

Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	HOU 35 - To withdraw the printed version of Homebid magazine, the fortnightly vacancy listing of social housing for applicants on the council’s housing waiting list.
Brief Service Profile (including number of customers)	<p>Homebid is the council’s choice-choice based lettings system. It is currently available on-line and in printed magazine format.</p> <p>The Homebid magazine is currently published and distributed to council offices (Gateway, Local Housing Offices, and libraries) for clients and agency staff to collect. The magazine lists council vacant housing properties and those of the major housing associations operating in the city, from which applicants can select properties they are interested in and express this by bidding for these homes.</p> <p>The Council currently distributes 1,900 copies of each publication and it is used consistently by agencies who support clients with vulnerabilities. There are currently 10,000 active applicants on the waiting list all of whom are in housing need and who use the magazine to find vacancies.</p>
Summary of Impact and Issues	<p>The council was early in its move to a choice-based letting system and opted to provide a printed magazine version as part of this. Many areas that have moved over more recently have opted to only provide online only.</p> <p>This proposal will have an impact on those who do not currently have access to online services. A new printable flyer which can be tailored to individual applicant needs is being developed which will be introduced in advance of the withdrawal of the magazine. This will enable people to search for, select and print off a</p>

	<p>personalised selection of the properties they are interested in bidding for.</p> <p>Agencies who support clients with vulnerabilities will be briefed on the changes and will be able to print flyers for clients.</p> <p>There will also be a mechanism, based on need, to enable automated bidding.</p> <p>Free computer access is available eg Gateway in various locations in the city.</p>
Potential Positive Impacts	The current number of on-line bids made by Homebid applicants is the majority of customers and the move to the website printable flyer will increase their levels of confidence and skills with on-line service access.
Responsible Service Manager	Liz Slater
Date	29/10/2015

Approved by Senior Manager	Nick Cross
Date	05/11/2015

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	There is a significant number of older people seeking housing and they are less frequent users of on-line services.	The system allows for targeted automated bidding assistance for those unable to access on-line. Staff identify clients who can benefit from this and clients themselves can request this.
Disability	No identified negative impacts.	N/A
Gender Reassignment	No identified negative impacts.	N/A
Marriage and Civil Partnership	No identified negative impacts.	N/A
Pregnancy and Maternity	No identified negative impacts.	N/A
Race	No identified negative impacts.	N/A
Religion or	No identified negative impacts.	N/A

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Belief		
Sex	No identified negative impacts.	N/A
Sexual Orientation	No identified negative impacts.	N/A
Community Safety	No identified negative impacts.	N/A
Poverty	Home computer ownership is known to be less amongst the social housing population due to poverty.	A phone application is being developed to widen the opportunities for applicants and automated bidding is in place for those without any access.
Other Significant Impacts		