



East Staffordshire Borough Council Equality and Health Impact Assessment (EHIA)

This EHIA documents how you have taken into account health impacts and the requirements of the Public Sector Equality Duty in the decision making process for this function, policy or service.

1	Title of function, policy or service to be assessed: Housing Allocations Policy 2021
2	Date: 27 October 2021
3	Name of EHIA author: Brett Atkinson
4	EHIA team: Brett Atkinson, Alexandra Stavrianakos (Trent & Dove Housing)
5	Head of Service: Sal Khan
6	Is the policy, function or service existing, new or being reviewed? Revised periodically to taken into account legislative and other changes.
7	State the aims, objectives and purpose of the function, policy or service and provide a summary of the service provided: The Housing Allocations Policy is the Council's statutory scheme for the allocation of social housing.
8	Are there any other functions, policies or services which might be linked with this one for the purpose of this EHIA? The Allocations Policy falls within the Housing Strategy and relates to the Homelessness Strategy.
9	Who is it intended to affect or benefit (the target population)? It directly affects and benefits applicants for social housing in the Borough. It indirectly affects residents neighbouring social housing who are affected by the arrival of new tenants.

10 Equality impacts

The Public Sector Equality Duty requires public bodies, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Within this table, state whether the policy, function or service will have a positive or negative impact across the following protected characteristics and provide any comments.

	Positive Impact	Negative Impact	Comments
Age			No impact from proposed revisions.
Disability			No impact from proposed revisions.
Sex / gender reassignment / pregnancy or maternity			No impact from proposed revisions.
Race			No impact from proposed revisions.
Religion or belief			No impact from proposed revisions.
Sexual orientation			No impact from proposed revisions.
Other			

11 What evidence do you have for the statements made in Question 10?

The only material change is to the way that applicant households who are eligible for larger accommodation due to the size of their household, are ranked for allocation of said accommodation. The change requires application of the ordinary ranking criteria that apply to other sizes of property; this should not disadvantage larger families in unsuitable accommodation as their housing need will be reflected through their priority banding.

12	<p>Consultation: Describe what consultation has been undertaken on this function, policy or service, who was involved and the outcomes.</p> <p>The Allocations Policy is operated under a partnership agreement with Trent & Dove, as a result consultation with Trent and Dove on allocation principles has been ongoing for several months.</p> <p>Wider consultation on draft changes was carried out from 20 September 2018 until 5 October 2018. The following organisations and groups were consulted:</p> <ul style="list-style-type: none"> • All the Housing Associations who share the policy • Local support providers • National Probation Service & SWM Community Rehabilitation Company • Staffordshire County Council • Recognised residents groups and wider public 															
13	<p>Briefly explain how the policy, function or service contributes to community cohesion by answering the following questions:</p> <ul style="list-style-type: none"> • How will it provide equality of access to services, information and employment? • Does it or could it promote good relationships within and between communities? • How will it help to prevent social exclusion? • Will it help to reintegrate those who have become excluded? • Will this assist with communities feeling that they are connected to decision making that affects them? • How will it provide good quality, inclusive services? <p>The Housing Allocations Policy includes provisions to enable socially excluded applicants to secure social housing.</p>															
14	<p>Health impacts – screening question Will the subject of this EHIA:</p> <table border="1" data-bbox="233 1373 1461 2020"> <thead> <tr> <th data-bbox="233 1373 715 1473"></th> <th data-bbox="721 1373 1008 1473">No (provide a brief explanation of your response)</th> <th data-bbox="1015 1373 1461 1473">Yes (Is this impact positive or negative? provide a brief explanation of your response)</th> </tr> </thead> <tbody> <tr> <td data-bbox="233 1482 715 1621">Have a direct impact on health, mental health and wellbeing?</td> <td data-bbox="721 1482 1008 1621"></td> <td data-bbox="1015 1482 1461 1621">Positive: A fair and transparent system of allocation should reduce stress.</td> </tr> <tr> <td data-bbox="233 1630 715 1778">Have an impact on social, economic and environmental living conditions that would indirectly affect health?</td> <td data-bbox="721 1630 1008 1778"></td> <td data-bbox="1015 1630 1461 1778">No impact from proposed revisions.</td> </tr> <tr> <td data-bbox="233 1787 715 1904">Have an effect on an individual's ability to improve their own health and wellbeing?</td> <td data-bbox="721 1787 1008 1904"></td> <td data-bbox="1015 1787 1461 1904">No impact from proposed revisions.</td> </tr> <tr> <td data-bbox="233 1912 715 2020">Affect access to, and the quality of, health, mental health or wellbeing services?</td> <td data-bbox="721 1912 1008 2020"></td> <td data-bbox="1015 1912 1461 2020">No impact from proposed revisions.</td> </tr> </tbody> </table>		No (provide a brief explanation of your response)	Yes (Is this impact positive or negative? provide a brief explanation of your response)	Have a direct impact on health, mental health and wellbeing?		Positive: A fair and transparent system of allocation should reduce stress.	Have an impact on social, economic and environmental living conditions that would indirectly affect health?		No impact from proposed revisions.	Have an effect on an individual's ability to improve their own health and wellbeing?		No impact from proposed revisions.	Affect access to, and the quality of, health, mental health or wellbeing services?		No impact from proposed revisions.
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Please refer to the EHIA guidance document. If you answer yes to any of these questions a health impact assessment is required, please complete section 16.

15 **Head of Service signature:** I am satisfied with the results of this EHIA.

16. HEALTH IMPACT ASSESSMENT¹

Please complete this, if you have answered yes to any of the health impact screening questions.

A. Describe the health impact(s). Please refer to the screening questions in Q14 above.	B. Answering ‘YES’ to the above questions (Q14) indicates an important health impact. Be explicit and include the evidence that has been considered.	C. Are the health impacts significant?
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Identify the health impact(s)	Will the health impacts affect the whole population? Will they affect particular groups of people differently?	Will the health impacts be difficult to remedy or have an irreversible effect? Are they likely to cause public concern?	Will the health impacts be medium or long-term? Are they likely to create cumulative effects?	Does this health impact have a significant positive or negative effect (based on your responses to Section B)?
Families will no longer be prioritised on size for larger accommodation.	Will only apply to families on the Housing Register who are eligible for 4+ bedroom accommodation.	No, the priority banding system will determine who secures the allocation of social rented housing, and the banding system provides appropriate priority for the issues likely to affect larger families such as bedroom deficiency.	None identified.	Moderate positive effect, as the larger families in the greatest housing need will secure the offer of social housing.

¹ Adapted from ‘Health Impact Assessment of Government Policy, a guide to carrying out a Health Impact Assessment of new policy as part of the Impact Assessment process.’ Department of Health, July 2010 p.13

17. EQUALITY AND HEALTH IMPACT ASSESSMENT RECOMMENDATIONS AND ACTION PLAN

Please describe the actions, if any, you will take to mitigate against negative health or equality impacts identified in this assessment, or to maximise the benefits of the policy or service.
If significant action is required, it should be included in Service Plans.

Is it a Health or Equality action?	Issue / impact identified	Recommendation / action required	Lead officer and timescale	Resource allocation
None.				