

### Equality and Rurality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet or by contacting the Corporate Support Team ext. 2607.

1. Persons responsible for this assessment:

Names: Caroline Clissold	
Date of assessment: 7 <sup>th</sup> October 2021	Telephone: 01594812309 Email: <a href="mailto:caroline.clissold@publicagroup.uk">caroline.clissold@publicagroup.uk</a>

2. Name of the policy, service, strategy, procedure or function:

HomeseekerPlus, choice based lettings policy
Is this a new or existing one? Existing – with minor updates

3. Briefly describe it aims and objectives

<p>HomeseekerPlus is a choice based lettings (CBL) scheme run by seven local authorities in partnership with social housing landlords operating within Gloucestershire and West Oxfordshire. Local Authorities are tasked with ensuring that all affordable and social rented accommodation made available through its Choice Based Lettings scheme is allocated fairly, transparently and to those in the highest housing need. The HomeseekerPlus policy was therefore created to provide the framework for making those decisions and to ensure that all of its partners were acting in a consistent way. The policy explains who is eligible and who qualifies to apply on HomeseekerPlus and sets out how applications will be assessed and awarded a subsequent Emergency, Gold, Silver or Bronze banding based on housing need.</p> <p>Due to legislative and other changes the policy is in need of a refresh. It is considered good practice for the partnership to consult the public and associated stakeholders on the new policy.</p>
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4. Are there any external considerations? (e.g. Legislation/government directives)

Housing Act 1996, Part 6 -  
 SI 66a of the Act states that ‘Every local housing authority must have a scheme (their ‘allocation scheme’) for determining priorities and as to the procedure to be followed in allocating housing accommodation.’

The Localism Act 2011 introduced significant amendments to Part 6 of the Housing Act 1996, Section 166a including, amongst others, but notably:

- To include assurance that certain categories of applicants are given reasonable preference.
- The requirement for an allocation scheme to contain a statement of the authority’s policy on offering a choice of accommodation or to opportunity to express preferences about their accommodation (section 166a (2))

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	✓	Proposed changes to the HomeseekerPlus policy went out to consultation to the public and our internal and external stakeholder in spring 2021 for 8 weeks. The results of this consultation have been incorporated into the revised policy
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Gloucestershire	<input type="checkbox"/>	
Comparisons between similar functions / policies elsewhere	<input type="checkbox"/>	
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	

6. Please specify how intend to gather evidence to fill any gaps identified above:

No gaps identified

7. Has any consultation been carried out?

Yes

Details of Consultation

Proposed changes to the HomeseekerPlus policy went out to consultation to the public and our internal and external stakeholder in spring 2021 for 8 weeks. The results of this consultation have been incorporated into the revised policy. Full details of the outcome of this consultation are attached – Annex D.

If NO please outline any planned activities

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input checked="" type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
Comments: e.g. Who will this specifically impact?	
All members of the community that are registered for social housing consideration on HomeseekerPlus	

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

*Negative – it could disadvantage and therefore potentially not meet the General Equality duty;*

*Positive – it could benefit and help meet the General Equality duty;*

*Neutral – neither positive nor negative impact / Not sure*

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People			✓	The proposal is inclusive to people of different age groups, but it is not specific to age	
Age – Old People			✓	The proposal is inclusive to all ages	
Disability			✓	The proposal is inclusive to people with disabilities but is not specific to disability	
Sex – Male			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Sex – Female			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Race including Gypsy and Travellers			✓	The proposal is inclusive to people of all races, but it is not specific to race	
Religion or Belief			✓	The proposal is inclusive to people of all religions, but it is not specific to religion	
Sexual Orientation			✓	This proposal is inclusive to all types of sexual orientation, but it is not specific to sexual orientation	
Gender Reassignment			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Pregnancy and maternity			✓	The proposal is inclusive to people who are pregnant and/or on maternity, but it is not specific to this group	
Geographical impacts on one area			✓	The proposal is inclusive to the whole of Cotswold district	
Other Groups			✓	This proposal is inclusive to all other groups that are not mentioned	

<b>Rural considerations:</b> ie Access to services; leisure facilities, transport; education; employment; broadband.			✓	The proposal is inclusive to the whole of Cotswold district	
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10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale
NA			

11. Is there is anything else that you wish to add?

N/A
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**Declaration**

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	Caroline Clissold	Role: Housing Manager	Date: 7 <sup>th</sup> October 2021
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Reviewed by Corporate Equality Officer Group:		Date:
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Please forward an electronic copy to the Corporate Support Team – [corporatesupport@fdean.gov.uk](mailto:corporatesupport@fdean.gov.uk)