

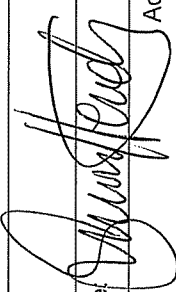
Equalities Screening Record Form

<p>Date of Screening: 9 June 2016</p>	<p>Directorate: Adult Social Care, Health and Housing</p>	<p>Section: Housing</p>
<p>1. Activity to be assessed</p> <p><i>Please give full details of the activity and summarise the budget reduction proposal</i></p> <p>The Council is reviewing it's policy for the allocation of social housing in the light of new government guidance and legislation.</p> <p>The Allocation Policy review proposes the following changes:</p> <ul style="list-style-type: none"> • Changing the eligibility to join the housing register from 12 months to 4 years residency in Bracknell Forest • Making offers of private rented accommodation to homeless households for whom the Council has a statutory duty to house as a discharge of duty. • Introducing the "Right to Move" which will allow social housing tenants living outside Bracknell Forest to move to a housing association property in Bracknell Forest to enable them to take up employment of keep employment in the Borough. • Introducing the opportunity for exceptional circumstances to be taken into account when considering applicants from outside the borough • Where families have children in care and Children Services are working with the family to enable the children to return home, these families will be prioritised as if the children are living with them so that they do not have to wait until the children are returned to come on to the housing register. <p>There are no budget reductions proposed in these changes</p>		
<p>2. What is the activity?</p> <p>X Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change</p>		
<p>3. Is it a new or existing activity?</p> <p><input type="checkbox"/> New <input checked="" type="checkbox"/> Existing</p>		
<p>4. Officer responsible for the screening</p> <p>Clare Dorrning</p>		
<p>5. Who are the members of the EIA team?</p> <p>Clare Dorrning -- Head of Housing Strategy and Needs Janet Weekes -- Housing Strategy and Resources Manager Lisa Jones -- Welfare and Housing Team Leader</p>		

<p>6. What is the purpose of the activity?</p>	<p>Please describe briefly its aims, objectives and main activities as relevant. Provide further details of the budget reduction proposal that you will be assessing the impact of.</p> <p>The purpose of the Allocations Policy is to ensure social rented housing in the borough is let to those in greatest need, to ensure best use is made of the social rented stock in the borough, to encourage sustainable communities, and to make sure the housing needs of vulnerable applicants and those in priority need are given reasonable preference.</p> <p>The Localism Act 2011 includes the Homelessness (Suitability of Accommodation) (England) Order which gives an authority the power to arrange an offer of private rented sector accommodation as a suitable offer to discharge its homelessness duty. The Council should include the implementation of this power in its Allocations Policy.</p> <p>In April 2015, the Government introduced the Allocation of Housing (Qualification Criteria for Right to Move) (England) Regulations 2015. The purpose of this regulation is to enable social tenants to move to another authority to take up a job or live closer to employment or training.</p> <p>Recent case law has highlighted the need for an Authority's allocations policy to allow for exceptional circumstances to be taken into account when applying any policy restriction.</p> <p>The Council works with and supports a number of families who may have children taken into the care of the local authority. Where the Council considers that a child's best interests is to return to the care of a family member, the accommodation that is currently occupied by that family member may be inadequate for the child to return to. In these cases, it is proposed that the family is given a "head start" by enabling the housing need of the family to be assessed as if the child were resident in the property.</p>						
<p>7. Who is the activity designed to benefit/target?</p>	<p>Households on the My Choice Housing Register applying for social rented housing.</p> <table border="1" data-bbox="925 1209 1037 1456"> <thead> <tr> <th></th> <th>Y</th> <th>N</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>		Y	N			
	Y	N					
<p>8. a Racial equality - Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.</p> <p>8. b What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc.</p>	<p>The following table summarises the ethnic profile of the housing register:</p> <table border="1" data-bbox="1085 940 1260 1321"> <tbody> <tr> <td>Minority ethnic households</td> <td>395</td> </tr> <tr> <td>White British households</td> <td>1,599</td> </tr> <tr> <td>No response</td> <td>15</td> </tr> </tbody> </table> <p>20% of applicants on the My Choice housing register are from minority ethnic groups. These households are evenly</p>	Minority ethnic households	395	White British households	1,599	No response	15
Minority ethnic households	395						
White British households	1,599						
No response	15						

	<p>distributed across each of the register bands. The proposed changes to the residency criteria will impact households who have lived in the borough for less than 4 years. While there will be minority ethnic households among this population, White British households are equally likely to be impacted as they may have moved in and out of the borough for reasons such as employment, changes in relationships or property availability.</p> <p>13% of households for whom the Council has accepted a duty to rehouse under the homelessness legislation are from minority ethnic groups. The proposal to discharge duty by housing in the private rented sector will be applied to all homeless households and will therefore not have a disproportionate impact on minority ethnic homeless households.</p>								
<p>9. a Gender equality - Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.</p> <p>9. b What evidence do you have to support this?</p>	<p>Y N We have no evidence to suggest there is a differential impact on applicants from a particular gender</p>								
<p>10. a Disability equality - Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.</p> <p>10. b What evidence do you have to support this?</p>	<p>62% of applicants on the housing register are female. However, where there is a joint application, the gender is taken from the primary applicant, therefore the data cannot be taken as an accurate reflection of the makeup of households on the register.</p> <p>The distribution of female applicants is similar across all bands and should therefore not be disproportionately affected by the proposed policy changes.</p>								
<p>11. a Age equality - Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.</p> <p>11. b What evidence do you have to support this?</p>	<p>Y N We have no evidence to suggest there is a differential impact on applicants with a disability.</p> <p>The disability equalities strand is measured using a social model of disability as opposed to the medical model, ie, applicants are asked to define for themselves whether they consider they have a disability. 14% of applicants consider themselves to have some form of disability. While applicants with a disability may not have lived within the borough for 4 years, the introduction of an exceptional circumstances consideration will allow households who may have a special need to live in Bracknell Forest to have their needs reviewed and an exception to be made.</p> <p>Y N We have no evidence to suggest there is a differential impact on people from particular age groups.</p> <p>The following table summarises the age profile of applicants on the housing register:</p> <table border="1" data-bbox="1185 1034 1361 1312"> <tr> <td>16-24 yrs</td> <td>327</td> </tr> <tr> <td>25-44 yrs</td> <td>1,201</td> </tr> <tr> <td>45-59 yrs</td> <td>300</td> </tr> <tr> <td>60+ yrs</td> <td>181</td> </tr> </table>	16-24 yrs	327	25-44 yrs	1,201	45-59 yrs	300	60+ yrs	181
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	<p>9% of applicants on the housing register are over the age of 60 years. Only 5 applicants are under 18 years. The majority of the housing register is therefore of working age.</p> <p>The proposal to introduce an exceptional circumstances consideration will allow households who may have a special need to live in Bracknell Forest to have their needs reviewed and an exception to be made.</p>																		
<p>12. a Religion and belief equality - Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.</p>	<table border="1"> <thead> <tr> <th>Y</th> <th>N</th> </tr> </thead> <tbody> <tr> <td></td> <td>We have no evidence to suggest there is a differential impact on people from particular religious or belief groups at this time.</td> </tr> </tbody> </table>	Y	N		We have no evidence to suggest there is a differential impact on people from particular religious or belief groups at this time.														
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<p>12. b What evidence do you have to support this?</p>	<p>The following table summarises the religion/belief profile of the housing register.</p> <table border="1"> <tbody> <tr><td>Buddhist</td><td>5</td></tr> <tr><td>Hindu</td><td>11</td></tr> <tr><td>Christian</td><td>875</td></tr> <tr><td>Jewish</td><td>2</td></tr> <tr><td>Muslim</td><td>41</td></tr> <tr><td>None</td><td>719</td></tr> <tr><td>Other</td><td>97</td></tr> <tr><td>Sikh</td><td>2</td></tr> <tr><td>Do not want to answer</td><td>197</td></tr> </tbody> </table> <p>These groups are distributed across all bands and household types.</p>	Buddhist	5	Hindu	11	Christian	875	Jewish	2	Muslim	41	None	719	Other	97	Sikh	2	Do not want to answer	197
Buddhist	5																		
Hindu	11																		
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Do not want to answer	197																		
<p>13. a Sexual orientation equality - Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.</p>	<table border="1"> <thead> <tr> <th>Y</th> <th>N</th> </tr> </thead> <tbody> <tr> <td></td> <td>We have no evidence to suggest there is a differential impact on people on the basis of their sexual orientation.</td> </tr> </tbody> </table>	Y	N		We have no evidence to suggest there is a differential impact on people on the basis of their sexual orientation.														
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<p>13. b What evidence do you have to support this?</p>	<p>The following table summarises the sexual orientation of applicants on the housing register.</p> <table border="1"> <thead> <tr> <th>Sexual Orientation</th> <th></th> </tr> </thead> <tbody> <tr> <td>Bisexual</td> <td>17</td> </tr> <tr> <td>Gay</td> <td>11</td> </tr> <tr> <td>Heterosexual</td> <td>1,577</td> </tr> <tr> <td>Lesbian</td> <td>7</td> </tr> </tbody> </table>	Sexual Orientation		Bisexual	17	Gay	11	Heterosexual	1,577	Lesbian	7								
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	Other	41
	Do not want to answer	259
<p>These applicants are distributed across all bands. None of the proposed policy changes should impact disproportionately on any specific sexual orientation.</p>		
<p>14. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations.</p>	<p>There will be a positive impact for families with children in care, where the family needs a larger property before the child can return home. This policy change will also reduce the length of time a child may be required to remain in care by enabling the housing need to be registered earlier, thereby allowing the family a longer effective date.</p>	
<p>15. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?</p>	<p>The proposed changes to the Allocations Policy are in response to new legislation and case law. Some of the changes are necessary to ensure the Council's Allocations Policy is lawful.</p>	
<p>16. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?</p>	<p>The most significant impact of the proposed changes is for households who have not resided in the Bracknell Forest Borough continuously for four years. An estimated 200 households will be affected by this change and will be removed from the housing register. Households from all sections of the community are likely to be included in this population.</p>	
<p>17. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</p>	Y	N
<p>18. What further information or data is required to better understand the impact? Where and how can that information be obtained?</p>	<p>Consultation has been carried out on the proposed changes via the consultation portal. The results of the consultation will be included in the final report to the Executive.</p>	
<p>19. On the basis of sections 7 – 17 above is a full impact assessment required?</p>	Y	N
<p>20. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.</p>		
	Action	Person Responsible
	Timescale	Milestone/Success Criteria
<p>21. Which service, business or work plan will these actions be included in?</p>	Adult Social Care, Health and Housing	
<p>22. Have any current actions to address issues for any of the groups or examples of good practice been identified as part of the screening?</p>		
<p>23. Chief Officers signature.</p>	<p>Signature: </p>	<p>Date: 15/6/16</p>
<p>24. Which PMR will this screening be reported in?</p>	Adult Social Care, Health and Housing	

When complete please send to abby.thomas@bracknell-forest.gov.uk for publication

