

APPENDIX 1

Equality Impact Assessment

Public bodies are required in to have **due regard** to the need to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited under the Act
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it, and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

The **public sector Equality Duty** came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following **protected characteristics**:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having **due regard** means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they

design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to **advance equality of opportunity** involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore **take account of disabled people's impairments** when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they **considered the aims of the Equality Duty**. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Housing	Lead officer responsible for EIA	Rachel Shaw
Name of the policy or function to be assessed:		Allocations Policy	
Names of the officers undertaking the assessment:		Rachel Shaw	
Is this a new or an existing policy or function?		New policy for existing function	
<p>1. What are the aims and objectives of the policy or function?</p> <p>The aim of the policy is:</p> <ul style="list-style-type: none"> • To ensure that all regulatory and legal requirements for Allocations are met • To set out the requirements for considering eligibility and qualification for social housing • To ensure that housing applicants are given choice • To confirm when local lettings policies and direct lets may be used 			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>Fair and consistent allocations of social and affordable rented accommodation in Broxtowe.</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>Applicants who have applied to Broxtowe Borough Council</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <ul style="list-style-type: none"> • Applicants • Housing staff 			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <p>When applicants apply to join the waiting list they are asked for personal details, which provides quantitative data on the quality strands.</p> <p>Monitoring is completed through CORE returns for every property allocated. This data can be analysed and benchmarked with other organisations.</p>			
<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?</p> <p>Information provided on application forms.</p>			

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

Consultation has been completed with registered providers, staff and tenants. This did not identify any changes to be made to address issues of negative impact on any of the equality strands.

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways?

In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

- Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?**

Applicants must be over the age of 18 to hold a tenancy with the Council, so those younger than that are excluded from holding a tenancy but may be part of the household. This can be justified.

Members of the Armed Forces are given additional priority, which has a positive impact on this group. This can be justified as it is a requirement to provide this additional preference.

- Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?**

Yes

- Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?**

The application form is only available online and is quite long and complex due to the amount of information required. This could be difficult for people with some disabilities or those whose first language is not English. Support is provided to applicants who request it, which includes working with an applicant to complete the form when necessary.

- Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?**

The Policy outlines where Local Lettings Policies may be used. These can have a positive impact on communities and address negative issues.

- What further evidence is needed to understand the impact on equality?**

Monitoring with continue through CORE and analysis will be completed

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Pregnancy and Maternity: Applications can often be made during the period of pregnancy and maternity due to the increase in the family size of the applicant. Support will be offered to completed applications if requested.

Disability: Under the Allocations Policy those who need to move urgently because of life threatening illness or sudden disability or given additional preference. The Council will ensure that support is provided to applicants who need to move in this situation. An individual assessment will be completed when an applicant provides information on a disability, which can result in an applicant being awarded Band 1, 2 or 3. Applicants will be supported and encouraged to provide evidence to inform the assessment.

Age: Younger applicants in their first tenancy may require additional support, which will be identified as part of pre-tenancy assessments. This may involve referral to the Council's Tenancy Sustainment Officer.

Gender
Sexual Orientation
Gender Reassignment
Marriage and Civil Partnership
Race
Religion and Belief

It is not anticipated that the Council would need to take any further action in order to enable access for these groups. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barriers identified.

Head of Service:

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature of Head of Service: