

**Working together to create a borough of opportunity
Predictive Equality Impact Assessment (PEIA)
FOR ALL COUNCIL DECISIONS ONLY**



Title of report or proposal:

Housing Allocation Scheme 2008

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

The borough's Housing Strategy sets out the challenges facing Hammersmith & Fulham in regard to creating mixed and sustainable communities. High demand and insufficient supply of all forms of housing leading to high mobility in some sectors and lack of mobility in others, notably the social housing sector, is one such challenge. The Strategy sets out the objective of developing "a *balanced sustainable Allocations Plan that, whilst prioritising those in housing need and adjusting for marginalized constituencies, seeks to provide more preference for working households or persons in some form of training leading to work.*"

As part of the Council's drive to create a housing ladder of opportunity for all, and to address the challenge of creating balanced and sustainable communities a number of changes to the way the Council allocates social housing have been proposed.

Details of the proposed changes was presented to the Housing Scrutiny Committee on 12th February 2008 and, following completion of an extensive consultation exercise involving key LBHF professionals and over 200 organisations, including RSLs and community groups, this document will form part of the final report that will be presented to Housing Scrutiny Committee in October 2008.

Department:

Community Services

Form and report **MUST** be checked and countersigned by the Corporate Projects Manager

Officer Responsible: **(to be completed by the report author)**

Owen Ramsay, Project Manager extn 4043, owen.ramsay@lbhf.gov.uk

(Signature, Print Name, Contact Number and Email Address)

Principal Policy Officer: **(to be completed by the Corporate Projects Manager)**

Signed off by Ammara Khan at **10.20** on **18.08.08**. Email ammara.khan@lbhf.gov.uk Tel 020 8753 3430

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. Who are the main people that this decision will affect?

The proposed changes to the Council's Housing Allocations Scheme will impact on all residents, both existing Council tenants and those wishing to become Council tenants and also non residents of the borough applying to the Council for housing.

2. Identify the risks that could prevent the planned outcomes

The legal requirement to ensure that the proposal to give additional priority to certain groups of applicants does not have a dominating effect on the allocations made by the Council, could mean that the objective of creating balanced communities takes many years to achieve or, worse, is not achieved at all.

3. Could the proposal have a positive impact on a) race b) disability c) gender d) sexual orientation e) age f) belief system groups? (Please provide evidence e.g. user feedback, complaints, monitoring?)

a) b) c) d) e) f) The creation of mixed and sustainable communities is predicted to have a positive impact on all category groups. In particular, redefining the scope of the Housing Allocation Scheme

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to include all housing resources available to the Council, including low cost home ownership, intermediate rent and private rented sector options such as direct lets and rent deposit guarantee schemes will provide more options for meeting the housing aspirations of people from all groups.

4. Could the proposal have a differential negative impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring?)

Giving additional preference for rehousing to people who are working or on a vocational course could have a differential negative impact on BME groups, people with a disability and women.

a) Race

The proportion of the working age population in employment in Hammersmith & Fulham was 69.7% at the beginning of 2007, which is slightly higher than the London rate (69.2%), but lower than the national average (74.3%). However, the employment rate for all BME working age population in the borough of 55.7% is lower than both London (59.2%) and England as a whole (59.7%)¹ and Black households (69.7%) are more likely to be living in the social rented sector than Asian (39.8%) or white households (28.4%).²

b) Disability

User groups representing disabled people have provided comprehensive feedback on the proposals and have expressed their concerns about the likely impact on this group. In particular, HAFAD has stated that:

“73.8% of all households containing someone with a sensory disability and 70.9% of all households containing someone with a physical disability live in social rented sector in the borough...”

“We note that disabled people are less likely to be in work. Disability massively reduces the work rates of adults aged 25 to retirement age. Work rates nationally (2005-2007) for those who are neither disabled nor a lone parent are around 80% for women and 90% for men. In both cases, a further 5% lack but want work. (ONS Apr 2008). By contrast, work rates for disabled people who are not lone parents are around 40% for both men and women.”

c) Gender

Lone parents, who are more likely to be women, are more likely to be unemployed and find it harder to get back into employment than men or women who are not a lone parent.

Giving additional priority to local residents who have lived in the borough for five or more years could result in some homeless households waiting longer for a permanent home because they have been placed in temporary accommodation outside of Hammersmith & Fulham. This is also likely to have a differential impact on women.

5. Could the proposal have any differential impact (either positive, negative or neutral) on the health outcomes of the local population? Please provide details.

It is not expected that the proposals will have any differential impact on the health outcomes of the local population.

6. Can any differential negative impact of the decision be justified?

See above

¹ Source: Office for National Statistics (NOMIS), GLA

² Source: LBH&F – Housing Need survey 2004

7. If you have undertaken any internal/ external research or consultation(s) please list these below:

Details of the proposed changes to the Housing Allocation Scheme were sent to over 200 organisations operating within the borough, including, registered social landlords (RSLs), voluntary organisations and community groups. Consultation meetings were held with a number of these organisations, including Hammersmith & Fulham Federation of Tenants and Residents Associations, Hammersmith & Fulham Action on Disability (HAFAD), Disability Forum and Hammersmith & Fulham Community and Voluntary Sector Association and with senior staff in Adult Social Care. In addition, details of the proposals were also posted on the Council's website. The consultation began in March 2008 and ended on 30th May 2008

8. Do you need to undertake any further consultation? If so, what and with whom?

No.

9. If any differential negative impact is predicted, what actions are you planning to implement which would help lessen any adverse impact? Please give details.

The Council is developing policies which aim to promote opportunities that support people into employment, education and training as an essential component of its Economic Development, Housing, and Community strategies. Two key priorities have been identified by the Council to take forward this agenda:

- The development of a strategy that targets our interventions at getting people into employment, education and training, e.g. the Lone Parent initiative under which unemployed lone parents in temporary accommodation who obtain work are given additional priority for rehousing.
- The establishment and operation of an enhanced housing options service by developing better links to employment advice with particular focus on BME and disabled people.

A full impact needs assessment will be conducted within the first year of operation of the new scheme. This will properly identify any impact.