

Equality Analysis

Relevant Data, Research and Consultation

The Council has used the data available from its current housing register as set out in the table below to assess the impact of the proposed changes to the Council's Allocation's Policy on those with a protected characteristic.

As at the 20th September 2018, there were 3262 households were registered on the Council's housing register. Of those the following information is known:

Age Groups	Numbers
40+	70
45+	266
55+	153
60+	175
65+	398

Ethnic Groups	Numbers
African	13
Asian	10
White Anglo	3131
Caribbean	4
European	60
Irish	3
Middle Eastern	4
Mixed	3
Oriental	7
Non White (Other)	19

Household Make Up	Numbers
Families (Not Single Parent)	1624
Single Parent Families	703

The Council is committed to ensuring that it continues to monitor its compliance with its duties under the Equality Act 2010; in particular, it notes that there is a need to ensure that data is collected to enable the Council to identify how the provisions within its allocation policy is impacting on certain protected characteristic groups, particularly by gender, those with disabilities and specific BME categories not restricted to colour.

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In assessing the potential equality implications, the Council will consider the impacts (both positive and negative) on the groups with protected characteristics and any mitigating actions to be taken, or where appropriate, the reason why a provision is the most proportionate means of achieving the Council's objectives.

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The aims and objectives of the Council's housing allocation policy is:

To ensure the allocation of social housing in a fair and transparent manner, with the aim of using the Council's scarce housing resources appropriately, and in particular, to enable the Council to meet:

- a. Its prevention and homelessness statutory duties;
- b. the housing needs of those that are most vulnerable;
- c. the need to allocate housing with reference to the prevailing housing conditions and needs within its district; and
- d. its statutory obligations as set out in Part VI of the Housing Act 1996

This strategy is for the benefit of all of the Council's residents as set out in the key objectives above but will need to be regularly monitored to ensure that those residents are able to take advantage of the strategy's key policies.

Consideration has been given to the following:

Online Application Process:

Age (elderly) and disability (mental health Issues)

The Council's objective in this provision is to provide for the efficient processing of applications for housing within its district area. There is an indication that elderly applicants who are aged 75+ will likely have the least access to internet facilities; however, the Council notes that this age group will likely be seeking extra care housing and will have support in place to ensure that online applications can be made. Furthermore, the Council has installed computers in both its main and satellite offices to provide for greater access to internet facilities. There are also free internet facilities in libraries and most elderly applicants will likely to have family or other support in place to assist them in making applications. The Council Housing Options teams contact details are accessible to members of the public and on the Allocation Policy and can be contacted for support or referral to a support agency, such as Age UK who provide significant support to elderly applicants. Finally, the Council recognises the need to monitor applications being made, and if necessary, will ensure that appropriate steps are taken if there is evidence of a decline in representation of applications from those in these age groups as compared to the current representation.

Whilst there is likely to be a neutral impact on those with a physical health disability (as they will still be able to access internet facilities at home and in public spaces (library and at the Council offices) it is likely that there will be a negative impact on those with mental health disabilities.

Incentive to Work

On women, those with a disability and age (elderly and young)

The government has made clear that it wishes local authorities to provide incentives for applicants to work or make a positive contribution to the local community. The Council has introduced this provision to achieve this objective and whilst it recognises that there might be

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a negative impact on those with a disability, women and the elderly and young applicants, it is considered that by ensuring that this provision can be satisfied by those who are making a community contribution, for example by voluntary work, it is striking a proportionate balance between its identified objective and minimising the adverse impact on those with this protected characteristic. The Council also recognises that it will need to monitor the number of applicants on its housing register who are disabled and who qualify for this provision.