

# RBKC Equality Impact Assessment (EqIA)

## SECTION 1: Programme details

Name of the policy, project, service, or strategy being assessed	Council compliance with the requirements of the Social Housing (Regulation) Act 2023
Give a brief overview of your works aims and objectives	Overview of the major legislative changes introduced by the Social Housing (Regulation) Act 2023 and new enforcement and regulatory powers of the Regulator for Social Housing, in the context of wider regulatory change in the housing and built environment sector. The report sets out the comprehensive arrangements being made by the Council to meet the requirements of the new regulatory regime.
Name of person completing this EqIA	Angelina Tsinouka, Divisional Head of Business Improvement
Name of Director	Dan Hawthorn, Executive Director of Housing and Social Investment Doug Goldring, Director of Housing Management
Team	Housing Management
Directorate	Housing and Social Investment
Contact Email	angelina.tsinouka@rbkc.gov.uk
Where is this EqIA stored. (This is to ensure colleagues can pick this up in your absence. )	<a href="https://officesharedservice.sharepoint.com/sites/RBKCHMExTeam/ADHousingManagement/Charter%20for%20Social%20Housing%20%20Gap%20analysis/Forms/AllItems.aspx">https://officesharedservice.sharepoint.com/sites/RBKCHMExTeam/ADHousingManagement/Charter%20for%20Social%20Housing%20%20Gap%20analysis/Forms/AllItems.aspx</a>
Is this EqIA accompanying a report that is going through a formal decision process?  If so which meeting, is it going to for decision?	Yes  Leadership team meeting, Wednesday 20 March 2024

## SECTION 2: EqIA Screening – Do you need to complete a full EqIA?

Please complete the checklist below, including impact to help determine if a full EqIA is necessary. Please see table in Section 3 for a breakdown of the protected characteristics

Question	Answer (Yes, No, Unclear)	Impact (Positive, Negative or Neutral)
Does your programme have the potential to disproportionately affect men, women or those who identify as non-binary?	Yes	Positive
Does your programme have the potential to disproportionately affect people of a particular race or ethnicity? This includes refugees, asylum seekers, migrants and gypsies and travellers.	Yes	Positive
Does your programme have the potential to disproportionately affect people with a disability? Consider physical and learning disabilities and mental health conditions.	Yes	Positive
Does your programme have the potential to disproportionately affect people of certain sexual orientations?	Yes	Positive
Does your programme have the potential to disproportionately affect people of different age groups? Consider children and elderly populations.	Yes	Positive
Does your programme have the potential to disproportionately affect those undergoing or intending to undergo the process of gender reassignment?	Yes	Positive
Does your programme have the potential to disproportionately affect those due to pregnancy or maternity? The Equality Act protects women or birthing people from discrimination from when you become pregnant until your right to maternity leave ends and you return to work. If you do not have the right to maternity leave this is 2 weeks after the child is born.	Yes	Positive
Does your programme have the potential to disproportionately affect those who are married or in a civil partnership?	Yes	Positive
Does your programme have the potential to disproportionately affect people of different faiths and beliefs?	Yes	Positive
Does your programme have the potential to disproportionately affect people on low incomes or living in poverty?	Yes	Positive
Does your programme have the potential to disproportionately affect people living in the most deprived areas of RBKC? Think about North Kensington, in particular Golborne, Notting Dale, Dalgarno and those living on the Worlds End Estate. There is further detail in Section 3 below in the socioeconomic and geographical box.	Yes	Positive

**If you have assessed the impact to any of the above questions to be Negative, Neutral or Unclear, then you will need to complete Sections 3, 4 and 5. If you have assessed all the necessary impacts as Positive, explain the rational for this in the box below and then go to Section 5.**

The introduction of the Social Housing (Regulation) Act is aiming at eliminating discrimination against tenants by introducing standards for equal access to housing through a situational approach delivery. It sets out commitments to proactive consumer regulation, transparency on landlord performance, safety in the home, effective handling of complaints, strengthened resident engagement, and good quality homes and neighbourhoods. Therefore, the introduction of the consumer standards will ensure that there are required outcomes and expectations that landlords must deliver so that they can be held to account which will result in better outcomes for tenants.

The purpose of the act is to make provision for the regulation of social housing; the terms of approved schemes for the investigation of housing complaints; about the powers and duties of a housing ombudsman appointed under an approved scheme; about hazards affecting social housing; and for connected purposes.

The Social Housing Regulator's primary goal is to provide a structure for an effective and well-run social housing industry that can deliver homes that satisfy residents' varied requirements whilst it focused on providing services which are suitable adapted to meet residents' individual needs and circumstances. That is a goal the Council shares.

This piece of legislation will affect all RBKC tenants. However, as explained above we judge the impact will be positive.

### **SECTION 3: Assessing the Impact**

Please use this section to assess the impact of the programme on those with protected characteristics. Please answer the following questions in your assessment for each characteristic.

- 1. How many people currently use the service? Or who and how many people will be affected by the policy or strategy?** We have provided data from the latest census on the population of RBKC for each protected characteristic. Additional Census data can also be accessed from the RBKC Census Dashboard. Please add data about your service users/populations in the relevant boxes.
- 2. What consultation have you completed to gather feedback from service users? Or what other relevant data have you gathered to support your work?** Include the findings in each relevant group.  
For more information on consultation please refer to the [12 principles of good governance and consultation in the Constitution](#). You can also speak with the Consultations Team for further advice.
- 3. How will you ensure that the policy, project, service, or strategy will be accessible to all groups? and how will you address or breakdown any barriers to achieving this.** Explain if your proposal takes steps to meet the needs of people from protected groups, where these are different from the needs of other people; and encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low?
- 4. How is this group impacted and determine whether the proposed activity will have a positive, neutral or negative impact.**
- 5. If the impact is negative, what mitigations will you put in place to reduce the impact?**
- 6. If the impact is positive, what actions have you taken to achieve a positive impact?**

Protected characteristic	Analysis	Impact (Positive, Negative or Neutral)																								
<b>Age</b>	<p>2021 census: The average age of residents in Kensington and Chelsea is 40.45 years, making it the fourth oldest population in London.</p> <p>The age breakdown of our population is:</p> <table border="1" data-bbox="320 461 1174 725"> <tr> <td>4 years and under</td> <td>4.3%</td> <td>25-34 years</td> <td>17.5 %</td> </tr> <tr> <td>5-9 years</td> <td>4.4%</td> <td>35-49 years</td> <td>21.2 %</td> </tr> <tr> <td>10-15 years</td> <td>5.4%</td> <td>50-64 years</td> <td>20.5%</td> </tr> <tr> <td>16-19 years</td> <td>3.8%</td> <td>65-74 years</td> <td>7.9%</td> </tr> <tr> <td>20-24 years</td> <td>8.5%</td> <td>75-84 years</td> <td>4.8%</td> </tr> <tr> <td></td> <td></td> <td>85 years and over</td> <td>1.7%</td> </tr> </table> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	4 years and under	4.3%	25-34 years	17.5 %	5-9 years	4.4%	35-49 years	21.2 %	10-15 years	5.4%	50-64 years	20.5%	16-19 years	3.8%	65-74 years	7.9%	20-24 years	8.5%	75-84 years	4.8%			85 years and over	1.7%	<b>Positive</b>
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<b>Disability</b>	<p>2021 census: 12.8% of residents in the borough said they had a long-term condition or disability that limited their life in some way. LGA Data from the academic year 21/22 highlights:</p> <ul style="list-style-type: none"> <li>• 2,379 young people have Special Educational Needs in RBKC.</li> <li>• 746 have a statement of Special Educational Need or an Education and Health Plan.</li> <li>• 62 children in the Borough have a disability in schools.</li> </ul> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	<b>Positive</b>																								

<p><b>Gender reassignment</b></p>	<p>The 2021 census captured this information those aged 16 and above.  Approximately 90% of our residents stated that their sex is the same as it was at birth. Nearly 9% of residents did not answer the question. The remaining identified themselves as:</p> <ul style="list-style-type: none"> <li>• 0.2% said that their sex is different to that registered at birth</li> <li>• 0.1% identify as Trans woman</li> <li>• 0.1% as Trans man</li> <li>• Less than 0.1% identify as non-binary</li> <li>• 0.1% identify as other</li> </ul> <p>1.Data on service users/those affected:  2. Consultation outcomes for this group:  3. Accessibility and Inclusion:  4. Analysis of impact:  5/6. Mitigations for negative impact/actions taken for positive impact:</p>	<p><b>Positive</b></p>
<p><b>Marriage and Civil Partnership</b></p>	<p>2021 Census data shows 49.24% of residents are single. Nearly 35% of residents are married to someone of the opposite sex and 0.5% are married to someone of the same sex. The remaining 0.15% of our residents are in a civil partnership with someone of the opposite sex and 0.39% are in a civil partnership with someone of the same sex.</p> <p>1.Data on service users/those affected:  2. Consultation outcomes for this group:  3. Accessibility and Inclusion:  4. Analysis of impact:  5/6. Mitigations for negative impact/actions taken for positive impact:</p>	<p><b>Positive</b></p>
<p><b>Pregnancy and maternity</b></p>	<p>The 2019 JSNA showed there were 1,612 births in the borough. It also showed an estimated 335 cases perinatal mental illness.</p> <p>1.Data on service users/those affected:  2. Consultation outcomes for this group:  3. Accessibility and Inclusion:  4. Analysis of impact:</p>	<p><b>Positive</b></p>

	5/6. Mitigations for negative impact/actions taken for positive impact:																																													
<b>Race</b>	<p>2021 Census: The broad ethnic breakdown of the borough's population is White at 70.6%; Asian, Asian British at 11.8%; Black, Black British at 7.9%; Mixed or multiple ethnicities at 6.6%; and Other at 9.9%.</p> <p>A more detailed breakdown is:</p> <table border="1"> <tr> <td>Asian Bangladeshi</td> <td>1%</td> <td>Mixed White and Asian</td> <td>2.1%</td> </tr> <tr> <td>Asian Chinese</td> <td>2.7%</td> <td>Mixed White and Black African</td> <td>0.9%</td> </tr> <tr> <td>Asian Indian</td> <td>2.2%</td> <td>Mixed White and Black Caribbean</td> <td>2.1%</td> </tr> <tr> <td>Asian Pakistani</td> <td>0.9%</td> <td>Mixed Other</td> <td>2.4%</td> </tr> <tr> <td>Asian Other</td> <td>5%</td> <td>White English, Welsh, Scottish, Northern Irish British</td> <td>32.7%</td> </tr> <tr> <td>Black African</td> <td>4.8%</td> <td>White Irish</td> <td>2.0%</td> </tr> <tr> <td>Black Caribbean</td> <td>2.3%</td> <td>White Gypsy or Irish Traveller</td> <td>0.1%</td> </tr> <tr> <td>Black Other</td> <td>0.8%</td> <td>White Roma</td> <td>0.7%</td> </tr> <tr> <td></td> <td></td> <td>White Other</td> <td>28.3%</td> </tr> <tr> <td></td> <td></td> <td>Other Arab</td> <td>4.5%</td> </tr> <tr> <td></td> <td></td> <td>Other ethnicities</td> <td>5.4%</td> </tr> </table> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	Asian Bangladeshi	1%	Mixed White and Asian	2.1%	Asian Chinese	2.7%	Mixed White and Black African	0.9%	Asian Indian	2.2%	Mixed White and Black Caribbean	2.1%	Asian Pakistani	0.9%	Mixed Other	2.4%	Asian Other	5%	White English, Welsh, Scottish, Northern Irish British	32.7%	Black African	4.8%	White Irish	2.0%	Black Caribbean	2.3%	White Gypsy or Irish Traveller	0.1%	Black Other	0.8%	White Roma	0.7%			White Other	28.3%			Other Arab	4.5%			Other ethnicities	5.4%	<b>Positive</b>
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<b>Religion/belief</b>	<p>A breakdown of religious groups in RBKC from the 2021 census are:</p> <table border="1"> <tr> <td>Buddhist</td> <td>1.1%</td> <td>Jewish</td> <td>1.9%</td> <td>Other</td> <td>0.7%</td> </tr> <tr> <td>Christian</td> <td>48.4%</td> <td>Muslim</td> <td>11.8%</td> <td>No religion</td> <td>24.8%</td> </tr> <tr> <td>Hindu</td> <td>1.1%</td> <td>Sikh</td> <td>0.2%</td> <td>did not answer</td> <td>10%</td> </tr> </table> <p>1.Data on service users/those affected:</p>	Buddhist	1.1%	Jewish	1.9%	Other	0.7%	Christian	48.4%	Muslim	11.8%	No religion	24.8%	Hindu	1.1%	Sikh	0.2%	did not answer	10%	<b>Positive</b>																										
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<b>Sex</b>	<p>2021 Census: Female 53.2% and Male 46.8%.</p> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	<b>Positive</b>
<b>Sexual Orientation</b>	<p>2021 census information on sexual orientation is only captured for people aged 16 and above. Approximately 85% identify as Heterosexual, nearly 3% identify as Gay or Lesbian, 1.3% as Bisexual and 0.3% as other, the remaining 10.4% did not answer this question.</p> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	<b>Positive</b>
<p><b>In addition to the nine protected characteristics, where relevant we ask that you also think about the socio-economic and geographical considerations of our residents. Some data has been included below for your reference.</b></p>		
<b>Socio-economic and Geographical</b>	<p>A recent report on data from the Index of Multiple Deprivation for 2019 showed that a high concentration of the most deprived Lower Super Output Areas being found in the Golborne, Notting Dale and Dalgarno wards.</p> <p>North Kensington also has higher numbers of people on low incomes, who are unemployed or who have no qualifications than</p>	<b>Positive</b>

	<p>the rest of the borough and has a higher proportion of social housing. There are also pockets of low income, higher unemployment, and lower skills levels in parts of the south and west of the borough, again in areas where there are greater proportions of social housing.</p> <p>According to recent ONS data RBKC continues to have the highest life expectancy in the country, however this varies between the north and the south, between people from different ethnic minorities, and between homeowners, private renters, and those in social housing.</p> <p>ONS data also shows that life expectancy in the borough can vary significantly by different wards. There are larger gaps between the least and most deprived wards, these are as much as 14.8 years for males and 11.9 years for females. Females in Notting Dale live on average 15 years less than their neighbours in Holland Ward.</p> <p>The 2021 census data on general health of our residents shows that 58% of all residents, reported being in 'very good' health, 29.6 reported 'good' health, 10.1% reported 'fair health', 3.7% reported 'bad health' and 1.1% of residents reported 'very bad' health. However, these figures vary greatly across the Borough. Campden residents had the highest proportion reporting 'very good' health, 67.4% and Dalgarno in the north of the Borough had the lowest, 48.5%.</p>	
<b>Other Groups</b>	Please consider groups that may be affected by your work, such as Grenfell Bereaved and Survivors, Carers and Members of the Armed Forces etc.	<b>Positive</b>

## SECTION 4: Action Plan

Have you identified the need to reduce or remove any negative impacts, conduct work with those from protected groups to participate where their participation is disproportionately low, or fill any data gaps? If so, complete the Action Plan below to show the work that is planned.

None identified

Issue identified	Planned Action	Lead Officer and Timeframe
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N/A	N/A	N/A
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## SECTION 5: Sign-off

Director/ Head of Service Name	Dan Hawthorn, Executive Director of Housing and Social Investment
Contact Email	<a href="mailto:dan.hawthorn@rbkc.gov.uk">dan.hawthorn@rbkc.gov.uk</a>
Date of sign off	Monday 4 March 2024
<p><b>Review</b>  <b>It is important to consider equalities issues at every stage of the process. Remember an EqIA is a live document which means it must be regularly reviewed and updated considering new evidence or information, for example, have you now completed your consultation or has there been news on funding. Please ask your Director or Head of Service to sign-off at every review stage. You can have as many reviews as are appropriate for your work.</b></p>	
Date of 1 <sup>st</sup> Review	Friday 1 March 2023
Name of Reviewer	Angelina Tsinouka
Director signature	Dan Hawthorn
Date of 2 <sup>nd</sup> Review	
Name of Reviewer	
Director signature	
Date of 3 <sup>rd</sup> Review	
Name of Reviewer	
Director signature	