

# Equality Impact Assessment

## Section 1: Identifying details

Your function, service area and team: Housing Property and Development

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Tender award for Copperfield and Limes Lifts

Officer completing the EqIA: Mary Masterson Tel: X2132 Email: [mmasterson@eppingforestdc.gov.uk](mailto:mmasterson@eppingforestdc.gov.uk)

Date of completing the assessment: 10/1/18

## Section 2: Policy to be analysed

**2.1** Is this a new policy (or decision) or a change to an existing policy, practice or project?

An acceptance of Tender – Maintenance of Lifts at The Limes Estate

**2.2** Describe the main aims, objectives and purpose of the policy (or decision):

Decision that the Tender for the contract for maintenance of the passenger lift contract for the Limes Estate be awarded to Essex Lift Services Ltd.

**What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?**

A reliable passenger lift service is essential for the residents and visitors of the Limes Farm Housing Estate with accessibility issues, whether it's physical or due to other issues such as pushchairs, accompanying young children, carrying heavy shopping along with services such as furniture and white goods deliveries

**2.3** Does or will the policy or decision affect:

- service users
- employees
- the wider community or groups of people, particularly where there are areas of known inequalities?

All of the above

**Will the policy or decision influence how organisations operate?**

No

**2.4** Will the policy or decision involve substantial changes in resources?

No

**2.5** Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?

# Section 3: Evidence/data about the user population and consultation<sup>1</sup>

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

## 3.0 Reference Material

Age	Disability	Gender	Gender reassignment	Marriage / civil partnership	Pregnancy / maternity	Race	Religion/belief	Sexual orientation	other																																								
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Appendix ref.001 – NOMIS Data	<b>2011 ONS EFDC Area Age Structure</b> <table border="1"> <thead> <tr> <th>Age</th> <th>%</th> <th>Age</th> <th>%</th> <th>Age</th> <th>%</th> <th>Age</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>5.9% (7366)</td> <td>15</td> <td>1.2% (1519)</td> <td>25-29</td> <td>5.3% (6624)</td> <td>65-74</td> <td>9.2% (11464)</td> </tr> <tr> <td>5-7</td> <td>3.4% (4193)</td> <td>16-17</td> <td>2.5% (3094)</td> <td>30-44</td> <td>20.5 (25542)</td> <td>75-84</td> <td>6.2% (7743)</td> </tr> <tr> <td>8-9</td> <td>2.1% (2638)</td> <td>18-19</td> <td>2.2% (2771)</td> <td>45-59</td> <td>21% (26169)</td> <td>85-89</td> <td>1.7% (2178)</td> </tr> <tr> <td>10-14</td> <td>5.8% (7235)</td> <td>20-24</td> <td>5.3% (6663)</td> <td>60-64</td> <td>6.7% (8295)</td> <td>90+</td> <td>0.9% (1165)</td> </tr> </tbody> </table> <p>Ageing population will require dwellings that are adaptable.</p> <ol style="list-style-type: none"> <li>45-59 yrs – 21% (26169)</li> <li>30-44 yrs – 20.5 (25542)</li> <li>65-74 yrs – 9.2% (11464)</li> <li>60-64 yrs – 6.7% (8295)</li> <li>75-84 yrs - 6.2% (7743)</li> <li>0-4 yrs – 5.9% (7366)</li> <li>0-14 yrs – 5.8% (7235)</li> </ol>									Age	%	Age	%	Age	%	Age	%	0-4	5.9% (7366)	15	1.2% (1519)	25-29	5.3% (6624)	65-74	9.2% (11464)	5-7	3.4% (4193)	16-17	2.5% (3094)	30-44	20.5 (25542)	75-84	6.2% (7743)	8-9	2.1% (2638)	18-19	2.2% (2771)	45-59	21% (26169)	85-89	1.7% (2178)	10-14	5.8% (7235)	20-24	5.3% (6663)	60-64	6.7% (8295)	90+	0.9% (1165)
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Appendix ref.002 – ONS Data: Population																																																	
Appendix ref.008 – Epping Forest Census 2014	<p>Over half of all tenants (57%) responded. 47% of those tenants were 65 or over and 26.9% were 75 and over. At the time of the Tenant census the respondents were older than the wider EFD population, with a median age of tenants being 63 compared to 48 for the overall population of EFDC.</p> <ul style="list-style-type: none"> <li>Age profile of those tenants that replied: -</li> </ul> <table border="1"> <thead> <tr> <th>Age Group</th> <th>National Census 2011 (All residents) %</th> <th>Tenant Census 2014 %</th> </tr> </thead> <tbody> <tr> <td>16 – 24</td> <td>12.3%</td> <td>1.3%</td> </tr> <tr> <td>25 - - 34</td> <td>13.9%</td> <td>7.5%</td> </tr> <tr> <td>35 – 44</td> <td>17.7%</td> <td>11.8%</td> </tr> <tr> <td>45 – 54</td> <td>18.2%</td> <td>16.5%</td> </tr> <tr> <td>55 – 59</td> <td>7.5%</td> <td>7.9%</td> </tr> <tr> <td>60 – 64</td> <td>8.25%</td> <td>7.9%</td> </tr> <tr> <td>65 – 74</td> <td>11.3%</td> <td>20.3%</td> </tr> <tr> <td>75 – 84</td> <td>7.6%</td> <td>17.1%</td> </tr> <tr> <td>85+</td> <td>3.3%</td> <td>9.8%</td> </tr> </tbody> </table> <p>National Census 2011 (All residents)   % Base 101,708   Tenant Census 2014   % Base 4,355</p>									Age Group	National Census 2011 (All residents) %	Tenant Census 2014 %	16 – 24	12.3%	1.3%	25 - - 34	13.9%	7.5%	35 – 44	17.7%	11.8%	45 – 54	18.2%	16.5%	55 – 59	7.5%	7.9%	60 – 64	8.25%	7.9%	65 – 74	11.3%	20.3%	75 – 84	7.6%	17.1%	85+	3.3%	9.8%										
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Appendix ref.009 – Epping Forest Draft Local Plan Consultation	<p>Ageing population – will require dwellings that are adaptable and accessible for disabilities/ Pg 13 Paragraph 2.4 states:</p> <p><i>“The District’s population increased by almost 17,000 between 1961 and 2011. Government estimates that the District’s population had risen by just over 5,000 since 2011.”</i></p> <p><i>“In 2011, compared to the rest of England, the District had smaller proportions of people aged under 30 and a larger proportion of people aged 45 to 64 years and 65 years and over.”</i></p> <p><i>“by 2033, projections suggest the proportion of people aged over 65 years will rise sharply</i></p>																																																

<p>2016</p> <p><a href="#">&amp; BGP1 Housing Background Paper</a></p>	<p><i>compared to the other age bands”</i></p> <p>Ageing population. Demand on health services. Need dwellings that are accessible and adaptable.</p>
<p><a href="#">EFDC ER's Vol 1-5 JCT DB11</a></p> <p>Appendix ref.011 – Employers Requirements - Generic</p>	<p>Contractors are required to produce a plan to target employment for the existing estate and local labour and discuss opportunities that will be available on any project to enable the placement of apprentices and trainees.</p> <p>Also, contractors are required to recruit new apprentices and trainees from approved sources - ‘The Contractor shall employ apprentices and trainees for supervised waged work experience, throughout the duration of this contract.</p> <p>Contractor will agree numbers of apprentices. Trainees or waged trainees weeks on site with the Employed based on the thresholds contained within the Framework Agreement.</p>
<p>Appendix ref.012 – Strategic Housing Market Assessment for West Essex &amp; East Herts 2015 Pg101 &amp; 108</p>	<ul style="list-style-type: none"> <li>• ECC demand analysis assessment - identified a shortfall in independent living units.</li> <li>• Older people are living longer, healthier lives and specialist housing offered today may not be appropriate for the future years.</li> <li>• Accessible housing in the district is needed with a view of adaptable lifetime homes.</li> <li>• Government’s reform of Health and Adult Social Care is underpinned by sustaining people at home for as long as possible. Dwellings to meet cat. 2 requirements (dependent on viability).</li> </ul>

### Disability / Dependents / Caring Responsibilities

<p>Appendix ref.017 - ECC Development Management Policies (to be read in conjunction with,</p> <ol style="list-style-type: none"> <li>1. <a href="#">Appendix ref.018 - The Urban Place Supplement</a>; and,</li> <li>2. <a href="#">The Essex Design Guide</a>,</li> <li>3. <a href="#">Appendix ref.019 - Parking Standards Design and Good Practice</a>.</li> </ol>	<ol style="list-style-type: none"> <li>1. The reports reflect the required balance between the need for new housing, protecting the transport network for the safe movement of people. Lists design standards, accessibility and transport sustainability policies along with Impact and mitigation policies such as safety audits, congestion, air quality and HGV movement.</li> <li>2. Provides guidance on the layout of densities below 20 dwellings per hectare/ over 20 dwellings. Provides guidance for accessibility for disabled people to dwellings. Good practice to design new dwellings to be able to be visited unassisted by disabled people as far as the entry to the dwelling. There will need to be a flat area 900mm x 900mm minimum on the same level as the threshold outside the entrance to each dwelling. (pg80)</li> <li>3. Provides guidance on parking standards. 1 car parking space for every 4sqm of GFA. (Gross Floor Area. If a development has a GFA of 17sqm, a calculation 17 divided by 4 gives 4.25 spaces, rounded up to the nearest whole number giving a total number of 5 spaces. Bus routes within the residential developments will require a min clear passage of 6 metres.</li> </ol>
<p>Appendix ref.024 – Strategic Housing Market Assessment</p>	<ul style="list-style-type: none"> <li>• Pg 108: Report supports the need for 15% of affordable housing to meet Category 3 requirement to aide accessibility for wheelchair users.</li> <li>• Currently, 1-30 households in England (3.3%) have at least one wheelchair user. These proportions are likely to increase over the period to 2033.</li> <li>• Therefore, adaptable accessible housing is needed.</li> </ul>
<p><a href="#">Decent Home Definition</a></p>	<p>EFDC meets the Decent Home Standard. To meet the Decent Homes Standard the Council or Housing Association home must: -</p> <ul style="list-style-type: none"> <li>• Meet the <a href="#">HHSRS minimum safety standards for housing</a></li> <li>• Be in a reasonable state of repair</li> <li>• Have reasonably modern facilities and services</li> <li>• Have efficient heating and effective insulation.</li> </ul> <p>If the property does not meet all four of the criteria it will fail the Decent Home Standard.</p>

### Gender

<p>Appendix ref.025 – ONS</p>	<p>Epping Forest district population: -</p> <ul style="list-style-type: none"> <li>• 64219 – 51.5% - female</li> </ul>
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Data for Epping	<ul style="list-style-type: none"> <li>60440 – 48.5% - male</li> </ul>
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### Marriage / Civil Partnerships

Appendix ref.029 – ONS Data 2011 - Population	<p>Of the Epping Forest District population:</p> <ul style="list-style-type: none"> <li>49.9% are married</li> <li>0.2% are in a same-sex civil partnership</li> </ul>
Appendix ref.012 - Strategic Housing Market Assessment for West Essex & East Herts (Sep 2015)	<ul style="list-style-type: none"> <li>Population projection information gathered from the census shows the changing of household trends and provision for the future needs for existing families and new family unit trends.</li> <li>EFDC needs to provide approximately 11,300 (as mentioned above)</li> <li>The approximate affordable housing need by tenure and dwelling size 3,200.</li> </ul>

### Pregnancy / maternity & Dependents/Carers

<p>Appendix ref. 009 - Epping Forest Draft Local Plan Consultation 2016</p>		<p><i>'It is expected that the total number of households (a household being a single person who lives alone, or a group of people who live together) in 2011 was roughly 52,000. This is expected to rise to approximately 66,460 by 2033. The household projections suggest that by 2033, there will be proportionately more households consisting of one person, or a family with dependent children, and proportionately less households consisting of one couple.'</i></p>
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### Race

<p>Appendix ref.030 – ONS Data 2011 – Ethnic Groups</p>	<table border="0"> <tr> <td>85.2</td> <td>White; English/Welsh/Scottish/Northern Irish/British</td> <td>0.7</td> <td>Asian/Asian British; Pakistani</td> </tr> <tr> <td>4</td> <td>White; Other White</td> <td>0.6</td> <td>Mixed/Multiple Ethnic Groups; White and Asian</td> </tr> <tr> <td>2.4</td> <td>Asian/Asian British; Indian</td> <td>0.6</td> <td>Mixed/Multiple Ethnic Groups; Other Mixed</td> </tr> <tr> <td>1.1</td> <td>White; Irish</td> <td>0.5</td> <td>Asian/Asian British; Chinese</td> </tr> <tr> <td>1</td> <td>Black/African/Caribbean/Black British; African</td> <td>0.5</td> <td>Other Ethnic Group; Any Other Ethnic Group</td> </tr> <tr> <td>0.9</td> <td>Asian/Asian British; Other Asian</td> <td>0.2</td> <td>Mixed/Multiple Ethnic Groups; White and Black African</td> </tr> <tr> <td>0.8</td> <td>Black/African/Caribbean/Black British; Caribbean</td> <td>0.2</td> <td>Asian/Asian British; Bangladeshi</td> </tr> <tr> <td>0.7</td> <td>Mixed/Multiple Ethnic Groups; White and Black Caribbean</td> <td>0.2</td> <td>Black/African/Caribbean/Black British; Other Black</td> </tr> <tr> <td></td> <td></td> <td>0.1</td> <td>White; Gypsy or Irish Traveller</td> </tr> <tr> <td></td> <td></td> <td>0.1</td> <td>Other Ethnic Group; Arab</td> </tr> </table>	85.2	White; English/Welsh/Scottish/Northern Irish/British	0.7	Asian/Asian British; Pakistani	4	White; Other White	0.6	Mixed/Multiple Ethnic Groups; White and Asian	2.4	Asian/Asian British; Indian	0.6	Mixed/Multiple Ethnic Groups; Other Mixed	1.1	White; Irish	0.5	Asian/Asian British; Chinese	1	Black/African/Caribbean/Black British; African	0.5	Other Ethnic Group; Any Other Ethnic Group	0.9	Asian/Asian British; Other Asian	0.2	Mixed/Multiple Ethnic Groups; White and Black African	0.8	Black/African/Caribbean/Black British; Caribbean	0.2	Asian/Asian British; Bangladeshi	0.7	Mixed/Multiple Ethnic Groups; White and Black Caribbean	0.2	Black/African/Caribbean/Black British; Other Black			0.1	White; Gypsy or Irish Traveller			0.1	Other Ethnic Group; Arab
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<p>Appendix ref.008 – Epping Forest Census 2014</p>	<p>Just over half of all tenants responded: -</p> <table border="0"> <tr> <td>36%</td> <td>White Irish</td> <td>5%</td> <td>Bangladeshi</td> </tr> <tr> <td>87%</td> <td>White – Other</td> <td>9%</td> <td>Asian – Other</td> </tr> <tr> <td>23%</td> <td>Black – African</td> <td>3%</td> <td>Mixed – White and Black African</td> </tr> <tr> <td>11%</td> <td>Black – Caribbean</td> <td>16%</td> <td>Mixed – Other</td> </tr> <tr> <td>4%</td> <td>Black – Other</td> <td>1%</td> <td>Chinese</td> </tr> <tr> <td>7%</td> <td>Indian</td> <td>9%</td> <td>Other ethnic group</td> </tr> <tr> <td>3%</td> <td>Pakistani</td> <td>3%</td> <td>Gypsy / Roma / Traveller background</td> </tr> </table>	36%	White Irish	5%	Bangladeshi	87%	White – Other	9%	Asian – Other	23%	Black – African	3%	Mixed – White and Black African	11%	Black – Caribbean	16%	Mixed – Other	4%	Black – Other	1%	Chinese	7%	Indian	9%	Other ethnic group	3%	Pakistani	3%	Gypsy / Roma / Traveller background												
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### Religion / belief

<p>Appendix ref. 033 – ONS Data</p>	<p>Of the EFDC Population</p> <ul style="list-style-type: none"> <li>Christian - 61.8% (77053)</li> <li>Buddhist – 0.3% (416)</li> <li>Jewish – 3.2% (3972)</li> <li>Muslim – 1.9% (2377)</li> <li>Other religion – 0.3% (432)</li> <li>No religion –22.5% (28061)</li> </ul>
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	<ul style="list-style-type: none"> <li>• Hindu – 1.4% (1745)</li> <li>• Sikh – 1% (1253)</li> <li>• Do not wish to disclose – 7.6%</li> </ul>
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**Sexual orientation and Gender reassignment**

<p>Appendix ref.008 – Epping Forest Census 2014</p>	<p>57% of all tenants responded stating –</p> <ul style="list-style-type: none"> <li>• 62.2% were heterosexual</li> <li>• 26% did not state their sexuality</li> <li>• 0.6% were gay or bisexual</li> <li>• 10% did not specify</li> </ul>
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<p><b>3.1</b></p>	<p><b>What does the information tell you about those groups identified?</b></p> <p>Increasing population, especially an increasing older generation. Therefore, a greater need for housing that can be easily adapted to suit the resident’s needs. Quality housing is vital to ensure both the mental and physical wellbeing - investing in energy efficiency housing.</p>
<p><b>3.2</b></p>	<p><b>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</b></p>
<p><b>3.3</b></p>	<p><b>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</b></p>

## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	<b>Positive:</b> <ul style="list-style-type: none"> <li>Functional lifts create greater ease of access to both residents and visitors.</li> </ul>	M
Disability		M
Pregnancy/maternity		m
Race		m
Religion/belief		m
Sexual orientation		m
Gender		m
Gender reassignment		m
Marriage/civil partnership		m

## Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If 'YES', use the action plan at <b>Section 6</b> to describe the adverse impacts and what mitigating actions you could put in place.

## Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.

**Section 7: Sign off**

**I confirm that this initial analysis has been completed appropriately.  
(A typed signature is sufficient.)**

Signature of Head of Service:	
Signature of person completing the EqIA: Mary Masterson	

**Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqIA you undertake to the director responsible for the service area. Retain a copy of this EqIA for your records. If this EqIA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.