

Appendix 2 – Results of Stage 1 Equalities Impact Assessment (EQIA)

Name of strategy, project, policy: Social Housing Allocations Policy

Department: DCCS (Housing Services)

Officer/s completing assessment: Carla Keegans

The strategy, policy or project		
1.	What is the main purpose of the policy?	To set out to who and how we allocate our social housing properties. (This will be an updated policy to take into account recent legislative changes and current high demand for social housing.
2.	Is the policy affected by external drivers for change?	Partly (as above)
3.	List the main activities of the policy?	To stipulate: <ul style="list-style-type: none"> • our aims for allocating social housing, • who we will accept onto our Housing Register, • who we will not, • the process for how we allocate homes and • how and who we award priority to, • and the process for people to complain if unhappy with decision.
4.	Who implements the policy?	City of London Housing Services
5.	Who will be affected by the policy?	<ul style="list-style-type: none"> • Current applicants on the Housing Register (including existing tenants accepted for a transfer). • Future applicants. • Existing residents on City housing estates

6.	What outcome do you want to achieve, why and for whom?	To achieve a better balance between the housing aspirations of existing tenants and the housing needs of prospective tenants, by taking housing need more into account than currently when allocating properties.
7.	Are any other organisations involved?	No.
8.	Are there any existing assessments or inspections?	No.
9.	Who have you consulted on the policy/?	<ul style="list-style-type: none"> • City of London tenants (via postal surveys and focus groups sessions, involving circa 350 tenants). • Consultation will continue as per the statutory obligation to conduct public consultation too, meaning applicants on our waiting list will also be consulted and the Mayor of London. • We will also continue liaising with our Homelessness Team and external partner organisation to ensure potentially excluded applicants receive the right information and advice.
10.	Who are the main beneficiaries of the policy?	Housing applicants (particularly existing tenants) who are under-occupying and people working in the City on low wages.

The Impact:	Tick the boxes which apply for each 'target group'					
Equality Target Group	Positive Impact		Neutral Impact	Negative Impact		Reason/Comment
	High	Low		High	Low	
Gender						
Women			√			Of those that will be removed from the Housing Register (234) because they lack a City of London connection, 118 (50.4%) are male and 116 (49.6%) are female.
Men			√			
Transgender			√			
Race						
Asian – Asian Bangladeshi; Asian British; Asian Indian; Asian Pakistani; Asian Other			√ (for all)			Of those that would be removed from the Housing Register (234); 131 (56%) are White, 41 (17.5%) are unknown/other/declined to state or not stated. 36 (15.3%) are Black. 22 (9.4%) are Mixed.

The Impact:	Tick the boxes which apply for each 'target group'					
Equality Target Group	Positive Impact		Neutral Impact	Negative Impact		Reason/Comment
	High	Low		High	Low	
Black – Black African; Black British; Black Caribbean; Black Other						
Chinese						
Irish						
Mixed – Asian & White; Black & White; Mixed Other						
White – White British; White European Union; White Other						
Disabled people			√			None of the 234 applicants who would be excluded have a stated disability.
Lesbians, gay men and bisexuals			√			Only 1 applicant out of the 234 that would be excluded is stated as LGBT.
Older people			√			Only 2 of the applicants that would be excluded are older people (aged over 60).
Younger people and children		√				None of the 234 applicants who would be excluded are young people. The revised policy will seek to strengthen our approach to rehousing young people under 18, and care leavers.
Faith groups			√			At the current time we do not record people's religion or faith. This would be recorded with the implementation of the new policy and procedures.

Further Action	
Does the policy have a negative impact on any of the equality target groups? If so, you will need to proceed to Stage 2	No

Is the negative impact assessed as being of high significance? If so, you will need to proceed to Stage 2	No
Is progression to Stage 2: Full Assessment required?	Yes____ No___√___ (at this stage, however a review will be undertaken after the public consultation has been conducted)

Signed (Completing Officer): _____CKeegans_____ Date: _____07.09.12_____

Signed (Departmental Equality Champion): _____ Date: _____

Actions Arising from Initial Screening

Issue	Action Required	Lead Officer	Timescale	Resource Implications	Comments
To analyse impact of proposed exclusion on current waiting list to determine if there is any disproportionate impact on any Equalities group.	Analysis of current waiting list.	Carla Keegans	By 7 Sept. 2012	None	Completed 7 Sept 2012. Results show an even mix of people who will be impacted by the exclusions proposed.