

ALLOCATIONS POLICY

16th November 2015

Equality Impact Assessment

Allocations Policy

Contact: Geoff Davies - Lead Officer - Community Housing
Updated: 16th November 2015

1. What type of proposal / decision is being assessed?

A new or revised policy

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

This is a revised policy to take into account recent changes in legislation namely Housing (Wales) Act 2014 and the revised code of guidance on Allocations of Accommodation from Welsh Government.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes	<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>
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4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

A review of the existing Equality Impact Analysis completed in 2010 has been undertaken.

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

The policy details how the Council will manage applications for housing and how

we allocate homes. It is vital that we provide fair access to our housing for all protected characteristic groups.

The policy takes into account the needs of certain groups such as young people, older people and people with disabilities for example and the positive impact this will have on meeting housing needs and addressing discrimination people may face in the housing market.

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

The policy is not intended to have a negative impact however monitoring will be required to ensure that there is fair access to the service and that no group is negatively impacted. Examples will be to ensure that there is fair access to customers whose first language is not Welsh or English and the written application process is not a barrier for groups with certain disabilities..

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

No	<If yes, please provide detail>
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes	<If yes please complete the table below. If no, please explain here>
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Action(s)	Owner	By when?
Regular monitoring of equality and diversity data to ensure fair access to housing waiting list. Measure by comparison of customer baseline data and Denbighshire County wide population data.	Geoff Davies	31 st March 2016
Regular monitoring of data to measure rehousing profile and offers, refusals and new tenancies by characteristics to ensure fair treatment.	Geoff Davies	31 st March 2016
Monitor provision of services to assist people with disabilities to manage written paper application process.	Geoff Davies	31 st March 2016
Compliance with Welsh Language Commissioners standards.	Geoff Davies	31 st March 2016
<Unrestrict editing to insert additional rows>	<Enter Name>	<DD.MM.YY>

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	16 th November 2016
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Name of Lead Officer for Equality Impact Assessment	Date
Geoff Davies	16 th November 2015

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
