

Appendix B - Equality Analysis Template

1. Name of activity:	Common Housing Allocation Scheme			
2. Main purpose of activity:	Allocation of social housing			
3. List the information, data or evidence used in this assessment:	See relevant comments			
4. Assessment				
Characteristics	Neutral (x)	Negative (x)	Positive (x)	
				<p>Negative</p>
				<p>Positive</p>
				<p>Negative</p> <p>Anti Social Behaviour changes can have a negative impact on people with mental health illness. A Home Office Review found that for 60% of those issued an Anti Social Behaviour Order there was a mitigating factor such as mental distress, addiction or learning difficulties.</p> <p>Priority for working households: People with a disability are more likely to be unemployed or economically inactive¹ (Jan 2012, ONS: Labour Market Statistics Table A08).</p> <p>Rent arrears changes: Department of Work and Pensions research found that households containing a disabled claimant or partner are more likely to be negatively affected by changes to the size criteria for Housing Benefit than other households. This coupled with changes to incapacity benefit suggests that disabled tenants may be more likely than others to struggle to pay their rent and fall into arrears.</p>
				<p>Positive</p>

¹ People who are neither in employment nor unemployed e.g. looking after home or retired.
CABINET (30.7.13)

A person of a particular race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Negative
				Priority for working households: The unemployment rate (age 16-64) is higher for ethnic minority groups - 7%, for white British, 13.3% of all ethnic minority groups (Labour Market Statistics by Ethnic Group: Table A09 updated Feb 2011, released Apr 2012)
				Positive
				Negative
				Positive
				Negative
				Priority for working households Figures for the East of England (Annual Population Survey) show that women are less likely to be in employment. Male 66.2%, female 54.8% (Oct 2011 – Sep 2012). Rent arrears changes: The <i>Wealth and Assets Survey</i> (ONS) found Lone parents with dependent children (mostly women), were more than twice as likely than any other household type to be in arrears with priority debts.
				Positive
				Negative
				Positive
				Negative
				Priority for working households: 47% of economically inactive people in North Hertfordshire are retired. Figures for the East of England show that people under the age of 24 and women are less likely to be in employment. In employment by age: 63% of 18-24 year olds are in employment, 80.2% 25 – 34 yrs, 84.7% 35 – 49 yrs, 69.3% 50 – 64 yrs. (Source: Annual Population Survey)
				Positive

				Positive
				Negative
				Positive

5 Results

	Yes	No	
Were positive impacts identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The revisions to housing allocation scheme seek to ensure that those who are most vulnerable and who have the most housing need are prioritised. Those who do not meet the criteria will not benefit from the scheme.
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	<input type="checkbox"/>	As above.
Were negative impacts identified (what actions were taken)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Around 1000 households living in social housing in North Hertfordshire are expected to lose benefit due to the under-occupation penalty. Whilst the impact of this initiative is unknown, registered providers have already identified these tenants and are providing financial advice and help with mutual exchanges so they can move to more affordable accommodation. For those seeking to access social housing, the CHAS will assess bedroom requirements in accordance with the Department of Work and Pensions standards, which ensure that new tenants who rely on housing benefit do not suffer from the under-occupation penalty. However, the CHAS allows households with two children to 'bid up' to three bedroom accommodation if they are able to afford the larger property.

6. Consultation, decisions and actions

If High or very high range results were identified who was consulted and what recommendations were given?

Describe the decision on this activity

List all actions identified to address/mitigate negative impact or promote positively

Action	Responsible person	Completion due date
As below	NHHP members	On-going

When, how and by whom will these actions be monitored?

Discretion may be considered where there are instances of acute housing need concerning a household that would normally be excluded from the register, but can demonstrate mitigating circumstances. When discretion is being considered, individual cases will be reviewed by all NHHP members ensuring decisions remain consistent and fair. The Council is working with the SIAS on a consistent and fair mechanism for exercising limited discretion.

The CHAS will be monitored to ensure that no groups are unfairly disadvantaged by the operation of the scheme. If any inconsistencies are discovered, the Partnership will take steps to eliminate any disadvantage experienced by those concerned. Historical and future data from each housing provider will be analysed.

7. Signatures	
Assessor	
Name:	Signature**
Validated by	
Name:	Signature**

**** Please type your name to allow forms to be sent electronically.**

A copy of this form should be forwarded to the corporate policy team and duplicate filed on the council's report system alongside any report proposing a decision on policy or service change.