

Equality Impact Assessment (EIA) Tool:

Title of proposal	ACQUISITION OF THE YOHO BUILDING 11 YORK STREET TO DEAL WITH EXCEPTIONAL HOMELESSNESS PRESSURES ON HOUSING TO BE HELD IN THE GENERAL FUND
Name of division/service	Housing
Name of lead officer completing this assessment	Suzanne Collins
Date EIA assessment commenced	19/8/24
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>)	19/8/24
Decision maker	e.g. City Mayor
Date decision taken	

EIA sign off on completion:	Signature	Date
Lead officer	Suzanne Collins	19/8/24
Equalities officer (has been consulted)	Kalvaran Sandhu	20/9/24
Divisional director	Chris Burgin	19/8/24

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 HRA is currently under pressure to reduce the number of singles and childless couples in hotel and bed and breakfast accommodation. There is a need for self-contained one bed units, and the purchase of this block will meet the 124 single households that require short-term accommodation.

YoHo would be used as stepped accommodation (initial accommodation that is used temporarily to settle homeless people before finding permanent accommodation), as a Local Authority we recognise this cannot be used as long-term permanent accommodation. It will be used for singles and childless couples who are either homeless, at risk of homelessness, or otherwise have critical housing needs that render their current home unsuitable.

Having access to self-contained accommodation would enable clients to cook and clean for themselves, as well as develop other independent living skills, or simply a period of respite/recovery in a very psychologically different environment, in readiness for settled accommodation. When comparing the fact that we have people that are placed in B&Bs because we cannot find any accommodation options for them, these units which are self-contained with their own kitchen and bathing facilities, give people their own safe space.

Those placed in hotels without their own independent facilities for long periods of time results in a much worse scenario. Often these individuals have very poor life skills around maintaining their own home. The smaller size therefore provides them with a chance to have a manageable space they can cope with maintaining in readiness for permanent placement.

A level of tenancy support would be provided, dependent on the needs of each individual case, and a recovery method would be in place to reduce the support as skills increase. A mixture of support needs would be identified to balance best use of the stock with managing communities, ranging from high/medium to none. A pathway would be created to enable routes for tenants to move-on as soon as practicably possible.

Length of stay is temporary, however, on occasion, length of stay may be longer where support workers have identified individual complex needs. The YoHo building does not adhere to Nationally Described Space Standards (NDSS). However, temporary accommodation, hostels and supported housing does not have to adhere to Nationally Described Space Standards (NDSS). The building and flats are considered to be of a very high modern standard with inclusive facilities that provide for a spacious and light environment. With a self-contained kitchen and separate bathroom this provides for greater opportunities for independent living than B&B or hotel accommodation.

The building itself was built in 2019, is 7 storeys, currently consists of 134 units in a single modern purpose-built student building comprising of 132 self-contained en-suite bedsits and two x 1 bed roomed flats; plus, a reception and ground floor seating area, onsite laundry facilities, secure bike storage, offices and study space. There are also 2 x fully wheelchair accessible units that have widened doors and wet rooms. The building is currently vacant. There are 134 dwellings in the following mix:

132 x bedsits/studios

2 x 1 bed/ 2 person flats

Total = 134 Dwellings

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?

Student accommodation in Use Class C4 or Sui Generis are not required to adhere to NDSS although encouraged it is not mandatory. Nationally Described Space Standards (NDSS) advise that furnished layouts are not required to demonstrate compliance. The units within the YoHo building are all greater than 10% below the minimum of 37m², the building was designed and built as student accommodation. The building flats are modern, of a very high standard with layouts providing a spacious environment.

There is a shortfall of wheelchair accommodation in the city. The Wheelchair demand and supply table dated 31/3/24 advises that the property sizes that show the greatest shortfall are 2 bedrooms and 3 bedrooms (each 30% shortfall) followed by 1 bed-rooms (23%) with 4 beds (17%). When providing affordable accommodation on all sites/opportunities we would seek 10% of affordable housing to be to wheelchair standard. It is acknowledged that this is an existing building and is therefore more difficult to achieve due to the existing layouts/design and structure. It has 2 existing units to wheelchair user standard with wet rooms and widened doors. These will contribute to the overall supply of wheelchair accommodation across the city and provide an opportunity for applicants requiring wheelchair facilities to apply for this accommodation as well as those that are more able.

The proposal is to use the building for temporary accommodation to help to alleviate the Exceptional Homeless Pressures on Housing which will assist the pressure on the housing register and costs to temporary accommodation.

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?

Provision of additional temporary accommodation provides the ability for homeless applicants to have a stepped approach to housing rather than be in bed and breakfast and B&Bs they are able to have their own space and cooking facilities and later transition to more secure accommodation. Additionally it will reduce the cost of bed and breakfast for the council.

Provision of the opportunity for tenants to obtain the skills required to sustain their own secure tenancy in the future.

The building does have lifts therefore those with mobility issues would not be disadvantaged as they will have access to the lifts. There is also the opportunity to use the ground floor units.

As well as meeting some needs, it is acknowledged that this purchase will not however meet any family housing needs (more than 2 person households – our biggest evidence need) this need will be met through other current development routes monitored by the Housing Development Team.

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 use of the building has been considered and in order to foster good relations between different groups the building has no limits on age and will be available to all 18+ so they will be a mix of different age groups within the building. All units will be allocated on a needs basis via the Housing Allocation policy and process. Appropriate tenancy management to reflect the target client group(s) will be resourced and it will be allocated on a sensitive let basis with appropriate support where identified provided.

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.

Existing applicants who may struggle to sustain secure tenancies where they have no intensive support will be positively affected as they will be identified as applicants that have a history of unsuccessful tenancy sustainment and could be identified for the supported housing accommodation where they could be more fully supported in all aspects of maintaining a tenancy to promote future tenancy sustainment when they are ready to move on to a general/secure tenancy.

Existing homeless applicants that come through the single homeless pathway route would be positively affected as they would have the opportunity of being rehoused within the building and have the benefit of support where required.

Having access to self-contained accommodation would enable clients to cook and clean for themselves, as well as develop other independent living skills, or simply a period of respite/recovery in a very psychologically different environment, in readiness for settled accommodation. When comparing the fact that we have people that are placed in B&Bs because we cannot find any accommodation options for them, these units which are self-contained with their own kitchen and bathing facilities, give people their own safe space.

Those placed in hotels without their own independent facilities for long periods of time results in a much worse scenario. Often these individuals have very poor life skills around maintaining their own home. The smaller size therefore provides them with a chance to have a manageable space they can cope with maintaining in readiness for permanent placement.

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 Need Assessment 2022 [Leicester City Local Housing Needs Assessment Update Addendum 2022](#)

[2 - HENA-Exec-Summary-June-22.pdf \(nwleics.gov.uk\)](#)

Leicester City Council Housing Register – provides information on the make up of the waiting list in relation to types of applicants and the type and size of accommodation they are seeking. (see ‘Who Gets Social Housing Report’).

Who Gets Social Housing Report – provides information on the last 12 months of lets relating to the types of applicants that received offers of accommodation. [FAQs about what happens after your housing application is registered \(leicester.gov.uk\)](#)

Wheelchair Demand and Supply Table 31/3/24 (Taken from LCC Housing Needs Assessment/Housing Register demand and current supply).

Tenancy Management Tenancy Sustainment Information – provides statistics on the level of tenancy sustainment within current LCC tenancies.

Draft new Local Plan – highlights development opportunities to assist in addressing the housing land shortage issue - [Core Strategy Adopted June 2014.indd \(leicester.gov.uk\)](#)

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 requirements of Leicester City Housing Applicants are assessed via the reports and evidence above. However, there has been ongoing consultation from January 2023 with The Housing Options Service, Tenancy Management Service and Housing Technical Services and Finance throughout the process. The contribution to meeting the need for exceptional homelessness pressures on housing would have a positive impact in that it will increase temporary housing stock available, reduce the need for using bed and Breakfast and hotels, rental income. It will also contribute to the reduction of temporary accommodation costs and provide an opportunity for those who struggle to sustain tenancies to gain the skills and have the support to move forward to obtaining their own secure tenancy in the future. The Director of Housing, Heads of Service and various other Officers have viewed the building and the flats were considered to be modern, of good quality and with layouts and generous floor to ceiling heights providing a spacious and light environment. It is considered that any new tenants would not be disadvantaged in any way by this. No consultation has taken place directly with applicants 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?

The purchase of the building would provide accommodation for those who are 18+ as per the allocations policy. This ensures that no one will be stopped from moving into the scheme because of their age.

What is the risk of disproportionate negative impact on age?

The building currently consists of 134 units in a single modern purpose-built student building comprising of 132 self-contained en-suite bedsits and two 1 bedroomed flats. This type of accommodation would not be suitable for families therefore single people with children & families would not benefit from the opportunity of this accommodation due to suitability for their household type.

What are the mitigating actions?

The building will be monitored for age profile etc to ensure a sustainable community within the building. Support will be available for tenants depending on their requirements, the ability to move on to more secure accommodation will be in place as with more supported if required.

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?

The purchase of the building will not provide accommodation which is to wheelchair standard but has 4 x units with wet rooms and accommodation on the ground floor suitable for those with lower mobility needs. This would mean that those who have a disability would currently not be able to have an opportunity to move into the building unless there is any future reconfiguration. The units would be allocated as required for this type of accommodation.

What is the risk of disproportionate negative impact on disability?

The building has lifts so applicants with mobility issues would have the opportunity to be considered for upper floor accommodation as well as those on the ground floor. The units would be allocated as per a needs basis for this type of accommodation.

What are the mitigating actions?

There is a shortfall of wheelchair accommodation in the city. The Wheelchair demand and supply table dates 31/3/24 advises that the property sizes that show the greatest shortfall are 2 and 3 bedrooms (30% shortfall for each) followed by 1 bedrooms (23%) and with 4 beds at (17%). When providing ne affordable accommodation on all sites/opportunities we would seek 10% of affordable housing to be to wheelchair standard. 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. It has 4 existing properties that have wet rooms although have not been confirmed are to full wheelchair user standard.

There is limited scope to address disability initially in the layout of the building. Less mobile applicants or those that require wheelchair accommodation could be offered the ground floor and the units with wet rooms where applicable, which is allocated as per a needs basis.

There may be potential in the future to reconfigure some of the ground floor units to wheelchair standard if the building allows and needs are still required and the funding streams/budgets in the area support this. Units of these types in any schemes on the ground floor and the wheelchair units are allocated on a needs basis for those who require that type of accommodation. Applicants requiring wheelchair accommodation can apply to Leicester Homechoice and 10% wheelchair accommodation is requested to be secured through planning gain sites. Housing also have an adapt to let project for identified cases.

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?

None known

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

None known

What are the mitigating actions?

All properties offered to identified applicants through the homelessness route.

d) Marriage and civil partnership

Please note that the under the Public Sector Equality Duty this protected characteristic applies o 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?

None known

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

None known

What are the mitigating actions?

All properties offered to identified applicants are through the homelessness route.

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?

None known

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

There are no 2-bedroom flats, and the majority of allocations are therefore likely to go to single people, couples or singles and not families.

What are the mitigating actions?

Young mothers with Children and families are able to apply for suitable accommodation through Leicester HomeChoice

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?

None known

What is the risk of disproportionate negative impact on race?

None known

What are the mitigating actions?

All properties offered to identified applicants through the homeless route on a needs basis

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?

None known

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

None known

What are the mitigating actions?

All properties offered to identified applicants are through the homeless route on a needs basis

h) Sex

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

What is the impact of the proposal on sex?

There is a higher percentage of single males than females on the housing register so females will likely be impacted to a greater extent with regards to opportunity of offer.

What is the risk of disproportionate negative impact on sex?

There is a risk offers will be made predominately to males however this is monitored and because allocations are on a needs basis and via sensitive let process this is minimal.

What are the mitigating actions?

All properties offered to identified applicants are through the Homeless route and on a needs basis. A sensitive let process will also be put in place to ensure a balanced community within the building.

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?

None known

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

None known

What are the mitigating actions?

All properties offered to identified applicants are through the Homeless route on a needs basis

7. Summary of protected characteristics

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

The purchase of the YOHO building would meet the need of the exceptional homeless pressures on housing and be held in the general fund. It would greatly reduce the pressures on temporary accommodation costs.

Whilst there is some minimal impacts with regards to the buildings physical structure on those with mobility issues and of an older age group which may have mobility issues, there is ground floor accommodation available 2 x units to wheelchair user standard with wet rooms and widened doors, these units are allocated to persons with needs for these unit types.

Overall the proposed purchase of the building would have a positive impact both to the addition to the temporary accommodation stock and the ability of applicants to receive an offer of accommodation instead of being placed in B&B which will contribute to relieving the pressure on the temporary accommodation costs and providing opportunities for applicants to improve their skills around sustaining a tenancy prior to moving to more settled permanent accommodation.

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

There should be no disproportionate negative impact as a result of the purchase of the YOHO building as the properties will be allocated to applicants on a needs basis. [Welcome to the Leicester City Council Housing Allocations Policy Manual](#)

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 to 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 purchase of the YOHO building as the allocations policy is central in allocating the properties to applicants on a needs basis, the allocations policy includes Armed Forces as a priority group.

[Welcome to the Leicester City Council Housing Allocations Policy Manual](#)

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. Children in poverty

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

None specific known, not family accommodation.

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

None specific known, not family accommodation.

What are the mitigating actions?

Other family accommodation is available via alternative funding routes and development such as planning gain sites and registered providers developments and LCC newbuild schemes all of which ensure that the rents are an 'affordable rent'

b. Other vulnerable groups

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

None known

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

None known

What are the mitigating actions?

None known

c. Other (describe)

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

None known

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

None known

What are the mitigating actions?

None known

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:

The rights contained in Articles 6, 8 and 14 are those which are most relevant:

Article 6: Right to a fair trial

Article 6 is an absolute right. Everyone has the right to a fair and public hearing, before an independent and impartial tribunal, within a reasonable time. This right applies where someone's private rights are at stake, such as in contractual or property disputes.

Article 8: Right to respect for private life, family life and the home

Everyone has the right to respect for their private and family life and also the right to respect for their home and correspondence. 'Private life' has a very wide meaning. People should be able to live in privacy and be able to live their life in the way that they choose. Their personal information should be kept private and confidential. The right to respect for a person's home is not a right to housing, but is a person's right to access and live in their home without intrusion or interference.

Article 14: Prohibition of discrimination

This means that everyone must have equal access to the other rights contained in the HRA, regardless of their race, religion, gender, sexual orientation, disability, political views or any other personal characteristic.

The council's Housing Allocations Policy, monitors offers and lets.

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 building has been purchased and is operational it would become part of the general fund stock, there will be an agreement in place between EBS and Housing regarding its use and there will be processes in place in relation to lettings that will be monitored through Housing Options Service and the Property Lettings Team, 'Who Gets Social Housing'. There is also the ability through NEC, the Housing Management Computer System, to provide breakdown reports of offers and lets made.

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
To ensure those with mobility issues and requiring wheelchair user accommodation have the opportunity to be offered accommodation in the building.	When offering properties to identified applicants from the housing register the allocations policy is applied and they are allocated on the basis of need. The building has 2 units to wheelchair user standard with level access shower/wet rooms and widened door facilities available for this needs group. There may also be a possibility in the future to reconfigure some of the units to provide additional wheelchair user units depending on resources.	Housing Options, Property Lettings Team Housing technical Services	Ongoing as part of lettings monitoring. Ongoing as part of building maintenance and review informed by need.
The building is for 18+ but it is recognised that there is a lift available for those of an older age group who are more likely to have difficulty with stairs.	When offering properties to identified applicants from the housing register the allocations policy is applied and they are allocated on the basis of need. The building has some ground floor and units with wet room facilities for this needs group.	Housing Options, Property Lettings Team	Ongoing as part of lettings monitoring

Equality Outcome	Action	Officer Responsible	Completion date

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