

Equality and Human Right Impact Assessment: The Form



Aberdeen City Council

EHRIA

Please use this form to any new or revised **policy, strategy, plan, procedure, report or business case – referred to as “proposal”**.

If No impact assessment is required, please complete section 7&8 of the form providing the evidence to support your decision.

1: Equality and Human Rights Impact Assessment- Essential Information											
Name of Proposal: Extreme Medical Need for Housing – amendment to scheme of (housing) allocations	Date of Assessment: 29 April 2016										
Service: Housing Access Service	Directorate: Communities, Housing & Infrastructure										
Committee Name or delegated power reference (Where appropriate): CHI/16/095	Date of Committee (Where appropriate): 17 May 2016										
Who does this proposal affect? Please Tick ✓	<table> <tr> <td>Employees</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Job Applicants</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Service Users</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Members of the Public</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Other (List below)</td> <td><input type="checkbox"/></td> </tr> </table>	Employees	<input type="checkbox"/>	Job Applicants	<input type="checkbox"/>	Service Users	<input checked="" type="checkbox"/>	Members of the Public	<input type="checkbox"/>	Other (List below)	<input type="checkbox"/>
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2: Equality and Human Rights Impact Assessment- Pre-screening											
If No impact assessment is required, please complete section 7&8 of the form providing the evidence to support this decision											

3: Equality and Human Rights Impact Assessment

a- What are the aims and intended effects of this proposal?

This report seeks to be more responsive in meeting the housing requirements of applicants due to extreme medical need, by revision of criteria for conferring urgent priority under the scheme of allocations.

In particular to provide for allocation of interim tenancies to balance immediate needs and preferences with available stock; this approach is intended to limit the time which applicants require to wait in seriously inadequate accommodation and to minimise delayed discharges from hospital for applicants waiting on allocation of suitable housing.

b- What equality data is available in relation to this proposal?

(Please see guidance notes)

Data pertaining to applicants for housing:

Gender	No of Applicants	%
FEMALE	3841	56.15%
MALE	2994	43.77%
Unknown	5	0.07%

Age Group	No of Applicants	%
16-17	69	1.01%
18-25	1036	15.15%
26-59	4404	64.39%
+60	1331	19.46%

	<table><tr><th>BME</th><th>No of Applicants</th><th>%</th></tr><tr><td>BME</td><td>605</td><td>8.85%</td></tr><tr><td>NON BME</td><td>6076</td><td>88.83%</td></tr><tr><td>UNKNOWN</td><td>159</td><td>2.32%</td></tr><tr><td>Sum:</td><td>6840</td><td>100.00%</td></tr></table> <table><tr><th>Nat Group</th><th>No of Applicants</th><th>%</th></tr><tr><td>Migrant Worker</td><td>1268</td><td>18.54%</td></tr><tr><td>Nationals</td><td>5572</td><td>81.46%</td></tr><tr><td>Sum:</td><td>6840</td><td>100.00%</td></tr></table>	BME	No of Applicants	%	BME	605	8.85%	NON BME	6076	88.83%	UNKNOWN	159	2.32%	Sum:	6840	100.00%	Nat Group	No of Applicants	%	Migrant Worker	1268	18.54%	Nationals	5572	81.46%	Sum:	6840	100.00%
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c- List the outcomes from any consultation that relate to equalities and/or human rights issues e.g. with employees, service users, Unions or members of the public that has taken place in relation to the proposal.	There have been no specific issues raised in terms of equalities following consultation with social care, health, OT and Disabled Persons Housing Service (DPHS).																											
d- Financial Assessment	Costs (£)																											



If applicable, state any relevant cost implications or savings expected from the proposal.	Implementation cost £ Projected Savings £ <input type="text"/>
e- How does this proposal contribute to the public sector equality duty: to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations?	
<p>The proposal provides for absolute priority to be given to applicants for housing assessed as being in urgent need, alleviating suffering and enabling them to continue living independently.</p>	
f- How does this proposal link to the Council's Equality Outcomes?	
<p>3.An accessible City – provision of housing which is accessible to those with physical impairments</p> <p>5.Improved customer service provision which advances equality and addresses people's different needs – clear process to responsively alleviate needs arising from unsuitable housing due to medical needs</p> <p>6.Housing and infrastructure which take into account the different needs of different communities – enabling disabled people to live independently in their own homes</p> <p>7.A safe community – limiting the scope for harm due to seriously unsuitable housing</p> <p>8.A fair and diverse social care service – work with health & social care to minimise delayed discharges and promote independent living and community based services</p>	

4: Equality Impact Assessment – Test

What impact will implementing this proposal have on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?

Protected Characteristic:	Neutral Impact: Please ✓	Positive Impact: Please ✓	Negative Impact: Please ✓	Evidence of impact and if applicable, justification where a ‘ <i>Genuine Determining Reason</i> ’* exists *(see completion terminology)
Age (People of all ages)	✓			
Disability (Mental, Physical, Sensory and Carers of Disabled people)		✓		Prompt allocation of suitable housing for applicants whose current accommodation is unsuitable due to extreme medical needs.
Gender Reassignment	✓			
Marital Status (Marriage and Civil Partnerships)	✓			
Pregnancy and Maternity	✓			
Race (All Racial Groups including Gypsy/Travellers)	✓			
Religion or Belief or Non-belief	✓			

Sex (Women and men)	✓			
Sexual Orientation (Heterosexual, Lesbian, Gay And Bisexual)	✓			
Other (e.g: Poverty)	✓			

5: Human Rights Impact Assessment Test	
Does this proposal have the potential to impact on an individual's Human Rights? Evidence of impact and , if applicable, justification where the impact is proportionate	
Article	Evidence
Article 2 of protocol 1: Right to education Yes No	
Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment Yes No	

Article 6: Right to a fair and public hearing Yes No	
Article 8: Right to respect for private and family life, home and correspondence Yes No	Prompt allocation of suitable housing for applicants whose current accommodation is unsuitable due to extreme medical needs.
Article 10: Freedom of expression Yes No	
Article 14: Right not to be subject to discrimination Yes No	Prioritisation for housing to equivocate access for those with disabilities.
Other article not listed above, please state:	N/A

7- EHRIA Summary and Action Planning				
Report Title	Extreme Medical Need for Housing			
Assessment not required	Evidence			
Assessment completed	As a result of completing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes which were identified.			
Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
N/A				

8: Sign off

Completed by (Names and Services) :

Edward Thomas, Housing Access Manager

Signed off by (Head of Service) :



Donald Urquhart, Head of Communities and Housing

Only sections 7 and 8 will be attached to the committee report

The full EHRIA will be published on Aberdeen City Council's website under

http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp

Please send an electronic format of the full EHRIA without signature to showard@aberdeencity.gov.uk