

Sheffield City Council Equality Impact Assessment



[Guidance for completing this form is available on the intranet](#)

Help is also available by selecting the grey area and pressing the F1 key

Name of policy/project/decision: Allocations Policy

Status of policy/project/decision: Existing

Name of person(s) writing EIA: Dan Parry

Date: February 2015

Service: Council Housing

Portfolio: Communities

What are the brief aims of the policy/project/decision? To let Council properties fairly and help fulfil the Council's responsibilities to people in need. Enable the Council and its partner landlords to make best use of housing stock.

Are there any potential Council staffing implications, include workforce diversity?
None

Under the [Public Sector Equality Duty](#), we have to pay due regard to: "Eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations." [More information is available on the council website](#)

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
Age	Neutral	Medium	<p>Negative Impact</p> <p>There are many changes to the rules of how we will allocate properties, some of these will be seen by customers as 'blockers' compared to the current policy, for example:</p> <ul style="list-style-type: none"> a) Requesting more information at the start of the rehousing process could slow the application process down b) Customers will no longer be able to be on more than one housing registration c) Customers who have displayed unacceptable behaviour will be excluded from the register, preventing them building up any waiting time d) Penalties will apply to customers who refuse offers of properties e) Customers who live outside of Sheffield and have no local connection will be given reduced preference f) Customers will not be able to re-register unless they have a change of circumstances for 2 years after they have been rehoused <p>Positive Impact</p> <p>All the changes to policy will enable us to:</p> <ul style="list-style-type: none"> a) Allocate properties to those most in need b) Reduce the size of the housing register c) Achieve the right outcomes for customers quicker
Disability	Neutral	Medium	
Pregnancy/maternity	Neutral	Medium	
Race	Neutral	Medium	
Religion/belief	Neutral	Medium	
Sex	Neutral	Medium	
Sexual orientation	Neutral	Medium	
Transgender	Neutral	Medium	
Carers	Neutral	Medium	

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
			d) Establish sustainable communities The review of 60+ age designated properties will reduce the number of these available across the city. The removal of the 40+ age banding and review of 60+ will provide more available housing for customers under the age of 40.
Voluntary, community & faith sector			N/A
Financial inclusion, poverty, social justice:			N/A
Cohesion:			N/A
Other/additional:			

Overall summary of possible impact (to be used on EMT, cabinet reports etc):

If you have identified significant change, med or high negative outcomes or for example the impact is on specialist provision relating to the groups above, or there is cumulative impact you **must** complete the action plan.

Review date: Q Tier Ref

Reference number:

Entered on Qtier:

Action plan needed: Yes

Approved (Lead Manager):

Date:

Approved (EIA Lead person for Portfolio):

Date:

Does the proposal/ decision impact on or relate to specialist provision:

New procedures being introduced with the policy

- ***On one application only*** – applicants and household members will only be able to register their details on one rehousing application at a time, unless they meet specific criteria.
- ***Cannot re-register for housing for 2 years*** – applicants who sign up for a property through CBL cannot re-apply for rehousing for 2 years, unless there is a change in their bedroom eligibility or they are awarded a priority
- ***ID at point of registration*** – applicants must provide relevant ID before their rehousing application can be accepted and validated
- ***Fostering/adopting children in care*** – the new policy states that if you are an approved foster carer or adopter, or your children are in care and are to be returned to you, we will take this into account when assessing your bedroom entitlement

Risk rating:

Action plan

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
All groups	Comprehensive communications plan in place for each aspect of the policy that is implemented	Lead – Dan Parry As each procedure is developed the communications plan will be completed so it is difficult to list specifics at this time. This document can be updated as each aspect of policy is developed.

Approved (Lead Manager): Dan Parry

Date: 10th August 2015

Approved (EIA Lead Officer for Portfolio): Louise Nunn

Date: 10th August 2015