Introduction

The Public Sector Equality Duty (PSED), section 149 of the Equalities Act 2010 requires the Council to have “due regard” to its equality aims when exercising its functions, particularly for key decisions. Brent is one of the most diverse boroughs in the UK, and an Equalities Analysis (EA) is the best method to provide the evidence to comply with this equality duty.

To work effectively in such a diverse setting, we need a good understanding of all our communities. The equality characteristics have an important influence on the changing identities and needs of local people. The assessment will be used to check who could be affected by the proposed changes to our private housing policies and services.

These diversity profiles bring together information from the 2011 Census and other data sources about the demographic, social and economic characteristics of the local population across the borough, including: age, sex, disability and bad health, ethnicity, religion or belief, sexual orientation and gender reassignment, pregnancy and maternity and income status. We have benchmarked census data for Brent against England and Wales, London, Inner London and Outer London and data from other sources against London and Great Britain. This EA was scoped by looking at the profile review of 2014 and some later profile work done in 2016. There may be differences between 2011 Census data and data more recently collected by service areas.

Stage 1 Screening Data

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

The Council report is proposing that selective licensing is extended currently from affecting 3 wards to other wards within Brent. The council recognises that much of the private rented sector in Brent offers good accommodation to people who want to live in the Borough, but also that parts of the borough are badly managed, in poor condition and in some cases, unsafe. The proposal to extend selective licensing is intended to improve the conditions in the private rented sector (PRS) and to enhance housing management standards. Extending selective licensing will give the Council additional powers
to tackle anti-social behaviour, poor property conditions and high levels of migration, deprivation and crime in Brent. Overall if licensing is extended, it will help the council to work with landlords, tenants, business and internal and external partners to drive up standards. In summary we believe that property licensing will:

- Provide an improved strategic approach to managing the sector
- Help us to identify all properties that are rented out privately
- Establish a register of landlords operating in Brent
- Give us the opportunity to inspect the properties to assess living conditions and to advise landlords, managing agents and tenants about their obligations
- Impose the Housing Act mandatory conditions and a set of local conditions as a minimum letting standard in Brent
- Redefine how the service operates by shifting the emphasis from a customer complaints led, reactive service
- Address issues resulting from the movement of new and emerging communities and to preserve or improve the socio-economic conditions of the area
- Ensure that a proper standard of management of privately rented property is maintained and that properties do not become overcrowded
- Reduce the levels of anti-social behaviour in the borough and take action against those whose properties or tenants cause persistent ASB
- Reduce enviro-crime locally including improvement in the management of waste
- Strengthen enforcement action to tackle the small minority of rogue landlords in the sector

If introduced the effect will be that landlords who rent or let any residential accommodation in any area designated for selective licensing in Brent, that is not occupied as a mandatory or additional House in Multiple Occupation (HMO) must have a selective licence. This is estimated to cover approximately 17,000 dwellings. All applications must be made to the Council and shall be accompanied by a licence fee. In addition to mandatory conditions below, specific conditions and schedule of works may also be applied to licences.

- Providing a gas safety certificate annually to the LHA, if gas is supplied to the house;
- Keeping electrical appliances and furniture (supplied under the tenancy) in a safe condition;
- Keeping smoke alarms in proper working order;
- Supply the occupier with a written statement of the terms of occupation; and
- Demand references from persons wishing to occupy the house.

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

If selective licensing is extended:

- We expect that all residents will be positively affected by the proposals
- Private sector landlords and their tenants will more directly be affected by the proposals
- Council employees will see an increase in their workloads and service growth benefits. The implications for staff will be considered as part of Council’s internal policies and processes

Landlords and Managing agents

In deciding whether or not to grant the council must consider whether the landlord (or the managing agent) is a ‘fit and proper’ person. The rules that must be followed in order to determine this are set out in section 89 of the Act. The local authority must have regard to any previous convictions relating to violence, sexual offences, drugs or fraud; whether the proposed license holder has contravened any laws relating to housing or landlord and tenant issues; and whether the person has been found guilty of unlawful discrimination practices.

The Council can decide, following the appropriate checks, that the landlord is not ‘fit and proper’ and therefore refuse to grant a license. The landlord has the right to appeal against this decision. The local
authority can also withdraw a license after issue if the licensee is no longer considered a ‘fit and proper’ person.

The Council must also satisfy itself that the person to whom the license is granted is the most ‘appropriate’ person – which could involve taking into account whether they are locally resident and have management responsibility for the property in question. This is to ensure that landlords that are not ‘fit and proper’ persons cannot apply for licenses using a third party.

The Council must also confirm that there are satisfactory management arrangements in place regarding the property; in doing so, it must have regard to a range of factors including: the competence of the manager; management structures; and soundness of the financial arrangements.

Licenses are issued for a period of 5 years, although local authorities may issue licences for shorter periods where certain requirement have not been met. Landlords will be required to pay a licence fee.

Landlords that fail to comply with any license conditions can be prosecuted. Those prosecuted can face unlimited fines. Operating a property without a license in a designated area can attract and unlimited fine if prosecuted.

Tenants and residents
Tenants will benefit from an improvement in their property condition and better standards of managing. It is likely that some landlords will seek to pass on costs to tenants and there is likely to be some tenant displacement and landlords’ claims for possession through both legal and illegal actions.

The local authority is also obliged to take reasonable steps to ensure that applications are made for all licensable properties in the designated area and to process applications made. This will have HR implications.

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

All groups who own, manage or live in privately rented accommodation are likely to be affected. People of ethnic minority origin, single parents and young children and certain vulnerable people are key tenant groups who may be affected as there are over-represented in private rented sector and notably in properties which are in poorer condition.

3.2 Could the proposal have a disproportionate impact on some equality groups? If you answered ‘Yes’ please indicate which equality characteristic(s) are impacted

Given the demographic in Brent the proposal will have an impact on some equality groups. Nationally over 20% of renters are families with children. There is no evidence that the impact will be disproportionate to the protected group. However key areas to monitor are any negative impact on age, gender, race, religion and disability.

3.3 Would the proposal change or remove services used by vulnerable groups of people?

No

3.4 Does the proposal relate to an area with known inequalities?

Yes – There a health and economic inequalities in the UK private rented sector with further evidence of highest rents and poorest housing. Tenants are more likely to be on low incomes, and earners are typically more than 40% of the tenant’s gross income, (English Housing Survey). More than 30% of homes are in poor condition (classified as non-decent) which is higher than in the owner-occupied or social rented sector.

Many tenants are reluctant to ask for repairs or complain for fear of eviction.
3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

Yes

3.6 Does the proposal relate to one of Brent's equality objectives?

Yes, it relates to the following equality objectives:

Equality objective 3: To demonstrate leadership in equalities and human rights, both within the council and amongst partners, and organisational commitment to excellence

Equality objective 4: To ensure that local public services are responsive to different needs and treat users with dignity and respect

Recommend this EA for Full Analysis?

No

4. Use the comments box below to give brief details of what further information you will need to complete a Full Equality Analysis. What information will give you a full picture of how well the proposal will work for different groups of people? How will you gather this information? Consider engagement initiatives, research and equality monitoring data.

We do not believe that a full analysis is needed. However we will look at evidence from Brent’s equalities archives, national statistics e.g. Census 2011 data, EHS and ONS data, and the analysis of the responses to our licensing consultation 30th September – 16th December 2016, where we have collated information on respondents’ protected characteristics to determine what evidence is provided and create an action plan as necessary. Built into the licensing system is a rationale for elimination discriminatory practices by landlords.
Stage 2: Analysis

5. What effects could your policy have on different equality groups and on cohesion and good relations?

5.1 Age (select all that apply)

- Positive
- Neutral
- Negative

Please give details: Figure 1: Brent Tenure by Age

Brent has a population of approximately 324,500 residents (GLA 2016 Round of Demographic Projections). The tenure is broken down by age group in the chart above. In Brent tenants under 34 years old, especially those in the 25-34 bracket are more highly represented in the private rented sector than in other housing tenures. A significant proportion of these will be single people living in shared accommodation, HMO properties. Selective licensing relates to single family households.

The proposal to introduce selective licensing is intended to enhance housing management standards in the private sector, in compliance with the Housing health and safety rating system (HHSRS) standards, which will have a positive impact on all age groups. Vulnerable age groups will particularly benefit from health intervention e.g. damp and moulds, infections, reduction of trip hazards and falls as well as the requirements around excess cold which can cause or exacerbate poor health.

Consultation Responses – Table 1: Age group

<table>
<thead>
<tr>
<th>What is your age group?</th>
<th>Landlords M/agents</th>
<th>Residents</th>
<th>Other stakeholders</th>
<th>Borough average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 18</td>
<td>0%</td>
<td>0%</td>
<td>1%</td>
<td>23%</td>
</tr>
<tr>
<td>18 - 24</td>
<td>1%</td>
<td>2%</td>
<td>1%</td>
<td>9%</td>
</tr>
<tr>
<td>25 - 34</td>
<td>9%</td>
<td>14%</td>
<td>16%</td>
<td>20%</td>
</tr>
<tr>
<td>35 - 44</td>
<td>17%</td>
<td>19%</td>
<td>23%</td>
<td>15%</td>
</tr>
<tr>
<td>45 - 54</td>
<td>28%</td>
<td>21%</td>
<td>31%</td>
<td>12%</td>
</tr>
<tr>
<td>55 - 60</td>
<td>16%</td>
<td>10%</td>
<td>11%</td>
<td>6%</td>
</tr>
<tr>
<td>61+</td>
<td>17%</td>
<td>23%</td>
<td>12%</td>
<td>15%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>10%</td>
<td>10%</td>
<td>5%</td>
<td>n/a</td>
</tr>
<tr>
<td>No Response</td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Brent SL Consultation 30 Sep -16 Dec 2016
853 Residents, tenants and businesses; 205 Landlords and Managing Agents; 147 Other Stakeholders
16% of residents under 34 years old responded to the survey which is significantly below the borough average of 51%. Other age groups were well represented in the survey.

### 5.2 Disability (select all that apply)

- Positive
- Neutral
- Negative

**Please give details: Figure 2: Disability**

The above details the disability profile in the PRS by ward, showing that there are higher proportions of PRS households comprising disabled tenants in Harlesden, Stonebridge and Dollis Hill wards.

One of the potential outcomes of licensing is that landlords will be clearer about their responsibilities around non-discrimination against disabled people and more knowledgeable about the support that is available to disabled people including information on the availability of Disabled Facilities Grant. Physically disabled people will also benefit from the need for PRS homes to comply with the Housing Health and Safety Rating System in terms of reasonable adaptations, reducing trip hazards and falls as well as the requirements around excess cold which can cause or exacerbate poor health.

**Table 2: Disability**

<table>
<thead>
<tr>
<th>Do you have any long-standing illness, disability or infirmity?</th>
<th>Landlords/managing agents</th>
<th>Residents</th>
<th>Other stakeholders</th>
<th>Borough average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>9%</td>
<td>13%</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>82%</td>
<td>70%</td>
<td>88%</td>
<td></td>
</tr>
<tr>
<td>Prefer not to say</td>
<td></td>
<td>14%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No Response</td>
<td>9%</td>
<td>4%</td>
<td>5%</td>
<td></td>
</tr>
</tbody>
</table>

Brent SL Consultation 30 Sep -16 Dec 2016
853 Residents, tenants and businesses; 205 Landlords and Managing Agents; 147 Other Stakeholders
5.3 Gender Identity *(select all that apply)*

- Positive
- Neutral
- Negative

Please give details:

There is insufficient data available to measure accurately the effect of the proposal in relation to gender identity/reassignment. However, one of the aims of Selective licensing is to reduce antisocial behaviour, hate crime and incidents which will have a positive impact on this protected characteristic.

Table 3: Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Landlords M/agents</th>
<th>Residents</th>
<th>Other stakeholders</th>
<th>Borough average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>57%</td>
<td>47%</td>
<td>54%</td>
<td>51%</td>
</tr>
<tr>
<td>Female</td>
<td>29%</td>
<td>42%</td>
<td>41%</td>
<td>49%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>11%</td>
<td>8%</td>
<td>3%</td>
<td>n/a</td>
</tr>
<tr>
<td>No Response</td>
<td>2%</td>
<td>3%</td>
<td>2%</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Brent SL Consultation 30 Sep -16 Dec 2016
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5.4 Marriage and civil partnership *(select all that apply)*

- Positive
- Neutral
- Negative

Please give details:

There is insufficient data available to measure accurately the potential effect of the proposal in relation to marriage and civil partnership. However, one of the aims of Selective licensing is to reduce antisocial behaviour, hate crime and incidents which will have a positive impact on this characteristic.

5.5 Pregnancy and maternity *(select all that apply)*

- Positive
- Neutral
- Negative

Please give details:

There is insufficient data available to measure accurately the potential effect of the proposal in relation to pregnancy and maternity. However, one of the aims of Selective licensing is to reduce antisocial behaviour which will have a positive impact on this characteristic. The proposal to introduce selective licensing is intended to enhance housing management standards in the private sector, in compliance with the Housing health and safety rating system (HHSRS) standards, which will positively impact this protected characteristic.
5.5 Race (select all that apply)

- Positive
- Neutral (unselected)
- Negative (selected)

Please give details: Race

Figure 6: Race

![Private rented or living rent free by race chart]

Source: ONS Crown Copyright Reserved Census 2011

Table 7: Ethnicity of consultation respondents

<table>
<thead>
<tr>
<th>How would you describe your ethnic background?</th>
<th>Landlords &amp; Man. agents</th>
<th>Residents</th>
<th>Other stakeholders</th>
<th>Borough average</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>32%</td>
<td>44%</td>
<td>31%</td>
<td>36%</td>
</tr>
<tr>
<td>Mixed/multiple ethnic groups</td>
<td>3%</td>
<td>4%</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>Asian/Asian British</td>
<td>29%</td>
<td>20%</td>
<td>28%</td>
<td>34%</td>
</tr>
<tr>
<td>Black/African/Caribbean/Black British</td>
<td>3%</td>
<td>7%</td>
<td>16%</td>
<td>19%</td>
</tr>
<tr>
<td>Other ethnic group</td>
<td>2%</td>
<td>3%</td>
<td>3%</td>
<td>6%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>25%</td>
<td>22%</td>
<td>16%</td>
<td>n/a</td>
</tr>
<tr>
<td>No Response</td>
<td>4%</td>
<td>2%</td>
<td>3%</td>
<td>n/a</td>
</tr>
</tbody>
</table>

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2011 Census data indicates that certain ethnic groups such as Black and Asian people are more likely to be private tenants. It is anticipated that licensing will improve housing conditions of those living in the lowest end of the PRS. Our general finding from our licensing visits is that a growing number of tenants are EU nationals, particularly Eastern European groups or other emerging communities (e.g. Latin American groups).

The consultation survey respondents indicate that there was adequate representation from each ethnic background such that there was a good spread of views. No group was shown to be overrepresented against the borough average.
We are aware that enforcement action can sometimes impact on tenants. For example, a big proportion of the overcrowding caseload related to Eastern European tenants. There have also been a number of cases of Eastern Europeans being unlawfully displaced or evicted by their landlords even though they had tenancy agreements.

Enforcement action is likely to impact more negatively on ethnic landlords in relation to increased business costs. This impact on BME landlords is considered to be negative in the short term but it is not anticipated that the impact will be different from the general landlord population in the long term.

**Ethnicity study of prosecutions taken by Brent PHS - January 2016-July 2016**

The following three pie-charts, figures 8 a-c, show the ethnicity broken-down in to three categories; landlord, agent and tenant. The data has been extracted from the 34 successful prosecutions PHS has taken against criminal landlords in 2016.

Asian landlords and managing agents and EU migrant tenant have been more affected by formal PHS enforcement than other groups in Brent. However it must be noted that a significant amount of the properties enforced against were Houses in multiple occupation.

![Landlord Ethnicity](image)

**Figures 8a above and 8b & 8c below: PHS Prosecutions breakdown by ethnicity 2016**

![Agent Ethnicity](image)
5.7 Religion or belief *(select all that apply)*

- Positive
- Neutral
- Negative

Please give details: religion or belief

Figure 9: Group responses for religion compared with borough averages

<table>
<thead>
<tr>
<th>Question 17: What is your religion or belief?</th>
<th>Landlords/managing agents</th>
<th>Residents</th>
<th>Other stakeholders</th>
<th>Borough average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buddhist</td>
<td>3%</td>
<td>1%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Christian</td>
<td>23%</td>
<td>31%</td>
<td>33%</td>
<td>41%</td>
</tr>
<tr>
<td>Hindu</td>
<td>20%</td>
<td>9%</td>
<td>14%</td>
<td>18%</td>
</tr>
<tr>
<td>Jewish</td>
<td>1%</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Muslim</td>
<td>6%</td>
<td>6%</td>
<td>13%</td>
<td>19%</td>
</tr>
<tr>
<td>Sikh</td>
<td>0%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>None</td>
<td>13%</td>
<td>17%</td>
<td>12%</td>
<td>11%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>26%</td>
<td>27%</td>
<td>21%</td>
<td>7%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
<td>3%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>No Response</td>
<td>4%</td>
<td>3%</td>
<td>1%</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Hindu landlords appear to be overrepresented in the survey. There is insufficient data available to measure accurately the potential effect of the proposal in relation to religion or belief. However, one of the aims of Selective licensing is to reduce antisocial behaviour, hate crime and incidents which will have a positive impact on this protected characteristic.

5.8 Sex *(select all that apply)*

- Positive
- Neutral
- Negative
Please give details:

There is insufficient data available to measure accurately the potential effect of the proposal in relation to gender. However, one of the aims of Selective licensing is to reduce antisocial behaviour which will have a positive impact on both genders, particularly women.

5.9 Sexual orientation (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

Figure 10: Sexual and gender identity

<table>
<thead>
<tr>
<th>Question 18: What is your sexual orientation?</th>
<th>Landlords/ managing agents</th>
<th>Residents</th>
<th>Other stakeholders</th>
<th>Borough average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual/straight</td>
<td>62%</td>
<td>65%</td>
<td>73%</td>
<td>97%</td>
</tr>
<tr>
<td>LGBT*</td>
<td>2%</td>
<td>2%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>29%</td>
<td>28%</td>
<td>20%</td>
<td>n/a</td>
</tr>
<tr>
<td>No Response</td>
<td>6%</td>
<td>4%</td>
<td>3%</td>
<td>n/a</td>
</tr>
</tbody>
</table>

*Brent SL Consultation 30 Sep -16 Dec 2016
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*The LGBT London average according to 2014 Integrated Household Survey the % of adults who are Gay, Lesbian or Bi-sexual was 2.6% in London

There is insufficient data available to measure accurately the potential effect of the proposal in relation to sexual orientation. However, one of the aims of Selective licensing is to reduce antisocial behaviour, hate crime and incidents which will have a positive impact on this protected characteristic.

5.10 Other (please specify) - socio-economic disadvantage

- Positive
- Neutral
- Negative

Please give details:

Figures for income across London boroughs were gained from the Median household income (CACI 2014)

Socio-economic status of the local area

- 71.9% of residents and tenants tend to agree or strongly agree that licensing the PRS will help to preserve and improve the social and economic status of the local area
- 59.39% of landlords and managing agents responding to the consultation agree that tenants building up high levels of rent arrears is a problem
- 58.54% of landlords and managing agents responding to the consultation agree that the number of tenants claiming benefits is a problem

(Source: Brent SL Consultation 30 Sep -16 Dec 2016: 853 Residents, tenants and businesses; 205 Landlords and Managing Agents)
In 2015 Brent ranked 39th in England among local authorities according to the index of multiple deprivation (IMD). Brent has 173 lowest super output areas (LSOA) indicating that deprivation exists in concentrated pockets throughout the borough. The wards of Stonebridge and Harlesden rank in the top 25 most deprived wards of London boroughs.

Homelessness

Brent has severe housing pressures and is taking a range of actions to address demand arising from homelessness and reduce reliance on temporary accommodation. As at September 2016 there were 2869 households in temporary accommodation, compared to a London average of around 1600, although this total is falling against an upward trend in London and the borough now has the fourth highest level of temporary accommodation occupancy, having had the highest level two years ago. In the year 2015/16, 1536 homelessness applications were processed, of which 709 led to acceptance of a housing duty. Of these, 382 were the result of the loss of a private sector tenancy.

The private sector therefore plays an important role in driving homelessness demand while also being a key source of temporary and permanent accommodation to meet it. Licensing can play a significant role in ensuring that the sector is well managed and provides settled and decent accommodation for Brent residents. During 2015/16, homelessness was prevented in 175 cases and the majority of these were resulted in sustaining existing or securing new tenancies in the sector.

It is also recognised that enforcement action in relation to licensing could lead to homelessness and the council acts to secure the rights of tenants and provide advice and assistance as required. There has been no evidence of any significant level of homelessness applications directly arising from our current licensing activity.

Overcrowding

Census data showed that while there has been a small reduction in overcrowding between 2001 and 2011 Census, in 2011 Brent still had the second highest level of overcrowding in England. On this basis, 17.7 per cent of households had an occupancy rating of -1 or worse; that is, lacking one or more bedrooms, as measured by the “bedroom standard”. However, data at the local level is limited or anecdotal, particularly in relation to the private rented sector, and should be treated with caution.

We know, for example, that Eastern European groups are over-represented in the HMO overcrowding cases private sector enforcement deals with (see ethnicity pie chart in paragraph 5.6 above on race). Currently there is insufficient evidence on single family households.

(Overcrowding Source: Brent Task and Finish Group Progress Report: Overcrowding and BAME Households – Equalities Committee 6th December 2016)

In contrast to HMO licensing, a selective licensing scheme will not apply a condition in relation to the maximum permitted number persons that are allowed to occupy the dwelling for sleeping purposes. When required, overcrowding is assessed under the housing, health and safety rating system (HHSRS) to be a category 1 hazard, action will be taken under Part 1 of the Housing Act.
6. Could any of the impacts you have identified be unlawful under the Equality Act 2010? Prohibited acts include direct and indirect discrimination, harassment, victimisation and failure to make a reasonable adjustment.

☐ Yes
☐ No

7. Please provide a brief summary of any research or engagement initiatives that have been carried out to formulate your proposal.

1. The 2011 Census provides valuable information regarding Brent’s population

2. A SL consultation was undertaken with resident, tenants and businesses, landlords and managing agents, and other stakeholders including with neighbouring boroughs for 11 weeks between 30 September 2016 and 19 December 2016. The ‘Draft proposal’ to designate a wider Selective Licensing Scheme outlined the reasons and was made available on the Council website. During the consultation period, there were on-line survey questionnaires available to all target groups. Forums and face-to-face meeting were held with resident community and landlords groups and landlord and tenant representatives. The consultation was promoted through a variety of channels and was undertaken in line with the relevant Government guidance and influenced by the equalities analysis screening.

3. Brent Council Equalities Cabinet Committee Reports 2016

4. Business intelligence research was undertaken with respect to levels of migration and levels of deprivation in Brent

What did you find out from consultation or data analysis?

See earlier, as the findings from the research, consultation and data analysis have been presented in this report each protected characteristic area and additionally the “other” e.g. socio-economic heading.

Were the participants in any engagement initiatives representative of the people who will be affected by your proposal?

Yes. This was a borough wide consultation with audiences comprising Brent’s residents, tenants, landlord, various group representative forums as well as the voluntary sector forum. 1207 responses were made to the on-line and hard copy questionnaires were received including 855 residents which included 227 tenants living in private rented accommodation, 205 landlords and managing and letting agents, and 147 other stakeholders. There was a demographic breakdown of responses received for each group. The communications report details the activities and channels that were used to engage with the community.

How did your findings and the wider evidence base inform the proposal?

Where comments were received that were related to groups with protected characteristics, these findings were noted and compared against borough averages or related benchmarks.

Conclusion

This analysis has concluded that overall, it is anticipated that the extending of Selective Licensing is likely to bring about positive benefits to groups with protected characteristics, particularly those who are disadvantaged and who have little or no choice in having to rent the private sector.
A key purpose of the scheme is to reduce antisocial behaviour which will benefit all residents and particularly those who have protected characteristics. From the consultation, 69.5% of residents and other stakeholders at least tend to agree that selective licensing will help reduce ASB.

Vulnerable groups will also benefit from overall improvements in management standards due to the ability of the Council to better identify those properties that are being rented privately and the improved ability to enforce standards to the whole of the sector.

In particular, BAME groups, new migrants and young children will benefit from better enforcement of licence conditions and of the Housing Health and Safety Rating System standards. All groups will benefit from improvements in engagement, communication and information between the council, landlords and tenants and other service providers. Information would relate to such matters as changes in the law affecting the PRS and energy efficiency measures and grants availability.

The Equality Assessment has identified some potential for adverse impacts, particularly for lower income groups, if landlords decide to increase rents, young people, migrants, single parents tenants may be particularly affected by this. However, we feel that this is unlikely based on our experience of licensing over the past 2 years and that of other Councils who have introduced selective licensing.

There is an increased threat of homelessness for some residents should landlords decide to withdraw from the private renting sector altogether. To mitigate this, the proposal tries to minimise the cost of licences, including offering a discount for certain accredited landlords and minimise bureaucracy.

It is proposed that a major publicity campaign is launched when Selective Licensing is introduced to make tenants and landlords aware of their rights and obligations and what tenants can do if they are threatened with eviction. Specific actions are set out in more detail in the action plan below.

If Selective Licensing is introduced, it is intended to enforce the scheme robustly, to closely monitor the situation on an on-going basis and carry out a major review after the scheme has been in place for a year. Overall, it is felt that the benefits to groups with protected characteristics of this initiative will outweigh any potential negative impacts.

**Outcome of Analysis**

Make adjustments to remove barriers identified by the assessment or to better advance equality

**EA Sign off**

<table>
<thead>
<tr>
<th>Position</th>
<th>Name/signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>EA author – PHS Licensing Manager</td>
<td>Tony Jemmott, Ext 2377</td>
<td>February 2017</td>
</tr>
<tr>
<td>Head of Private Housing Service</td>
<td>Spencer Randolph, Ext 2546</td>
<td></td>
</tr>
<tr>
<td>Head of Equalities, Brent</td>
<td>Andreyana Ivanova, Ext 3154</td>
<td></td>
</tr>
</tbody>
</table>
STAGE 3: ACTION PLANNING

This section details the responses to the findings from the analysis stage and completion of an action plan. This might mean making changes to the licensing proposal or to the way that it is implemented.

### Equality Characteristic: Age

#### How Age was considered as part of the consultation process

Tenants in the 24-34 and 35-44 age groups are over-represented in the PRS in Brent. Leaflets were sent to all households was used to include older people, typically over 65s in the consultation: Many older residents attended Brent Connect forums. All landlords were contacted via mail outs. All email and social media channels were used to target younger groups. The general marketing campaign across the borough provided information on how people of all ages could take part in the consultation process. The Council undertook outreach work in shopping centres, libraries and other open public hotspots to invite people to take part in the consultation.

#### Breakdown of Consultation Participants by Age

Table 1 compares the respondents' age groups with their respective borough averages. Overall the consultation was successful in reaching the tenant age group, landlords and older residents these being people most impacted by selective licensing.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Borough Average</th>
<th>Residents who took part in consultation</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td>20%</td>
<td>17%</td>
</tr>
<tr>
<td>25-34</td>
<td>15%</td>
<td>21%</td>
</tr>
<tr>
<td>35-44</td>
<td>14%</td>
<td>28%</td>
</tr>
<tr>
<td>45-54</td>
<td>12%</td>
<td>21%</td>
</tr>
<tr>
<td>55-64</td>
<td>6%</td>
<td>10%</td>
</tr>
<tr>
<td>Over 61+</td>
<td>15%</td>
<td>23%</td>
</tr>
</tbody>
</table>

- The figures for residents who are between 18-24 are perhaps not surprising as landlords are likely to be older and people of this age group are less likely to be householders and so will have less interest in selective licensing.
- The borough average of residents who are between 25-34 is 20%. This age group is the second most likely to be renting in the private sector according to the 2011 census figures.
- The borough average of residents who are between 35-44 is 15%. From all the residents who took part in the consultation 17% were in this age group. From all the landlords who took part in the consultation 19% were in this age group. This age group is the most likely to be renting in the private sector.
- The borough average of residents who are between 45-54 is 12%. From all the residents who took part in the consultation 21% were in this age group. From all the landlords who took part in the consultation 28% were in this age group. The consultation exercise received a higher than average response from residents in this age range and a significantly higher response rate from landlords from this age group.
- The borough average of residents who are between 55-64 is 6%. From all the residents who took part in the consultation 10% were in this age group. From all the landlords who took part in the consultation, 16% were in this age group.
- The borough average of residents aged over 61+ is 15%. From all the residents who took part in the consultation 23% were in this age group. From all the landlords who took part in the consultation, 17% were in this age group.

#### What is the proposal’s impact on the equalities aims?

The proposal will potentially benefit all age groups.

Figure 1 and Table 1 shows the private rented sector age by household member and responses age profile respectively. We expect the 25 – 44 age

#### What actions can be taken to remove or reduce the potential negative impacts that have been identified?

If Selective Licensing is extended Brent Council will:

- Set up a Landlord Focus
- The licence fee will be set be at a level to cover costs in order to minimise the likelihood that the charges will be passed onto tenants through increased rent
groups to directly benefit from better housing management standards. All properties that are granted a licence are expected to comply with the Housing Health and Safety Rating System standards (HHSRS) and the licensing conditions. This system includes reducing trips, slips and falls hazard which will be particularly relevant for older people who are more likely to suffer a serious injury from a fall.

Figure 2 shows the wards where a long term health problem or disability is highest. Table 2 in the disability section shows From all the residents who took part in the consultation 13% of residents and 9% of landlords had a long term health problem or disability. The Council will be able to more accurately identify properties where landlords would qualify for grants to benefit older residents with disabilities. As part of the licensing proposal it is intended to promote energy efficiency, for example, by requiring up to date EPCs and raising awareness of energy efficiency and how to reduce fuel poverty. We expect our older residents to benefit from this since national statistics show they are more likely to suffer from fuel poverty.

Recent research suggests that emigration into Brent by economic migrants is increasing. According to Figure 1 high percentages of people living within the PRS are between 25 and 49 years of age making the PRS is an important market for younger and more mobile people.'

<table>
<thead>
<tr>
<th>Comments received from consultation relating to Age</th>
<th>Council’s response</th>
</tr>
</thead>
<tbody>
<tr>
<td>‘Calls for more community projects to help young people avoid engaging in anti-social behaviour”. (Free text comment from questionnaire)</td>
<td>The council provides many projects for young people. The council will consider how best to publicise any available or newly created projects</td>
</tr>
<tr>
<td>In London, the private letting mainly deal with working professionals and students at colleges, they are as responsible as any home owners in London, they work hard to pay for their life style and rent. There is no correlation between them and anti-social behaviour”.</td>
<td>We recognise that some young professionals prefer to rent. However a proportion of other mobile professionals and students live in the PRS. Granted that students living away from home are more likely to be occupying shared houses rather than single family households. Properties with less than 3 tenants will come under the scheme if licensing is introduced. Properties managed by certain educational establishments may be exempted from licensing.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What actions can be taken to enhance the potential positive impacts that have been identified?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Carry out training sessions for landlords on tenancy issues</td>
<td></td>
</tr>
<tr>
<td>• PHS will develop a PRS tenants newsletter on our website</td>
<td></td>
</tr>
<tr>
<td>• Promote the presence of the PHS webpage for landlords and tenants of private rented properties with information and updates</td>
<td></td>
</tr>
<tr>
<td>• Promote our quarterly electronic landlords newsletter to all landlords</td>
<td></td>
</tr>
<tr>
<td>• Develop a tenants charter which will include information on both rights and responsibilities for tenants</td>
<td></td>
</tr>
<tr>
<td>• Give advice to landlords and tenants on the Well Being services that are available in the borough for vulnerable residents.</td>
<td></td>
</tr>
</tbody>
</table>

| Explanation how any remaining negative impacts can be justified? | N/A |

N/A
**Characteristic: Disability**

**How Disability was considered as part of the consultation process**

The proportion of Brent residents who felt that they had good health increased from 70.2% in 2001 to 82.9% in 2011. Also from the Census 2011, 1 in 7 (14.5%) Brent residents considered that their health had a limiting impact on their day to day activities. This is comparable to the rate for London (14.2%) and 3.4% lower than the rate for England and Wales. In February 2014, 0.8% (1,650 people) Brent residents of working age - aged 16 to 64 - were claiming disability benefits (Nomis). This rate was only slightly lower than the rate for London, 0.9%. It is recognised and acknowledged that some perpetrators of anti-social behaviour have mental health problems. There is a link between mental health problems and drug/alcohol misuse for both perpetrators and complainants. Community safety departments in London boroughs are reporting that a significant proportion of ASB cases they are dealing with will have a mental health dimension. That is to say that either or both the complainant and alleged perpetrator have mental health support needs. (London Council’s ASB and Mental Health Needs Jan 2014)

**Breakdown of Consultation Participants by Disability**

Table 2 is an analysis of the consultation results and indicates that 70% of Brent’s residents and 82% of landlords did not have a long standing illness or disability. As a further comparison , the consultation got an about average response from all residents who took part with a figure of 13% citing that they had a long standing illness, disability or infirmity. A below average response was received from all landlords who took part in the consultation based on the borough average of residents, with 9% citing they had a disability. There is no disability borough average for landlords but it is noted that 17% of the landlords who took part in the consultation are in the 61+ age group.

The direct publicity methods, together with the online questionnaire and web based consultation, was likely to benefit to disabled housebound residents and landlords. The Brent Connect communications were increasingly likely to reach residents in the Harlesden, Stonebridge, Dollis Hill, Welsh Harp, Fryent, Willesden Green etc., wards which have the highest percentages of PRS households with a long term limiting illness.

**What is the proposal’s impact on the equalities aims?**

Sources indicate that people suffering from a disability or mental health are more likely to be perpetrators or victims of ASB and live in poor housing conditions. People with disabilities may feel vulnerable to retaliatory practices which will mean that they may not complain to the Council.

Licensing will make it easier to identify PRS properties and so to be able to give information and advice to landlords, particularly around non-discrimination, good management practices and for support services to vulnerable groups.

**What actions can be taken to remove or reduce the potential negative impacts that have been identified?**

If Selective Licensing is extended Brent Council will:
- Assist tenants with and signpost for legal advise
- Develop a displacement protocol

**What actions can be taken to enhance the potential positive impacts that have been identified?**

If Selective Licensing is extended Brent Council will:
- Set up a facility for licensed landlords and tenants to report rogue landlord/agent activity this will particularly benefit disabled residents who are more concerned about ASB.
- Give advice to landlords and tenants on the services that are available across the borough for vulnerable residents. This will particularly benefit people with learning disabilities or dealing with substance/alcohol abuse or needing physical adaptations

**Explanation how any remaining negative impacts can be justified?**

Unfortunately, landlords are legally able to seek possession where persistent ASB occurs

<table>
<thead>
<tr>
<th>Comments from consultation relating to disability</th>
<th>Council’s response</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Landlords are usually not experienced in social care and do not have the professional capacity that would allow them to be able to resolve tenants’ mental health issues or drug and alcohol dependency. If there are allegations about a tenant causing problems (e.g. ASB, noise nuisance), even if the tenant has the above issues, a landlord ending the tenancy will have dispatched their obligations under the discretionary licensing scheme. However, in reality, this just moves the problems around Brent, but does not actually help the tenant, who could even become lost within the system”. (NLA written submission)</td>
<td></td>
</tr>
<tr>
<td>“The documentation provided fails to indicate that sufficient funding will be available to support the functions necessary to support licensing in cases involving re-housing, tenants with mental health issues and social inclusion”. (NLA written submission)</td>
<td></td>
</tr>
<tr>
<td>• The condition 6 proposal sets out some actions which landlords must take to address ASB. We accept that where tenants have mental health issues that we must take this into consideration and additional support may be needed.</td>
<td></td>
</tr>
<tr>
<td>• Actions may be set out more fully in the appendix to the Cabinet report.</td>
<td></td>
</tr>
<tr>
<td>• If Selective Licensing is introduced, the scheme will be reviewed after one year. The review will include the EA</td>
<td></td>
</tr>
</tbody>
</table>

These support mechanisms will need to be funded by other means and we will be looking at our relationship with internal teams e.g. Housing Needs and with our Legal Partners SSP Laws as well as voluntary agencies such as A4R and Shelter UK
### Characteristic: Gender Identity

#### How Gender was considered as part of the consultation process

Men made up just over half the population of Brent: 156,468 people in Brent were men and 154,747 were women. The median age for both men and women in Brent was 32 years old. This is similar to the median ages of men and women in Inner London, 32 and 31 years old respectively. Brent’s population aged 65 and over had a greater number of women (17,957) than men, (14,719). The women to men ratio increased as the population 65 and over aged. Conversely, there were 1,556 more men than women aged 30 to 44 years old. (Source: Brent Diversity Report 2014)

Literature was sent to all households.

#### Breakdown of Consultation Participants by Gender

The borough averages of residents who are male and female are 51% and 49% respectively. Out of all the residents who responded to the consultation, 47% were male and 42% were female. From all the landlords who took part in the consultation, 57% were male and 29% were female.

There is no information relating to gender in respect of landlords. Although females have not been well represented in the responses we noted active female participation in the Brent Landlord forum on 1\textsuperscript{st} November 2016 where selective licensing was discussed.

<table>
<thead>
<tr>
<th>What is the proposal’s impact on the equalities aims?</th>
<th>What actions can be taken to remove or reduce the potential negative impacts that have been identified?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Both sexes are likely to benefit from improvement in the PRS</td>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What actions can be taken to enhance the potential positive impacts that have been identified?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Undertake compliance inspections of licensed properties over a period of 5 years; this may particularly help women who are more likely to be single parents around certain health &amp; safety conditions which may be occurring in the property e.g. damp and mould</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Please explain how any remaining negative impacts can be justified?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>Characteristic: Marriage and Civil Partnership</td>
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<tr>
<td>-----------------------------------------------</td>
<td></td>
</tr>
<tr>
<td><strong>How was Marriage and Civil Partnership considered as part of the consultation process</strong></td>
<td></td>
</tr>
<tr>
<td>No data was considered in relation to this characteristic. We do not think that the proposals would have either a positive or negative impact.</td>
<td></td>
</tr>
</tbody>
</table>

| **Results of the consultation relating to Civil Partnership** |
| No questions were asked regarding peoples marital status; therefore no data is available in relation to either residents or landlords. |

| **What is the proposal’s impact on the equalities aims?** |
| Landlords have to show they have not practiced unlawful discrimination on the grounds of age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the equality aim to eliminate discrimination. |

| **What actions can be taken to remove or reduce the potential negative impacts that have been identified?** |
| N/A |

| **What actions can be taken to enhance the potential positive impacts that have been identified?** |
| Please explain how any remaining negative impacts can be justified? |

| Comments from consultation relating to Gender |
| There were no comments made with particular reference to gender |

| Council’s response |
| N/A |

| Comments from consultation relating to Gender |
| There were no comments made with particular reference to gender |

| Council’s response |
| N/A |
### Characteristic: Pregnancy and maternity

#### How was Pregnancy and maternity considered as part of the consultation process

No data was considered for the private rented sector in relation to this characteristic.

The General Fertility Rate (GFR) is the number of live births per 1,000 women aged 15 to 44. The GFR in Brent in 2012 was 72, higher than Outer London (71.8) and nationally (64.8). There were 7,430 conceptions to all women in Brent in 2011. 17 (0.2%) of these were to women aged under 16. The conception rate for all women in Brent was 1 in 10 (99 per 1000), higher than the England and Wales and London rates (80.4 and 89.5 per 1000 respectively). For women aged under 16, the conception rate in Brent was almost half (3.2 per 1000) the rate for England and Wales (6.1 per 1000).

#### Results of the consultation relating to Pregnancy and maternity

No questions were asked regarding pregnancy and maternity and therefore no data is available in relation to either residents or landlords.

#### What is the proposal’s impact on the equalities aims?

Brent and other local authorities will regularly use the PRS to discharge its homelessness duty. This directly impacts on single mothers and pregnant women to whom a duty is owed. Regulating and monitoring of all properties in the Borough will be a positive benefit for this group.

Landlords have to show they have not practiced unlawful discrimination on the grounds of age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the equality aim to eliminate discrimination.

#### What actions can be taken to remove or reduce the potential negative impacts that have been identified?

N/A

#### What actions can be taken to enhance the potential positive impacts that have been identified?

- Publicise standards in the private rented sector and how residents of the borough can report any concerns. Utilise community groups used by women including those who are pregnant or have small children within the publicity
- Undertake compliance inspection checks on licensed properties

#### Please explain how any remaining negative impacts can be justified?

N/A

#### Comments from consultation relating to Pregnancy and maternity

At the landlords and tenants’ representative meeting “the willingness of landlords to take LHA tenants was raised as an issue”

#### Council’s response

Council’s will go through structured process when assessing women under their homelessness duty and in trying to find suitable accommodation for clients
**Characteristic: Race**

**How was race considered as part of the consultation process**

Brent was the first local authority in the UK to have a majority black, Asian and minority ethnic (BAME) population. In the 2011 Census, 63.7% of the population were BAME. By contrast, 14% of people in England and Wales and 40% of people in London were BAME. The largest ethnic groups in Brent were Asian: Indian or British Indian people (18.6% of Brent’s population compared to 8.8% of the Outer London population) and White: English/ Welsh/ Scottish/ Northern Irish/ British people (18.0%). Brent had a higher proportion of the following ethnic groups than London and nationally: Black African people (7.8%), Black Caribbean people (7.6%), White Irish people (4%), Arab people (3.7%), White Polish people (2.9%) and White: Other Eastern European people (2.1%). 0.1% of Brent’s population were White: Gypsy or Irish Traveller which was on par with London and national figures.

A more recent look at the 2016 profiles shows below that overall: White 35%, 36% are Asian, 21% are black and 8% are other. Further when considering ethnicity and age:
- 33% of people under 18 are black and 26% of under 18s are white
- 34% people aged 65 and over are black and 44% people aged 65 and over are white
- 26% children under 5 are Asian

Figure 6 shows how racial group are dispersed in the private rented sector in Brent. The multi-channelled communications strategy was designed to reach all groups including minority and ethnic communities.

**Results of the consultation relating to race**

Table 7 shows the results of the consultation and compares the results with the borough averages for the race characteristic.

Table 7 shows that Asian residents (20%), Black residents (7%) and Black landlords (3%) responded to the consultation at a level that was well below the borough average for residents of 34% and 19% respectively. There was a good response from residents and landlords who make up the other ethnic groups.

<table>
<thead>
<tr>
<th>What is the proposal’s impact on the equalities aims?</th>
<th>What actions can be taken to remove or reduce the potential negative impacts that have been identified?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• The Landlord Focus Group to look at issues support vulnerable and other tenants. Particular efforts will be made to include BME landlords.</td>
</tr>
<tr>
<td></td>
<td>• Review the enforcement policy to ensure that licensing enforcement is fair and proportionate.</td>
</tr>
</tbody>
</table>

22
Licensing has the potential to drive up standards which will benefit new arrivals and minority ethnic groups as they are over-presented in the PRS and notably the younger people including the under 18s and children under 5s making up this group. These groups are also likely to be vulnerable, on low income and may be attracted to properties which are in a poorer condition.

According to the 2016 Country of Birth profiles, Brent has, 44% born in the UK, 18% Europe, 23% Asia, 10% Africa and 4% in North/South & Central America.

Brent has a growing EU population comprising; Old EU 7.2%, Accession Countries 5.9% Bulgaria and Romania 3.1%, Other Europe 2.1%. “White other” Residents from EU accession countries are the most likely group to rent privately and so will benefit from improvements in this sector.

149 languages are spoken in Brent. In 1 in 5 households nobody speaks English as their main language. Licensing will help landlords in understanding their responsibilities and assist tenants in understanding their rights.

Considering the link between low pay and ethnicity in London, BAME groups, notably Black Africans (41%) and Black Pakistani or Bangladeshi (43%) are paid less than the Living Wage within ethnic groups. (Brent 2106 diversity profiles). The consultation responses suggest that landlords may seek to pass on the costs of licensing to their tenants in the form of rent increases. Where this occurs it may present an economic burden to ethnic tenants who are more likely to be on low pay.

Our survey of PHS successful prosecutions 2016 in figures 8 a-c shows that most prosecution are against Asian landlords and agents and EU migrant tenants are mostly affected.

What actions can be taken to enhance the potential positive impacts that have been identified?

- Undertake compliance checks within the licence period. This would be helpful for people where English is not their main language to ensure that their tenancy management is adequate.
- We will review and improve our landlord training provision
- A signposting leaflet to be produced that the Private Sector Licensing can hand out when coming into contact with Eastern European residents

Please explain how any remaining negative impacts can be justified?

Licensing is likely to see an increase in enforcement action against BAME landlords. Landlord training and accreditation is made available to landlords. Enforcement will be in line with our private housing enforcement policy.

Comments from consultation relating to race

There were no specific comments made in relation to race or ethnicity

Council’s response

N/A

Characteristic: Religion or belief
**How was religion or belief considered as part of the consultation process**

More people in Brent had a religion than London and nationally: 1 in 10 Brent residents stated they had no religion, compared to 1 in 5 people in London and 1 in 4 people in England and Wales. The largest religious groups in Brent were: Christian (41% compared to 48.4% in London); Muslim (18.6% compared to 12.4% in London); Hindu (17.8% compared to 5.5% in London).

The biggest changes to religious groups in Brent were: 79% increase to the proportion of Muslim people, 72% increase to the proportion of Buddhist people, 32% decrease to the proportion of Jewish people.

2,462 people stated that they were Jain and 1,709 people stated that they were Sikh.

**What is the proposal’s impact on the equalities aims?**

One of the aims of Selective licensing is to reduce antisocial behaviour, hate crime and incidents which will have a positive impact on this protected characteristic.

It is not anticipated that the proposed scheme will have a disproportionate impact on people of faith or no faith.

**What actions can be taken to remove or reduce the potential negative impacts that have been identified?**

N/A

**What actions can be taken to enhance the potential positive impacts that have been identified?**

N/A

**Please explain how any remaining negative impacts can be justified?**

N/A

**Comments from consultation relating to religion or belief**

There were no direct comments made in relation to religion or belief

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**Characteristic: Sexual Orientation and Gender Identity**

**How was Sexual Orientation and Gender Identity considered as part of the consultation process**

The census did not include information about sexual orientation and gender reassignment. Stonewall estimates that lesbian, gay and bisexual (LGB) people make up 5-7% of the UK population. The Gender Identity Research and Education Society estimate that 1% of the UK population experience gender variance and 0.02% of the UK population will undergo gender transition. The number of people seeking treatment for gender variance goes up by 20% every year – by 2012 there were 180,000 people in the UK aged 16+ who had undergone gender transition. This equates to an LGB population in Brent between 15,561–21,785; 3112 people experiencing gender variance and 62 transgender people. These estimates apply the UK average to Brent and do not take into account variance; they are not definitive estimates.
Stonewall research has found that many LGBT people of all ages experience homophobic harassment and violence in their neighbourhood. Someone may know or suspect their sexuality. Harassment can include name-calling, graffiti, and criminal damage and over time even seemingly small incidents can cause extreme distress and fear, with people often too frightened to leave their own home.

**Results of the consultation relating to Sexual Orientation and Gender Identity**

65% of residents and 63% of landlords responding to the consultation were heterosexual or straight compared with the borough average of 97%. 2% of residents and 2% of landlords were LGBT compared with the borough average of 3%. 28% of residents and 29% of landlords “preferred not to say”. We therefore expect that the figures for sexual orientation and gender identity may be larger in Brent than these records.

<table>
<thead>
<tr>
<th>What is the proposal’s impact on the equalities aims?</th>
<th>What actions can be taken to remove or reduce the potential negative impacts that have been identified?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Selective licensing aims to reduce antisocial behaviour which is likely to benefit people who suffer homophobic incidents.</td>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What actions can be taken to enhance the potential positive impacts that have been identified?</th>
<th>Please explain how any remaining negative impacts can be justified?</th>
</tr>
</thead>
<tbody>
<tr>
<td>To promote the benefits of licensing through LGBT organisations.</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Comments from consultation relating to Sexual Orientation and Gender Identity**

There were no direct comments made in relation to sexual orientation and gender identity

**Council’s response**

N/A

**Characteristic: Socio-economic status**

**How was Socio-economic status considered as part of the consultation process**

- In 2014, the median income in Brent was £31,601. Within London, Brent ranked as the 6th lowest borough in terms of median household income. Income varies widely from ward to ward. Stonebridge has the lowest median household income (£22,188) and Queen’s Park has the highest (£41,423).
- Brent has 173 lowest super output areas (LSOA) indicating that deprivation exists in concentrated pockets throughout the borough.
- Within ethnic groups (London) 27% of Black Caribbean, 41% of Black African and 44% of Pakistani or Bangladeshi people are paid less than the Living Wage.
- 33% of Brent’s working population are paid less than the London living wage of £9.40 per hour.
- Full time male workers earn £39.40 more a week than their female equivalent (Brent).
The consultation was designed to reach the widest target groups and to enable people on low incomes and those socially marginalised to be able to take part in the consultation.

**Results of the consultation relating to Socio-economic status**

The consultation asked certain questions relating to the Socio-economic status of the local area. The responses drawn were:

- 71.9% of residents and tenants tend to agree or strongly agree that licensing the PRS will help to preserve and improve the social and economic status of the local area
- 59.39% of landlords and managing agents responding to the consultation agree that tenants building up high levels of rent arrears is a problem
- 58.54% of landlords and managing agents responding to the consultation agree that the number of tenants claiming benefits is a problem

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<tr>
<th>What is the proposal’s impact on the equalities aims?</th>
<th>What actions can be taken to remove or reduce the potential negative impacts that have been identified?</th>
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<tr>
<td>In addition to having to pay for their property licences, landlords may need to carry out repairs to their rented properties as well as to take steps to improve their management skills. Tenants on low incomes and socio-economic status will especially benefit from improved property conditions thus affording a similar good standard of renting as people of better socio-economic status. Licensing should bring about a reduction in ASB and an improvement in the condition of local areas, especially in the wards with the highest incidences of ASB, enviro-crime and police recorded crime. Selective licensing should bring about more stable tenancies by being able to support tenants and landlords experiencing rent and debt problems and to reduce claims for possession, homelessness and mental distress.</td>
<td>The licence fee structure to be set to reduce the need for costs to be passed on to tenants. Provide information within the PHS landlords newsletter on dealing with tenant rent arrears.</td>
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<th>What actions can be taken to enhance the potential positive impacts that have been identified?</th>
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<tr>
<td>Set up links with tenants and landlord advice representatives to identify and address their needs, particularly in relation to debt, rent arrears and homelessness. Formulate and agree a suite of indicators to measure and report on socio-economic performance.</td>
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</table>

Please explain how any remaining negative impacts can be justified?

N/A

**Comments from consultation relating to Socio-economic status**

“Licensing fees costs will be passed on to tenants in the form of rent”

“Greater help for landlords to evict tenants”

*(Consultation questionnaire free text)*

**Council’s response**

Judging from our experience with the existing licensing schemes in Brent and in other boroughs we are unable to accept that licensing costs are being passed on...
"Lenders see licensing as a risk to their investment because of the ASB stigma attached to licensed areas and this is seen as a risk to the property value and leads to mortgages being rejected"

"The scheme will lead to further displacement of problem tenants in Brent/London"

"The documentation provided fails to indicate that sufficient funding will be available to support the functions necessary to support licensing in cases involving rehousing, tenants with mental health issues and social exclusion"

(NLA written submission)

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<th>the tenants. The licensing fee will be set at a level designed to cover the functions related to an SLS in order to minimise the burden on landlords.</th>
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<td>Though some lenders may be reluctant to lend in licensable areas, there are several products available on the market for investor landlords.</td>
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<td>The Council has commissioned research on the impact of licensing on tenants and will consider the recommendation of the research report</td>
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<td>If selective licensing is extended in Brent the council will be committed to reviewing the licensing scheme at least once annually</td>
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