

EqIA Template – for DECISIONS

Appendix C

This template should be completed alongside proposals that will be subject to decision by Councillors.

Summary of decision to be made:	Final Sevenoaks District Housing Allocations Policy		
Lead Officer (job title):	Hayley Brooks, Head of Housing and Health		
Date the final decision is due to be made:	26/02/2019	Date this assessment commenced:	1/10/2018
Is the decision relevant to the aims of the Public Sector Equality Duty?			Yes / No
Eliminate discrimination, harassment and victimisation			Yes / No
Advance equality of opportunity			Yes / No
Foster good relations			Yes / No
If the answer is yes to any of the above, proceed with the assessment. If the answer is no, please say why and summarise any evidence:			
For each of the following characteristics, summarise any existing data, consultation activity, interpretation of the impacts and actions that can be taken to reduce or mitigate any negative impacts:			
Characteristic:	Data and consultation	Summary of impact	Actions
Disability	Sevenoaks District Housing Needs Survey 2017, Health Profiles, 2011 Census, Sevenoaks District Housing Strategy, West Kent Homelessness Strategy	The updated 'reasonable preference' criteria and clearer definitions and processes for the applicants relating to banding priorities will ensure openness and transparency for people who may have a disability.	WKEP Aim: Other actions as a service provider
Carers	As above	Enhanced wording which supports the role of carers as part of a social housing application ensures that carers needs are considered at all times	WKEP Aim: Other actions as a service provider
Race	As above	None - the allocations policy aims to treat all applicants equally irrespective of race	WKEP Aim: Other actions as a service provider
Gender	As above	None - the allocations policy aims to treat all applicants equally irrespective of gender	WKEP Aim: Other actions as a service provider
Age	As above	Updates within the 'reasonable preference' criteria ensures 16/17 care leavers and over 55 year olds with an identified housing need are given priorities and will provide	WKEP Aim: Other actions as a service provider

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		greater clarity and transparency.	
Religion / Belief	As above	The allocations policy aims to treat all applicants equally irrespective of religion or belief	WKEP Aim: Other actions as a service provider
Sexual Orientation	As above	The allocations policy aims to treat all applicants equally irrespective of sexual orientation	WKEP Aim: Other actions as a service provider
Pregnancy / Maternity	As above	The current allocations policy prioritises pregnancy and maternity as a protected characteristic, no changes are recommended to this.	WKEP Aim: Other actions as a service provider
Marital or Civil Partnership Status	As above	The allocations policy aims to treat all applicants equally irrespective of this status	WKEP Aim: Other actions as a service provider
Gender reassignment	As above	The allocations policy aims to treat all applicants equally irrespective of gender reassignment	WKEP Aim: Other actions as a service provider
Summary of impacts : (to be included in committee reports)	<p>Under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to (i) eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010, (ii) advance equality of opportunity between people from different groups, and (iii) foster good relations between people from different groups. The impact has been analysed and does not vary between groups of people.</p> <p>The decisions recommended through this paper will result in clearer definitions and transparency within the updated Housing Allocations Policy for those with an identified housing need, including reasonable preference groups and protected characteristics. This will provide greater opportunities for people with an identified housing need to join the Sevenoaks District Social Housing Register as well as prioritising those with the greatest need.</p>		
Please tick the outcome of this assessment:	No impact	Adjust the policy	Continue the policy
Date assessment will be reviewed:	01/11/2018	Stop and remove the policy	