

Equality Impact Assessment Report Template

Name of policy, procedure or function: Housing Needs				
Service Area: Housing Services	Team Members: John Delahunty, Sharon Bignell, Sarah Cromie, Pauline Holland (Advance Housing)			Date: 13th July 2006
Findings				
<p>The purpose of the Housing Needs function is to appropriately house individuals and families. Applicants join the waiting list and are awarded a number of points depending on their specific needs and circumstance. The Housing Needs team also look after homelessness cases.</p> <p>There are several equalities issues for Housing Needs. The main issue is the low numbers of people from Black and minority ethnic (BME) backgrounds on the allocations list which has a knock on impact on the number of BME people housed in our stock which is currently very low. This has already been picked up through the Housing Inspection with one of the recommendations being to set targets to increase the number of allocations of (BME) applicants. This also picks up on the need to promote the service to the whole community to ensure everyone who has a housing need is able to join our housing list. Community cohesion has also been highlighted as an issue. This is due to some cases where offers of tenancy's have been turned down because the applicant perceives the area to be unsafe. This will be picked up through the Stronger Communities sub group of the Community Strategy.</p> <p>There is also a need to do awareness raising with all staff on cultural and disability needs of customers and staff.</p>				
Further Actions				
Problem/barrier identified	Actions to overcome problem/barrier	Resources required	Responsibility	Target date
Provision of up to date information	Ensure all new tenants pack information has language strapline. Ensure Disability Adaptations information is up to date	Officer Time	Sharon Bignell	21 st Dec 06
Making offers during religious festivals	Research beacon authorities to look at their approach to making offers of accommodation during religious festivals and how culture impacts on allocations issues	Officer Time	Sharon Bignell	21 st Dec 06
Targeted awareness raising of the service	Raising awareness of housing services and broader council services to BME groups	Communications Budget	Poss Steve Phipps/ comms and	?

	through community and advocacy groups		consultation	
Delivering community cohesion through housing allocations	Look at community cohesion issues in areas with high known or perceived racist incidents	Officer time	Hiron Miah and Stronger Communities Sub group Eileen in Housing	Mar 07
Same sex couples	Include statement on same sex couples within our literature and policy	n/a	John Delahunty	21 st Dec 06
Info for staff on needs of transgender	Write Transgender Factsheet and circulate	Officer time	Sarah Cromie	31 st Oct 06
Disability	<ul style="list-style-type: none"> • Application form – Easy read format developed • Raise awareness of the adaptations service 	Officer time	David Scruton Helen Blakeman	21 st Dec 06 21 st Dec 06
Religion & Culture	Cultural awareness training	Corporate/Housing Training Budget	Sarah Cromie	Mar 07