



Appendix 2

North Somerset Council - Initial Equality Impact Assessment

Overview

Service or project area:

P&C Housing Solutions

Description of the proposal:

Our HomeChoice (HC) register is used by households to apply for social housing in North Somerset (NS). The provisions of the Homeless Reduction Act require some wording changes to ensure the policy continues to allocate social housing to those households most in need and to reflect the revised duties on Local Authorities (LA). In addition, it is proposed to amend a provision relating to Rough Sleepers to ensure that where a Rough Sleeper is allocated a home they are in the best position to sustain the tenancy and to revise a provision relating to offers to homeless people to ensure that Homeless applicants are proactive in sourcing rehousing and to help to reduce length of time spent living in temporary accommodation

Summary of changes:

Please refer to decision sheet.

Customer equality impact summary

Will the proposal have an impact on any of these groups? Insert X into one box per row.					Impact (positive/ negative/ both)
	High	Medium	Low	None	
Disabled people			X		Both
People from different ethnic groups			X		Both
Men and women (including pregnant women or those on maternity leave)			X		Both
Lesbian, gay or bisexual people				X	
People on a low income			X		Both
People in particular age groups			X		Both
People in particular faith groups				X	

People who are married or in a civil partnership				X	
Transgender people				X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: The changes will: ensure that those homeless people in most need will continue to receive the highest priority for housing, will support tenancy sustainment by rough sleepers and will help reduce the length time spent living in temporary accommodation. As a result, there is likely to be a positive impact on health.			X		Positive

Explanation of customer impact

Homeless Households

We anticipate the 'HC amendments' could have a low, potentially negative and positive impact on any person in a Homeless household including those applicants with a protected characteristic. Young people, women, households containing children, disabled people, people on a low income and people from different ethnic groups are over represented amongst homeless people.

The main changes will ensure those homeless applicants most in housing need will continue to be given priority banding. The changes will also ensure that those in most need receive the highest banding and that those with who have no local connection or have sufficient financial resources above the maximum set out in the policy are given a lower priority.

It is likely that there will be an increase in homeless applicants added to the HC register which could have both a positive & negative effect.

Positive – More homeless applicants will have the opportunity of being rehoused and accessing relevant support services.

Negative – Not all homeless applicants will be housed through HC and it may give an unrealistic expectation to some homeless applicants that they will be housed through HC. The Housing Solutions team are mitigating this potential problem by updating the website with relevant rehousing figures and through homeless applicants personal housing plans identifying other rehousing options.

Rough Sleeping

Changing the provisions relating to Rough Sleepers so that the banding will only apply to those Rough Sleepers who are engaging with relevant support services (to meet any wider needs that would otherwise prevent them from sustaining a tenancy). This will have a positive impact as it will ensure that where a Rough Sleeper is allocated a home they are in the best position to



sustain the tenancy. It may have a negative impact for some rough sleepers who could have otherwise been awarded this priority without engaging with services needed to sustain a tenancy, however this is likely to have then resulted in tenancy failure or no allocation being made by a Registered Provider due to the absence of support

Direct Lets/Offers

Revising a provision relating to offers to homeless people will enable automated bidding/direct lets to be made where homeless people have not bid for accommodation with 1 month (rather than 3 months) of being placed in Band A. This will help ensure that Homeless applicants are proactive in sourcing rehousing to help to reduce length of time spent living in temporary accommodation

Staff equality impact summary

Are there any staffing implications for this proposal?

Yes No

Is a further detailed equality impact assessment needed?

Yes No

If 'yes', when will the further assessment be completed? << insert date here >>

Service Manager: Helen Mannion – Housing Assessment Manager

Date: 16th April 2018

If this assessment identifies a medium or high risk then a Full Equality Impact Assessment needs to be completed



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