

Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>	Review of Tenant's Incentive Scheme Policy	
<i>Service Area:</i>	Housing	
<i>Section:</i>	Housing Options	
<i>Lead Officer:</i>	Carl Griffiths	
<i>Date of assessment:</i>	10/19	
<i>Is the policy, project, service, function or strategy:</i>		
<i>Existing</i>	<input type="checkbox"/>	
<i>Changed</i>	<input checked="" type="checkbox"/>	
<i>New / Proposed</i>	<input type="checkbox"/>	

Section 1 – Clear aims and objectives

1. What is the aim of the policy, project, service, function or strategy?

The TIS scheme is designed to encourage households living in council properties that would be classed as too large for their housing need. When households apply to the housing register their housing need, specifically the numbers of bedrooms they require, are assessed.

As a council we offer secure tenancies which often mean that households live in the same property for a considerable length of time. Often within that time the make-up of their household changes. This can include an increase in the number of applicants but also a decrease where people have left the property. Where people have left the property this often leaves the remaining occupant in a position called “under-occupation” when compared to their housing need. In practical terms it means that we sometimes have single tenants living in larger family homes. It is common in this situation that tenants, if in receipt of state benefits, are unable to afford the rent on the larger properties.

Within our stock profile we have the largest demand for family homes of 2 bedrooms and above.

This scheme enables the council to offer a financial incentive to tenants in this situation to assist and encourage them to move into smaller accommodation that meets their housing need. This in turn enables us to use the family accommodation for those applicants who need it.

The scheme creates increased mobility amongst our tenants and enables us to better meet the housing needs of our applicants. It also supports the delivery of the council's homelessness prevention duties and tenancy sustainment activity.

2. Who is intended to benefit from the policy and how?

As above the intended beneficiaries of this scheme are tenants who are under-occupying family accommodation by moving them in to more suitable and affordable accommodation.

Additional beneficiaries are the applicants on the Council's housing register who will have increased access to larger family accommodation they require.

In order to encourage greater mobility within housing stock and increasing availability of family accommodation for which there is the highest level of demand, the policy, level of payments and associated support have been reviewed.

3. What outcomes do you want to achieve?

- Improved allocation of housing stock
- Increased mobility of tenants within our own stock
- Better tenancy sustainment outcomes.
- Delivery of homeless duties
- Reduction in expenditure on bed and breakfast
- Support to tenants to move

4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

This is a voluntary incentivised scheme requiring tenants to agree to moving from one property to another. This can therefore cause issues for the Council where tenants are settled in properties that are no longer best suited to them and other tenants are waiting for similar properties.

Some tenants that are significantly under occupying family accommodation are at greater risk of rent arrears and potential eviction due to the higher rent levels compared to their entitlement to Housing Benefit. In this situation the likelihood of there being an unaffordable shortfall is increased.

5. Any other relevant background information

In previous two financial years the scheme has assisted the following number of households:

Financial year 2017 – 2018 – 21 Households. £21,934.10 Expenditure.

Financial year 2018 – 2019 – 24 Households. £28,029.81 Expenditure.

Section 2 – Collecting your information

6. What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

Historically the scheme has been under utilised and expenditure of the budget has been low. Monitoring of the scheme has not been undertaken but under the new proposed policy regular monitoring of both expenditure and outcomes will be conducted.

The information gathered will include:

- Number of tenants accessing the scheme.
- Numbers of bedrooms released by downsizing.
- Numbers of tenancies sustained.
- Numbers of cases of homelessness prevention.
- Decrease in B&B expenditure.

Section 3 – Additional engagement activities

7. Please list any additional engagement activities undertaken when developing the proposal and completing this EIA. Have those who are anticipated to be affected by the policy been consulted with?

Date	Activity	Main findings
		<i>Brief description of key themes and outcomes of related engagement activity eg. concerns raised and/or how the activity helped to develop the proposal.</i>

Section 4 – What is the impact?

8. Summary of anticipated impacts. *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.*

	Positive impact	Negative impact	No disproportionate impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability and long term conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender and gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnant women and people on parental leave	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

9. Details of anticipated positive impacts.

a)	The service will enable households to move into sheltered or smaller accommodation that is designed for applicants of particular ages and/or with disabilities.							
	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
b)	The service will increase the availability of family homes for those households that increase in number due to marriage, pregnancy or any other reason.							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input checked="" type="checkbox"/> Marriage	<input checked="" type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)								

	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
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10. Details of anticipated negative impacts.

a)	Negative impact:	<i>Please provide details of any negative impacts identified in the summary table above and tick the group/s the impact applies to below. Delete or add rows below as required.</i>						
	Mitigating action:	<i>If action has been identified to mitigate against the negative impact, please provide details</i>						
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
b)	Negative impact:							
	Mitigating action:							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)	Negative impact:							
	Mitigating action:							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion

11. Have all negative impacts identified in the table above been mitigated against with appropriate action?

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<i>If no, please explain why:</i>
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Section 5 – Recommendations and monitoring

12. How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

The scheme and policy are available to ALL tenants and was not designed to specifically meet the requirements of any particular group.

13. How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

Ongoing monthly monitoring of the service
Policy will be reviewed in 2 years

Section 6 – Knowledge management and publication

Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager	Name:	Carl Griffiths
	Date:	11/01/2020
Reviewed by Policy Service	Name:	
	Date:	DD/MM/YY
Final version of the EIA sent to Policy Service	<input type="checkbox"/>	
Decision information sent to Policy Service	<input type="checkbox"/>	

