

## Chesterfield Borough Council

### Equality Impact Assessment - Full Assessment Form

Service Area: Housing Services  
 Section: Customer Services  
 Lead Officer: Julie McGrogan

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for: Proposed changes to Allocations Policy

Is the policy, project, service, function or strategy:

Existing   
 Changed   
 New/Proposed

#### **STEP 1 – MAKE SURE YOU HAVE CLEAR AIMS AND OBJECTIVES**

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

The proposed aims of the changes to the allocations policy are designed to better address housing need and to comply with the recommendations outlined in the Codes of Guidance

Who is the policy, project, service, function or strategy going to benefit and how?

Certain applicants on the housing register will benefit from the changes. These include:  
 Homelessness Applicants – will receive an offer of suitable accommodation more quickly

Local resident preference – in line with the recommendations in the Code of Guidance, housing will normally be allocated to households who are resident (or employed) in the borough of Chesterfield

Families with children living in flats – current CBC tenants with children living in flats will be awarded points to transfer to a family house

What outcomes do you want to achieve?

The desired outcomes of the policy are to:

1. to let vacant properties via the CBL scheme in accordance with the Council's Allocation Policy
2. to house those households in housing need as defined by Law
3. prevent homelessness
4. make best use of council stock
5. to make all allocations fairly, equitably and without any unlawful discrimination

## Characteristics to enable these outcomes to be achieved?

The changes to the policy will have a negative impact on various groups that do not necessarily belong to a single protected characteristics category but have previously accessed Council accommodation via the open waiting list.

The Council has previously operated an open waiting list to allow any person or household to apply for accommodation even if they have no connections to the borough. The Code of Guidance recommends that local authorities introduce a 'residency test' of up to 5 years to ensure local people have preference for local housing

By removing the 'lodging points' category, primarily single people living with family will no longer receive preference on the list for accommodation. The majority of single people who are regarded as 'lodging' who secure accommodation do so because they 'want' to move rather than 'need' to move. It is households such as these with no housing need that we need to be satisfied that they can afford to sustain a tenancy and live independently.

## STEP 2 – COLLECTING YOUR INFORMATION

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

Routine quarterly monitoring of applicants on the housing register is carried out.

## STEP 3 – FURTHER ENGAGEMENT ACTIVITIES

Please list any additional engagement activities undertaken to complete this EIA e.g. met with the Equalities Advisory Group, local BME groups, Employee representatives etc. Could you also please summarise the main findings.

Date	Engagement Activity	Main findings
Jan 2015	Contact with key partners such as Law Centre and Registered Providers	
Jan 2015	Notice in Our Homes magazine	
Jan 2015 Jan 2015	Notice on Council's website Contact with households on the register affected by proposed changes	

## STEP 4 – WHAT’S THE IMPACT?

Is there an impact (positive or negative) on some groups/people with protected characteristics in the community? (Think about race, disability, age, gender, religion or belief, sexual orientation and other socially excluded communities or groups). You may also need to think about sub groups within each equalities group or protected characteristics e.g. older women, younger men, disabled women etc.

Please describe the potential impacts both positive and negative and any action we are able to take to reduce negative impacts or enhance the positive impacts.

<b>Group or Protected Characteristic</b>	<b>Positive impacts</b>	<b>Negative impacts</b>	<b>Action</b>
Overall impact	The changes to Policy proposed will benefit families with children in flats; enable statutory homeless households to secure settled accommodation sooner and will give preference to local people on the waiting list		
Age – including older people and younger people.	The changes to Policy proposed will benefit families with children in flats		
Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.	No disproportionate impact anticipated		
Gender – men, women and transgender.	No disproportionate impact anticipated		
Marital status including civil partnership.	No disproportionate impact anticipated		
Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.	The changes to Policy proposed will benefit families with children in flats		
Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.	No disproportionate impact anticipated		

Ethnic Groups	No disproportionate impact anticipated		
Religions and Beliefs including those with no religion and/or beliefs.	No disproportionate impact anticipated		
Other groups e.g. those experiencing deprivation and/or health inequalities.	Homeless households will spend less time in temporary accommodation and will move in to suitable accommodation sooner	Homeless applicants will not be able to bid for properties	Any property must be suitable as defined by Homelessness Legislation

From the information gathered above does the policy, project, service, function or strategy directly or indirectly discriminate against any particular group or protected characteristic?

- Yes   
 No

If yes what action can be taken to stop the discrimination?

N/A

**STEP 5 – RECOMMENDATIONS AND DECISION MAKING**

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

A comprehensive analysis of lettings data has taken place and careful consideration of changes in legislation and the potential impact has taken place. By considering the impact via the EIA, this has informed both the development of the policy and EIA simultaneously.

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

The allocation policy and how, and to whom, properties are allocated to and the housing register are routinely monitored. This monitoring identified the need to make changes to the allocations policy and this process will continue going forward. It will be the responsibility of Housing Service Manager - Customer Division and Housing Solutions Manager.

## **STEP 6 – KNOWLEDGE MANAGEMENT AND PUBLICATION**

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

### Reviewed by Service Manager

Name:

Date:

### Reviewed by Policy Service

Name:

Date:

Final version of the EIA sent to the Policy Service

Decision information sent to the Policy Service