

Equality Impact Assessment (EqIA)

Title of EqIA:	Eastleigh Scheme of Allocations
Brief description of the Proposal:	<p>As detailed in the Hampshire Home Choice Framework, each local authority is required to maintain its own scheme of allocations which may contain separate policies to ensure the policy best suites the needs of the district.</p> <p>A recent review has highlighted areas within the policy that either no longer fall in line with government legislation and/or have scope for development to efficiently maximise housing opportunities for homeless households.</p> <p>The key areas for amendment to Eastleigh's Scheme of Allocations are:</p> <p>(1) Award high priority banding (Band 2) to applicants occupying homeless temporary accommodation stock for 2 years</p> <p>(2) Effect amendments throughout the policy to reflect the legislative changes brought about by the introduction of the Homelessness Reduction Act 2017.</p>

Assessment:

For all of categories below please consider:

- 1. Does this proposal eliminate unlawful discrimination?**
- 2. Does this proposal advance equality of opportunity between people who share a protected characteristic and those who do not share it?**
- 3. Does this proposal foster good relations between people who share a protected characteristic and those who do not share it?**

Statutory Considerations: Please highlight what impact could there be on people with protected characteristics.

Age:	<p>Eligible and qualifying applicants aged 16 plus are allowed on Hampshire Home Choice (HHC).</p> <p>Applicants aged 16-17 may only be offered subject to an assessment with Children Services, the Housing Services, and a suitable guarantor being identified.</p> <p>Scheme allows applicants over 55 to access sheltered housing, including in cases where an applicant is an owner occupier or assessed as having no housing need.</p> <p>Paper form applications available including in large font size for applicant who cannot access the internet or require large font.</p> <p>Automatic bidding available for applicants who cannot access the system on a weekly basis to place bids on advertised properties.</p>
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Disability:	<p>Scheme recognises and prioritises disability/health conditions. All applications which indicate physical disabilities, need for adaptations and/or care needs are assessed with the support of our Occupational Therapist and/or Housing and Community Advisor. Regular meeting held to ensure that any households requiring specific adaptations are matched appropriately to properties that already have adaptations in place or have the ability to be adapted for a specific purpose.</p> <p>When anyone applies to join the Housing Register, 28 days is given to provide any requested information. However, this timescale can be extended if required. If an application is closed the scheme allows applications to be reinstated and in the case of those living with mental health issues or who cannot read, the scheme allows sufficient flexibility to reinstate applications, for example in instances where a person may have been struggling to cope at a time they were asked to provide additional information or complete their annual renewal.</p> <p>Suspension Policy states behaviour that may result in an application being closed. All applications are assessed case by case. In cases where someone's behaviour could be symptomatic of mental illness or addiction or where failure not to meet their need would cause hardship, their application would not be suspended.</p>
Gender:	NONE
Gender reassignment:	NONE
Pregnancy and Maternity:	NONE
Race:	NONE
Religion or belief:	NONE
Sexual Orientation:	NONE
Marriage and civil partnership:	NONE

Non statutory considerations: Please highlight what impact could there be on people experiencing social deprivation.

Social deprivation:	<p>Scheme recognises 'reasonable preference' for applications from those who:</p> <ul style="list-style-type: none"> -are homeless or threatened with homelessness -are owed a main homelessness duty -are occupying unsanitary or overcrowded housing -are living in unsatisfactory housing conditions --need to move on medical or welfare grounds --need to move to a particular locality where failure to meet that need would cause hardship <p>Scheme recognises that additional preference will be awarded to applicants who are in a reasonable preference group where their housing needs are serious and urgent.</p> <p>Scheme recognises that additional preference may be given to members of the Armed and Reserved Forces, widows/widowers of Armed/Reserve Forces personnel killed whilst in service and who have an urgent housing need.</p> <p>Paper form applications available including in large font size for applicant who cannot access the internet or require large font.</p> <p>Automatic bidding available for applicants who cannot access the system on a weekly basis to place bids on advertised properties.</p>
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What engagement or consultation has been carried out?	Engagement with Hampshire Home Choice Manager.
What could reduce any adverse impact on these groups?	<p>All applications are assessed based on eligibility, qualification and housing need in line with Scheme of Allocation. Any cases where adverse impact to any of these groups would be assessed on a case by case basis and reasonable preference awarded where relevant.</p> <p>Applicants' demographic profile and equality characteristics are recorded through the application process. We will commit to reviewing this information and consulting with diverse groups in the future to ensure the scheme continues to be inclusive.</p>

Action Plan

Activity	Outcome	Timeframe	Person responsible
Review demographic profile and equality characteristic periodically.	Ensure that the Scheme continues to be inclusive.	Summer 2021	Housing and Homelessness Specialists.

Lead Officer:	Jenny Cook
Manager:	Janine Pickering
Corporate Director:	Andrew Trayer, 12/11/2020
Date completed:	11/11/2020