

Equality Impact Assessment: Housing Allocations Policy

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive Committee Meeting on 23 rd September	Housing Allocations Policy 2025 – 2030	To agree the updated policy	

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions

planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Neutral	Low	<p>Legislation governs all aspects of housing services provision in respect of protected characteristics including race and gender.</p> <p>The policy will ensure a consistent approach is taken when exercising our duties within the current legal and policy framework and will apply to all housing applicants to Exeter City Council</p>
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Neutral	Low	<p>Many of our tenants have disabilities, both visible and hidden, this strategy and policy covers all.</p> <p>Properties with specific adaptations will be allocated to those who need them. Other properties can be adapted to make them suitable for people with disabilities.</p>
Sex/Gender	Neutral	Low	<p>Legislation governs all aspects of housing services provision in respect of protected characteristics such as sex/gender.</p> <p>The policy will ensure a consistent approach is taken when exercising our duties within the current legal and policy framework.</p>
Gender reassignment	Neutral	Low	As above
Religion and belief (includes no belief, some philosophical beliefs such	Positive	Low	As above

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
as Buddhism and sects within religions).			
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Neutral	Low	Legislation governs all aspects of housing services provision in respect of protected characteristics such as sex/gender.
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Neutral	Low	ECC Housing will advertise properties specified as 'older persons' housing' and will allocate these to applicants over 60 years of age. There is a separate nominations agreement between Devon County Council and Exeter City Council over the allocation of homes at the extra care housing scheme, Edwards Court.
Pregnancy and maternity including new and breast feeding mothers	Neutral	Low	Legislation governs all aspects of housing services provision in respect of protected characteristics such as sex/gender.
Marriage and civil partnership status	Neutral	Low	As above as this is a protected characteristic

Actions identified that will mitigate any negative impacts and/or promote inclusion

The Housing Act 1996 as amended requires all Councils to give 'reasonable preference' in their allocations scheme to groups in high housing need, such as the homeless, people with medical or welfare needs, or those living in overcrowded, insanitary or unsatisfactory circumstances.

The Localism Act 2011 introduced a range of measures intended to give landlords the ability to make decisions based on local circumstances with a greater focus on need. Local authorities were given more freedom to set their own rules for admitting people onto the housing waiting list in the first place.

ECC Housing will use existing performance monitoring data to establish whether there has been any negative or positive impact on applicants and their ability to access services.

Officer: Sarah Hemming

Date: 30.07.25