

# Equality Impact Assessment Full Assessment Form

**Service:**

Housing Services

**Title of policy, function or service:**

Columbus Way Local Lettings Policy

**Lead officer:**

HCL Manager

**People involved with completing the EIA:**

Corporate Projects Officer

**Type of policy, function or service:**

Existing:

New/proposed

Changed

## **STEP 1 - Make sure you have clear aims and objectives**

### **What is the aim of your policy or new service?**

This Local Lettings approach has been developed to support Community cohesion by working to the strengths of the community and is intended to be operated only on the properties located within the complex which is situated at the junction of Columbus Way and Pinewood Crescent and are specifically numbers 1 to 31 Columbus Way.

It is intended:-

- a. To minimise the potential for crime and disorder on the estate
- b. To give groups of people with the greatest housing need reasonable preference in applying for any available homes.

### **Who is the policy or service going to benefit and how?**

The policy is designed to benefit all current and future residents of Columbus Way and assist staff in the delivery of their duties.

### **What outcomes do you want to achieve?**

- ✓ Reduced crime
- ✓ Reduced incidences of ASB
- ✓ Cohesive community
- ✓ Allocations to those most in need.

### **What barriers are there to achieving these outcomes?**

- ✓ Unsuitable lettings resulting in increased crime and ASB

## STEP 2 - Collecting your information

### What existing information/ data do you have?

- ✓ Community profiling figures show that 44% of current residents are under the age of 25.
- ✓ 60% of recorded ASB outlined in project information were perpetrated by those aged over 25 (40% under 25).
- ✓ The previous tenant cases highlighted in the report relate to 1 abandonment and 1 incidence of ASB perpetrated by unknown youths. There is no indication that these were residents of Columbus Way. Age has not been provided for either of the cases.
- ✓ The Equality Act 2010 extends the equality duty in relation to age equality to the provision of goods and services (including housing), although exceptions are currently out for consultation none relate to housing or the designation/ allocation of properties.

### Using your existing data what does it tell you?

Of the recorded cases a higher proportion of ASB is perpetrated by the over, rather than under, 25 age group. There is no evidence that there is a significant problem with residents from the under 25 age group.

## Step 3 – What's the Impact?

### Is there an impact on some groups in the community?

#### Age

There is evidence of direct discrimination against this group within this policy.

**Disability (think about those people with physical, sensory and learning disabilities and those with poor mental health)**

There may be poor mental illness associated with incidences of ASB however this information has not been provided so it is unclear whether this group will be impacted by this policy.

**Ethnic Origin or people with particular nationalities**

None

**Gender**

None

**Transgender**

None

**Religion/ Belief**

None

**Sexual Orientation**

None

**Marital Status/ Civil Partnership**

None

**Pregnancy/ Maternity**

None

**Other socially excluded groups e.g. those on low income, single parents, carers, homeless people, people with low literacy etc.**

There may be substance abuse associated with incidences of ASB however this information has not been provided so it is unclear whether this group will be impacted by this policy.

## STEP 4 – What are the differences?

Are any groups affected in a different way to others as a result of the policy, project or service?

There is evidence of direct age discrimination within this policy.

Does your policy, project or service either directly or indirectly discriminate?

Yes



No




Additional information - If yes how are you going to change this?

Remove the section that states 'applicants must be over the age of 25' and replace with an individual assessment against more specific criteria.

## STEP 5 – You're almost there - now you need to consult!

Who have you consulted with?

**If you have not consulted yet please list who and how you are going to consult with specific groups or communities**




**STEP 6 – Make a decision based on steps 2-5**

**What changes or benefits have been made as a result of your consultation?**



**If you are in a position to change or introduce the policy, project or service clearly show how it was decided on**



If you **are** in a position to introduce the policy, project or service but still have information to collect or actions to complete to ensure all equality groups have been covered please list with timescales

If you **are not** in a position to go ahead what actions are you going to take? (Please list actions with timescales)

Remove the section that states ‘applicants must be over the age of 25’ and replace with an individual assessment against more specific criteria.

How are you going to monitor the policy, project or service, how often and who will be responsible?

The policy will be monitored under HCL monitoring and the HCL Manager will be responsible.

## **STEP 7 - Congratulations you've made it! - Now just publish your results**



**Send an electronic copy of the EIA to the Business Improvement Team who will publish it on the website**

**This EIA has been approved by:**

Business Improvement

**Date:** 04/07/2011

**Contact number**

01472 572282



