



**East Staffordshire Borough Council
Equality and Health Impact Assessment (EHIA)**

This EHIA documents how you have taken into account health impacts and the requirements of the Public Sector Equality Duty in the decision making process for this function, policy or service.

1	Title of function, policy or service to be assessed: Council Tax Reduction Discretionary Payments Policy
2	Date: 20 September 2018
3	Name of EHIA author: Brett Atkinson
4	EHIA team: Michael Petter Rachel Chudley (Trent & Dove Housing)
5	Head of Service: Sal Khan
6	Is the policy, function or service existing, new or being reviewed? Revised periodically to taken into account legislative and other changes. In this case there was a particular need for revision following the Homeless Reduction Act 2017 which took effect on the 3 April 2018.
7	State the aims, objectives and purpose of the function, policy or service and provide a summary of the service provided: The Housing Allocations Policy is the Council’s statutory scheme for the allocation of social housing.
8	Are there any other functions, policies or services which might be linked with this one for the purpose of this EHIA? The Allocations Policy falls within the Housing Strategy and relates to the Homelessness Strategy.
9	Who is it intended to affect or benefit (the target population)? It directly affects and benefits applicants for social housing in the Borough. It indirectly affects residents neighbouring social housing who are affected by the arrival of new tenants.

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Equality impacts

The Public Sector Equality Duty requires public bodies, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Within this table, state whether the policy, function or service will have a positive or negative impact across the following protected characteristics and provide any comments.

	Positive Impact	Negative Impact	Comments
Age	✓		The age criteria in Band 3.3 have been removed, so that there is now parity across the age groups.
Disability	✓		No impact from proposed revisions.
Sex / gender reassignment / pregnancy or maternity	✓		No impact from proposed revisions.
Race	✓		No impact from proposed revisions.
Religion or belief	✓		No impact from proposed revisions.
Sexual orientation	✓		No impact from proposed revisions.
Other			

11.	<p>What evidence do you have for the statements made in question 10?</p> <p>Therefore there are a relatively small number of changes, but the changes are necessary to take account of legislative and other changes. In most cases the impact of the changes are negligible or nil.</p> <p>The largest single change is to bedroom entitlement, which previously offered greater choice but that choice has now been restricted to the housing benefit criteria. It is believed this change is proportionate in response to affordability concerns.</p>						
12	<p>Consultation: Describe what consultation has been undertaken on this function, policy or service, who was involved and the outcomes.</p> <p>The Allocations Policy is operated under a partnership agreement with Trent & Dove, as a result consultation with Trent and Dove on allocation principles has been ongoing for several months.</p> <p>Wider consultation on draft changes was carried out from 20 September 2018 until 5 October 2018. The following organisations and groups were consulted:</p> <ul style="list-style-type: none"> • All the Housing Associations who share the policy • Local support providers • National Probation Service & SWM Community Rehabilitation Company • Staffordshire County Council • Recognised residents groups and wider public 						
13	<p>Briefly explain how the policy, function or service contributes to community cohesion by answering the following questions:</p> <ul style="list-style-type: none"> • How will it provide equality of access to services, information and employment? • Does it or could it promote good relationships within and between communities? • How will it help to prevent social exclusion? • Will it help to reintegrate those who have become excluded? • Will this assist with communities feeling that they are connected to decision making that affects them? • How will it provide good quality, inclusive services? <p>The Housing Allocations Policy includes provisions to enable socially excluded applicants to secure social housing.</p>						
14	<p>Health impacts – screening question Will the subject of this EHIA:</p> <table border="1" data-bbox="236 1845 1487 2018"> <thead> <tr> <th data-bbox="236 1845 730 1980"></th> <th data-bbox="730 1845 1107 1980">No (provide a brief explanation of your response)</th> <th data-bbox="1107 1845 1487 1980">Yes (Is this impact positive or negative? provide a brief explanation of your response)</th> </tr> </thead> <tbody> <tr> <td data-bbox="236 1980 730 2018">Have a direct impact on health,</td> <td data-bbox="730 1980 1107 2018"></td> <td data-bbox="1107 1980 1487 2018">Positive: A fair and</td> </tr> </tbody> </table>		No (provide a brief explanation of your response)	Yes (Is this impact positive or negative? provide a brief explanation of your response)	Have a direct impact on health,		Positive: A fair and
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Have a direct impact on health,		Positive: A fair and					

	mental health and wellbeing?		transparent system of allocation should reduce stress.
	Have an impact on social, economic and environmental living conditions that would indirectly affect health?		Positive: The Allocations Policy awards priority to households on welfare and environmental health grounds.
	Have an effect on an individual's ability to improve their own health and wellbeing?	Any applicant who identifies a requirement for help will be sign posted to the relevant agencies.	
	Affect access to, and the quality of, health, mental health or wellbeing services?	Any applicant who identifies a requirement for help will be sign posted to the relevant agencies.	
Please refer to the EHIA guidance document. If you answer yes to any of these questions a health impact assessment is required, please complete section 16.			
15	Head of Service signature: I am satisfied with the results of this EHIA.		

16. HEALTH IMPACT ASSESSMENT¹

To be completed if you have answered yes to any of the health impact screening questions.

A. Describe the health impact(s). Please refer to the screening questions in Q14.	B. Answering yes to these questions indicates an important health impact. Be explicit and include the evidence that has been considered.			C. Are the health impacts significant?
Identify the health impact(s)	Will the health impacts affect the whole population? Will it affect particular groups of people differently?	Will the health impacts be difficult to remedy or have an irreversible impact? Are they likely to cause public concern?	Will the health impacts be medium to long term? Are they likely to create cumulative impacts?	Does this health impact have a significant positive or negative impact? (based on your responses to section B)
Not Applicable				

17. EQUALITY AND HEALTH IMPACT ASSESSMENT RECOMMENDATIONS AND ACTION PLAN

Please describe the actions, if any, you will take to mitigate against negative health or equality impacts identified in this assessment, or to maximise the benefits of the policy or service. If significant action is required it should be included in Service Plans.

Is it a Health or Equality action?	Issue/impact identified	Recommendation / action required	Lead officer and timescale	Resource allocation
Health	Health, mental health, wellbeing, indirect impacts from social, economic and environmental living conditions	Trent & Dove administer the Housing Register which implements the Allocations Policy. Trent and Dove refer to relevant agencies for advice and guidance.	Brett Atkinson	Partnership Agreement with Trent and Dove. Trent and Dove have agreed guidance,

¹ Adapted from 'Health Impact Assessment of Government Policy, a guide to carrying out a Health Impact Assessment of new policy as part of the Impact Assessment process.' Department of Health, July 2010 p.13

				information and service standards for applicants.
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