

Equality Impact Assessment (EIA) Tool:

Title of proposal	Retention of a Building of 8 no. Flats (Block 6), Lambert House, 41 Grand Union Embankment, Leicester, LE3 5DF for the purposes of providing temporary accommodation
Name of division/service	Housing Services
Name of lead officer completing this assessment	Nicola Handa – Housing Development Officer
Date EIA assessment commenced	17 February 2025
Date EIA assessment completed (<i>prior to decision being taken as the EIA may still be reviewed following a decision to monitor any changes</i>)	26 February 2025
Decision maker	City Mayor
Date decision taken	25 March 2025

EIA sign off on completion:	Signature	Date
Lead officer	Nicola Handa – Housing Development Officer	26 February 2025
Equalities officer (has been consulted)	Surinder Singh, Equalities Officer	20 February 2025

EIA sign off on completion:	Signature	Date
Divisional director	Chris Burgin – Director of Housing	26 February 2025

Please ensure the following:

- a) That the document is **understandable to a reader who has not read any other documents** and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy but must be complete and based in evidence.
- b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.
- c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.
- d) That the equality impact assessment is started at an early stage in the decision-making process, so that it can be used to inform the consultation, engagement, and the decision. It should not be a tick-box exercise. Equality impact assessment is an iterative process that should be revisited throughout the decision-making process. It can be used to assess several different options.
- e) Decision makers must be aware of their duty to pay ‘due regard’ to the Public Sector Equality Duty (see below) and ‘due regard’ must be paid before and at the time a decision is taken. Please see the Brown Principles on the equality intranet pages, for information on how to undertake a lawful decision-making process, from an equalities perspective. Please append the draft EIA and the final EIA to papers for decision makers (including leadership team meetings, lead member briefings, scrutiny meetings and executive meetings) and draw out the key points for their consideration. The Equalities Team provide equalities comments on reports.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will the needs of those who are currently using the service continue to be met?

The Housing Division is considering the retention of a new build block of flats comprising of 8 no. 2 bed / 3 person flats, located at Lambert House, 41 Grand Union Embankment, Leicester, LE3 5DF on the new Waterside Development. Leicester has identified the need for additional new units of affordable housing each year through the Leicester City Local Housing Need Assessment (LCLHNA) 2022. To seek to address this need, the Council has an ambitious target of achieving an additional 1,500 new council,

social and extra care/supported living homes by 2027. Work has continued on existing delivery routes for new affordable housing and on exploring a wide range of new opportunities to secure more new affordable homes.

The Housing Revenue Account, the record of expenditure and income for the council's own housing stock and closely related services or facilities, which are provided primarily for the benefit of the council's own tenants, is currently under pressure to reduce the number of singles and families in hotel and bed and breakfast accommodation. There is significant evidenced need for 2 and 3 bed family dwellings (LCLHNA), and the retention of this block of 8 x 2 bedrooms/3 persons flats will have a positive impact on reducing the number of small families in short-term accommodation. This retention will contribute towards alleviating some of the pressures on temporary accommodation.

The retention of these 8 flats, would be used for temporary accommodation for homeless households and would enable families to move from unsuitable Bed & Breakfast accommodation and remain in a much more suitable temporary home while they continue to receive priority to bid for suitable accommodation to secure a permanent home. This is a much stronger quality offer to families that would support them to continue to live their lives in good accommodation while waiting to secure a permanent offer of accommodation.

The 8 flats will contribute to the Single Retention Programme, funded by the General Fund, and the approved retention of up to 225 units of accommodation to provide temporary accommodation for homeless households. The programme supports families and people facing Homelessness in Leicester and helps to address very challenging and increasing Homelessness pressures and the financial pressures of the cost of Bed and Breakfast accommodation. Housing Management have approved this potential retention (which is anticipated by the end of April) for temporary accommodation for homeless households and will not be let through the housing register.

Temporary accommodation is a broad term that describes temporary housing for people who are homeless, it is somewhere to live for a short time (although this is determined by the availability of more permanent accommodation) while a person/family look for permanent accommodation. This accommodation is normally emergency shelters, hostels, hotels, bed and breakfast, and transitional housing and is provided under a licence arrangement. A person or family continue to retain Housing priority to support them to secure more permanent accommodation.

2. Equality implications/obligations

Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.

a. Eliminate unlawful discrimination, harassment, and victimisation

- How does the proposal/service aim to remove barriers or disproportionate impacts for anyone with a particular protected characteristics compared with someone who does not share the same protected characteristics?
- Is this a relevant consideration? What issues could arise?

The accommodation does not adhere to the Nationally Described Space Standards (NDSS) ([Link](#)). These are a set of streamlined national technical standards that deal with internal space within new dwellings across all tenures, setting out requirements for floor areas at defined levels of occupancy as well as dimensions for key parts of the home. The standards are not mandatory currently, and although the flats are compact, they are a significant improvement on other temporary accommodation options available. The flats are 53.6 square meters compared to 61 square metres which is the NDSS requirement for 2 bedroom / 3 person flats.

There is a shortfall of wheelchair accommodation in the city and these flats are not to the relevant standards so will not be able to address this need.

It is desirable that family accommodation should be on the ground floor or have lift access to other floors. The flats are in a 4-storey block with two flats per floor. There are two flats on the ground floor and the remaining are on the upper three floors. There is no lift as this is not a requirement of Building Regulations and as the newly building is almost constructed, there is no ability to install one before retention.

The Council will own and manage the homes, and these will be let to homeless households and not through the housing register.

b. Advance equality of opportunity between different groups

- Does the proposal/service advance equality of opportunity for people?
- Identify inequalities faced by those with specific protected characteristic(s).
- Is this a relevant consideration? What issues could arise?

The provision of additional 2 bed / 3-person accommodation would help to meet the significant and priority need for 2- and 3-bedroom family dwellings to accommodate families experiencing homelessness. The retention of these 8 flats, would be used for temporary accommodation for homeless households and would enable families to move from unsuitable Bed & Breakfast

accommodation and remain in a much more suitable temporary home while they continue to receive priority to bid for suitable accommodation to secure a permanent home. This is a much stronger quality offer to families that would support them to continue to live their lives in good accommodation while waiting to secure a permanent offer of accommodation

c. Foster good relations between different groups

- Does the service contribute to good relations or to broader community cohesion objectives?
- How does it achieve this aim?
- Is this a relevant consideration? What issues could arise?

The building will provide temporary accommodation for homeless households which will provide a much more suitable accommodation than Bed and Breakfast and a quality offer that will enable them to meet their own needs and those of their families by for example, having access to a kitchen for cooking family meals, providing private living spaces and dining areas etc. Households will receive appropriate support, where identified and continue to receive priority to bid for suitable accommodation to secure a permanent home.

3. Who is affected?

Outline who could be affected, and how they could be affected by the proposal/service change. Include people who currently use the service and those who could benefit from, but do not currently access the service. Where possible include data to support this.

Homeless Households, small families, identified by Homelessness, prevention, and support staff would be positively affected at they would have the possibility of being rehoused in the 8 flats to be retentiond and the benefit of support where required.

The main reasons why families seek assistance from homelessness prevention and support services are:

- end of their private rented tenancy (46% of all cases in 2021/22)
- family is not willing or able to accommodate them (23% of all cases in 2021/22).
- Over the last years domestic violence has been increasing as a reason for homelessness (in 2021/22 this became the third main reason for families to seek assistance (11.1% of all cases).

All family households who present for homeless assistance will be eligible for advice and assistance and temporary accommodation, and the main homeless duty, leading to an eventual obligation on the authority to make a reasonable offer of settled accommodation.

If the Council did not retention these flats they would be sold on the open market and would not be made available for affordable housing and used to meet the significant need for 2 and 3 bed family affordable housing and temporary accommodation for homeless households. The building is a new build so will not displace existing residents.

4. Information used to inform the equality impact assessment

- What **data, research, or trend analysis** have you used?
- Describe how you have got your information and what it tells you
- Are there any gaps or limitations in the information you currently hold, and how you have sought to address this? E.g. proxy data, national trends, equality monitoring etc.

Leicester City Local Housing Needs Assessment 2022 [Link](#) This assessment concludes 7,069 households at the time of publication were living in unsuitable housing in Leicester and unable to affordable their own housing.

Housing Crisis Report 2022 [Link](#) This report highlight the shortage of new social housing as a contributing feature of the housing crisis.

Who Gets Social Housing Report 2023/24 [Link](#) This report provides a snapshot on 1 April 2024. The number of households on the register at that time was 6682 which is a 11% increase compared with the previous year. There is a need for all types of housing and demand outstrips supply.

Specifically relating to Temporary Accommodation.

The Council have a duty to secure accommodation for unintentionally homeless households in priority need under Part 7 of the Housing Act 1996. Families with dependent children are considered as being in priority need. Households might be placed in temporary accommodation pending the completion of inquiries into an application, or they might spend time waiting in temporary accommodation after an application is accepted until suitable secure accommodation becomes available.

From the start of August (w/c 01/08/22) there were a total of 94 families in temporary accommodation, of which:

- 14 LCC Units

- 50 Housing Network self-contained paid nightly accommodation
- 16 Other self-contained accommodation
- 14 Bed & breakfast

The snapshot from w/c 9/1/23 there were a total of 176 families in temporary accommodation of which:

- 13 LCC Units
- 68 Housing Network self-contained paid nightly accommodation
- 37 Other self-contained accommodation
- 58 Bed & breakfast

This is an 87% **increase** from the start of August 2022 to the start of January 2023. This pressure has continued since January. As of 11th December 2023 the Authority had 332 families in TA.

The trend of increasing homelessness appears to be the picture across the country as highlighted in national papers and journals.

“Extra 40,000 people in England homeless this Christmas taking the total to 309,000 – The Guardian 14th December 2023

“UK Homelessness on the rise as rents soar” – Financial Times 18th September 2023

“Record temporary accommodation figures as nearly 80,000 households face homelessness “Inside Housing 25th July 2023

“Shelter warns of surge in homelessness as cost-of-living crisis bites” Inside Housing 10 November 2022

This data was used to inform the Executive Decision ‘Exceptional Homelessness pressures on Housing’ considered by Full Council 21.3.24 which approved an additional £45 million into the Capital Budget to acquire dwellings for temporary accommodation of which this retention will contribute.

5. Consultation

Have you undertaken consultation about the proposal with people who use the service or people affected, people who may potentially use the service and other stakeholders? What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs? How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

The housing needs and requirement of Leicester City housing applicants are reviewed on a regular basis via reports and evidence as referred to above. Tenancy Management Services, Housing Options Service and Homelessness Services and Support Staff have been consulted and are involved in the delivery of the SAP Programme to acquire properties to provide temporary accommodation, which this retention will contribute to. This proposed retention has also been specifically discussed with them to ensure it meets the needs of homeless households. Various officers have viewed the building to ensure it meets the needs of homeless households. They were considered to be compact but modern of good quality. No consultation has taken place with homeless households as this is not practical.

6. Potential Equality Impact

Based on your understanding of the service area, any specific evidence you may have on people who use the service and those who could potentially use the service and the findings of any consultation you have undertaken, use the table below to explain which individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts. This could include indirect impacts, as well as direct impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant groups that may be affected, along with the likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics

Impact of proposal:

Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal? This may also include **positive impacts** which support the aims of the Public Sector Equality Duty to advance equality of opportunity and foster good relations.

Risk of disproportionate negative impact:

How likely is it that people with this protected characteristic will be disproportionately negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For disproportionate negative impacts on protected characteristic/s, what mitigating actions can be taken to reduce or remove the impact? You may also wish to include actions which support the positive aims of the Public Sector Equality Duty to advance equality of opportunity and to foster good relations. All actions identified here should also be included in the action plan at the end of this EIA.

a) Age

Indicate which age group/s is/ are most affected, either specify general age group (children, young people, working aged people or older people) or specific age bands.

What is the impact of the proposal on age?

They will not be age restricted and will be allocated in accordance with the needs of the homeless household.

What is the risk of disproportionate negative impact on age?

None

What are the mitigating actions?

None

b) Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. If specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness, or health condition.

What is the impact of the proposal on disability?

This building will not provide accommodation to wheelchair accessible standards. This would mean that those families who have someone with a disability would not be able to have an opportunity to move into the building. Future reconfiguration in the long term may be possible but this would reduce the number of bedrooms and would no longer be suitable for families.

Properties would be allocated in accordance with the needs of the homeless households.

What is the risk of disproportionate negative impact on disability?

There is no lift to the upper floors (6 flats of the 8 flats to be retentiond) and so families who have someone with a mobility issue would not be able to have an opportunity to move into those flats within the building.

Properties would be allocated in accordance with the needs of the homeless households.

What are the mitigating actions?

There is a shortfall of wheelchair accommodation in the city. The Wheelchair demand and supply table dated 30/9/24 advises that the property sizes that show the greatest shortfall are 3 bedrooms (29%) followed by 1 bedrooms and then 2 bedrooms (26% each). When providing new affordable accommodation on all sites/opportunities we would seek 10% of affordable housing to be to wheelchair standard to meet need. It is acknowledged, that this is an existing building and is therefore more difficult to achieve full wheelchair access due to the existing layouts/design and structure.

There is no scope to address the layout of the building. Future reconfiguration in the long term may be possible but this would reduce the number of bedrooms, to provide adequate space, and would no longer be suitable for families. Less mobile applicants could be offered the ground floor rooms where applicable, which is allocated as per the Allocations Policy on a needs basis.

c) Gender reassignment

Indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected. a trans person is someone who proposes to, starts, or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected.

What is the impact of the proposal on gender reassignment?

Not relevant

What is the risk of disproportionate negative impact on gender reassignment?

Not relevant

What are the mitigating actions?

All properties offered to identified applicants are through the Housing Allocations Policy and Homelessness Support on a needs basis. [Welcome to the Leicester City Council Housing Allocations Policy Manual](#) [Your rights if homeless](#)

d) Marriage and civil partnership

Please note that the under the Public Sector Equality Duty this protected characteristic applies to the first general duty of the Act, eliminating unlawful discrimination, only. The focus within this is eliminating discrimination against people that are married or in a civil partnership with regard specifically to employment.

What is the impact of the proposal on marriage and civil partnership?

Not relevant

What is the risk of disproportionate negative impact on marriage and civil partnership?

Not relevant

What are the mitigating actions?

All properties offered to identified applicants are through the Housing Allocations Policy and Homelessness Support on a needs basis. [Welcome to the Leicester City Council Housing Allocations Policy Manual](#) [Your rights if homeless](#)

e) Pregnancy and maternity

Does the proposal treat someone unfairly because they're pregnant, breastfeeding or because they've recently given birth.

What is the impact of the proposal on pregnancy and maternity?

Not relevant

What is the risk of disproportionate negative impact on pregnancy and maternity?

Not relevant

What are the mitigating actions?

All properties offered to identified applicants are through the Housing Allocations Policy and Homelessness Support on a needs basis. [Welcome to the Leicester City Council Housing Allocations Policy Manual](#) [Your rights if homeless](#)

f) Race

Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. A racial group can be made up of two or more distinct racial groups, for example Black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies, and Irish Travellers.

What is the impact of the proposal on race?

Not relevant

What is the risk of disproportionate negative impact on race?

Not relevant

What are the mitigating actions?

All properties offered to identified applicants are through the Housing Allocations Policy and Homelessness Support on a needs basis. [Welcome to the Leicester City Council Housing Allocations Policy Manual](#) [Your rights if homeless](#)

g) Religion or belief

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition. This must be a belief and not just an opinion or viewpoint based on the present state of information available and;

- be about a weighty and substantial aspect of human life and behaviour
- attain a certain level of cogency, seriousness, cohesion, and importance, and
- be worthy of respect in a democratic society, not incompatible with human dignity and not in conflict with fundamental rights of others. For example, Holocaust denial, or the belief in racial superiority are not protected.

Are your services sensitive to different religious requirements e.g., times a customer may want to access a service, religious days and festivals and dietary requirements

What is the impact of the proposal on religion or belief?

Not relevant

What is the risk of disproportionate negative impact on religion or belief?

Not relevant

What are the mitigating actions?

All properties offered to identified applicants are through the Housing Allocations Policy and Homelessness Support on a needs basis. [Welcome to the Leicester City Council Housing Allocations Policy Manual](#) [Your rights if homeless](#)

h) Sex

Indicate whether this has potential impact on either males or females.

What is the impact of the proposal on sex?

Not relevant

What is the risk of disproportionate negative impact on sex?

Not relevant

What are the mitigating actions?

All properties offered to identified applicants are through the Housing Allocations Policy and Homelessness Support on a needs basis. [Welcome to the Leicester City Council Housing Allocations Policy Manual](#) [Your rights if homeless](#)

i) Sexual orientation

Indicate if there is a potential impact on people based on their sexual orientation. The Act protects heterosexual, gay, lesbian, or bisexual people.

What is the impact of the proposal on sexual orientation?

Not relevant

What is the risk of disproportionate negative impact on sexual orientation?

Not relevant

What are the mitigating actions?

All properties offered to identified applicants are through the Housing Allocations Policy and Homelessness Support on a needs basis. [Welcome to the Leicester City Council Housing Allocations Policy Manual Your rights if homeless](#)

7. Summary of protected characteristics

a. Summarise why the protected characteristics you have commented on, are relevant to the proposal?

The retention of this building and the 8 2 bed / 3 person flats will provide dwellings for homeless families, a housing need priority and contribute to alleviating the pressures on temporary accommodation.

Whilst there are some minimal impacts with regards to the buildings physical structure on those with mobility issues there is ground floor accommodation available which can be allocated to families with needs for these dwelling types.

b. Summarise why the protected characteristics you have not commented on, are not relevant to the proposal?

Properties will be let in accordance with the Council's Allocation Policy and Homelessness Support. The letting of these properties and who may benefit from them is outside the scope of this project and hence the characteristics referred to as "Not Relevant" are considered irrelevant.

8. Armed Forces Covenant Duty

The Covenant Duty is a legal obligation on certain public bodies to 'have due regard' to the principles of the Covenant and requires decisions about the development and delivery of certain services to be made with conscious consideration of the needs of the Armed Forces community.

When Leicester City Council exercises a relevant function, within the fields of healthcare, education, and housing services it must have due regard to the aims set out below:

a. The unique obligations of, and sacrifices made by, the Armed Forces

These include danger; geographical mobility; separation; Service law and rights; unfamiliarity with civilian life; hours of work; and stress.

b. The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the Armed Forces

A disadvantage is when the level of access a member of the Armed Forces Community has to goods and services, or the support they receive, is comparatively lower than that of someone in a similar position who is not a member of the Armed Forces Community, and this difference arises from one (or more) of the unique obligations and sacrifices of Service life.

c. The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the Armed Forces

Special provision is the taking of actions that go beyond the support provided to reduce or remove disadvantage. Special provision may be justified by the effects of the unique obligations and sacrifices of Service life, especially for those that have sacrificed the most, such as the bereaved and the injured (whether that injury is physical or mental).

Does the service/issue under consideration fall within the scope of a function covered by the Duty (healthcare, education, housing)? Which aims of the Duty are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes. Are members of the Armed Forces specifically disadvantaged or further disadvantaged by the proposal/service? Identify any mitigations including where appropriate possible special provision.

There should be no disproportionate negative impact on Armed Forces as a result of the retention of this building. The allocations policy and homelessness support is central in allocating the properties to applicants on a needs basis, the allocations policy includes Armed Forces as a priority group.

9. Other groups

Other groups

Impact of proposal:

Describe the likely impact of the proposal on children in poverty or any other people who we may consider to be vulnerable, for example people who misuse substances, care leavers, people living in poverty, care experienced young people, carers, those who are digitally excluded. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?

Risk of disproportionate negative impact:

How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA. You may also wish to use this section to identify opportunities for positive impacts.

a. Care Experienced People

This is someone who was looked after by children's services for a period of 13 weeks after the age of 14', but without any limit on age, recognising older people may still be impacted from care experience into later life.

What is the impact of the proposal on Care Experienced People?

The flats will be for homeless households of various backgrounds, situations and experiences. [Your rights if homeless](#)

What is the risk of negative impact on Care Experienced People?

Not relevant

What are the mitigating actions?

Not relevant

b. Children in poverty

What is the impact of the proposal on children in poverty?

The retention will provide dwellings for temporary accommodation for homeless households including children. They will have a positive impact for children who can live in more appropriate accommodation and who may currently be in unsuitable accommodation having a negative impact on the health and wellbeing of them and their family.

What is the risk of negative impact on children in poverty?

Not relevant

What are the mitigating actions?

Not relevant

c. Other (describe)

What is the impact of the proposal on any other groups?

None

What is the risk of negative impact on any other groups?

None

What are the mitigating actions?

None

10. Other sources of potential negative impacts

Are there any other potential negative impacts external to the service that could further disadvantage service users over the next three years that should be considered? For example, these could include:

- other proposed changes to council services that would affect the same group of service users;
- Government policies or proposed changes to current provision by public agencies (such as new benefit arrangements) that would negatively affect residents;
- external economic impacts such as an economic downturn.

None known

11. Human rights implications

Are there any human rights implications which need to be considered and addressed (please see the list at the end of the template), if so, please outline the implications and how they will be addressed below:

None known

12. Monitoring impact

You will need to ensure that monitoring systems are established to check for impact on the protected characteristics and human rights after the decision has been implemented. Describe the systems which are set up to:

- monitor impact (positive and negative, intended, and unintended) for different groups
- monitor barriers for different groups
- enable open feedback and suggestions from different communities
- ensure that the EIA action plan (below) is delivered.

If you want to undertake equality monitoring, please refer to our [equality monitoring guidance and templates](#).

Once the properties are retentiond there will be a process in place in relation to lettings which will be monitored by Housing Options and the Property Lettings Team. Properties are allocated in accordance with the Council's Housing Allocation Policy. There is an annual report to Housing Scrutiny "Who Gets Social Housing."

13. EIA action plan

Please list all the equality objectives, actions and targets that result from this assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Outcome	Action	Officer Responsible	Completion date
Properties are appropriately allocated to those households with mobility needs.	Ground floor flats are identified and allocated on the basis of need. Properties are let in accordance with the Housing Allocation Policy and monitored through the “Who Gets Social Housing” report.	Housing Options and Property Letting Team	On-going

Human rights articles:

Part 1: The convention rights and freedoms

Article 2: Right to Life

Article 3: Right not to be tortured or treated in an inhuman or degrading way

Article 4: Right not to be subjected to slavery/forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Right to freedom of thought, conscience, and religion

Article 10: Right to freedom of expression

Article 11: Right to freedom of assembly and association

Article 12: Right to marry

Article 14: Right not to be discriminated against

Part 2: First protocol

Article 1: Protection of property/peaceful enjoyment

Article 2: Right to education

Article 3: Right to free elections