

# Equalities Impact Assessment

## Thriving Estates Programme

**Reference number:**

**Service Area: Homes and Communities and Fairer Together**

**Lead Officer: Billy Wells**

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Policy and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies an actual or perceived potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

Before completing the EqIA please read the guidance [here](#). For further help and advice please contact [equalites@islington.gov.uk](mailto:equalites@islington.gov.uk).

# 1. Please provide a summary of the proposal

Please provide background to the service, proposal and intended outcomes. Please add context on how services currently operate, the scope of suggested changes and what this means in practical terms, including reference to any savings / increased income and amount.

The proposals aim to outline options for suggested works to continuously improve the quality of services that we provide to our residents on our Housing Estates, and to generate pride in our estates by creating '**Thriving Estates**' - an ambitious strategic investment programme of improvement works of £10 million over a three-year period.

This improvement programme aims to contribute to achieving impact, be delivered at pace and underpin the Councils key priorities below:

- Children and young people have the best start
- Local jobs and businesses in a thriving local economy
- Everyone has a place to call home
- Cleaner, greener, healthier borough
- Communities feel safe, connected and inclusive

The proposals aim to:

- Provide storage solutions to overcome overcrowding/fire safety issues in communal areas
- Improve play areas/multi use games areas on estates, creating active and healthy environments for residents
- Align with the Green Together Programme to improve the estate environment through landscaping and designing out crime
- Revitalise estate-based housing community centres (where appropriate), ensuring that they are attractive, well-managed spaces, valued by the local community
- Empower residents to shape their areas and be involved in local decision making and improving the community, estate and area in which they live in
- Reduce any disparities amongst our estates, particularly through investing in funds to improve features and facilities on long standing estates to mirror those of New Build developments
- Be inclusive and fair, enabling all residents to contribute to improving the community where they live

Islington is the most densely populated local authority area in England and Wales, there are 16,097 people per square km with a total population of 242,827. This is almost triple the London average and more than 37 times the national average. The council is a landlord and freeholder to over 34,000 homes which are divided amongst estates, stand-alone blocks and street properties. There are 228 estates across the borough (estates are a collection of geographically adjacent standalone blocks that are named by group).

The Councils mission for the next decade is to create a more equal Islington, where everyone who lives here has an equal chance to thrive. Over the years there has been significant investment in areas and estates through the capital works and the cyclical maintenance

programme and new build developments. Whilst the Council have delivered over 800 affordable homes and built the largest number of council homes in Islington for 30 years, these positive developments have also further contributed to some disparity on our estates.

With this three-year investment programme we hope to reduce the inequality by continuing to invest in and improve neighbourhoods and estate spaces to make them safer, attractive and more supportive with new or improved play areas/MUGAs, storage units, recycling facilities, bike sheds, landscaping and improved access to food growing/gardening opportunities.

We want our residents to be proud of where they live, feel safe, be actively involved in making a positive change to their neighbourhood and have an increased sense of belonging to their communities.

## **2. What impact will this change have on residents/service users, local community and staff?**

Please provide details of how residents/service users may be impacted by suggested changes, include impacts on family, carers and the local community where appropriate.

Resident engagement and participation lies at the heart of this programme. We are committed to working collaboratively with elected members, residents and council officers across the council to identify needs and aspirations for the improvements across the estates. Resident engagement is about finding out what our residents and the community want and need, putting in place different options and mechanisms to give them the chance to have their say in decisions that affect their lives.

We recognise that residents want to be involved in decision making and we want to be as inclusive as we can; offering a “menu” of engagement that will promote and encourage residents to get involved. A menu of engagement to shape and inform this programme could include using social media, online and doorstep engagement feedback, discussion/focus groups, estate notice boards, resident newsletter, estate drop-ins, community events, tenants and residents’ associations, gardening groups, community centre committees. All engagement will be tailored to the needs and equality data of individual estates and localities.

Using other good practice models of consultation with residents across Islington, a detailed engagement plan will run in conjunction with the improvement programme, giving residents the opportunity to submit proposals for improvements on their estates. This will enable improvements to be prioritised alongside suggestions from Members and staff.

The draft timeline of this resident engagement plan is set out in the table 3 giving a start date from May 2022. There would be a continuous programme of assessing the resident impact following each phase of works.

Residents will be positively impacted by the proposed works to the estates as they will have better quality facilities, a cleaner and safer environment and pleasing to they eye greenspaces and landscapes on the estates they live on. In addition, the environmental

impact will affect our local community and families in a positive way as the overall aim is to reduce carbon emissions and work with local suppliers to do so as part of this programme. This will have a positive impact to peoples health and well being, in particular more vulnerable groups of residents.

Please provide details of how staff may be impacted by suggested changes.

There will be new positions created as part of this programme which will have a positive impact on existing staff as they will have opportunities to apply for these exciting roles.

### **3. Impact on protected characteristics and disadvantaged groups**

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections in our diverse community. First among residents/service users (3A, 3B) and then across staff (3C).

#### **3A. What data you have used to assess impacts?**

Please provide details of the evidence used to assess impacts on protected characteristics. And disadvantaged groups. This should include a breakdown of service user demographics where possible. For more information on using evidence see guidance here.

There will be indirect positive impact around the age characteristic, in particular for young age groups with the introduction of better equipped and new playground and MUGA areas. This will mean more outdoor spaces and equipment for people to use on our estates which will have an overall positive impact on health and well being.

**We hope to see a positive impact on residents in relation to:**

- Children and young people have the best start
- Local jobs and businesses in a thriving local economy
- Everyone has a place to call home
- Cleaner, greener, healthier borough
- Communities feel safe, connected and inclusive

With the additional posts created this will present some positive impact as there will opportunities created for residents and also internal staff to apply for new opportunities which may lead into a promotion.

**Possible short term negative impacts:**

As there will be a potential for new staff to join this project team, it would mean that residents may need some time to build trust and rapport with their new main point of contacts before we start to see the positive impact to our residents. In order to mitigate this, we will ensure the new post holders introduce themselves to the TRAs and residents as part of their induction period, ensure residents are briefed on the changes to contact for their estates and keep channels open to existing staff that they are already familiar with as a phased out approach. A resident engagement plan has been proposed as part of this programme. An example of this is outlined below.

As works will be carried out on external communal areas, this may impact on travel on the estate. To mitigate this contractors will ensure there are ramps in place so that it is more accessible for residents with disabilities and residents who may have children in prams. Where noise may be a factor when doing works, residents will be consulted prior to works taken place and contractors will operate during core hours agreed by the council.

<b>Action</b>	<b>Date of completion</b>
Launch event	June 22
6 week application open to receive improvement proposals from residents	June 22
6 week for internal assessment and feasibility checks (including all form of resident engagement and consultation)	August 22
Report to Housing Delivery Board and Community Wealth Building with recommendations	Sept 22
Announce successful proposals and inform successful applicants	Sept 22
Year one phase delivered	Sept 22 - June 23
Launch new applications for year two	April 23
Evaluation and feedback captured	Ongoing and when improvements have been delivered and 3 months after delivery.

Annual report to Board with evaluations/learning and recommendations.	Oct 23
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**3B. Assess the impacts on protected characteristics, disadvantaged groups and local community in the table below**

Are any of the groups disproportionately impacted by the changes? Please first select whether the potential impact is Positive, Neutral, Negative or Positive and Negative from the drop-down list before detailing these impacts and any mitigation.

<b>Potential Impacts</b>	<b>Positive/ Neutral/ Negative</b>	<b>What are the positive and negative impacts?</b>	<b>How will potential benefits be enhanced and negative impacts be eliminated or reduced?</b>
Age	<b>Positive</b>	<p>We aim to improve engagement with our vulnerable residents which is a positive community impact</p> <p>Improve the built environment, reduce barriers to safe movement e.g. remove fly tipping etc</p> <p>Improve the usage and quality of playground and MUGA equipment to allow young people to access and use safely.</p>	<p>The increase in on site staff numbers proposes to improve resident engagement particularly in under represented and socially isolated groups - we can improve the time we spend talking and signposting our residents and thereby fulfil our “making every contact count” interactions with our residents</p> <p>The improvement of facilities on our estates allows for safer usage of areas and provides a platform for outdoor fun and games, improving the quality of life and health and wellbeing especially of those feeling isolated.</p>

Disability	<p><b>Positive</b></p>	<p>We aim to improve engagement with our vulnerable residents which is a positive community impact. As above.</p> <p>In particular ensuring disabled resident are involved and engaged with the decision making to the greening and landscaping of the estates to make use of these areas to improve quality of life and health and wellbeing. This will be through representative groups, as well as more face to face interaction with our residents, door knocks and making use of local facilities such as our community centres to share information and obtain feedback from our residents. Through the resident engagement plan we have scheduled a 6 week assessment of resident engagement and consultation where we will offer opportunities to all resident groups to be involved in decision making. We will review local insight reports and estate data to identify demographic groups to adapt our communication strategy and material used. Where required, sign language interpreters can be present at focus groups and community meetings where required. Liaising with internal colleagues where required.</p>	As above
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Are any of the groups disproportionately impacted by the changes? Please first select whether the potential impact is Positive, Neutral, Negative or Positive and Negative from the drop-down list before detailing these impacts and any mitigation.

Potential Impacts	Positive/ Neutral/ Negative	What are the positive and negative impacts?	How will potential benefits be enhanced and negative impacts be eliminated or reduced?
Sexual Orientation	Neutral		

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Potential Impacts	Positive/ Neutral/ Negative	What are the positive and negative impacts?	How will potential benefits be enhanced and negative impacts be eliminated or reduced?
Gender Reassignment	Neutral		
Marriage and Civil Partnership	Neutral		

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Potential Impacts	Positive/ Neutral/ Negative	What are the positive and negative impacts?	How will potential benefits be enhanced and negative impacts be eliminated or reduced?
Pregnancy and Maternity	<b>Neutral</b>		
Race	<b>Positive</b>	<p>We are seeking to improve engagement with our residents from ethnic backgrounds that are not currently well represented as part of TRAs, for example. This will be through a detailed resident engagement programme.</p> <p>We will review local insight reports and estate data to identify demographic groups to adapt our communication strategy and material used. For example, have the language translated on documents shared with our community.</p>	<p>This will ensure underrepresented groups are more involved and take a lead on decisions in relation to improvements on estates, making them more empowered and represented.</p>

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<b>Potential Impacts</b>	<b>Positive/ Neutral/ Negative</b>	<b>What are the positive and negative impacts?</b>	<b>How will potential benefits be enhanced and negative impacts be eliminated or reduced?</b>
Religion and Belief	<b>Neutral</b>		
Sex	<b>Neutral</b>		

Are any of the groups disproportionately impacted by the changes? Please first select whether the potential impact is Positive, Neutral, Negative or Positive and Negative from the drop-down list before detailing these impacts and any mitigation.

Potential Impacts	Positive/ Neutral/ Negative	What are the positive and negative impacts?	How will potential benefits be enhanced and negative impacts be eliminated or reduced?
Socio-Economic	<b>Positive</b>	<p>We trust this programme will bring about greater engagement and allow us the time and ability to correctly support our residents to services that can help them improve their socio economic status.</p> <p>The programme opens up more employment opportunities to our local people and aims to improve the overall community safety.</p>	
Community (inc. family, friends, carers etc.)	<b>Positive</b>	<p>Better Facilities for our local community to utilise.</p> <p>Better landscaping and greening areas, making the community look more appealing, and more opportunities for local families and friends to get involved with shaping the way in which the estate looks.</p> <p>Environmental positive impact on the community, improved recycling facilities on the estates reducing the overall air pollution.</p>	

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<b>Potential Impacts</b>	<b>Positive/ Neutral/ Negative</b>	<b>What are the positive and negative impacts?</b>	<b>How will potential benefits be enhanced and negative impacts be eliminated or reduced?</b>
Staffing	<b>Positive and Negative</b>	<p>Positive impact is that the new posts will create opportunities for staff to apply and progress or other staff within the council to join the team.</p> <p>Negative impact is that some existing staff may be affected by this programme as additional work may come through to ensure we are utilising inhouse services and programmes running alongside this programme.</p>	<p>Positive benefits will be enhanced through our comms around recruitment to the posts, ensuring people are aware of it and give people plenty of time to apply for the roles.</p> <p>Negative impact will be reduced by ensuring staff are briefed of the programme of works, a detailed realistic project plan is in place and staff work with their managers to ensure their workload is manageable.</p>

### 3C. Assess the impacts on Staff (protected characteristics or disadvantaged groups) in the box below where appropriate

Thinking across the profile of your services, is there any particular group of Staff that would be impacted by suggested changes? Please provide detail of evidence used to assess any impacts on Staff, description of positive and negative impacts and what mitigating actions you will take.

Staff will be positively impacted as the new posts create opportunities for people within the department and the council to progress and this will increase staff moral and productivity.

We will use channels and networks such as Race Equality Network to support the drive and overall programme of works across our estates, in particular when engaging with our local resident groups and TRAs.

### 4. Consultation

Please provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by any service or policy development.

Collaboration between Homes and Neighbourhoods and Fairer Together to develop a resident engagement plan to inform and work alongside this capital improvement programme. The plan will effectively engage residents so they can influence the decisions affecting their local estate/spaces.

The draft timeline of this resident engagement plan is set out in the table below. There would be a continuous programme of assessing the resident impact following each phase of works.

Action	Date of completion
Launch event	May 22
6 week application open to receive improvement proposals from residents	June 22
6 week for internal assessment and feasibility checks (including all form of resident engagement and consultation)	August 22
Report to Housing Delivery Board and Community Wealth Building with recommendations	Sept 22
Announce successful proposals and inform successful applicants	Sept 22

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## 5. Post-Implementation Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?		
Action	Responsible person or team	Deadline
Programme Team will continuously collect and report data to monitor progress and impact.	Senior Programme Manager	



Please send the completed EqIA to [equalites@islington.gov.uk](mailto:equalites@islington.gov.uk) for sign off by the Policy and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

**This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.**

**Staff member completing this form:**

**Policy and Equality Team:**

**Head of Service or higher:**

Signed:     Daniella Halil    

Date: 08/04/2022

Signed: \_\_\_\_\_

Date:

Signed: Maxine Holdsworth

Date: 08/04/2022