

Equality Impact Assessment Form



Directorate: Housing & Inclusion	Service: Housing Management
Completed by: Nicola Bradley	Date: 24.11.17
Subject Title: Housing Allocations Policy	
1. DESCRIPTION	
Is a policy or strategy being produced or revised:	Yes
Is a service being designed, redesigned or cutback:	No
Is a commissioning plan or contract specification being developed:	No
Is a budget being set or funding allocated:	No
Is a programme or project being planned:	No
Are recommendations being presented to senior managers and/or Councillors:	Yes
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty (Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations):	Yes
Details of the matter under consideration:	Update to the Council's Housing Allocations Policy
<i>If you answered Yes to any of the above go straight to Section 3</i> <i>If you answered No to all the above please complete Section 2</i>	
2. RELEVANCE	
Does the work being carried out impact on service users, staff or Councillors (stakeholders):	Yes/No* <i>*delete as appropriate</i>
If Yes , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered Yes go to Section 3</i>	
If you answered No to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>	
3. EVIDENCE COLLECTION	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	Existing and future housing applicants
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	The Policy will be applied to existing and future housing applicants and will not disadvantage any one group in terms of their housing needs and our ability to meet them.

Which of the protected characteristics are most relevant to the work being carried out?

- Age
- Gender
- Disability
- Race and Culture
- Sexual Orientation
- Religion or Belief
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity

- Yes
- No
- Yes
- No
- No
- No
- No
- No
- No
- Yes

4. DATA ANALYSIS

In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?

The Council’s Allocations Policy aims to promote equality of opportunity and allocate social housing within the borough to those applicants in most housing need.

The following table shows the breakdown in terms of age of main applicant. This shows that there is a fairly even distribution in terms of the age groups wishing to access housing.

Age	Number of applicants
16-17	1
18-24	99
25-35	261
36-60	366
60+	206
Grand Total	933

5.8% of applicants have a physical disability and require and adapted property.

What will the impact of the work being carried out be on usage/the stakeholders?

- The proposed changes
- aim to increase the number of allocations to those in most need by updating the local connection policy operation in some parts of the borough.
 - assist expectant parents in securing suitable accommodation prior to the birth of their child, households with an expectant mother will now be treated as though the child has been born at 30 weeks of pregnancy.
 - Improve choice for those nearing

	<p>retirement age by allowing them to access sheltered housing</p> <ul style="list-style-type: none"> • Improve wellbeing of elderly residents by allowing pets in sheltered housing
<p>What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?</p>	<p>Results of previous New Tenant Satisfaction surveys show a high level of satisfaction across the customer base.</p>
<p>What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?</p>	<p>Data relating to current live applications Data relating to the allocations of housing</p>
<p>If any further data/consultation is needed and is to be gathered, please specify:</p>	<p>12 week public consultation to be carried out with customers and other interested agencies and support groups.</p>
<p>5. IMPACT OF DECISIONS</p>	
<p>In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?</p>	<p>There will be a positive effect on older applicants in terms of being able to move into sheltered accommodation with a pet. There will be a positive impact on those nearing retirement age and who may be disabled or have health issues as they will now be able to access sheltered accommodation. This may be particularly beneficial in some of the rural areas where there is a limited supply of general needs flats. Pregnant applicants will be considered for family housing prior to the birth of their child.</p>
<p>6. CONSIDERING THE IMPACT</p>	
<p>If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).</p>	<p>There is no negative impact.</p>
<p>What actions do you plan to take to address any other issues above?</p>	<p>No actions</p>
<p>7. MONITORING AND REVIEWING</p>	
<p>When will this assessment be reviewed and who will review it?</p>	<p>1 year after implementation by Tenancy Service Manager</p>