

Equality impact Assessment

Project Information	
Project Name	Housing Allocations Policy 2025 update
Service Area	Housing Services
EIA Author	Jason Hagland – Strategic Housing Manager
Date EIA drafted	02/10/2025
ID number	HS003

Executive summary	
Focus of EIA	<p>The council's Housing Allocations Policy sets out how the council will allocate social/affordable rental accommodation via the council's Housing Register.</p> <p>The Policy will set out the local connection criteria the council the council require for joining the council's Housing Register and how eligible cohorts are prioritised for a nomination to a suitable property.</p> <p>An adopted updated Policy ensures that the council are compliant with updated legislation and Government guidance, able provide additional clarity to our customers, improve Officer efficiency and adopt best practice for specific cohort/s engaging with the council's Housing Service.</p>

Mitigations		
Protected Characteristic	Potential Issue	Mitigating Actions
Age	Positive impact.	<p>Care leavers under the age of 25 will be exempt from the local connection criteria required to join the council's Housing Register.</p> <p>Older applicants (aged over 55) who have a local connection to join the council's Housing Register can join the Housing Register without a housing need, to enable them to bid on suitable properties that are reserved for those over this age (sheltered accommodation).</p>
Disability	Positive impact.	Properties with specific adaptations for disabled occupants

		will be prioritised for those who require them.
Gender reassignment (or affirmation)	Nil impact.	Nil required
Pregnancy or maternity	Nil impact.	Unborn children are considered to be part of household four weeks prior to the due date.
Race	Nil impact.	Nil required. Policy is based on need.
Religion or belief	Nil impact.	Nil required. Policy is based on need.
Sex	Nil impact.	Nil required. Policy is based on need.
Sexual Orientation	Nil impact.	Nil impact. Policy is based on need.
Marriage and Civil Partnership	Nil impact.	Nil impact. Policy is based on need.
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces	Positive impact.	<p>Domestic Abuse Caseworker provided to those who are victims of domestic abuse engaging with the service.</p> <p>Armed Forces veterans awarded additional priority and backdated priority.</p> <p>Armed Forces veterans and household members are exempt from local connection criteria.</p>

personnel.		
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Actions Planned
<p>Ongoing monitoring of the Policy and decisions with reference to this Policy will be undertaken to ensure that there continue to be negative impact to those with protected characteristics.</p>

Additional Information
<p>Nil</p>

Sign off:

Equalities Lead Officer	Date
Shivani Davé	03/10/2025

