

Equality Impact Analysis (EIA)

Introduction: The EIA is an effective way of improving decision making, policy development and service delivery by making sure that managers consider the needs of all service users, the community and employees. It is also designed to identify potential steps to promote equality and good relations and avoid unintentional discrimination. Please ensure you read the guidelines before completing this form.

[Guidance Notes](#)

Policy/Procedure	Allocations Policy
Service	Housing Options and Tenancy Accounts
Business unit	Housing and Communities
Your name	Christopher Pope
Email	chris.pope@nfdc.gov.uk
Title	Service Manager
Service manager's name	Christopher Pope
If you would like your service manager to receive a copy of this form, please enter their email address.	
Service manager email	chris.pope@nfdc.gov.uk
Date completed	26/11/2025

1. What is the overall purpose and aim of the policy/project/practice or service?

To allocate social housing for NFDC and registered social providers across the district.

2. What are the main aspects of the policy/project/practice or service where consideration of equality impacts and issues need to be incorporated?

1. Eligibility Criteria

Ensure that rules for joining the housing register do not indirectly discriminate against any protected group (e.g., residency requirements, income thresholds).
Consider exceptions for vulnerable groups such as refugees, victims of domestic abuse, or people with disabilities.

2. Priority Banding and Allocation Rules

How priority is assigned (e.g., medical needs, homelessness, overcrowding) must be fair and transparent.
Avoid criteria that disadvantage certain groups (e.g., requiring long local connection periods could impact migrants or minority ethnic groups).

3. Accessibility of Application Process

Digital-only applications may exclude older people, those with disabilities, or people with limited digital literacy.
Provide alternative formats (paper, telephone, in-person) and language support for non-English speakers.

4. Communication and Information

Ensure policy documents and guidance are clear, available in multiple languages, and accessible formats (large print, Braille, Easy Read).
Consider cultural sensitivities in communication.

5. Property Adaptations and Suitability

Allocation must account for disability-related needs (e.g., wheelchair access, adapted bathrooms).
Consider family size, cultural requirements, and safeguarding needs.

6. Monitoring and Data Collection

Collect and review data on allocations by protected characteristics to identify and address any disproportionate impacts.
Use equality monitoring to inform policy adjustments.

7. Consultation and Engagement

Engage with diverse communities, equality groups, and stakeholders during policy development.
Ensure voices of underrepresented groups are heard.

8. Staff Training and Decision-Making

Train staff on equality, unconscious bias, and safeguarding.
Ensure decision-making processes are consistent and compliant with the Equality Act 2010.

3. Relevance Assessment - which group(s) of people (if any), do you think will, or potentially can be, affected by this policy/project/practice or service? Please state your reasons.

1. People with Disabilities

Reason: They may require adapted properties or reasonable adjustments during the application process. Allocation rules must consider accessibility needs.

2. Older People

Reason: Older applicants may face digital exclusion if the process is online-only and may have specific housing requirements (e.g., sheltered accommodation).

3. Families with Children / Pregnant Women

Reason: Overcrowding and homelessness disproportionately affect families and those expecting a child, making them more reliant on social housing.

4. Victims of Domestic Abuse

Reason: Women and some men fleeing abuse often require urgent housing and priority allocation.

5. Ethnic Minority Groups and Refugees

Reason: Language barriers and cultural needs may affect understanding of the policy and access to housing services.

6. Low-Income Households

Reason: Social housing primarily serves those who cannot afford market rents, so economic disadvantage is a key factor.

7. LGBTQ+ Individuals

Reason: Risk of discrimination or harassment in housing situations; policy must ensure equal treatment and confidentiality.

8. People of Different Religions or Beliefs

Reason: Cultural or religious needs may influence housing preferences (e.g., proximity to places of worship).

Please indicate if you think the impact is none, low, medium or high?

Age	Sex	Religion or Belief	Disability	Race	Sexual Orientation	Marriage/Civil partnership	Gender reassignment	Maternity and Pregnancy
Low	None	Low	None	Low	None	None	None	Low