

Equality Impact Assessment (EQIA)

This Assessment is a draft document and will be completed after consultation

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal: Approval to consult on a new Housing Allocations Policy

Service Area: Housing Demand / Adults

Officer Completing Assessment: Martin Gulliver

Equalities Advisor: Diptasri Basu

Cabinet meeting date (if applicable): 16 January 2025

Director/Assistant Director: Director of Placemaking and Housing

2. Executive summary

There is a disproportionately high representation on the housing register of people who are:

- under the age of 18 and/or
- are black and/or
- females

The most significant aim of this new policy is to increase the number of lets going to those with dependent children. It is proposed that this is achieved by creating a higher band for families with only dependents for those currently in Band B.

A secondary change for this aim is to remove the age limit on same sex sharing. These changes will reduce the number of children in temporary accommodation who are most impacted by homelessness. There is extensive evidence regarding the negative impact that living in temporary accommodation has on children. The Trust for London explains that insecure and temporary accommodation has a direct link to an increasing in anxiety and mental health problems and interrupts education by disrupting a child's schooling and lack of space.

The proposed changes will have a positive effect on those with dependent children with a corresponding negative effect on those with non-dependents on their application.

In most groups, there would be an increase in the number of people housed. This is largely due to more children being housed, with many under 10 sharing rooms, and fewer household with adults occupying one room.

The only groups which are significantly adversely affected are age specific bands, and particularly aged 18 to 34.

These effects have been mitigated by

- increasing the age a child is consider 'dependent' from the usual 18 years old to 23 years.
- including those who give or receive significant support from the household which could not be given from a different home as dependents.
- Setting a maximum age limit between sharers.

This EqIA is a draft document and will be completed with further analysis based on feedback following the consultation period.

3. Consultation and engagement

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

The consultation will be open to all residents through the Council's website but will specifically target current applicants on the housing register who will be contacted by email where the Council holds an active email address, or by letter where no email address is held.

Applicants will be invited to complete a survey on the proposals and invited to attend a series of events across the borough.

Paper copies of the survey will be available at Wood Green and Tottenham libraries and on demand.3b. Outline the key findings of your consultation / engagement

activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

TO BE COMPLETED AFTER CONSULTATION

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

Please consider how the proposed change will affect people with protected characteristics.

4a. Age

Data

Borough Profile¹

The data below is for all household members on live Housing Register applications as of 1 June 2024. Due to the shortage of homes, the vast majority of applicants will not receive an offer in the near future under either policy. The data therefore also shows those who are likely to receive an offer in the next 2,000 lets and so affected by the policy changes. This is equivalent to between 6 to 7 years.

Age Range	Borough	Housing Register	Likely to be offered home 2,000 lets		Size of home offered under PROPOSED	
			Under CURRENT policy	under PROPOSED policy	Offered SAME as current policy	Offered SMALLER as current policy
0-17	54,422	10,482	1,261	1,434	1,412	22
18-34	71,660	8,572	1,227	1,256	1,114	142
35-49	63,930	7,517	902	946	916	30
50-64	46,516	3,647	756	726	663	63
65+	27,706	1,093	252	250	233	17
All	264,234	31,310	4,398	4,612	4,338	274

of which

The data shows that for all age-groups under-50's, more people are being housed under the new policy. There is an anticipated slight reduction in the number of people housed over 50.

Age Range	Borough	Housing Register	Likely to be offered home in next 2,000 lets		Size of home offered under PROPOSED	
			Under CURRENT policy	under PROPOSED policy	Offered SAME as current policy	Offered SMALLER as current policy

¹ Census 2021 - [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/population-and-household-estimates)

0-17	21%	33%	29%	31%	<i>of which</i>	98%	2%
18-34	27%	27%	28%	27%		89%	11%
35-49	24%	24%	21%	21%		97%	3%
50-64	18%	12%	17%	16%		91%	9%
65+	10%	3%	6%	5%		93%	7%
All	100%	100%	100%	100%		94%	6%

Proportionally, the data above shows that under 18's are over-represented on the register and in the households likely to receive offers, where 65+ are under-represented.

The removal of the age limit on same-sex room sharing has disproportionately benefited younger people under 18 and their parents (35 to 49) at the expense of other ages.

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Young people under the age of 18 are over-represented compared to the borough profile whereas people over the age of 50 are under-represented. This group will benefit from the changes as the policy changes will increase the number of homes being let to households with young children.

b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Several changes to the Housing Allocations Policy are changes based on an age criteria. These changes are

Removal of the age limit on same-sex sharing.

In the current policy anyone aged 25 will be awarded a separate bedroom even if there is a household member of the same sex who they could otherwise share with. This reduction in rooms does not reflect a change in their current housing but in the size of property they would be offered if their family were successful.

The proposal is to remove this age limit. This will have a direct impact on the size of property which might be offered to household with a person who is 25 years or older if there is another household member of the same sex who they can share with. It will also affect younger people in those households if and when a property is offered as they would be required to share a room.

As this proposal reduces the demand for larger homes from households with adults over the age of 24, and so benefits people under the age of 25 as there will be fewer households competing for the larger family homes.

Prioritising households with dependents

A second proposal is to give increased priority to the current Band B applicants where the household does not have any non-dependents living in the households unless a non-dependent can share with a dependent. In this proposal, a dependent

child is defined as anyone 22 years old or younger. This higher band will also include pre-Localism households regardless of their household make-up.

This change will therefore have a negative impact on households with household members over the age of 22 (unless they can share with a dependent) meaning that they are unlikely to be rehoused. and a positive impact on those without non-dependents (that is, children 22 or under) as they are more likely to be rehoused.

As pre-Localism households will receive offers for the first few years, the initial impact of this second change will be minimal for the first few years until these households have been housed.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

While most household will not be housed, the effect of these changes have a highly beneficial effect on those under 18 with far more offers being made to their households.

The policy affects those who are 25 or over as they will no longer be automatically awarded their own bedroom. However, where there is a need for this, applicants can approach the Exceptional Rehousing Decisions Panel.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

The data below is for all household members on live Housing Register applications as of 1 June 2024. Due to the shortage of homes, the vast majority of applicants will not receive an offer in the near future under either policy. The data therefore also

² Census 2021 - [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/disabilityandlongtermhealth/bulletins/disabilityandlongtermhealthinenglandandwales/2021)

³ NHS Quality Outcomes Framework - [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-improvement/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

⁴ NHS Quality Outcomes Framework - [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-improvement/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

⁵ PHE Learning disability profiles - <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

shows those who are likely to receive an offer in the next 2,000 lets and so affected by the policy changes. This is equivalent to between 6 to 7 years.

Target Population Profile

Disability	Borough	Housing Register	Likely to be offered home in next 2,000 lets		Size of home offered under PROPOSED	
			Under CURRENT policy	under PROPOSED policy	Offered SAME as current policy	Offered SMALLER as current policy
Disability	36,200	2,071	558	553	514	39
No Disability	228,034	29,239	3,840	4,059	3,824	235
All	264,234	31,310	4,398	4,612	4,338	274

of which

The data shows that there is similar number of people with a disability will be housed under the new policy. However, this data was unable to assess the dependency that some disabled household members may have. Where there is a dependency, this will be added to the assessment and so increased numbers of those with a disability will be housed than shown in the data.

Detail the findings of the data.

- c) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Disability	Borough	Housing Register	Likely to be offered home in next 2,000 lets		Size of home offered under PROPOSED	
			Under CURRENT policy	under PROPOSED policy	Offered SAME as current policy	Offered SMALLER as current policy
Disability	14%	7%	13%	12%	93%	7%
No Disability	86%	93%	87%	88%	94%	6%
All	100%	100%	100%	100%	94%	6%

of which

The data shows that while those with a disability are under-represented on the Housing Register, the offers made are similar to the borough population. However, this data was unable to assess the dependency that some disabled household members may have. Where there is a dependency, this will be added to the assessment and so increased numbers of those with a disability will be housed than shown in the data.

- d) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

The main changes to the policy are to the removal of an age-limit on same sex sharing and the higher priority for dependent only households. In this modelling, the dependency of disabled people has not been included in this modelling. Where the

disability does create a dependency for an adult household member, then this will count as a dependent. The households will also have the option of a medical recommendation and/or a referral to the Exceptional Rehousing Decisions Panel.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The proposal is likely to see an increased number of disabled household members housed as additional priority is given to dependent only households which will include those where their disability created a dependency.

4c. Gender Reassignment

Data

Borough Profile⁶

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%.
- Trans woman – 0.1%
- Trans man - 0.1%

Target Population Profile

The Housing Register does not hold data on Gender Reassignment.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

The gender reassignment data is not available.

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

There is a higher rate of homelessness for those who have had gender reassignment where they are forced to leave a family home. This is typically for a one-bedroom home for them (and any partner). However, the changes will not affect one bedroom households demand. The changes to room sharing and the dependent only band (currently Band B) will have minimal affect for one-bedroom households as all competing households will also be in the same non-dependent band unless a two-bedroom home with dependents is willing to move to a smaller home than they require.

Potential Impacts

⁶ Census 2021 - [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-in-the-uk/demography-and-diversity/gender-identity)

It is not anticipated that that the changes will have an undue impact on those who have gender reassigned.

4d. Marriage and Civil Partnership

Data

Borough Profile ⁷

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)

Married or registered civil partnership: (35.8%)

Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)

Single (never married or never registered a same-sex civil partnership): (45.3%)

Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

The data on marital status is unreliable as the entry is made by the applicant with many entering Partner even when they are Married or in a Civil Partnership.

The data above shows similar number of people housed for married/CP under both policies.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Accurate data is not available.

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Accurate data is not available.

Potential Impacts

There are no expected impacts related to marital status and marital status is not taken into account with regard to Housing Allocations.

4e. Pregnancy and Maternity

Data

Borough Profile ⁸

Live Births in Haringey 2021: 3,376

⁷ Census 2021 - [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/marriageanddivorce/articles/marriageandcivilpartnershipstatusinenglandandwales)

⁸ Births by Borough (ONS)

Target Population Profile

This data is not available.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

This data is not available.

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

There are no expected impacts on those who are pregnant.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Those who are pregnant are not expected to be impacted. Those who have just given birth to their first child and who are in the “High Priority” banding may be advantaged as the changes will increase their priority to Dependent Only. This will mean that the household has priority over one-bedroom households without dependents.

There are no other expected impacts related to pregnancy or in maternity.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person’s current nationality.⁹

Data

Borough Profile ¹⁰

Arab: **1.0%**

Any other ethnic group: 8.7%

Asian: **8.7%**

Bangladeshi: 1.8%

Chinese: 1.5%

Indian: 2.2%

Pakistani: 0.8%

Other Asian: 2.4%

⁹ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/race-discrimination)

¹⁰ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/census2021)

Black: 17.6%
 African: 9.4%
 Caribbean: 6.2%
 Other Black: 2.0%

Mixed: 7.0%
 White and Asian: 1.5%
 White and Black African: 1.0%
 White and Black Caribbean: 2.0%
 Other Mixed: 2.5%

White: 57.0% in total
 English/Welsh/Scottish/Norther Irish/British: 31.9%
 Irish: 2.2%
 Gypsy or Irish Traveller: 0.1%
 Roma: 0.8%
 Other White: 22.1%

Target Population Profile

The data below is for all household members on live Housing Register applications as of 1 June 2024. Due to the shortage of homes, the vast majority of applicants will not receive an offer in the near future under either policy. The data therefore also shows those who are likely to receive an offer in the next 2,000 lets and so affected by the policy changes. This is equivalent to between 6 to 7 years.

Ethnicity	Borough	Housing Register	Likely to be offered home in 2,000 lets		Size of home offered under PROPOSED	
			Under CURRENT policy	under PROPOSED policy	Offered SAME as current policy	Offered SMALLER as current policy
Asian	22,988	2,203	273	311	309	2
Black	46,505	10,387	1,494	1,609	1,506	103
Mixed	18,496	2,055	237	230	223	7
Not Known		3,835	625	691	649	42
Other	22,988	3,914	498	486	469	17
White	150,613	8,916	1,271	1,285	1,182	103
All	264,234	31,310	4,398	4,612	4,338	274

of which

The data shows a small drop in the number of Mixed or Other households being rehoused and a significant increase in all other ethnicities and particularly Black Household members

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Ethnicity	Borough	Housing Register	Likely to be offered home in next 2,000 lets			Size of home offered under PROPOSED	
			Under CURRENT policy	under PROPOSED policy		Offered SAME as current policy	Offered SMALLER as current policy
Asian	9%	7%	6%	7%		99%	1%
Black	18%	33%	34%	35%		94%	6%
Mixed	7%	7%	5%	5%	<i>of</i>	97%	3%
Not Known		12%	14%	15%	<i>which</i>	94%	6%
Other	9%	13%	11%	11%		97%	3%
White	57%	28%	29%	28%		92%	8%
All	100%	100%	100%	100%		94%	6%

Black Household members are over-represented on the Housing Register and offers. There is only a minimal reduction in property size offered for Asian household members with only 1% receiving assessed as needing a smaller home compared to 6% for all those receiving an offer. Mixed and Other Ethnicities are also less affected by the changes.

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Although there is common belief that Asian households have larger families with adult household members staying in the family home, the offers made to Asian households are significantly less effected than those of other ethnicities.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

The changes will have a fairly neutral effect on most ethnicities in terms of household members housed but will have a strong positive effect on the number of Black household members housed and a reasonable increase in the number of Asian household members housed.

4g. Religion or belief

Data

Borough Profile ¹¹

Christian: 39% Buddhist: 0.9% Hindu: 1.3%
 Jewish: 3.6% Muslim: 12.6% No religion: 31.6%

¹¹ Census 2021 - [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Other religion: 2.3% Religion not stated: 8.0% Sikh: 0.3%

Target Population Profile

Religion is not recorded in the housing data

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Religion is not recorded in the housing data

4h. Sex

Data

Borough profile ¹²

Females: (51.8%) Males: (48.2%)

The data below is for all household members on live Housing Register applications as of 1 June 2024. Due to the shortage of homes, the vast majority of applicants will not receive an offer in the near future under either policy. The data therefore also shows those who are likely to receive an offer in the next 2,000 lets and so affected by the policy changes. This is equivalent to between 6 to 7 years.

Target Population Profile

Sex	Borough	Housing Register	Likely to be offered home in next 2,000 lets		<i>of which</i>	Size of home offered under PROPOSED	
			Under CURRENT policy	under PROPOSED policy		Offered SAME as current policy	Offered SMALLER as current policy
Female	136,873	17,310	2,495	2,615	2,463	152	
Male	127,361	14,000	1,903	1,997	1,873	124	
All	264,234	31,310	4,398	4,612	4,338	274	

The data shows an increase in the number of people housed for both male and female.

Detail the findings of the data.

- Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

Likely to be offered home in next 2,000 lets

Size of home offered under PROPOSED

¹² Census 2021 - [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Sex	Borough	Housing Register	Under CURRENT policy	under PROPOSED policy		Offered SAME as current policy	Offered SMALLER as current policy
Female	52%	55%	57%	57%	of which	94%	6%
Male	48%	45%	43%	43%		94%	6%
All	100%	100%	100%	100%		94%	6%

b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Females are slightly over-represented on the housing register and significantly among those who receive offers.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

There is a higher number of female single parents than male single parents and as the changes are designed to support younger families, these changes are likely to benefit more females than male household members.

4i. Sexual Orientation

Data

Borough profile ¹³

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

The housing register does not record sexuality.

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁴
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁵

¹³ Census 2021 - [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender/articles/sexualorientationandgenderinenglandandwales/2021)

¹⁴ ONS - [ONS Claimant Count](https://www.ons.gov.uk/peoplepopulationandcommunity/healthandlife/articles/claimantcount/2023)

¹⁵ DWP, StatXplore - [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/universal-credit-statistics)

- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁶

The housing register does not record income, but the changes will increase the offer to younger families who will have lower incomes than households with adult children who may be working.

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁷
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁸
- 5.0% were qualified to level one only¹⁹

The housing register does not record education, but the changes are designed to offer more homes to households with young children who are more likely to benefit educationally from more suitable housing.

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.²⁰

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

The policy changes will increase the number of people housed as households with single adult children are either offered a smaller home or replaced by those with children.

This has a beneficial effect on children and those with children but conversely will mean less offers to those with dependent adults.

5b. Intersectionality

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.
- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.

Please consider if there is an impact on one or more of the protected groups?
Who are the groups and what is the impact?

¹⁶ ONS - [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

¹⁷ DfE - [GCSE attainment and progress 8 scores](#)

¹⁸ LG Inform - [Data and reports | LG Inform \(local.gov.uk\)](#)

¹⁹ LG Inform - [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁰ IMD 2019 - [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

There is an over-representation on the housing register of black single mothers. The proposals in the new policy will benefit this group by increasing the housing offers to those with children.

5c. Data Gaps

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this.

The main effects of the proposals are to increase offers to households with younger children at the expense of those with adult children. The council will seek to address this by encouraging applicants to address questions relating to their adult children in consultation with their children.

6. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

There are no adverse effects on any groups other than those based on age. The Council believes that the benefit to younger household members is appropriate though this will have an impact on adult children.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

[TO FOLLOW AFTER CONSULTATION]

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them **Y/N**

[TO FOLLOW AFTER CONSULTATION]

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out

below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **Y/N**

[TO FOLLOW AFTER CONSULTATION]

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **Y/N**

[TO FOLLOW AFTER CONSULTATION]

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action:

[TO FOLLOW AFTER CONSULTATION]

Lead officer:

Timescale:

Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

Please provide a complete and honest justification on why it is not possible to mitigate the:

[TO FOLLOW AFTER CONSULTATION]

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

[TO FOLLOW AFTER CONSULTATION]

Date of EQIA monitoring review:

[TO FOLLOW AFTER CONSULTATION]

8. Authorisation

EQIA approved by (Assistant Director/ Director)

Date

9. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.