

Equality Impact Assessment

Please be aware that in order to comply with the Public Sector Equality Duty 2010, this document will be made available to the public.

You should treat this as a live document and keep it under continuous review. You should do this by recording any issues you identify, along with any actions you take to minimise their impact.

Please refer to the Equality Impact Assessment guidance on iCan to help you in completing this form.

For the purposes of this form, we refer to your policy, function, project or service as a proposal.

Date of initial assessment	Wednesday 28 September 2022
Division	Housing and Community
Proposal to be assessed	Kingsmead Field Local Lettings Plan
New or existing policy or function?	New
External (i.e. public-facing) or internal?	External
Statutory or non-statutory?	Non-statutory
Your name	Ellenor Poole
Your job title	Principal Policy Officer (Engagement)
Your contact telephone number	07597 528 532
Decision maker (e.g. Full Council, Community Committee, Management Team etc.)	Management Team (and ward councillors?)
Estimated proposal deadline	TBC

Please outline your proposal, including: <ul style="list-style-type: none"> ● Aims and objectives ● Key actions ● Expected outcomes ● Who will be affected and how ● How many people will be affected 	<p>Canterbury City Council's Allocations Policy sets out provision for applying a local lettings policy/plan to a property or group of properties for initial lettings, with the aims to widen choice for local people, create a better living environment for local residents, and to ensure that good housing contributes to regeneration and renewal.</p> <p>A Local Lettings Plan for Kingfisher Close at Kingsmead Field is needed in order to:</p>
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	<ul style="list-style-type: none"> ● help meet unmet housing needs within the district ● help to target the best use of council owned social housing stock ● encourage greater community cohesion and sustainability ● proactively manage, and where possible prevent antisocial behaviour, nuisance and crime ● help achieve a balanced community <p>The aims of the Local Lettings Plan are to:</p> <ul style="list-style-type: none"> ● Allocate to those with a housing need who are over occupying or under occupying council owned social housing, to enable best use of the council's stock ● Create a local thriving community - including students, singles, couples and family households ● Effectively manage and reduce problems of anti-social behaviour ● Reduce potential breaches of tenancy ● Help to address the issue of child density ● Open up opportunities to those who are economically active and have restricted housing options <p>The adoption of the lettings plan will affect prospective new tenants for Kingfisher Close.</p>
<p>What relevant data or information is currently available about the customers who may use this service or could be affected? Please give details; for example "x% of customers are female" or "x% of customers are aged over 60"</p>	<p>There are five units at Kingfisher Close, all of which have not yet been occupied.</p> <p>There is evidence showing that the ward (Northgate) has high levels of deprivation, child poverty and mental health/social care needs.</p> <p>Anecdotally, in other communities where there is a mixture of social housing, family accommodation and single persons accommodation, and where there are significant student numbers living within that community, there are a number of common key challenges including:</p> <ul style="list-style-type: none"> ● conflicting lifestyles including noise nuisance and anti social behaviour ● lack of community cohesion ● disposal of rubbish and waste generated from student accommodation

<p>Is the decision relevant to the aims of the Public Sector Equality Duty, which are listed below?</p>		
<p>Guidance on the aims can be found in the EHRC's PSED Technical Guidance</p>		
<p>Aim</p>	<p>Yes/No</p>	<p>Explanation</p>
<p>Eliminate discrimination, harassment and victimisation</p>	<p>Yes</p>	<p>The Local Lettings Plan seeks to proactively manage and,</p>

		where possible, prevent anti-social behaviour, nuisance and crime.
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it	Yes	The Local Lettings Plan seeks to encourage greater community cohesion between people of all backgrounds.
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it	Yes	The Local Lettings Plan seeks to encourage greater community cohesion between people of all backgrounds.

Assess the relevance of the proposal to people with different protected characteristics, and assess the impact of the proposal on people with different protected characteristics.			
Your explanation should make it clear who the assessment applies to within each protected characteristic. For example, a proposal may have high relevance for young people but low relevance for older people; it may have a positive impact on women but a neutral impact on men.			
Protected characteristic	Relevance to proposal High/Medium/Low/None	Impact of proposal Positive/Neutral/Negative	Explanation
Age	High	Positive	The Local Lettings Plan seeks to help achieve a more balanced community within the scheme.
Sex	None	Neutral	The Local Lettings Plan seeks to help achieve a more balanced community within the scheme.
Disability	None	Neutral	The properties at Kingfisher Close are family homes and not designed specifically for people with disabilities.
Gender reassignment	None	Neutral	The Local Lettings Plan seeks to help achieve a more balanced community within the scheme.
Marriage and civil partnership	None	Neutral	The Local Lettings Plan seeks to help achieve a more balanced community within the scheme.
Pregnancy and maternity	None	Neutral	The Local Lettings Plan seeks to help achieve a more balanced community within the scheme.
Race	None	Neutral	The Local Lettings Plan seeks to help achieve a more balanced community within the scheme.
Religion or belief	None	Neutral	The Local Lettings Plan seeks to help achieve a more balanced community within the scheme.
Sexual orientation	None	Neutral	The Local Lettings Plan seeks to help achieve a more

			balanced community within the scheme.
Other groups: for example – low income/ people living in rural areas/ single parents/ carers and the cared for/ past offenders/ long-term unemployed/ housebound/ history of domestic abuse/ people who don't speak English as a first language/ People without computer access etc.	Vulnerable residents: High	Positive	The Local Lettings Plan will: <ul style="list-style-type: none"> ● request that all interested applicants complete a vulnerability assessment ● only house any households and or inclusive persons with identified vulnerabilities, if they have an appropriate support package in place and there is evidence they are engaging with this support To be considered for a property at Kingfisher Close, applicants must not be the perpetrators of nuisance or anti-social behaviour. To be considered for a property at Kingfisher Close, applicants must have an up to date rent account.
	Perpetrators of anti-social behaviour: High	Negative	
	Applicants with rent arrears: High	Negative	

Are you going to make any changes to your proposal as a result of these findings, in order to mitigate any potential negative impacts identified? If yes, what are they? If no, why not?	The only potential negative impact is on people who may wish to be housed at Kingfisher Close who have caused anti-social behaviour or are in rent arrears. This is deliberate and is aimed at encouraging people not to cause anti-social behaviour and to keep their rent account up to date.
Is there any potential negative impact which cannot be minimised or removed? If so, can it be justified? (for example, on the grounds of promoting equality of opportunity for another protected characteristic)	Not applicable.

What additional information would increase your understanding about the potential impact of this proposal?	None required - the needs of prospective new tenants are identified as part of the assessment and allocation process.
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