

Equality Analysis (EA)

Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose:

Older Persons Housing Statement

The current and future demographic profile of older persons in the borough create a set of challenges for the Council as to how their housing needs will be met in the future.

Despite a comparatively low population of people over 65 compared to regional and national levels, it is expected that the number of people in this age group will rise over the next 20 years and that they will live longer.

Older people in the borough are more likely to suffer health problems and be in poverty compared to regional and national levels, so the Council has a key role in meeting their housing and support needs.

The Older Persons Housing Statement and its accompanying action plan pulls together the Council's current and long term plans to meet the needs of this group so that their needs can be addressed in a consistent and coherent manner.

Who is expected to benefit from the proposal?

The proposal is primarily aimed at meeting the needs of older persons in the borough. However many of the actions could also benefit other sections of the community. A prime example is where an under occupying older person is rehoused into more suitable accommodation and frees up a larger property that will meet the needs of an overcrowded household.

Service area:

Development and Regeneration

Team name:

Strategic Housing

Service Manager:

Faisal Butt

Name and role of the officer completing the EA:

Martin Ling – Housing Policy Officer x0469

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

- Needs Assessment for Extra Care Sheltered Housing
- Older Person Housing Needs survey
- 2011 Census update
- Joint Strategic Needs Assessment (JSNA)
- Findings from the Gateway Older Persons Housing Commission
- Findings from the Tower Hamlets Homes Older Persons Inquiry

Statistics covering housing demand in the Borough including:

Housing Waiting list broken down by need
Data on overcrowding
Data on underoccupation
Data on medical need
Data on race of applicants for social housing
Lettings statistics for Older Persons

Section 3 – Assessing the Impacts on the 9 Groups

How will what you're proposal impact upon the nine Protected Characteristics?

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

-Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

-List all examples of quantitative and qualitative data available

(include information where appropriate from other directorates, Census 2001 etc)

-Data trends – how does current practice ensure equality

- **Equalities profile of staff?**

-Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

-What are the potential or known barriers to participation for the different equality target groups?
Eg, communication, access, locality etc

- **Recent consultation exercises carried out?**

-Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

-Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

-In particular look at the arrangements for the service being provided including opening times,

custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

	<p>Impact – Positive or Adverse</p> <p>What impact will the proposal have on specific groups of service users or staff?</p>	<p>Reason(s)</p> <ul style="list-style-type: none"> • Please add a narrative to justify your claims around impacts and, • Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <p>-Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership</p>
<p>Race</p>	<p>Positive – The Older Persons Housing Statement applies to all older persons regardless of their race. However the evidence base provided information in both qualitative and quantitative terms on the housing needs of black and minority ethnic elders and these findings have been factored into both the statement and the action plan.</p>	<p>As the evidence base provided information in both qualitative and quantitative terms on the housing needs of black and minority ethnic elders their future needs will be considered in the delivery of the action plan.</p> <p>The evidence identifies that Bangladeshi elders often face overcrowding and many feel that their problems are not heard. As the Bangladeshi population ages, there may be a demand for culturally specific care and support services through either separate or integrated provision. The gap analysis conducted within the needs assessment¹ factored in increased demand to allow for phased adjustments in cultural expectations within the Bangladeshi community.</p> <p>In addition, the 2012 Older Person’s Commission found that there remains a strong cultural drive to care for people within the extended family as far as possible.</p> <p>The needs of Somali elders were also considered and provided similar feedback as was received from Bangladeshi</p>

¹ Needs assessment for extra care Sheltered Housing 2008 (TRIBAL)

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		elders in terms of cultural requirements and preference to stay in the family home.
Disability	Positive – The Older Persons Housing Statement takes into account the health needs of older persons and in particular those with disabilities and addresses these needs.	The Statement and action plan recognise the need to provide funding options for adaptations of existing properties and the need to provide suitable accessible new build accommodation for older persons.
Gender	No Impact – The Older Persons Housing Statement will have neither a positive or adverse impact on this group as the actions are gender neutral. It should be noted that women generally live longer than men in the borough and are more likely to be affected by the actions in the statement.	The statement and action plan aims to meet the needs of older people regardless of gender. Services apply to men and women equally, although older single (often widowed) women are more likely to be affected.
Gender Reassignment	Positive – The Older Persons Housing Statement could have a positive impact on this group as there is a clear commitment to meet the needs of all people and where appropriate meet their specific needs in relation to gender reassignment. The action plan sets out a clear commitment to ensuring services are welcoming and appropriate for older LGBT people.	Positive – The action plans sets out a clear commitment to create safe and accessible communities that meet the needs of older people through greater involvement of Rainbow Hamlets (LGBT) and the Older People’s Pathway Board.
Sexual Orientation	Positive – The Older Persons Housing Statement could have a positive impact on this group as there is a clear commitment to meet the needs of all people and where appropriate meet their specific needs in relation to their sexual orientation. The action plan sets out a clear commitment to ensuring services are welcoming and appropriate for older LGBT people.	Positive – The action plans sets out a clear commitment to create safe and accessible communities that meet the needs of older people through greater involvement of Rainbow Hamlets (LGBT) and the Older People’s Pathway Board.
Religion or Belief	Positive – The Older Persons Housing Statement could have a positive impact on this group as there is a clear commitment to consider the role of religious support networks where appropriate.	Positive – The action plan makes a commitment to explore the provision of hub facilities offering integrated social care, health and wellbeing services linked more closely with housing – by means of both new building and allocation of existing units in close proximity to such facilities. Consideration will be given to existing natural hubs such as churches and mosques and where people have religious

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		belief it could be advantageous that they can receive services and advice at their place of worship.
Age	<p>Positive - The purpose of the Older Persons Housing Statement is to have a positive impact on older persons.</p> <p>However by taking positive actions to meet the needs of older persons, particularly by making best use of existing housing stock and planning attractive new provision, other groups including children can benefit by the release of larger homes which could alleviate overcrowding.</p>	<p>Positive – All the actions in the action plan are intended to produce positive outcomes for older persons</p> <p>Families with children and young people who are rehoused from overcrowded households as a result of older persons moving out of under occupied larger housing can also benefit from this increased focus on older persons housing needs.</p>
Marriage and Civil Partnerships.	<p>Positive – The Older Persons Housing Statement could have a positive impact on this group. There is a clear commitment to meet the needs of all people and where appropriate meet their specific needs in relation to their sexual orientation. The action plan sets out a clear commitment to ensuring services are welcoming and appropriate for older LGBT people who may in some cases have entered into civil partnerships and if and when legalised, gay marriage.</p> <p>The action plan will aim to treat heterosexual older people equally whether single, married or cohabiting.</p>	<p>Positive – The action plans sets out a clear commitment to create safe and accessible communities that meet the needs of older people through greater involvement of Rainbow Hamlets (LGBT) and the Older People’s Pathway Board. This will apply to older people in civil partnerships.</p>
Pregnancy and Maternity	<p>No impact – Older persons unlikely to be pregnant and require maternity services so the statement is neutral in this area.</p>	<p>No impact – The action plan makes no provision in this area.</p>
Other Socio-economic Carers	<p>Positive – The evidence base identifies that a higher proportion of older people in Tower Hamlets are likely to live in poverty compared to regional and national. The statement aims to respond to this need.</p>	<p>Positive – The action plan aims to meet the needs of older people particularly those of limited means in order to improve their housing, health and general wellbeing.</p>

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

No, access to housing and services will be maintained at similar levels for older people from all backgrounds.

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added/removed?

(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. AN EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

No

How will the monitoring systems further assess the impact on the equality target groups?

The Older Persons Housing Statement will be monitored through the individual teams that deliver the actions and by regular reporting to both management teams and the Older Persons Pathway Board.

Does the policy/function comply with equalities legislation?

(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes

If there are gaps in information or areas for further improvement, please list them below:

None

How will the results of this Equality Analysis feed into the performance planning process?

The Council's Strategic Housing Team will take part in the monitoring of the proposals and feed the outcomes into the Development and Renewal Directorate performance planning process.

Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Example				
1. Better collection of feedback, consultation and data sources	1. Create and use feedback forms. Consult other providers and experts	1. Forms ready for January 2010 Start consultations Jan 2010	1.NR & PB	
2. Non-discriminatory behaviour	2. Regular awareness at staff meetings. Train staff in specialist courses	2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	2. NR	

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Monitoring of Action Plan	19 actions as set out in Action plan	Each action to be assigned milestones including target dates for either completion or progress.	D & R and E, S & W team members,	

Section 7 – Sign Off and Publication

Name: Faisal Butt (signed off by)	
Position: Housing Strategy and Partnerships Manager	
Date signed off: 02/03/2013 (approved)	

Section 8 Appendix – FOR OFFICE USE ONLY

This section to be completed by the One Tower Hamlets team

Policy Hyperlink :

Equality Strand	Evidence
Race	
Disability	
Gender	
Gender Reassignment	
Sexual Orientation	
Religion or Belief	
Age	
Marriage and Civil Partnerships.	
Pregnancy and Maternity	
Other Socio-economic Carers	

Link to original EQIA	Link to original EQIA
EQAID (Team/Service/Year)	

