

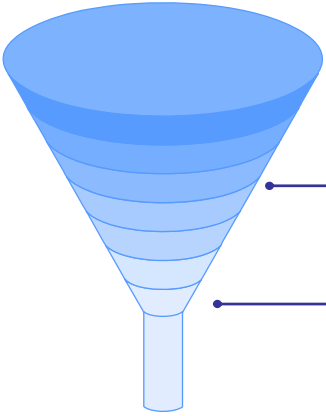
Appendix 1

EQUALITY AND INCLUSION ASSESSMENT OF CHANGES TO THE COMMON ALLOCATION POLICY

1.0 Assessment Process

The assessment process follows the Funnel Model Table 1.

Table 1

<p style="text-align: center;">The Process of Impact Assessment</p>  <p>Initial assessment: identify whole population affected by activity – e.g. whole borough; a neighbourhood; all disabled people, etc</p> <p>Secondary assessment: identify target population as activity develops, e.g. rural communities; users of a community facility; wheelchair users, etc.</p> <p>Detailed assessment: identify individuals affected as activity develops into detailed proposals – e.g. users of particular bus services, members of groups meeting in facility; named wheelchair users, etc</p>	<p>The Funnel Model</p> <p>The model shows that EIA is an ongoing process throughout the development of the activity. It may be easy to identify affected people, if any, for simple activities. The model illustrates the approach for more complex policy development. EIA is likely to start with a broad initial assessment of the affects across a whole population, with further rounds of assessment needed to identify groups and individuals affected as the activity develops.</p>
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2.0 The Activity and Supporting Information

Details of the activity (including the main purpose and aims)

The policy is a statutory requirement and it provides the framework for allocations of social housing in Darlington, as well as other Tees Valley authorities, and larger stock holding registered providers in the area who also participate in the sub regional Choice Based Lettings Scheme known as Compass.

All Housing Authorities are required to have an allocation scheme for determining priorities. Since 2009 Darlington Borough Council has been part of the Compass partnership and the common allocation policy. Due to changes in the Localism Act 2011 and the Welfare Reform Act 2012 it is necessary to review our policy.

The consultation process was therefore a jointly agreed process with accumulative information from different sources leading to the development of the adjustments to the policy.

The work was intended to make adjustments to the existing policy. These adjustments have minor affects on the policy as a whole. A review of the policy was completed in March 2012 and a further review will take place on an annual basis. As a consequence the extent of proposed changes and the consultation process that took place in March a limited consultation process took place to support these changes.

<p>Who will be affected by the activity?</p> <p>See the guidance on carrying out equality impact assessment within the Equality Scheme 2012-16. Provide details of the groups and numbers of people affected below, updating the table as the EIA develops and the understanding of who will be affected emerges in more detail.</p>
<p>Whole population</p>
<p>Applicants to social housing registers of Compass partners in Darlington and the wider Tees Valley, and stakeholders who have a vested interest in providing people with settled accommodation.</p>
<p>Target population</p>
<p>There are a very wide range of needs covered</p>
<p>Individuals</p>
<p>The system is designed to identify individual needs and comply with equality requirements</p>
<p>What data, research and other evidence or information is available which is relevant to the EIA?</p>
<p>The policy was developed to meet local authority legislative requirements in respect of publishing an allocations scheme which sets out a consistent approach to social housing lettings in Darlington and Tees Valley. A further requirement is that the scheme must be fair</p> <p>It is not anticipated that the decision or operation of the policy would result in an adverse impact on groups or individuals with characteristics protected in UK equality law.</p> <p>Evidence used to inform this assessment includes case law, consultation with all relevant stakeholders in Middlesbrough and Tees Valley, and the Department for Communities & Local Government's <i>Allocations of Accommodation: guidance for local housing authorities in England</i>.</p> <p>There is extensive information and data held on the impact of the allocations policy held within the compass system. As the policy has been regularly reviewed there is also a significant amount of consultation information held which is also relevant</p>

3.0 Officer Assessment

Use this table to record your views on potential impact on Protected Characteristics. As the activity and the assessment develop your views may change – record them here. It is important to be searching and honest about this – many Council activities are planned to be of positive benefit to identified target groups but can often have the potential for inadvertent effects on other groups.

Protected Characteristics	Potential Impact Positive/Negative/ Not Applicable			Potential level of impact				Summary of Impact
Age	P						Nil	
Race	P						Nil	
Sex	P						nil	
Gender Reassignment			NA				nil	
Disability (summary of detail on next page)	P						nil	
Religion or belief			NA				nil	
Sexual Orientation			NA				nil	
Pregnancy or maternity	P						nil	
Marriage/ Civil Partnership			NA				nil	

Officer Assessment - continued

The Council must have due regard to disabled people's impairments when making decisions about 'activities'. This list is provided only as a starting point to assist officers with the assessment process. It is important to remember that people with similar impairments may in reality experience completely different impacts. Consider the potential impacts and summarise in the Disability section on the previous page. Officers should consider how the 'activity' may affect a disabled person.

Mobility Impairment	P						n	
Visual impairment			NA				n	
Hearing impairment			NA				n	
Learning Disability	P						n	
Mental Health	P						n	
Long Term Limiting Illness	P						n	
Multiple Impairments	P						n	
Other - Specify	P						n	

4. Involvement and Engagement Planning

Has the assessment shown that the activity will treat any groups of people with Protected Characteristics differently from other people? Yes
If yes, please state which groups and how The allocations system is designed to grade housing needs into a priority order and takes account of different needs, for example disability, medical needs, homelessness
Will the differential treatment advance equality for people with Protected Characteristics? Yes
If yes, please state which groups and how Different weighting is given to more disadvantaged applicants to the scheme if their current housing situation warrants this (for instance, if they are homeless). Lettings are based on the applicant's choice of a particular area, which is usually the result of a connection to that area. While priority may be afforded to certain applicants over others, this is consistent with the law, and lettings are a separate part of the process. It is not anticipated that the decision or policy operation would impact negatively on relationships between different groups, communities of interest, or neighbourhoods

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Will the differential treatment cause or increase disadvantage for people with Protected Characteristics? No

If yes, please state which groups and how

Involvement and Engagement Plan			
Which organisations, groups and individuals do you need to involve or engage and how?			
Date of plan entry	Organisation, Group or Individuals	Date of event or activity	Type of activity – venue, channels, method and staffing
July	There was a extensive Tees Valley wide survey with over 1100 responses. In Darlington a survey was carried out covering the following groups:	August	Survey of stakeholders, tenants and people applying for housing
	All DBC Councillors		
	Children's Services Leaving Care Team		
	All Housing Estates staff		
	All council tenants via Hot News		
	Residents groups <ul style="list-style-type: none"> - Skerne Park - Haughton - North Road - Lascelles Park - Roxby Court 		
	DBC Re-ablement Service		
	Adult Services		
	Community Safety		
	Supporting People Team		
	First Stop		
	Darlington Action on Disability		

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	Community Voluntary Services		
	MIND		
	700 Club		
	Probation Services		
	Sanctuary Scheme		
	Darlington Citizens Advice Bureau		
	200 WL applicants (non DBC tenants)		

5. Engagement Findings

	Date/summary of engagement carried out	Summary of impacts identified
Age	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including older person's groups, were sought during development of the policy and its consultation stage, and were fed into the policy and procedural framework where appropriate. There were no outstanding issues relating to age highlighted during this process.
Disability	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	No issues relating to disability were raised during this process.
Mobility Impairment	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including groups that represented those with a physical or mental disability, were sought during development of the policy and its consultation stage. No issues relating to disability were raised during this process.
Visual impairment	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including groups that represented those with a physical or mental disability, were sought during development of the policy and its consultation stage. No issues relating to disability were raised during this process.
Hearing impairment	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including groups that represented those with a physical or mental disability, were sought during development of the policy and its consultation stage. No issues relating to disability were raised during this process.
Learning Disability	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	No issues relating to disability were raised during this process
Mental Health	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including groups that represented those with a physical or mental disability, were sought during development of the policy and its consultation stage. No issues relating to disability were raised during this process.
Long Term Limiting Illness	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including groups that represented those with a physical or mental disability, were sought during development of the policy and its consultation stage. No issues relating to disability were raised during this process.

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Multiple Impairments	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including groups that represented those with a physical or mental disability, were sought during development of the policy and its consultation stage. No issues relating to disability were raised during this process.
Other - Specify		
Race	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all relevant stakeholders, including faith groups, BME groups, A8 Nationals and Asian females, were sought within the development and consultation stage of the policy. No issues were raised during this process.
Sex	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders were sought during development of the policy and its consultation stage. No issues relating to gender bias were raised during this process.
Gender Reassignment	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including transgender or transsexual groups were sought during development of the policy and its consultation stage. No issues were raised during this process.
Religion or belief	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	No specific impacts identified
Sexual Orientation	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	The views of all stakeholders, including Gay, Lesbian Bisexual groups were sought during development of the policy and its consultation stage.
Pregnancy or maternity	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	No specific impacts identified
Marriage / Civil Partnership	July-September Survey, meetings with stakeholders and those directly affected across the Tees Valley	No specific impacts identified

Engagement Findings – Continued

<p>a) How will the proposal help to eliminate discrimination, harassment and victimisation?</p>
<p>The policy was developed to meet local authority legislative requirements in respect of publishing an allocations scheme which sets out a consistent approach to social housing lettings in Darlington and Tees Valley. The scheme should be fair, and may give preference to certain groups who are disadvantaged by their current housing situation (e.g. homeless). Recent case law (LB Newham v. Ahmed) has held this to be a rational approach and not inconsistent with Human rights.</p> <p>Although the changes to the policy are not extensive they do improve fairness within the policy. For example changes to the ineligibility criteria will allow people who are excluded from the waiting list for 12 months to work with the Council to provide evidence that be admitted to the waiting list at an earlier date. Often people who are ineligible will have a number of vulnerabilities.</p> <p>A further example is the provision of additional priority for Foster Cares</p>
<p>b) How will the proposal help to advance equality of opportunity?</p>
<p>The policy complies with legislative requirements and Government guidance</p>
<p>c) How will the proposal help to foster good relations?</p>
<p>During the engagement process were there any suggestions on how to avoid, minimise or mitigate any negative impacts? If so, please give details.</p>
<p>The changes to the allocations policy were minor and therefore consultation was based on a survey which resulted in over 1100 returns across the Tees Valley and over 230 in Darlington</p>

7. Action Plan and Performance Management

What is the negative impact?	Actions required to reduce/eliminate the negative impact (if applicable)	Who will lead on action	Target completion date
No identified negative impacts			