

Appendix 6

Equalities Impact Assessment

Aim of Policy / Scope of Service:

Equality Impact Assessment for Careleavers – Review 2012

Analysing what would be the impact of proposed changes to the Allocations policy for care leavers in particular and the different assessments combinations.

Different Groups included in scope

Care leavers. Others on the Housing Register who would potentially be affected by a change.

	Impact	Potential actions to minimise negative impact and maximise positive impacts
1- if Care leavers were assessed as Band A	<p>(+) Highest priority enables them to be re-housed promptly to a secure tenancy</p> <p>(+) secure tenancy will provide stability (leaving care is challenging and confusing time for many young people).</p> <p>(-) Don't always have the support, if needed, which will help them manage independent accommodation.</p> <p>(-) There is a finite supply of housing.</p> <p>(-) It will impact on other applicants in band A that need one bedroom property for reasons such as:</p> <ul style="list-style-type: none"> * Overriding medical * TIS * Witness protection nominations * Accepted Homeless 	<p>ACTION:</p> <ul style="list-style-type: none"> * support package from Children's services coupled with that from housing officer should be provided to careleaver when they first move into social housing * Life-skills course provision * Monitor the impact on other groups to assess which groups adversely affected * For those careleavers that could benefit for other type of accommodation: <ul style="list-style-type: none"> - Work with social worker to encourage careleaver to explore the housing options available in the City in the private rented

	<ul style="list-style-type: none"> * Transfer needing a permanent decant * Private sector nomination * Priority transfers * Lead Commissioner of Housing discretion * Non statutory successors * Retiring council and HA employees <p>(-) Less dynamic housing list. More people in Band A will mean that people in lower bands have reduced opportunity to obtaining a property.</p> <p>(-) Some care leavers could benefit from other type of accommodation that is not Council or HA.</p> <p>(+) (-) To treat all the Groups in the same measure. (positive for careleaver and negative for other applicants which assessment is based on their housing need)</p>	<p>sector which may include a house share with other young people or their own private rented flat. This could enable careleavers to remain in an area of the city they had been living in.</p> <ul style="list-style-type: none"> - Encourage connections with other young people looking to privately rent so that complimentary groups can rent shared accommodation - Assistance with deposits, guarantors
<p>2- if assessed as band B</p>	<p>(-) careleavers would have reduced opportunity in obtaining a property than if they were in Band A</p> <p>(-) They will compete with other applicants in band B needing one bedroom property for reasons such as:</p> <ul style="list-style-type: none"> * management transfers * major medical * Ex tenants returning from institutions * Multiple needs * Unsatisfactory Housing conditions (Category 1 hazard) <p>(+) careleavers would have increased opportunity to obtaining a property than people in lower bands.</p> <p>(-) There is a finite supply of housing.</p> <p>(-) Don't always have the support, if needed, which will help them manage independent accommodation.</p> <p>(+) likely to be re-housed fairly quick under the scheme</p> <p>(+)(-) To treat all the Groups in the same measure</p>	<p>ACTION:</p> <ul style="list-style-type: none"> * support package from Children's services coupled with that from housing officer should be provided to careleaver when they first move into social housing * Life-skills course provision * Monitor the impact on other groups to assess which groups adversely affected * For those careleavers that could benefit for other type of accommodation: <ul style="list-style-type: none"> - Work with social worker to encourage careleaver to explore the housing options available in the City in the private rented sector which may include a house share with other young people or their own private rented flat. This could enable careleaver to remain in an area of the city they had been living in.

		<ul style="list-style-type: none"> - Encourage connections with other young people looking to privately rent so that complimentary groups can rent shared accommodation - Assistance with deposits, guarantors
3- if assessed as band C	<p>(-) careleavers would have reduced opportunity in obtaining a property than if they were in Band A or band B</p> <p>(-) They will compete with other applicants in band C needing one bedroom property for reasons such as:</p> <ul style="list-style-type: none"> * Homeless on T.A, short hold tenancy * minor medical * unsanitary housing conditions * Multiple needs * To give or receive support <p>(-) unlikely to be re-housed promptly which could impact negatively on their health and wellbeing, unless they are working in which case up to 50% of all available properties</p> <p>(-) There is a finite supply of housing.</p> <p>(+) careleavers would have increased opportunity to obtaining a property than people in band D</p>	<p>ACTION:</p> <ul style="list-style-type: none"> * Work with social worker to encourage careleaver to explore the housing options available in the City in the private rented sector which may include a house share with other young people or their own private rented flat. This could enable careleavers to remain in an area of the city they had been living in. * Encourage connections with other young people looking to privately rent so that complimentary groups can rent shared accommodation * Assistance with deposits, guarantors * Life-skills course provision * Monitor the impact on care leavers * support from housing officer should be provided to careleaver when they first move into social housing
4- if assessed according to their housing need	<p>(-)(+) Treated as all other applicants in the same measure</p> <p>(+) Dynamic housing list</p> <p>(-) some careleavers will have not priority need and it will be very unlikely for them to be re-housed under Homemove.</p> <p>(-) the health and wellbeing of careleavers may be</p>	<p>ACTION:</p> <ul style="list-style-type: none"> * Work with social worker to encourage careleaver to explore the housing options available in the City in the private rented sector which may include a house share with other young people or their own private rented flat. This could enable careleavers to remain in an

	<p>impacted if suitable accommodation can not be provided.</p>	<p>area of the city they had been living in.</p> <ul style="list-style-type: none"> * Encourage connections with other young people looking to privately rent so that complimentary groups can rent shared accommodation and help raise aspirations. * Assistance with deposits, guarantors * Life-skills course provision * Monitor the impact on care leavers
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Lead Equality Impact Assessment Officer:
Head of Service
Cabinet Member for Housing:

Elena Castells
Sylvia Peckham
Councillor Liz Wakefield

Date
Date
Date

25.01.2012