

## 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"> <li>* Overriding medical</li> <li>* TIS</li> <li>* Witness protection nominations</li> <li>* Accepted Homeless</li> </ul>	<p><b>ACTION:</b></p> <ul style="list-style-type: none"> <li>* support package from Children's services coupled with that from housing officer should be provided to careleaver when they first move into social housing</li> <li>* Life-skills course provision</li> <li>* Monitor the impact on other groups to assess which groups adversely affected</li> <li>* For those careleavers that could benefit for other type of accommodation: <ul style="list-style-type: none"> <li>- Work with social worker to encourage careleaver to explore the housing options available in the City in the private rented</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>* Transfer needing a permanent decant</li> <li>* Private sector nomination</li> <li>* Priority transfers</li> <li>* Lead Commissioner of Housing discretion</li> <li>* Non statutory successors</li> <li>* Retiring council and HA employees</li> </ul> <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"> <li>- Encourage connections with other young people looking to privately rent so that complimentary groups can rent shared accommodation</li> <li>- Assistance with deposits, guarantors</li> </ul>
<p><b>2- if assessed as band B</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"> <li>* management transfers</li> <li>* major medical</li> <li>* Ex tenants returning from institutions</li> <li>* Multiple needs</li> <li>* Unsatisfactory Housing conditions (Category 1 hazard)</li> </ul> <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><b>ACTION:</b></p> <ul style="list-style-type: none"> <li>* support package from Children's services coupled with that from housing officer should be provided to careleaver when they first move into social housing</li> <li>* Life-skills course provision</li> <li>* Monitor the impact on other groups to assess which groups adversely affected</li> <li>* For those careleavers that could benefit for other type of accommodation: <ul style="list-style-type: none"> <li>- 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.</li> </ul> </li> </ul>

		<ul style="list-style-type: none"> <li>- Encourage connections with other young people looking to privately rent so that complimentary groups can rent shared accommodation</li> <li>- Assistance with deposits, guarantors</li> </ul>
<b>3- if assessed as band C</b>	<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"> <li>* Homeless on T.A, short hold tenancy</li> <li>* minor medical</li> <li>* unsanitary housing conditions</li> <li>* Multiple needs</li> <li>* To give or receive support</li> </ul> <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><b>ACTION:</b></p> <ul style="list-style-type: none"> <li>* 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.</li> <li>* Encourage connections with other young people looking to privately rent so that complimentary groups can rent shared accommodation</li> <li>* Assistance with deposits, guarantors</li> <li>* Life-skills course provision</li> <li>* Monitor the impact on care leavers</li> <li>* support from housing officer should be provided to careleaver when they first move into social housing</li> </ul>
<b>4- if assessed according to their housing need</b>	<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><b>ACTION:</b></p> <ul style="list-style-type: none"> <li>* 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</li> </ul>

	<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"> <li>* Encourage connections with other young people looking to privately rent so that complimentary groups can rent shared accommodation and help raise aspirations.</li> <li>* Assistance with deposits, guarantors</li> <li>* Life-skills course provision</li> <li>* Monitor the impact on care leavers</li> </ul>
--	--	---

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