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| Title of proposed EIA | Complete Review of the Housing Allocations Policy |
| Reference No | EQUA822 |
| EA is in support of | New Policy |
| Review Frequency | Two Years |
| Date of first review | 01/02/2024 |
| Directorate | Neighbourhoods |
| Division | City Housing Directorate |
| Service Area | Housing Solutions and Support |
| Responsible Officer(s) | <input type="checkbox"/> Hayley Prime |
| Quality Control Officer(s) | <input type="checkbox"/> Kieran Cronin |
| Accountable Officer(s) | <input type="checkbox"/> Julie Griffin |
| Purpose of proposal | Introduction of new Housing Allocations Policy |
| Data sources | Survey(s); Consultation Results; relevant reports/strategies; Statistical Database (please specify); relevant research |
| Please include any other sources of data | |
| ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS | |
| Protected characteristic: Age | Service Users / Stakeholders |
| Age details: | <div><p>The Policy contains provision which positively discriminates due to age. These include:</p><p>Victims of hate crime amounting to violence or threats of violence due to their age being placed in Band A.</p><p>Some social housing accommodation is specifically designated to applicants under the age of 35 years, or over the age of state pension entitlement due to the suitability for certain age groups and will be advertised as such.</p><p>Sheltered and extra care housing is targeted specifically at older people, usually from 55 and upwards.</p><p>Young applicants who have been looked after, accommodated or fostered by any Local Authority as part of the performance of its children social care duties by the Local Authority will be exempt from local connection requirements when preparing to leave the care arrangements so that they can apply for a social rented home in their original home area.</p></div> |

The Policy will allocate a secure tenancy to those over 18 years old. Anyone aged 16 and 17 years will require a guarantor to hold the tenancy until they become 18 years of age.

Currently, median age of lead tenants is recorded, but no other data is available with regard to age as a protected characteristic.

Protected characteristic: Disability

Disability details:

Service Users / Stakeholders

The Policy contains provision which positively discriminates due to disability. These include:

Those whose medical condition is life threatening and their existing accommodation is a major contributory factor; those whose planned discharge from hospital is imminent and there is no accommodation available to them which is reasonable for them to occupy; and victims of hate crime amounting to violence or threats of violence due to their disability all being placed in Band A.

Specific arrangements will be considered for each individual applicant and property where it may be accessible, informing an applicant of a property's accessible features and implementing a mechanism to identify the requirements of disabled applicants, to allow extra time for disabled applicants, if they need it, to accept an offer and for providing support in making applications.

Applicants who can prove they have a continuing caring responsibility for someone who is resident in the City of Birmingham, and that this care could not be provided unless they were resident in the region, will be exempt from local connection requirements.

Data is collected from applicants about whether they need full wheelchair access around their home, level access to their home, or any other requirements. 9% of applicants had disability requirements in 2018/19. The scheme has been revised having had regard to advice published by the Equality and Human Rights Commission, in their report 'Housing and disabled people: A toolkit for local authorities in England: Allocations'



Protected characteristic: Sex

Gender details:

Service Users / Stakeholders

The procedure does not contain specific provision which positively discriminate due to gender, although the gender of each member of an applicant household is fully considered during the assessment process with regard to the size and type of accommodation that would be suitable, due to children over a certain age not having to share a bedroom with a child of a different sex.

52% of lead applicants were male and 48% of female in 2018/19. This is contrary to the mid 2019 major population estimates for Birmingham, but show there are generally more women than men in total (although there are generally more men in the younger age groups of the 18, who are more likely to be affected by homelessness).

Protected characteristics: Gender Reassignment

Gender reassignment details:

Service Users / Stakeholders

The procedure contains provision which positively discriminates due to Gender reassignment. These include:

Victims of hate crime amounting to violence or threats of violence due to gender reassignment being placed in Band A.

The needs of those ongoing Gender reassignment taken into consideration when allocating the number of bedrooms required.

There is currently no local allocations data available for this protected characteristic.

Protected characteristics: Marriage and Civil Partnership

Marriage and civil partnership details:

Service Users/ Stakeholders

The procedure contains provision which positively discriminates due to marriage and civil partnership. These include:

Victims of hate crime amounting to violence or threats of violence due to their marriage or civil partnership being placed in Band A.

There is currently no local allocations data available for this protected characteristic.

Protected characteristics: Pregnancy and Maternity

Service Users / Stakeholders

Pregnancy and maternity details:

The procedure contains provision which positively discriminate due to pregnancy and maternity. These include:

Victims of hate crime amounting to violence or threats of violence due to their pregnancy or maternity being placed in Band A

Number of pregnant women who receive allocations is relatively small.

Protected characteristics: Race

Race details:

Service Users / Stakeholders

The procedure contains provision which positively discriminates due to race. These include:

Victims of racial harassment amounting to violence or threats of violence, and victims of hate crime amounting to violence or threats of violence due to their race being placed in Band A.

Essential and appropriate checks carried out to establish an applicant's eligibility to be allocated social rented housing will be monitored to ensure that they are not discriminatory on the basis of race, nationality, ethnic origin, or any other protected characteristic.

A person may be found to be not eligible to join the Housing Register due to their nationality or due to them not being habitually resident in the UK. However, these matters are separate from the issue of a persons race.

BAME applicants amount almost half of all applicants receiving an allocation, 46% in 2018/19, and the largest proportion is black or black British applicants, equated to 20% in the same year. The overall figures are representative BAME groups in Birmingham according to the 2011 census.

Protected characteristics: Religion or Beliefs

Religion or beliefs details:

Service Users / Stakeholders

The procedure contains provision which positively discriminates due to religion/belief. These include:

Victims of hate crime amounting to violence or threats of violence due to their religion or belief being placed in Band A.

There is currently no local allocations data available for this protected characteristic.

Protected characteristics: Sexual Orientation

Service Users / Stakeholders

Sexual orientation details:

The procedure contains provision which positively discriminate due to sexual orientation. These include:

Victims of hate crime amounting to violence or threats of violence due to their sexual orientation being placed in Band A.

There is currently no local allocations data available for this protected characteristic.

Socio-economic impacts

Please indicate any actions arising from completing this screening exercise.

Please indicate whether a full impact assessment is recommended

YES

What data has been collected to facilitate the assessment of this policy/proposal?

Data analysis has been completed on the current applicants on the Housing Register.

Consultation analysis

A Public Consultation exercise has been completed. Analysis of the data received shows that participants are mainly in support of the proposed Policy.

Adverse impact on any people with protected characteristics.

There is no adverse impact on anyone with protected characteristics.

Could the policy/proposal be modified to reduce or eliminate any adverse impact?

If necessary the Policy can be modified to reduce or eliminate any adverse impact that may become evident.

How will the effect(s) of this policy/proposal on equality be monitored?

The effects of the Policy will be monitored by completing quality and audit checks and regular reviews of the Policy itself.

What data is required in the future?

Analytical breakdown of people on the Housing Register by their protected characteristics.

Analytical breakdown of who properties have been allocated to by their protected characteristics.

Are there any adverse impacts on any particular group(s)

No

If yes, please explain your reasons for going ahead.

Initial equality impact assessment of your proposal

Consulted People or Groups

Informed People or Groups

Summary and evidence of findings from your EIA

To be confirmed when the Public Consultation has ended.

QUALITY CONTORL SECTION

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

Information reviewed and passed to accountable officer for final approval.

Decision by Quality Control Officer

Proceed for final approval

Submit draft to Accountable Officer?

Yes

Decision by Accountable Officer

Approve

Date approved / rejected by the Accountable Officer

15/02/2022

Reasons for approval or rejection

Agreed

Please print and save a PDF copy for your records

Yes

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