

Draft EqIA Template – for DECISIONS

This template should be completed alongside proposals that will be subject to decision by Councillors.

Summary of decision to be made:	Review of Housing Allocation Scheme to prioritise applicants seeking social housing		
Lead Officer (job title):	Lynn Wilders Housing Needs Manager		
Date the final decision is due to be made:	23/02/2015	Date this assessment commenced:	09/02/2015
Is the decision relevant to the aims of the Public Sector Equality Duty?			
Eliminate discrimination, harassment and victimisation			No
Advance equality of opportunity			Yes
Foster good relations			No

If the answer is yes to any of the above, proceed with the assessment. If the answer is no, please say why and summarise any evidence:

The overarching aims of the changes reinforce our strategic objectives of:

- Local homes for local people
- Prioritising those in greatest need
- Making the best use of existing stock

The changes are intended to:

- Expand the types of close family members that can give a non-resident applicant a qualifying local connection
- Introduce a minimum residence period within the Borough for applicants
- Simplify the assessment of overcrowding and under occupation
- Simplify the priority awarded to applicants seeking sheltered housing
- Simplify the priority awarded to applicants whose homes are in a poor condition
- Reduce the time taken to assess whether an applicant is entitled to priority on medical or welfare grounds
- Align the financial thresholds with those used in Housing Benefit regulations and the Help to Buy Scheme as well as reflecting the current housing market

The changes to our assessment will result in:

- 309 applicants reassessed with a higher priority (265 overcrowded households moving from Band C to Band B, 23 homeless accepted households moving from Band C to Band B and 21 private rented sector tenants needing sheltered housing moving from Band D to Band C)
- 77 applicants reassessed with a lower priority (73 under occupying tenants living in the Borough moving from Band A to Band B, 2 under occupying tenants not living in the Borough moving from Band B to Band C and 2 private sector tenants registered due to the condition of their home moving from Band B to Band C.
- 63 applicants no longer qualify to be included on the housing register (under occupying tenants in the private sector)

Draft EqIA Template – for DECISIONS

The majority of those affected by the proposals will have a positive impact as their priority on the housing register will be increased.

For each of the following characteristics, summarise any existing data, consultation activity, interpretation of the impacts and actions that can be taken to reduce or mitigate any negative impacts:

Characteristic:	Data and consultation	Summary of impact	Actions
Disability	<p>Of the 1317 existing housing register applicants 238 (18%) have stated they have a disability</p> <p>Of the 140 applicants who will no longer qualify or will have a lower priority, 35 (25%) have stated they have a disability</p> <p>Of the 35 applicants who state they have a disability, 23 are aged over 60.</p>	<p>Proportion of disabled applicants is slightly higher in the groups adversely affected by the changes. This is not unexpected as the groups affected are predominantly under occupying tenants.</p>	<p>We will contact all applicants who no longer qualify to check whether there have been any changes in their circumstances and may have a further qualifying housing need.</p> <p>Under occupying tenants moving from Band A to Band B will still have a high priority as Band A will be aimed primarily at those needing an adapted or wheelchair accessible home</p>
			<p>WKEP Aim: Adapt our services and direct people more easily between services</p>
Carers	<p>Of the 1317 existing housing register applicants 43 (3%) have stated they are a carer</p> <p>Of the 140 applicants who will no longer qualify or will have a lower priority, 2 (1%) have stated they are a carer.</p> <p>There are no impacts that require mitigation.</p>	<p>Neutral</p>	<p>WKEP Aim: Choose an item.</p>
Race	<p>Of the 1317 existing housing register applicants: White British = 1054 (80%)</p>	<p>Neutral</p>	<p>WKEP Aim: Choose an item.</p>

Draft EqlA Template – for DECISIONS

	<p>White other = 44 (3%) Mixed = 6 (0.5%) Asian/Asian British = 23 (2%) Black/Black British = 7 (0.5%) Gypsy/Traveller = 9 (0.7%) Chinese = 3 (0.3%) Not stated 171 (13%)</p> <p>Of the 140 applicants who will no longer qualify or will have a lower priority: White British = 119 (85%) White other = 4 (3%) Mixed = 1 (0.7%) Asian/Asian British = 0 Black/Black British = 0 Gypsy/Traveller = 1 (0.7%) Chinese = 0 Not stated 15 (10.6%)</p> <p>There are no impacts that require mitigation.</p>		
Gender	<p>Analysis of data of those currently included on the housing register indicates that the need for housing relates to other factors not directly related to a person's gender. There are no impacts that require mitigation.</p>	Neutral	<p>WKEP Aim: Choose an item.</p>
Age	<p>Of the 1317 existing housing register applicants: Under 30 = 312 (24%) 30 – 39 = 252 (19%) 40 – 49 = 234 (18%) 50 – 59 = 166 (13%) Over 60 = 353 (27%)</p> <p>Of the 140 applicants who will no longer qualify or will have a lower priority: Under 30 = 3 (2%) 30 – 39 = 6 (4%)</p>	<p>Proportion of older applicants is much higher in the groups adversely affected by the changes. This is not unexpected as the groups affected are predominantly under occupying tenants</p>	<p>We will contact all applicants who no longer qualify to check whether there have been any changes in their circumstances and may have a further qualifying housing need. Under occupying tenants moving from Band A to Band B will still have a high priority as Band A will be</p>

Draft EqIA Template – for DECISIONS

	40 – 49 = 22 (16%) 50 – 59 = 30 (21%) Over 60 = 79 (56%)		aimed primarily at those needing an adapted or wheelchair accessible home
			WKEP Aim: Adapt our services and direct people more easily between services
Religion / Belief	This information is not collected from our customers as it is not relevant to their application for housing.	Neutral	WKEP Aim: Choose an item.
Sexual Orientation	This information is not collected from our customers as it is not relevant to their application for housing.	Neutral	WKEP Aim: Choose an item.
Pregnancy / Maternity	None of the applicants who are adversely affected fall within this group.	Neutral	WKEP Aim: Choose an item.
Marital or Civil Partnership Status	This information is not collected from our customers as it is not relevant to their application for housing.	Neutral	WKEP Aim: Choose an item.
Gender reassignment	This information is not collected from our customers as it is not relevant to their application for housing.	Neutral	WKEP Aim: Choose an item.
Summary of impacts : (to be included in committee reports)	<p>This assessment indicates that those who are adversely affected by the proposals include a higher proportion of people with disabilities and those aged over 60. We will contact those affected to identify how we can assist with rehousing.</p> <p>We will monitor those adversely affected and review whether they have received sufficient support as appropriate.</p>		
Please tick the outcome of this assessment:	No impact	Adjust the policy	Continue the policy Stop and remove the policy
Date assessment will be reviewed:	01/04/2016		