

## 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.

<b>Name or Brief Description of Proposal</b>	<b>HOU 5</b> - To review the use of incentive payments for council tenants who are downsizing to better target tenants who need to move to accessible property or to supported housing for older people.
<b>Brief Service Profile (including number of customers)</b>	<p>A payment of £850 (plus a contribution towards moving costs for those moving to older person’s accommodation) is granted to council tenants moving as incentive for them to move out of larger accommodation that they no longer require.</p> <p>This has been operating successfully for a number of years releasing a significant number of family homes for those who need them. 59 council tenants who have downsized in the first 6 months of the year.</p> <p>The payment is no longer needed to act as an incentive, as families with spare rooms are seeking to move. The allocation policy provides a high priority to enable households in such circumstances to move and this is be retained.</p>
<b>Summary of Impact and Issues</b>	<p>The need to offer financial incentives has reduced with other changes e.g. reduction in Housing Benefit where households under occupy.</p> <p>Retaining a more targeted use of the incentive for older people moving into supported housing and households who have a need for accessible homes enables larger homes to continue to be freed up for families.</p>
<b>Potential Positive Impacts</b>	The current incentive is given without reference to the financial circumstances of the household, reviewing its use will give the opportunity to create parity with other council tenant households who move and is more

	consistent with how other social landlord incentive payments operate.
<b>Responsible Service Manager</b>	Liz Slater
<b>Date</b>	28/10/2015

<b>Approved by Senior Manager</b>	Nick Cross
<b>Date</b>	05/11/2015

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	Older people occupy homes larger than they need in greater numbers than other households.	The ability to assist older people into specified older person's accommodation will be retained.
<b>Disability</b>	Disabled households living in adapted homes that they are under occupying need to move to smaller adapted homes.	The incentives will be retained for households in this circumstance. Freeing up homes with adaptations not needed by the tenant households will create more vacancies for disabled people.
<b>Gender Reassignment</b>	No identified negative impacts.	N/A
<b>Marriage and Civil Partnership</b>	No identified negative impacts.	N/A
<b>Pregnancy and Maternity</b>	No identified negative impacts.	N/A
<b>Race</b>	No identified negative impacts.	N/A
<b>Religion or Belief</b>	No identified negative impacts.	N/A
<b>Sex</b>	No identified negative impacts.	N/A
<b>Sexual Orientation</b>	No identified negative impacts.	N/A
<b>Community Safety</b>	No identified negative impacts.	N/A
<b>Poverty</b>	Families affected by the reduction in Housing Benefit where they have spare	The priority awarded to downsizing households will still apply, enabling a

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	bedrooms will lose the right to the incentive payment.	quicker move to a smaller home. This allows families to better manage their finances in terms of lower rent. A flexible approach to rent debt will also be applied to facilitate moving while repayment continues.
<b>Other Significant Impacts</b>		