

APPENDIX 2

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate: **Chief Executive**

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

Name of the policy or function to be assessed: **Home Release Scheme**

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

Is this a new or an existing policy or function? **New policy**

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

To enable tenants to downsize their Council home with support

To provide financial incentives for those tenants wishing to downsize

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

To enable tenants to downsize

To free up large family homes

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

Tenants that are underoccupying

Prospective tenants on the waiting list, or those seeking larger accommodation

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

Tenants

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 Homesearch 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 on Council records

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

None

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 hold a tenancy with the Council, 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?

The policy affects all in the same way that hold a tenancy and are underoccupying

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

The policy affects all in the same way that hold a tenancy and are underoccupying

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

The policy affects all in the same way that hold a tenancy and are underoccupying

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: It is expected that some of the tenants who may be interested in downsizing, may be older tenants. The policy acknowledges that if these tenants wish to move, they may require practical support as well as a financial incentive.

Disability: The policy offers both practical as well as financial support. Individual circumstances will be considered, including disability.

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: The policy offers both practical as well as financial support. Individual circumstances will be considered, including if practical support is required because the tenant is pregnant.

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