the Council's policies ensure that a fair price is paid for their property, as well as compensation, and therefore the impact is considered to be adequately mitigated.

7.2.4 There are potential negative impacts on private tenants living in the CPO area because if the properties within which they are currently living are compulsorily purchased by the Council, they will be required to move out and find alternative accommodation. Those who have lived on the site for a number of years may be most negatively impacted as these residents will have built up social and

community networks over that time, and there is no statutory requirement for the Council to find alternative accommodation for them. Support and advice will be provided by the Council's Housing Needs Team but essentially residents will need to find their own alternative accommodation. The exact number of residents affected is not known, the Council continues to seek accurate information and data about private tenants.

7.2.5 The Council's decision to make use of its powers of compulsory purchase in order to ensure the delivery of Woodberry Down Phase 4 is considered overall to have a positive impact on residents with Protected Characteristics, resulting primarily from the improvements that will be brought about to their living environment and the opportunity it presents for them to move to a new home. The negative equality impacts on residents of the Order Land with Protected Characteristics have been mitigated and additional recommendations are set out to further reduce the impact.

7.2.6 The CPO process has been carried out (and will continue to be conducted) in a way which has ensured that all individuals affected have been engaged and consulted. The Council has worked hard to collect the maximum amount of equality data from those affected through the equality monitoring survey. It is considered that overall the Council has met its Public Sector Equality Duty in its decision to make a CPO for Phase 4 of the Woodberry Down Estate.

7.3 Recommendations

7.3.1 The following recommendations are made to further enhance positive impacts and further mitigate negative impacts on those with Protected Characteristics. The Council should ensure that:

1. It continues to seek to collect data to understand whether any of the remainder of the residents in Phase 4 have Protected Characteristics, particularly resident leaseholders who are directly affected by the CPO. The Council will continue to assess the potential impact of the CPO on these groups as new information arises and as the process continues. A total of 45 household equality surveys were completed.
2. It continues to negotiate with existing leaseholders to purchase their properties by mutual agreement to the best of its abilities before engaging its powers of compulsory purchase.
3. It keeps all affected individuals informed as the CPO process progresses, and maximises opportunities for further engagement.
4. The benefits of the development are fully realised so as to maximise the positive equality impacts and public benefits of the scheme.
5. Equality information is handed over to NHG who will own and manage all affordable housing on the site and therefore have responsibility for secure tenants upon completion.

Table 7.1 Recommendation: Mitigations and Actions

Impact	Protected Group(s) affected	Mitigation or actions required	Lead Officer	Timeframe
Positive impact: Creation of a range of high quality new homes to meet need.	All groups with Protected Characteristics.	The Council should take steps to ensure the proposed development has a mix of unit sizes and tenures which fit as closely as possible with the needs of those with Protected Characteristics.	Hermione Brightwell Project Manager (Woodberry Down)	
Positive impact: Creation of new affordable housing.	<p>All groups with Protected Characteristics, particularly those on low incomes which may include the elderly, lone parents (often women), disabled and BAME groups.</p> <p>National indicators show that Hackney as a whole has a high proportion of elderly and younger people in income deprivation. Although the local area is lower than the borough average.</p>	The Council should take steps to ensure the proposed development delivers as much affordable housing as is viable in order to maximise housing opportunities for those with Protected Characteristics who are often on low incomes.	Hermione Brightwell Project Manager (Woodberry Down)	
Positive impact: Creation of new accessible homes.	All groups with Protected Characteristics and in particular older people and those with a disability.	The Council should take steps to ensure the proposed development contains units which are wheelchair accessible or adaptable and on a single level.	Hermione Brightwell Project Manager (Woodberry Down)	

	<p>The household survey indicates that around 27% of people indicated that illness or medical condition limited their day to day activities. About 13.5% of the local people population in the 2021 census were classed as having a disability under the Equality Acts. This is on par with the London average and just below the borough average.</p>			
<p>Positive impact: S106 agreement providing various social and environmental contributions.</p>	<p>All groups with Protected Characteristics and in particular the elderly, young and disabled.</p>	<p>The Council should take steps to ensure that planning obligations look to enhance the participation of groups with Protected Characteristics and promote positive impacts. Particularly useful elements would be more accessible public realm catering for older and disabled people, open space and play-space for young people, good natural surveillance and design to enhance safety.</p>	<p>Hermione Brightwell Project Manager (Woodberry Down)</p>	
<p>Negative impact: Resident leaseholders may need to find temporary alternative accommodation</p>	<p>All groups with Protected Characteristics. The move may be most disruptive for elderly and disabled residents, and finding suitably-sized alternative accommodation may be most</p>	<p>The Council should take steps to ensure that it continues to collect detailed, structured equality information on resident leaseholders and where necessary support</p>	<p>Housing Needs Team/ Hermione Brightwell Project Manager (Woodberry Down)</p>	

	<p>difficult for families with children and BAME groups.</p> <p>The household survey returns indicate that the proportion of younger people under 15 years of age was higher than the OA, ward and borough average.</p>	<p>leaseholders in finding suitable alternative accommodation.</p>		
<p>Negative impact: Private tenants of non-resident leaseholders will need to find alternative accommodation.</p>	<p>All groups with Protected Characteristics. The move may be most disruptive for elderly and disabled residents, and finding suitably-sized alternative accommodation may be most difficult for families with children and BAME groups.</p>	<p>The Council should ensure that the existing programme for supporting private tenants with finding suitable new accommodation takes specific steps to ensure that those with Protected Characteristics are given additional support to find suitable accommodation in the local area. This will require the Council to take steps to ensure that it continues to collect detailed, structured equality information on existing residents, making best use of existing engagement arrangements - for example through Housing Needs Assessments.</p>	<p>Housing Needs Team / Hermione Brightwell Project Manager (Woodberry Down)</p>	
<p>Negative impact: Secure tenants may need to move into temporary accommodation during the construction period.</p>	<p>All groups with Protected Characteristics. The move may be most disruptive for elderly and disabled residents, and finding suitably-sized alternative accommodation may be most</p>	<p>The Council should ensure that the rehousing process takes account of the need to enhance opportunities for groups with Protected Characteristics and consider</p>	<p>Housing Needs Team / Hermione Brightwell Project Manager (Woodberry Down)</p>	

	difficult for families with children and BAME groups.	how this can be done through the bidding process for new accommodation. The Council should take steps to ensure that its engagement process employs the correct tools to proactively engage all groups with Protected Characteristics and enhance their participation. It should also ensure that the re-housing process caters for the needs of groups with Protected Characteristics and ensures that tenants are provided with the best possible accommodation to meet their particular needs.		
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