

## Short Equality Impact and Outcome Assessment (EIA)

**EIAs make services better for everyone and support value for money by getting services right first time.**

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users<sup>1</sup>. They analyse how all our work as a council might impact differently on different groups<sup>2</sup>

They help us make good decisions and evidence how we have reached these decisions.<sup>3</sup>

See end notes for full guidance. For further support or advice please contact the Community Partnerships Team

### Equality Impact and Outcomes Assessment (EIA) Template

First, consider whether you need to complete an EIA, or if there is another way to evidence assessment of impacts, or that an EIA is not needed

Title	Housing Allocations Policy 2025	ID No	HS003
Team/Service	Housing Services		
Focus of EIA	<p>The council's Housing Allocations Policy sets out how the council will allocate the limited amount of social housing available within the district, via the council's Housing Register.</p> <p>The Policy sets out the council's administrative procedure for the allocation of this accommodation and sets out the council's local connection criteria and what the council would consider a housing need.</p> <p>The Policy covers the process and awarding of medical priority banding for customers and sets out what banding will be awarded to those customers who are experiencing different degrees of overcrowding within their property. This updated Policy ensures adherence with all relevant legislation and updated Government guidance, whilst adopting best practice for specific cohorts engaging with the council.</p>		
Assessment of overall impacts and any further recommendations			
It is not predicted that this Policy will have any negative impact on those groups with protected characteristics.			
Potential Issues		Mitigating Actions	
1. Disabled customers		1. The Policy enables those who are disabled for whom their property is no longer suitable, or having a detrimental impact on their condition, to be able to apply to the council	

<p>2. Age</p> <p>3. Armed Forces Veterans</p> <p>4. Care leavers</p>	<p>for medical priority banding. This process is undertaken using the recommendation of an independent medical advisor and if awarded, increases the priority of the disabled customer on the housing register.</p> <p>2. The Policy ensures that a disabled customer who has been granted medical priority banding will receive priority for any property available via the council's housing register that is suitable for their needs (wheelchair accessible, ground floor)</p> <p>1. The Policy ensures that those customers who are over the age of 55 who wish to be considered for sheltered accommodation via the council's Housing Register are not required to have a housing need to able to join the housing register.</p> <p>2. The age for those with a local connection to be able to join the Housing Register with no housing need, in order to bid on sheltered accommodation has been lowered from 60 to 55. Therefore, increasing the amount of this cohort able to access social housing if required.</p> <p>1. Updated Government guidance around the allocation of social housing to Armed Forces veterans has been adopted within this Policy. Best practice for this cohort has also been adopted with the award of additional priority in certain circumstances.</p> <p>1. The council has signed up to the Joint Housing Protocol with other LA's that awards care leavers a Band B priority to the councils' Housing Register, as confirmed within the Policy.</p>
<b>Actions Planned</b>	
<p>Nil at this time, however, will monitor for any issues that arise.</p>	

EIA sign-off: (for the EIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

**Equality Impact Assessment officer:**

**Date:**

**Equalities Lead Officer:** Shivani Davé

**Date:** 24/04/2025

### **Guidance end-notes**

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<sup>1</sup> The following principles, drawn from case law, explain what we must do to fulfil our duties under the Equality Act:

- Knowledge: everyone working for the council must be aware of our equality duties and apply them appropriately in their work.
- Timeliness: the duty applies at the time of considering policy options and/or before a final decision is taken – not afterwards.
- Real Consideration: the duty must be an integral and rigorous part of your decision-making and influence the process.
- Sufficient Information: you must assess what information you have and what is needed to give proper consideration.
  - No delegation: the council is responsible for ensuring that any contracted services which provide services on our behalf can comply with the duty, are required in contracts to comply with it, and do comply in practice. It is a duty that cannot be delegated.
- Review: the equality duty is a continuing duty. It applies when a policy is developed/agreed, and when it is implemented/reviewed.
- Proper Record Keeping: to show that we have fulfilled our duties we must keep records of the process and the impacts identified.

NB: Filling out this EIA in itself does not meet the requirements of the equality duty. All the requirements above must be fulfilled or the EIA (and any decision based on it) may be open to challenge. Properly used, an EIA can be a tool to help us comply with our equality duty and as a record that to demonstrate that we have done so.

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## **<sup>2</sup> Our duties in the Equality Act 2010**

As a council, we have a legal duty (under the Equality Act 2010) to show that we have identified and considered the impact and potential impact of our activities on all people with 'protected characteristics' (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.

This applies to policies, services (including commissioned services), and our employees. The level of detail of this consideration will depend on what you are assessing, who it might affect, those groups' vulnerability, and how serious any potential impacts might be. We use this EIA template to complete this process and evidence our consideration

The following are the duties in the Act. You must give 'due regard' (pay conscious attention) to the need to:

- avoid, reduce or minimise negative impact on people with protected characteristics (if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately).
- promote equality of opportunity. This means the need to: – Remove or minimise disadvantages suffered by people with protected characteristics – Take steps to meet the needs of equality groups – Encourage equality groups to participate in public life or any other activity where participation is disproportionately low – Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- foster good relations between people who share a protected characteristic and those who do not. This means: – Tackle prejudice – Promote understanding

## **<sup>3</sup> EIAs are always proportionate to:**

- The size of the service or scope of the policy/strategy
- The resources involved
- The numbers of people affected
- The size of the likely impact
- The vulnerability of the people affected

The greater the potential adverse impact of the proposed policy on a protected group (e.g. disabled people), the more vulnerable the group in the context being considered, the more thorough and demanding the process required by the Act will be.

