



Report Title	Equalities Impact Assessment - Resident Involvement Agreement (Compact)
Reporting Officer	Sarah Davies - Snr Resident Involvement Mgr
Meeting Description	Equalities Forum
Meeting Date	22 nd February 2007
Agenda Item	

1. Subject of Report

- 1.1 This report is to consider the equalities impact of the new Resident Involvement Agreement (compact) and the wider strategy to have a resident involvement framework that broadens and deepens resident involvement across Homes for Haringey.

2. Recommendations

- 2.1 That the forum notes this report.
2.2 That the forum agrees to receive an update as part of equalities monitoring information at the end of Q2 07/08.

3. Aim of the agreement / policy

- 3.1 To deliver a new Resident Involvement Agreement (Compact) and broaden and deepen the impact of resident involvement throughout Homes for Haringey.

A compact is an agreement between council landlords and tenants setting out how tenants will be involved in decisions affecting their homes and communities. The compact is a three-way partnership agreement between residents (council tenants and leaseholders) Homes for Haringey and Haringey Council.

3.2 Relevant information

The EIA draws upon key information from the following:

- Resident Involvement Annual Participants Questionnaires (formally Annual Activist Questionnaires)
- 2001 census
- Homes for Haringey equalities monitoring records
- Homes for Haringey STATUS survey (Standardised Tenant Satisfaction Survey) 2006

3.3. Demographic profile

We currently hold ethnicity, age, sex and disability data in respect of just over 70% of all tenants. We have supplemented this information and cross referenced it to data derived from tenant surveys carried out in each of the last 4 years and an analysis of the information derived from the 2001 census. There is a remarkable level of consistency between all of these data sources.

3.4 Data extracted from OHMS

Gender

This shows a gender split of 62% female and 38% male. This is consistent with tenant survey returns.

Age

OHMS records compared with tenant survey data shows an age range broken down as follows:

OHMS		Tenant Survey
0-24	= 4%	5%
25-34	= 17%	10%
35-44	= 27%	22%
45-54	= 19%	22%
55-64	= 11%	19%
65+	= 22%	65+ 22%
65 – 80	= 16%	
81+	= 6%	

Ethnicity

According to OHMS records 32% of households identify themselves as White British and another 18% as White Other. The census data puts this slightly higher at 39% White British and 18% White Other. The 2006 satisfaction survey suggests a slightly different split at 42% White British and 10% White Other.

All methods as indicated above, suggest that we can be confident within the normal margins, that the black and minority ethnic tenant population is high at between 43% and 50%, consistent with the ethnicity profile of the borough. An even split of the differences puts the tenant BME profile at 47%.

Of the groups that identify themselves as Black (when no responses are excluded) Black Caribbean make up the largest BME group at 16% and Black African 14%. People who describe themselves as Asian make up another 4%; mixed race 1% and other ethnic groups - 12%.

Disability

This is the one significant area of difference. Tenant survey returns have consistently shown this to be high with those saying that they are disabled or suffer from a debilitating condition to be in the region of 40%. OHMS data puts this only at 4%. Analysis of census data by tenure shows that 9713 out of 43016 people in local authority households had a limiting long term illness. This equates to 22.58%. For the borough as a whole 29% of households had at least one member with a disability of long term limiting condition (self definition).

Religion

According to the 2001 census 54.6 % of tenants describe themselves as Christian; 17% as Muslim; 11% have no religion and there are small numbers who state their religions respectively as Buddhist - 0.8%; Hindu – 1.2%; Jewish - 0.3% and other - 0.3%.

It is significant to note that 29% of the entire Muslim population in Haringey live in Council Housing. In Haringey half of all declared Muslim households are people from Turkish backgrounds.

3.5 Profile of involved residents.

We have carried out diversity surveys of all our involved tenants – those who attend meetings, training courses, panels or are members of residents associations, advocates etc. When compared to the borough profile as at the end of Q3 the following trends are identified.

Ethnicity			
	All Groups	All Groups	Borough
White	106	55%	53%
Mixed	2	1%	1%
Asian	7	4%	4%
Black	63	32%	30%
Other ethnic	15	8%	12%
Responses	193		

Disability			
	All Groups	All Groups	Borough
Yes	29	9.6%	4%
No	273	90.4%	
Responses	302		

Age			
	All Groups	All Groups	Borough
Under 18	2	1%	1%
18 – 30	2	1%	17%
31 – 50	22	11%	40%
51 – 65	34	17%	20%
65+	53	26%	22%
Unknown	86		

3.6 These figures demonstrate a high level of correlation between those who are involved and the tenant population as a whole. However there are currently gaps in the data gathered by the Resident Involvement Team for actively involved residents. Steps are being taken to address this with the completion of individual needs surveys being circulated at all meetings and events. The age profiles on the survey form do not match those currently used to sort data on OHMS and this is being addressed.

4.0 Outreach work

4.1 The draft documents were fully translated into Turkish, Kurdish and Somali community languages and discussed at the Turkish speaking and Kurdish speaking forum and the Somali speaking forum. Residents from the language speaking fora welcomed the document and said it was comprehensive, clear and understandable. Members of the language speaking forums have requested that the summary document is made available in community languages. The draft documents were also sent to other community groups for comment.

4.2. It is estimated that between 5 and 10% of the Borough’s population would consider themselves to be of LGBT background. The Resident Involvement Team does not currently record the sexuality of council tenants and leaseholders. There is difficulty in engaging with this particular group of residents as many members of the LGBT community choose not to disclose their sexuality. Wise Thoughts (LGBT BME support group) were consulted, however, no objections were identified. The new agreement will be formally presented to the LGBT network as part of the launch arrangements.

4.3 In the 2006 STATUS survey 47% of those who responded stated they have a long standing illness, disability or infirmity. 84% of residents who stated they had an illness or disability went on to say that their day to day activities were restricted. 4% of respondents required the use of a wheelchair.

The disabled peoples’ group and various residents’ panels were consulted during the drafting of the document and welcomed the introduction of the

agreement as it clearly states that support will be provided to help disabled residents participate. It is anticipated that the new agreement will have a positive impact on residents with a disability or long standing illness.

- 4.4 Consultation has been carried out with all Homes for Haringey Resident Panels, the Disabled Peoples' Group, New Deals for Communities (NDC) Youth Forum, community groups, the Elderly and Special Needs Forum and the Association of Tenant Reps (Sheltered Housing). The agreement was also distributed to community groups who have agreed to receive consultation information by post for discussion with their members.
- 4.5 Comments and suggestions from residents' groups during the consultation stage were taken on board and incorporated into the drafting of the final text. Residents from all six equality areas were given opportunities to comment on the agreement during the development process.
- 4.6 Involvement opportunities are open to all residents, but there is a need to ensure that all opportunities are fully promoted in community languages and other suitable routes such as local community organisations, publications, radio stations, faith groups, and that residents' associations are monitored to ensure they are inclusive and representative of all residents on their estate or area they represent.

5.0 Equality Impact

- 5.1 It is not anticipated that the new agreement will have a negative impact on a particular ethnic group. The new agreement states that all information will be made available in different languages and formats. Documents will be translated where required and interpreters will be available for residents' association and panel meetings.
- 5.2 It is anticipated that the new agreement will have a positive impact by establishing the standards for engaging and consulting with residents. Under the new agreement recognised residents associations must be able to demonstrate that they have taken appropriate steps to reflect the diversity of the population it serves, and take reasonable steps to overcome the problems which prevent certain sections of the community from getting involved. There must be no evidence of deliberate discrimination because of a person's sexuality.
- 5.3 It is not anticipated that the resident agreement will have a negative impact against residents from a particular religion. Residents from all religious denominations will be encouraged to participate equally. Religious holidays and festivals will be taken into account when consultation exercises or events are planned.

- 5.4 It is anticipated that the new resident involvement agreement will provide active support for both male and female residents who attend Homes for Haringey approved meetings. Residents can get financial help to cover childcare costs or may be eligible for an allowance to help cover caring responsibilities. Various involvement opportunities exist and are open to all residents, irrespective of gender. Meetings are timed to optimise access and involvement opportunities for different groups. Residents groups and panels may choose to vary their meeting times to meet the needs of its members.

Training courses run by the Resident Involvement Team take individual needs into account and often run duplicate training sessions during daytime and evening slots.

- 5.4 The resident involvement agreement (compact) was developed in line with government guidance. It is a large document, although we do not expect the majority of residents to read the whole document. The agreement was written after full consultation with residents who supported the development of a comprehensive agreement which clearly sets out the standards residents can expect in all areas of consultation and involvement. The document will be available on Haringey council and the Homes for Haringey website. All residents will be encouraged to access this information via our website to minimise printing costs.
- 5.5 We accept that the length and possible complexity in some areas may deter some residents from accessing the document. However, many of our residents have praised the clarity and welcomed approval from the Plain English Campaign. All residents will receive a summary version of the agreement, and a full document will be distributed to actively involved residents, staff and councillors and anyone who requests a copy. The agreement will be translated into Turkish, Kurdish and Somali and will be made available in other community languages on request. All translations will be posted on the Homes for Haringey website.
- 5.6 The new agreement confirms Homes for Haringey's and Haringey Councils commitment to consultation and working jointly in partnership with residents. It establishes a series of standards that residents can expect in relation to consultation and involvement mechanisms, support and information. It is anticipated that the new agreement will encourage all residents, to engage with us at various levels regardless of their race, gender, disability, sexuality, religion gender or age.
- 5.7 Consultation exercises are mainly conducted in English. Therefore, residents who do not speak English as their first language may be disadvantaged in the

consultation process and are also less likely to get involved in decisions affecting their local homes and communities.

- 5.8 The new agreement establishes guidance on how residents will be consulted and that all consultation exercises must be planned in advance in line with the procedures set out in the new agreement. Extra time should be built into the consultation process to allow material to be translated into community languages or made available in different formats such as audio or large print. It is expected that the Resident Involvement Agreement will have a positive impact on all six equality strands of race, gender, disability, religion, ethnicity, religion and sexuality by establishing the principles for involvement and consultation with all residents.
- 5.9 A summary document will be made available in English Turkish and Somali. Both documents will have a translation panel and can be requested in other community languages and other formats. All translations will be available on the Homes for Haringey website.

6.0 Equalities policy / framework compliance

Haringey Equality Scheme – this combines the Race Equality Scheme and the new Disability Equality Scheme.

Under the Race Equality Scheme
We have:

- Complied with corporate standards
- Embraced requirements under Race Relations (Amendment) Act 2002
- Introduced Equality Impact Assessments
- Introduced monitoring
- Introduced staff training on race equality issues.

Under the new Equalities Scheme:

- Involved residents in service monitoring
- Ensured future services and policies take account of diversity

- Developed a staff training programme which takes account of the principles included in the compact and appropriate to peoples roles.

Local Government Equality Standard

We have:

- Achieved Level 2 of the Standard
- Complied with corporate standards
- Consulted with a wide range of equality groups
- Taken account of the Disability Discrimination Act
- Introduced Equality Impact Assessments
- Introduced monitoring
- Given a high priority to employing staff that are representative of the communities they serve.

We will:

- Apply for Levels 3 and 4 of the Standard in March 2007
- Involve all equality groups in service monitoring
- Ensure future services and policies take account of diversity
- Develop staff training
- Continue to monitor key equality areas.
- Continue to recruit and develop a representative workforce.

Involvement

We have:

- Ensured that the new agreement was the subject of wide consultation.
- Involved our key partners in developing the agreement
- Ensured residents views are taken account of in the development of new agreement

We will:

- Operate forums that involve residents from each of the 6 equality strands
- Listen and to learn from residents' experiences
- Develop and review our involvement opportunities
- Continue to develop links with BME residents and other groups who do not normally engage

7.0 Monitoring and reviewing arrangements

- 7.1 The document will be reviewed annually by all partners (Homes for Haringey, Haringey Council and residents). A Report will be presented to the Homes for Haringey Board and the residents' participation panel will also carry out an interim review every six months. Residents associations will be monitored through grant take up and applications for recognition to make sure their membership is representative of the local area and is broadly supported by the community it serves.
- 7.2 There are possible inequalities relating to the overall awareness of involvement opportunities amongst residents. Resident panels will have a role in monitoring the progress of each group, including the appropriateness and availability of information in different languages and formats. The number of translation and interpretation requests from Residents' associations and panels will also be monitored by the Resident Involvement Team. Individual residents and panels will be asked to collectively review the quality of information, meetings and overall experience of involvement and satisfaction with outcomes through the Annual Participants Questionnaires (APOs) and the annual STATUS Surveys.

8.0 Publishing the equalities impact assessment

The equalities impact assessment will be published on the Homes for Haringey website.

Appendix A

Homes for Haringey equalities monitoring information

CATEGORY	TOTAL No	%	Male	Female	Unknown	0-24	25- 34	35- 44	45- 54	55- 64	65- 80	81+	Unknown	Disability
Any Other Ethnic Grp	1561	8.9	42.0	56.0	2.0	2.2	20.8	33.7	21.1	9.4	8.3	2.3	2.2	13
Bangladeshi/UK Bangladshi	84	0.5	39.3	47.6	13.1	1.2	27.4	21.4	20.2	7.1	7.1	2.4	13.1	2
Black African	1863	10.6	29.2	61.9	8.9	6.0	17.2	31.8	18.6	7.9	9.2	0.3	8.9	40
Black British	161	0.9	14.9	39.1	46.0	7.5	11.8	17.4	9.3	2.5	2.5	1.2	47.8	3
Black Caribbean	1960	11.1	30.9	56.4	12.7	4.5	18.0	20.9	14.9	7.2	18.2	3.5	12.9	62
Black Caribbean and White	52	0.3	28.8	51.9	19.2	23.1	21.2	26.9	5.8	3.8	1.9	0.0	17.3	2
British Asian	20	0.1	35.0	30.0	35.0	0.0	15.0	10.0	10.0	15.0	10.0	5.0	35.0	1
Chinese	63	0.4	25.4	57.1	17.5	12.7	1.6	15.9	22.2	14.3	14.3	7.9	11.1	7
East African Asian	40	0.2	27.5	57.5	15.0	15.0	17.5	12.5	5.0	12.5	15.0	5.0	17.5	3
Indian or UK Indian	104	0.6	29.8	49.0	21.2	3.8	10.6	12.5	12.5	17.3	17.3	2.9	23.1	4
Mixed Asian and White	20	0.1	35.0	35.0	30.0	15.0	5.0	5.0	10.0	5.0	25.0	5.0	30.0	0
Mixed Black	21	0.1	4.8	42.9	52.4	19.0	9.5	4.8	9.5	4.8	0.0	0.0	52.4	0
Mixed Black African/White	27	0.2	33.3	59.3	7.4	18.5	22.2	14.8	25.9	3.7	3.7	3.7	7.4	1
Mixed Other	36	0.2	30.6	50.0	19.4	11.1	30.6	16.7	13.9	2.8	5.6	0.0	19.4	4
No Response	1027	5.8	38.9	57.7	3.4	2.1	16.2	28.4	23.8	10.5	12.9	3.3	2.8	8
Other Asian	260	1.5	37.3	56.9	5.8	2.3	17.7	26.5	17.7	10.8	16.2	3.8	5.0	2
Other Black	48	0.3	22.9	54.2	22.9	8.3	14.6	25.0	12.5	4.2	10.4	2.1	22.9	4
Other White	120	0.7	45.8	30.0	24.2	20.8	12.5	16.7	5.8	6.7	8.3	4.2	25.0	3
Other White European	430	2.4	42.3	54.2	3.5	4.4	24.4	37.9	14.9	7.7	6.3	0.9	3.5	16
Pakistani / UK Pakistani	44	0.2	25.0	45.5	29.5	2.3	11.4	15.9	20.5	6.8	15.9	2.3	25.0	1
Refused	14	0.1	35.7	35.7	28.6	0.0	7.1	14.3	28.6	7.1	0.0	0.0	42.9	0
Traveller	4	0.0	25.0	75.0	0.0	0.0	0.0	25.0	50.0	0.0	25.0	0.0	0.0	0
Unknown	53	0.3	17.0	13.2	69.8	0.0	3.8	3.8	5.7	0.0	3.8	0.0	83.0	0
Unknown (data take on)	3834	21.8	4.5	7.8	87.7	0.0	1.2	3.9	3.1	1.6	1.2	0.4	88.7	0

White British	3788	21.5	28.5	47.4	24.1	1.1	7.5	12.1	11.4	11.0	18.8	13.8	24.3	274
White Greek Cypriot	292	1.7	30.1	44.9	25.0	0.3	7.5	14.4	13.0	12.7	22.6	4.8	24.7	16
White Irish	574	3.3	34.1	42.0	23.9	1.2	5.4	12.9	14.3	16.7	20.6	4.7	24.2	14
White Kurdish	415	2.4	41.2	53.3	5.5	1.4	31.6	36.6	14.9	4.8	4.1	1.0	5.5	10
White Turkish	224	1.3	35.3	49.6	15.2	2.2	24.6	23.7	17.9	8.9	7.6	0.4	14.7	16
White Turkish Cypriot	463	2.6	36.3	54.0	9.7	2.2	17.1	30.2	20.5	11.9	8.6	0.9	8.6	13
GRAND TOTAL:	17602		4693	7550	5359	441	2087	3266	2301	1375	1954	771	5407	519
%		100.00	26.66	42.89	30.45	2.51	11.86	18.55	13.07	7.81	11.10	4.38	30.72	

NB: these figures exclude those answering 'okay', 'don't know' or 'no answer'	Satisfied/ v. satisfied (%) 2005/06	Dissatisfied/ v dis'd (%) 2005/06	Difference (%) 2005/06	Satisfied/ v. satisfied (%) 2004/05	Dissatisfied/ v dis'd (%) 2004/05	Difference (%) 2004/05
General	69	31	38	66	34	32
Residents' Consultative Forum	84	15	69			
Housing Management Board	0	100	-100	50	50	0
Area Housing Forums	63	37	26	48	52	-4
Tenant Participation Panel	50	50	0	57	43	14
Residents' Repairs Panel	87.5	12.5	75	100	0	100
Leasehold Panel	75	25	50			
Elderly & Special Needs Panel	82	18	64			
Tenancy & Estate M'ment Panel	67	33	34			
Communications Panel	50	50	0			
Finance Panel	87.5	12.5	75			
Advocates	n/a	n/a	n/a	n/a	n/a	n/a
Advocates Support Meetings	n/a	n/a	n/a	n/a	n/a	n/a
Disabled People's Group	66	33	33	89	11	78
Compact Review Subgroup	87.5	12.5	75			
Turkish & Kurdish Speakers Forum	56	44	12			
Somali Forum	100	0	100			
Training Subgroup	66	33	33			
Asset Management Subgroup	100	0	100			

Procurement Subgroup	75	25	50			
----------------------	----	----	----	--	--	--

Satisfaction that the Council has considered the group's views

NB: these figures exclude those answering 'okay', 'don't know' or 'no answer'	Satisfied/ v. satisfied (%) 2005/06	Dissatisfied/ v dis'd (%) 2005/06	Difference (%) 2005/06	Satisfied/ v. satisfied (%) 2004/05	Dissatisfied / v dis'd (%) 2004/05	Difference (%) 2004/05
General	64	36	28	62	38	24
Residents' Consultative Forum	84	15	69			
Housing Management Board	0	100	-100	60	40	20
Area Housing Forums	59	41	18	52	48	4
Tenant Participation Panel	50	50	0	50	50	0
Residents' Repairs Panel	87.5	12.5	75	100	0	100
Leasehold Panel	75	25	50			
Elderly & Special Needs Panel	82	18	64			
Tenancy & Estate M'ment Panel	60	40	20			
Communications Panel	50	50	0			
Finance Panel	86	14	72			
Advocates	n/a	n/a	n/a	n/a	n/a	n/a
Advocates Support Meetings	n/a	n/a	n/a	n/a	n/a	n/a
Disabled People's Group	66	33	33	89	11	78
Compact Review Subgroup	87.5	12.5	75			
Turkish & Kurdish Speakers Forum	67	33	34			

Somali Forum	100	0	100			
Training Subgroup	66	33	33			
Asset Management Subgroup	100	0	100			
Procurement Subgroup	50	50	0			