

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate: **Chief Executive**

Lead officer responsible for EIA: **Richard Smith**

Name of the policy or function to be assessed: **Allocations Policy**

Names of the officers undertaking the assessment: **Housing Operations Manager**

Is this a new or an existing policy or function? **Existing Policy Function**

1. What are the aims and objectives of the policy or function?

The Allocations Policy provides guidance on how applications to Broxtowe Borough Council for Housing are prioritised and properties allocated

2. What outcomes do you want to achieve from the policy or function?

The review seeks to address and provide clarity on some operational and strategic issues and challenges faced in the area of Lettings and the housing register.

3. Who is intended to benefit from the policy or function?

Applicants for social housing who wish to be housed within the Broxtowe Borough

4. Who are the main stakeholders in relation to the policy or function?

Housing applicants

Housing staff

5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?

When applicants apply for housing through the Homeseach scheme, they have to provide a range of personal and special category data

6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?

Information held in the choice based lettings and housing management systems.

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

The review and items changes have been brought about by emerging issues or challenges relating to the administration of the policy.

All applicants are asked to complete a satisfaction survey regarding the application and bidding process once they are rehoused. Feedback has been considered as part of the review.

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?

Applicants must be over the age of 18 to apply, so this is inherently exclusive. This can be justified.

There is also eligibility criteria to qualify for housing with the Council, such as immigrations status. This can be justified

Does it affect some equality groups or communities differently? If yes, can this be justified?

No, provided the eligibility criteria are met and applicants can show that they are met

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

Yes, provided the eligibility criteria are met and applicants can show that they are met

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

Support is in place through the Lettings Team to ensure the service is inclusive

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

The policy should not contribute positively or negatively in this area

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

None

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?

Age: The eligibility criteria for housing is defined in legislation. Applicants must be over 18. Statutory agencies assist those under 18. The Council may need to refer younger applicants to the appropriate agency.

Disability: Support will be given to those that require help to submit an application. Autobids can be used for applicants that will find it difficult to place bids.

Gender: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barrier identified.

Gender Reassignment: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barrier identified.

Marriage and Civil Partnership: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barrier identified.

Pregnancy and Maternity: It is acknowledged that applicants may want to make an application during pregnancy, if their current property will no longer be large enough for their family size. Appropriate advice regarding eligibility for larger accommodation will be provided.

Race: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barrier identified.

Religion and Belief: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barrier identified.

Sexual Orientation: It is not anticipated that the Council will need to take any further action in order to enable access for this group. Regular monitoring and analysis may identify reasons that have not been anticipated. Action will be taken to mitigate any barrier identified.

10. 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:

Head of Housing