

## Appendix C

### **Stage 1: Equality Impact Assessment**

#### **1. What are the main aims purpose and outcomes of the Policy and how do these fit with the wider aims of the organization?**

The current Allocation Scheme was introduced in 2013. Amendments are being proposed to support homelessness prevention by giving additional preference to households threatened with homelessness and discouraging the use of temporary accommodation as a way of accessing social housing quicker.

The Housing Allocation Scheme assists in the delivery of the council's priorities as stated in the Strategic Plan, most notably the Homes and Communities priority. It further supports both the 'Health Inequalities are addressed and reduced' and 'Deprivation and Social Mobility is improved' cross cutting objectives by ensuring that the Council has an Allocation Scheme that treats all applicants fairly and that access to social housing supports the needs of residents.

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#### **2. How do these aims affect our duty to:**

- **Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

The revised scheme will ensure the fair and transparent treatment of all applicants.

Monthly monitoring of the outcomes from gaining access to the housing register and bidding activity will provide continuous reassurance.

The revised scheme will equalise opportunity to access the register between those with and those without protected characteristics.

#### **3. What aspects of the policy including how it is delivered or accessed could contribute to inequality?**

The revised Allocation Scheme will not contribute to inequality. It has clear roles and responsibilities defined in order to ensure clarity of decision making and implementation.

**4. Will the policy have an impact (positive or negative) upon the lives of people, including particular communities and groups who have protected characteristics ? What evidence do you have for this?**

The revised Allocation Scheme continues to provide a fair system of prioritising applicants based on their time waiting on the housing register. This applies to all applicants.

Persons with a medical or welfare need will be safeguarded by ensuring that a fair proportion of subsidised housing vacancies are provided to this category based on evidence of number of households with those characteristics on the housing register and vacancies arising.