



Equalities Panel: 1 March 2021

Report title: Lambeth's Estate Rebuilding Programme 2020 EqIA – 2021-2022 progress update

Linked Cabinet Report – Council and Homes for Lambeth Joint Delivery Plan

Wards: All

Portfolio: Councillor Matthew Bennett; Cabinet Member for Planning, Investment and New Homes

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1. REPORT SUMMARY

- 1.1. The purpose of this report is to update the Equalities Panel on the progress made implementing the mitigations outlined in the Lambeth's Estate Rebuilding Programme EqIA undertaken in January 2020, as originally considered by this panel on 17 March 2020, and builds on the update presented to the Panel on the 23 February 2021. The report also provides a look ahead to related actions planned for 2022/2023.
- 1.2. This report is being undertaken in advance of the report to Cabinet on 21st March 2022 which will detail the progress made against the whole programme delivery of the Homes for Lambeth 2020-2023 Business Plan, via a report entitled *Council and Homes for Lambeth Joint Delivery Plan*.
- 1.3. Information in sections 2 -4 of this report was previously presented to the panel but has been included for clarity and consistency.
- 1.4. The report is organised under the following key headings
 1. Report summary
 2. Background
 3. Approach to EqIAs in the regeneration programme
 4. Summary of 2020 Lambeth's Estate Rebuilding Programme EqIA
 5. Progress update – 2021/22
 6. Actions planned – 2022/23

2. BACKGROUND

- 2.1. The HfL 2020-2023 Business Plan, and accompanying CMDDR, set out a three-year programme for the delivery of new homes. The CMDDR detailed the financing and governance of the HfL rebuilding programme as well as restating the council's commitments to tenants and homeowners living on our regeneration estates.
- 2.2. To support the development of the 2020-2023 business plan, an independent programme level EQIA was completed across the six estates, to understand;
 - The strategic issues that are common across the programme, as well as the specific issues for each estate.
 - The impact of intersectionality between the nine protected characteristics and the three local characteristics (socio-economic, language and health) and where this could lead to disproportionate negative impacts.
 - How to affect the move from a one-off approach to equality analysis to a continuous process of review that drives action.
 - The effectiveness of the operation of the mitigations the council has put in place through the Key Guarantees.
 - How to bring about collaboration between partners and residents to put together future iterations of the EQIA's
 - How to continue to maintain trust with residents and the 'permission to proceed' with the regeneration
- 2.3. The full 2020 EqIA can be found in Appendix 1 of this report. The main findings are summarised in section 4 of this report, with the identified mitigations listed in full in Appendix 2.

3. EQIA ANALYSIS AND MITIGATIONS AS AN ITERATIVE AND ONGOING PROCESS

- 3.1. While the programme wide EqIA provides a clear framework for our approach at a strategic level, it should be noted that it is the estate level EqIAs which support us to identify mitigations relevant to a specific scheme and population.
- 3.2. The six estates identified in the regeneration programme are all at different stages in the redevelopment process and therefore the mitigations undertaken are those that have been identified as appropriate to that particular stage.
- 3.3. The March 2020 CMDRR committed to the following approach to the undertaking of estate/site based EqIAs - Full EqIAs need to be carried out to inform any major decisions or commitments on the future of an individual estate. These stages have been identified as:
 - Feasibility Stage – to help inform whether or what part of an estate will be redeveloped – an EQIA accompanies the Cabinet Member's decision on the scale of redevelopment for an estate. These are in place for existing projects and the decision to undertake comprehensive development is established.
 - Masterplanning– to help inform the design work and to ensure that the replacement homes adequately cater for the existing community of residents, whose homes are being demolished– an EQIA then accompanies any Cabinet report that seeks authorisation for a Compulsory Purchase Order; and,
 - Interim Reviews – these will be data refreshes and reviews undertaken when Compulsory Purchases Orders are progressed. Equalities will be reviewed as part of all programme workstreams and reported via workstream update to the Housing Regeneration Board.

4. LAMBETH'S ESTATE REBUILDING PROGRAMME 2020 EQIA

- 4.1. While the core aims of the rebuilding programme, namely more affordable, better quality homes, were assessed as having a possible positive impact on residents of all protected characteristics, it was acknowledged that the rebuilding and moving process itself may have possible negative impacts on a number of residents with protected characteristics.
- 4.2. The tables below, provide a summary of the 2020 EqIA findings by protected characteristic:

Age (Possible negative impacts)	Disability (Possible negative & positive impacts)	Gender reassignment (No overall impact)
<ul style="list-style-type: none"> • Working age residents more likely to be impacted, reflecting the population profile in the housing waiting list, living in overcrowded conditions or residing in temporary accommodation. • Older residents (more likely to be leaseholders) have potential to be more negatively impacted for the following reasons: <ul style="list-style-type: none"> ➢ more likely to have long term health conditions and disabilities relating to their age; ➢ more likely to have lived on their estates for longer, and so may be more concerned about potential loss and/or change in their community, ➢ as leaseholders are less likely to be able to secure mortgages on the rebuilt homes. 	<ul style="list-style-type: none"> • The intended ambition of the rebuild is to have a positive impact on disabled residents and those with long term health conditions improving the quality of housing, and ensuring housing meets the needs of individual families. • However, disabled residents and those with long term health conditions could be more likely to be negatively impacted by the stress and physical changes to their home environments through the build process. 	<ul style="list-style-type: none"> • Previous EQIAs identify no people who are transitioning or who have undergone gender reassignment, nor any individuals who do not identify with binary gender. • There are no specific proposals within the rebuild which are likely to be specifically relevant to non-binary gender or transition.

<p style="text-align: center;">Marriage/ Civil Partnerships (No overall impact)</p> <ul style="list-style-type: none"> • Marital status and civil partnership status may be relevant to property ownership and tenure. 	<p style="text-align: center;">Pregnancy/ maternity (Possible negative impact)</p> <ul style="list-style-type: none"> • The previous EQIAs identified very small numbers (c. 3-5%) of residents who are pregnant or undergoing a period of post-birth/adoption care or maternity/paternity leave. • The disruption associated with the rebuilding programme, particularly if residents are decanted, could have a negative impact on access to established health or family support and be stressful at a time when a family is forming. 	<p style="text-align: center;">Race (Possible negative and positive impacts)</p> <ul style="list-style-type: none"> • More black residents are likely to be impacted. This reflects the profile of social tenants and leaseholders generally; the profile of the housing waiting list, and those living in overcrowded conditions. • The programme should therefore have a greater positive impact on households with black backgrounds, who are more likely to be the beneficiary of new high quality homes. • Equally, those households are also more likely to be negatively impacted in terms of the short term negative consequences associated with the rebuild such as being decanted.
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<p style="text-align: center;">Religion/faith (Possible negative impact)</p> <ul style="list-style-type: none"> • Any leaseholder or tenant who moves from the estate, even temporarily may be disconnected from their place of worship. 	<p style="text-align: center;">Gender (Possible negative and positive impact)</p> <ul style="list-style-type: none"> • More females, and female headed households likely to be impacted, as households of social tenants, leaseholders and those on waiting list more likely to be headed by a female. • Intended outcome of rebuilding programme should therefore have a greater positive impact on female headed households. • Equally more females likely to be negatively impacted by the rebuild process such as being decanted with potential disconnection from family, support networks 	<p style="text-align: center;">Sexual orientation (No overall impact)</p> <ul style="list-style-type: none"> • The previous EQIAs identify very small numbers of people from LGBT backgrounds (3-5%) as living in homes affected by the rebuild. • There are no specific proposals within the rebuild which are likely to be specifically relevant to sexual orientation.
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Local characteristics

Language (Possible negative impacts)	Health (Possible negative and positive impacts)	Socioeconomic (possible negative impacts)
<ul style="list-style-type: none"> Primary research conducted as part of the previous EQIAs suggests that households where English is a second language tended to be less well informed or aware of the proposals and their likely impacts. 	<ul style="list-style-type: none"> Data from the estate level EQIA's identified a range of health needs – the key themes were self-declared health needs linked to mobility; that the moving process (and the thought of it) was a cause of stress, anxiety and depression and construction could exacerbate existing respiratory conditions or create new conditions. The building of new life time homes, which will be adaptable will have a positive benefit; as will the reduction in overcrowding. 	<ul style="list-style-type: none"> Across the six estates there are varying levels of fuel poverty or, deprivation. With lower income levels in Central Hill and South Lambeth; and Westbury being the least deprived compared with the other estates. Residents affected by poverty are more likely to be negatively impacted through the rebuild process. Leaseholders will be potentially affected due to the increased value of the newly built homes and their ability to secure mortgages.

4.3. In response to the above findings, a detailed list of mitigations was presented under the following six themes.

1. Reducing the impact of disruption caused by major redevelopment programme (all groups)
2. Engaging all groups through the development of proposals (all groups)
3. Ensuring homeowners can access finance (older persons and low-income households)
4. Reducing the impact of potential increased housing costs (all groups)
5. Ensuring the new homes meet the needs of residents (health and disability)
6. Sense of belonging and community (all groups)

5. PROGRESS UPDATE 2021-2022

5.1. Appendix 2 of this report sets out the full list of mitigations identified in the 2020 EqIA and notes the progress made in their delivery in 2021/22 as well as related actions planned for 2022/23. Below is a summary of progress against three key themes:

- a) Supporting residents into their new home
- b) Evaluating the effectiveness of identified mitigations
- c) Improving health outcomes

a) Supporting residents into their new home

5.2. With the completion of 80 social rent homes across Westbury and Knight's Walk, this year has seen 35 secure tenanted households move into a new home on their existing estate. Taking a person centre approach, each of these households has:

- Received one to one support from a named resident decant officer

- Had removals arranged (including unpacking for residents assessed as requiring additional support),
- Been screened for an occupational assessment, with those requiring an assessment being assessed prior to fit out of the new homes, allowing for all required aids and adaptations to be installed prior to move in.
- Received a training session on how to operate their new home
- Have receive a 5 year discount on their rent to ensure that any increase (as a result of the new homes having a higher market value) is phased in over a five year period with no increase in the first year.
- Been subject to 121 telephone and in person surveys in order to ensure a robust data set for the Westbury estate level EqIA which was updated at the start of the year.

b) Evaluating the effectiveness of identified mitigations

- 5.3. The Key Guarantees for secure tenants and council homeowners contain one of a number of key mitigations. To ensure residents can make the right decision for their household, residents are able to elect to move in advance of the redevelopment. For secure tenants this includes an option to return to their estate once the redevelopment is complete.
- 5.4. Work has been undertaken to ensure there are no unintended barriers to residents exercising their right to move under the Key Guarantees. The following analysis compares the ethnicity, age and gender of those secure tenants who have, to date, exercised their right to move under the Key Guarantees, with the tenant population of the estate in 2015/16 before the Key Guarantees were adopted.¹
- 5.5. This analysis represents the first stage of review, providing an initial indication of areas that require further analysis and engagement with residents. In particular, further work is required on intersectionality – eg cross referencing data against characteristics eg considering white female older persons rather than simply ‘white’ or ‘female’. See Section 6 *Actions Planned for 2022/23*. A similar analysis is required for disability and health, which has not been possible at this stage due to how data was collected in 2015/16, namely that residents were able to self categorise their disability and/or health needs which is different to how data is collected during the allocations process.

¹ Notes regarding data and assumptions

- a) Demographics data for council homeowners is much more limited (compared to secure tenants) due to the difference in the legal relationship the council has with these households hence their exclusion from this analysis. See Appendix 2 *Actions Planned for 2022/23* to note how this will be addressed in the future.
- b) Due to how data was collected in 2015/16, for the purpose of this comparison, ethnicity and gender data has had to be grouped into broad categories. Data is now collected via more appropriate narrower definitions eg Black African British or White Portuguese.
- c) 2015/16 data for Westbury and South Lambeth includes data for three blocks (Durrington, Amesbury and Wimborne House respectively) where, due to these blocks being excluded from the redevelopment programme, households are not eligible for a move under the Key Guarantees.
- d) Where percentages do not total 100% this is due to the rounding up of decimal points or where the tenant has refused to provide data.
- e) Percentages highlighted in pink indicate a variance of 25% or more between the 2015/16 composition of the estate and those who have moved under the Key Guarantees and where the sample size is greater than 5.

Ethnicity

Estate (tenants eligible for KG move)	Asian		Black		Mixed		Other		White	
	2015 /16	KGs move								
Central Hill (317)	2%	1%	46%	55%	2%	8%	7%	3%	33%	30%
Cressingham (208)	3%	3%	44%	41%	10%	10%	10%	6%	32%	33%
Fenwick (264)	2%	3%	48%	51%	3%	5%	8%	4%	30%	31%
Knight's Walk (17)	4%	0%	23%	25%	0%	0%	4%	0%	50%	50%
South Lambeth (101)	4%	0%	46%	73%	1%	0%	10%	0%	29%	27%
Westbury (48)	3%	0%	37%	43%	7%	0%	3%	0%	48%	57%
All LBL tenants	3%	n/a	46%	n/a	2%	n/a	7%	n/a	33%	n/a

5.6. As per the above, with the exception of South Lambeth, the ethnicity of residents moving under the Key Guarantees mirrors the ethnicity of the original population of the estates. We can therefore conclude that there are no unintended barriers to tenants accessing this mitigation by virtue of ethnicity.

5.7. The exception to this is on South Lambeth where a significantly higher proportion of households led by a tenant of Black ethnicity have moved off their estate under the Key Guarantees. Further work will be undertaken to understand the reasons for this variance on the local level.

Age

Estate (tenants eligible for KG move)	Under 25		25-44		45-64		65+	
	2015/16	KGs move	2015/16	KGs move	2015/16	KGs move	2015/16	KGs move
Central Hill (317)	3%	2%	36%	50%	43%	36%	18%	12%
Cressingham (208)	1%	1%	31%	50%	41%	34%	27%	14%
Fenwick (264)	2%	0%	40%	49%	40%	45%	15%	6%
Knight's Walk (17)	4%	0%	15%	13%	42%	38%	39%	50%
South Lambeth (101)	0%	0%	36%	33%	44%	60%	19%	7%
Westbury (48)	0%	0%	40%	43%	39%	50%	18%	7%
All LBL tenants	2%	n/a	31%	n/a	45%	n/a	22%	n/a

5.8. Of the three characteristics analysed, age shows the greatest variance, with residents aged 65+ less likely to take up the Key Guarantees offer to move.

5.9. Aged 65+ households are less likely to be overcrowded as children have moved out, and therefore less likely to have used the Key Guarantees to move into a more appropriately sized home, which has been a key consideration for many of the residents in the 25-44 age bracket, as seen at Central Hill and Cressingham. Over 65s households are also more likely to have lived longer on the estate leading to an increased sense of belonging and localised support networks.

5.10. However, it is imperative that we ensure that older residents are able to move if they wish and further engagement with this particular group is planned for 2022/23 to understand this variance in data.

5.11. Knight's Walk – while the data shows higher proportion of older residents have moved, this should be noted in reference to a small sample and higher than average age profile of residents residing in these homes.

Gender

Estate (tenants eligible for KG move)	Female		Male	
	2015/16	KGs move	2015/16	KGs move
Central Hill (317)	62%	62%	38%	38%
Cressingham (208)	56%	60%	44%	40%
Fenwick (264)	60%	59%	40%	41%
Knight's Walk (17)	65%	63%	35%	38%
South Lambeth (101)	57%	67%	43%	33%
Westbury (48)	60%	86%	40%	14%
All LBL tenants	63%	n/a	37%	n/a

5.12. While on four of the estates the gender of those taking up their Key Guarantee right to move reflects the gender composition of the estate in 2015/16, both Westbury and South Lambeth have seen a greater proportion of female headed households move than those headed by a male.

Westbury Estate Case study

With the exception of two secure tenants (who requested to stay in their current home until a later phase), Westbury is the first estate in the rebuilding programme where all remaining secure tenants have now been rehoused in a new development of council/social rent homes on their estate. This enables an end to end analysis of a redevelopment programme with regards to the demographics of residents who have stayed/ moved away.

Ethnicity:

Ethnicity	2015/16	Moved away	Stayed & permanently rehoused on estate
Asian	3%	0.0%	7.1%
Black	37%	42.9%	39.3%
Mixed	7%	0.0%	3.6%
Other	3%	0.0%	3.6%
White	48%	57.1%	42.9%

Age:

Age group	2015/16	Moved away	Stayed & permanently rehoused on estate
under 25	0.0%	0.0%	0.0%
25-44	40%	42.9%	17.9%
45-64	39%	50.0%	46.4%
65+	18%	7.1%	35.7%

Gender:

Gender	2015/16	Moved away	Stayed & permanently rehoused on estate
Female	60%	85.7%	50.0%
Male	40%	14.3%	50.0%

Findings

- Households led by a tenant of a Black ethnicity were broadly equally likely to stay or move off.
- Households led by a tenant of a White ethnicity were slightly more likely to move off their estate than stay and be rehoused.
- Findings for households led by a tenant of Asian, Mixed or 'other' ethnicity are not statistically significant due to the small sample size.
- Households led by a tenant aged 25-44 were significantly more likely to move off their estate than stay and be rehoused.
- Households led by a tenant aged 65+ were significantly more likely to stay on their estate rather than moved off.
- Women were significantly more likely to move off the estate than to stay and be rehoused.
- In contrast to other estates, male led households were significantly more likely to stay on their estate.

Conclusions

- This supports the assumptions outlined in paras 5.7-5.13 of this report, namely that:
 - A residents' ethnicity presents no barrier to their accessing a move off their estate or staying and being rehoused in a new home on their estate.
 - Over 65s are more likely to remain on their estate possibly due to be being less likely to be overcrowded and more likely to have lived on the estate for longer and therefore have stronger ties to the estate, though further work is required to confirm this.
 - 25-44 year olds are more likely to have moved off rather than wait for a new home and stay, it is suggested that this is closely linked to these households being more likely to contain children and in turn more likely to be overcrowded than other age groups. This assumption will be tested by future data analysis that cross references household size against age.
- More work is required to understand why, unlike other estates, male households were much more likely to stay, initial explanations is this is linked to a higher than average single person male households who are more likely to be housed in the appropriately sized home than female led or male led (with children) households.

c) Improving health outcomes

- 5.13. The January 2020 EqIA identified both possible negative and positive impacts on residents' health. This year has therefore seen a focus on putting in place an approach that ensures we maximise the potential positive impacts and reduce any potential negative impacts. Work this year has had three focuses:

Integrating Health into the Masterplanning process

- 5.14. This approach aims to ensure that health (both physical and mental) and wellbeing

outcomes are considered at every stage of the masterplanning process resulting in both a design of the estate that maximises positive health outcomes based on current residents' needs, as well as a redevelopment programme, including construction, phasing and rehousing, that minimises any possible negative impacts.

- 5.15. The combining of the health and equalities assessments acknowledges the intersectionality of demographics and health and removes the compartmentalisation that rarely reflects residents' lived experiences. The project has been scoped and is due to commence in quarter 1 of 2022/23.

Improving support for residents experiencing vulnerabilities

- 5.16. This is a joint project between Housing Delivery, Homes for Lambeth, Neighbourhood Housing and Adult Social Care. Key aims of the project are to:
- Improve the data held on residents by undertaking a door knocking exercise on all six estates.
 - Appoint a social worker and occupational service to enable a holistic approach to supporting residents both known and unknown to Adult Social Care and Children's Services.
 - Introduce a risk assessment based approach to addressing the impact of intersectionality on a resident's ability to access support and mitigations identified in the EqlA.
 - Improve business processes to strengthen end to end support, acknowledging that residents' needs may change over the course of the redevelopment programme.

Supplementing existing estate level EqlAs with new Health Impact Assessments

- 5.17. Where Masterplanning has already taken place (Knight's Walk, South Lambeth and Westbury), health impact assessments on the agreed programme will be undertaken to ensure appropriate mitigations are in place, in particular related to the construction and move in process.
- 5.18. A Health Impact Assessment has been commissioned for South Lambeth Estate with 121 resident surveys commencing in mid February. This is being completed in tandem with a refresh of the current South Lambeth EqlA as we reach a key stage in the redevelopment programme – the making of a Compulsory Purchase Order.
- 5.19. The findings of these assessments will be presented to the Equalities Panel in Q2 of 22/23

6. ACTIONS PLANNED 2022-2023

- 6.1. While actions in all mitigation themes have been implemented (as appropriate to the different phases of the programme) they will continue to be a central focus of our operational policies and procedures.
- 6.2. For a full list of actions planned for 2022/23 see Appendix 2 of this report which sets out actions against all identified mitigations.
- 6.3. Our primary focus in the coming year will be to continue to embed more monitoring and evaluation tools as well as delivering the following projects:

- Integrating health into Masterplanning pilot (see paragraphs 5.14- 5.15)
- Improved equalities and health data management system – to support more in depth analysis and to capture the impact of intersectionality
- Improving data held on council homeowners
- Support for residents experiencing vulnerabilities (see paragraph 5.16)
- Maximising the benefits of social value programme
- Review of support available to residents at the point of move to new home – this is an action as a result of feedback received from tenants who moved into their new homes this year.
- Production and distribution of a new plain English guide to the key guarantees

Lambeth’s Estate Rebuilding Programme 2020 EqIA – 2021-2022 progress update – Equalities Panel 1 March 2022

APPENDIX 2 – Full list of mitigations identified – 2021/22 progress – 2022/23 actions planned

Mitigations identified in 2020 EqIA	2021/22 Progress	2022/23 actions planned
Theme 1 - Reducing the impact of disruption caused by major redevelopment programme		
<ul style="list-style-type: none"> • Dedicated rehousing support for all tenants and leaseholders • Publication and promotion of Key Guarantees which set out the rehousing options and process for all residents • Compensation for tenants and homeowners via home loss and disturbance payments • Single move to new home wherever possible, with a single move prioritised for disabled and older resident groups. • Effective management of construction to ensure safe spaces and routes. • Play and amenity space to be maintained where possible during construction • Possibility of private rented tenants to maintain their tenancy after a leasehold buyback. 	<ul style="list-style-type: none"> • Completion of 80 social rent homes across Westbury and Knight’s Walk, 35 existing secure tenanted households have move into a new home on their existing estate. Taking a person centre approach, each of these households has: <ul style="list-style-type: none"> ➢ Received one to one support from a named resident decant officer ➢ Had removals arranged (including unpacking for residents assessed as requiring additional support), ➢ Been screened for an occupational assessment, with those requiring an assessment being assessed prior to fit out of the new homes, allowing for all required aids and adaptations to be installed prior to move in. ➢ Received a training session on how to operate their new home ➢ Have receive a 5 year discount on their rent to ensure that any increase (as a result of the new homes having a higher market value) is phased in over a five year period with no increase in the first year. ➢ Been subject to 121 telephone and in person surveys in order to ensure a robust data set for the Westbury estate level EqIA which was updated at the start of the year. • Westbury Estate Local Lettings Plan agreed and implemented allowing a portion of new 	<ul style="list-style-type: none"> • Continued offer a nominated support officer to enable one to one support for all affected secure tenants and council homeowners. • Implementation of South Lambeth Local Lettings Plan – all eligible residents to be contacted and asked for expression of interest (translation straplines with freepost envelope to respond included). • Production of a detailed FAQs for the Key Guarantees for secure tenants and council homeowners. • 121 surveys with all South Lambeth Estate households (including private renters and temporary accommodation households) in preparation for refreshed Estate level EqIA and new Health Impact Assessment which will be incorporated into phase 2 reserved matters application. • Engagement with over 65s to ensure no barriers to accessing Key Guarantees • Improved equalities data capturing for council homeowners. • Continued offer of Mitigation Panels where construction in place. • Appointment of social worker and Occupational therapist • Introduce a risk assessment based approach to addressing the impact of intersectionality on a resident’s ability to access support and mitigations identified in the EqIA.

Mitigations identified in 2020 EqIA	2021/22 Progress	2022/23 actions planned
	<p>homes to be ringfenced to secure tenants living on the estate (whose home will not be demolished) enabling overcrowded households to move into larger homes while remaining on their estate.</p> <ul style="list-style-type: none"> • 46 secure tenanted households have been supported by the decant team home to move to alternative council homes in the borough at the tenant's request. • Resident facing Your Team events held on South Lambeth, Central Hill and Westbury. Internal estate teams brought together each month to discuss and resolve any cross-cutting issues. 	<ul style="list-style-type: none"> • Improve the data held on residents experiencing vulnerabilities by undertaking a door knocking exercise on all six estates.
Theme 2 - Engaging all groups through the development of proposals		
<ul style="list-style-type: none"> • Consultation with residents ongoing with support for residents to aid their full participation. • Continued programme of consultation activities • Training available to support full resident participation • An independent advisor funded for each estate for the duration of the programme. • Equalities training and briefings for staff working with residents. • Translation or offer of translation for all residents who would prefer. • Additional mitigations suggested by residents: • Monthly newsletters, including update from Resident Engagement Panel, for all 6 estates. • Bi-monthly timetable of all key dates inc consultation, Resident Engagement Panel meetings, council decision making, construction, CPO, procurement. • Two weeks notice for all meetings • Funding for legal and surveyor advice for residents taking part in consultations 	<ul style="list-style-type: none"> • Homes for Lambeth have contracted 'Language Line' and have also used their own diverse staff to meet the language needs of their residents. • Consultation and engagement activities have continued for example around the social impact activities residents would like to see, the architect selection on Central Hill, phase 2 at Westbury and landscape improvements link to Roman Rise. • Resident Engagement Panel on Fenwick re constituted and successfully operating on Westbury. • Dialogue underway with residents at South Lambeth and Central Hill on improving their Resident Engagement Panels. • 24 laptops, 2 tablets, 9 phones for data, 3 phones for phone use and 1 router have been distributed to residents. 1-1 training sessions and online training sessions have been held to date. 	<ul style="list-style-type: none"> • One to one surveys with all South Lambeth Estate households (including private renters and temporary accommodation households) in preparation for refreshed Estate level EqIA and new Health Impact Assessment, the findings of which will be incorporated into phase 2 reserved matters application. • Engagement with Over 65s to ensure no barriers to accessing Key Guarantees • Central Hill Masterplanning – co-design with residents approach • Reprourement of independent tenant and homeowner advisors for each estate to maintain free independent advice. • Continued support and nurturing of resident led groups for engagement on development proposals. • Specific resident engagement programme for reserved matters for phase 2 at South Lambeth.

Mitigations identified in 2020 EqIA	2021/22 Progress	2022/23 actions planned
<ul style="list-style-type: none"> • Circulation of organisational charts and reporting lines for LBL and HfL • Resident Engagement Panel meetings to be independently minuted, voice recorded with a 3 month workplan and senior LBL and HfL officers in attendance. • Independent advisor to undertake home visits and drop in sessions on a variety of days. • Published the areas of equalities training LBL & HfL officers have undertaken. • Collect and report uptake of translation services, translation services to be promoted by independent advisors, and all materials (esp letters) should be available for translation. • 	<ul style="list-style-type: none"> • ESOL class held with Morley College in June 	<ul style="list-style-type: none"> • Continued promotion and deliver of HfL Digital Inclusion Programme. • Review approach to engaging with temporary accommodation households living on the six estates. • Scoping of young persons engagement stream and consideration as to how programme can contribute to Lambeth's 3–5 year programme to become a child friendly accredited community through UNICEF
Theme 3 - Ensuring homeowners can access finance (elderly and low income households)		
<ul style="list-style-type: none"> • Independent financial advisors in place and accessible to private renters, leaseholders, and tenants. • Council and HfL will advocate for homeowners with lending institutions and consider help broker lending to homeowners if unsupportive to homeowner circumstances. • Option D of Key Guarantees states the council will support homeowners, as requires, to find private social rented homes. • Shared Ownership option for older people that enables them to transfer equity of their estate should they pass away. • Additional mitigations suggested by residents: • Reasonable negotiations with leaseholders with all pertinent information before CPO application. • Council should consider CPOs on a phased, rather than whole estate basis. 	<ul style="list-style-type: none"> • HfL Social Impact Team has arrangement with Centre 70 to refer residents in need for welfare advice. Team also refers residents eligible for LBL support to the Housing Support Team. • Continued one to one support for affected homeowners. • Continued promotion of free independent financial advice service to increase uptake. • Compensation cap removed for homeowner valuations and conveyancing where resident is moving into a new shared ownership home on their estate. • First stage of data analysis complete to ensure no barriers to tenants taking up their Key Guarantee right to move in advance of the redevelopment. 	<ul style="list-style-type: none"> • Finalising of shared ownership product including suite of information documents for homeowners. • Continued one to one support for affected homeowners allow for person centre approach to support. • Homeowner focused meetings on South Lambeth and Fenwick Estates

Mitigations identified in 2020 EqlA	2021/22 Progress	2022/23 actions planned
Theme 4 - Reducing the impact of potential increased housing costs		
<ul style="list-style-type: none"> • Service charges for new homes to be reviewed throughout development of the programme with any changes (increase or decrease) communicated as soon as clear. • All residents to have access to independent advice • All homes to be designed to high levels of sustainability to enable reduced utility costs for residents. • All tenants who have to move to be offered a new lifetime home on the estates at council rent levels on lifetime assured tenancy with a preserved right to buy. • Council tenants who wish to move off estate awarded the highest standard priority for rehousing with a Band A. • Resident homeowners who wish to sell their home will be offered market value (on a no development basis) plus 10% home loss and reasonable disturbance costs. • Non-resident homeowners who wish to sell their home will be offered market value (on a no development basis) plus 7.5% home loss • Resident homeowners who wish to stay to be offered a shared ownership options that ensures they are not financially penalised i.e. they will only have to pay the rent element if they are unable to port their existing mortgage/ get a new mortgage so they are not making mortgage repayments and paying rent. 	<ul style="list-style-type: none"> • Key Guarantee booklets set to residents on Central Hill and Fenwick to ahead fun days were officers we available to answer questions. • Several events held to advise residents on efficient energy usage. Individual referrals also made to South London Healthy Homes for assistance with energy related needs. • Referrals made to Centre 70 and Housing Support Team for residents in need of welfare advice. • Cross team project group set up to look at the energy costs for new homes. • Comparisons to be made with old homes, engaging residents via working groups. • All 35 secure tenants who moved into new homes on Westbury and Knight's Walk have received discounts on their rent to ensure any increase is phased in over 5 years. 	<ul style="list-style-type: none"> • Rising costs of energy to continue to be a pressing issue for residents, in particular post April 2022 when caps lifted, and group to work on communications to residents on all sites. • LBL and HfL to continue joint working in securing best value for money in terms of setting service charges for new build properties. • Existing South Lambeth Estate secure tenants to receive five year discounts on any increase in rent when moving into their new homes due for completion August 2022 enabling any increase to be phased in over 5 years and no rent increase in their first year. • Residents to be supported in ensuring maximum benefit entitlement when moving into new homes.
Theme 5 - Ensuring the new homes meet the needs of residents (health and disability)		
<ul style="list-style-type: none"> • All new homes to be built to a fabric first standard improving air quality within the home. 	<ul style="list-style-type: none"> • New homes - Following occupational therapy assessments, 4 homes on Knight's Walk and 7 	<ul style="list-style-type: none"> • Delivery of integrating health into Masterplanning pilot – Central Hill – findings to

Mitigations identified in 2020 EqIA	2021/22 Progress	2022/23 actions planned
<ul style="list-style-type: none"> • The new homes will meet tenants housing need eg overcrowded households will move into larger properties. • Resident will have the opportunity to be involved in the design of the new homes including individual choices relating to the internal finishes of their new home. • Occupational therapy and medical needs assessments will be carried out in advance to ensure the new homes can be design and allocated to meet the needs • Where appropriate HfL will look to commission a handyperson scheme to support residents when moving into their new homes. 	<p>homes on Westbury Estate have had aids/adaptions designed into the new homes which met the individual need of identified households.</p> <ul style="list-style-type: none"> • South Lambeth – 8 occupational therapy assessments have been undertaken and the recommendations will be designed into the identified new homes for secure tenants in Phase 1 • Scoping of new approach to integrating health into the masterplanning process. 	<p>be incorporated into design of new homes and estate, phasing and decanting strategy.</p> <ul style="list-style-type: none"> • Appointment of social worker and occupational therapist to housing delivery team. • Completion of updated Housing Needs Survey for Central Hill to ensure that masterplan delivers the right kind of homes for existing residents.
Theme 6 - Sense of belonging and community		
<ul style="list-style-type: none"> • HfL has established a dedicated work stream to support communities and individual residents through the rebuild. It has already included and will continue to include activities which seek to bring communities together (e.g. classes, social activities etc.). Further information on this mitigation is provided in the sec. 	<ul style="list-style-type: none"> • Fundays held on Fenwick and Central Hill which included activities requested by residents. • Christmas concert held on Fenwick. • Photo essay exhibition of residents held at Knight's Walk • Regular Hub open days and coffee mornings held on Fenwick, Knight's Walk and Westbury. • Weekly phone in yoga sessions and holiday activities have been held this year. 	<ul style="list-style-type: none"> • Continued programme of health and wellbeing events