

Diversity impact assessment

TITLE
Housing Allocations Policy 2025
DATE
4 June 2025
LEAD OFFICER.
Francesca Roma Housing Strategy and Customer Relations Team Leader
1 Summary description of the proposed change What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
The proposed change is the recommended adoption of a new Housing Allocations Policy. This replaces the previous Housing Allocations Policy published in 2018. The strategy considers legislative requirements from the Housing Act 1996, Section 168 and Section 169.
2 Summary of evidence used to support this assessment E.g. Feedback from consultation, performance information, service user. E.g. Comparison of service user profile with Medway Community Profile
Pre-Draft workshops delivered between March and April to a range of stakeholders including internal colleagues across housing and public health, registered providers, support providers, voluntary, community sector providers and members of cabinet. A public consultation is yet to be held and will likely be published Monday 9 th June 2025. During this period, housing staff will be holding drop-in sessions at libraries to support people in completing the consultation online. To supplement the public consultation, an additional focus group has been held with the HRA tenant's panel on 20 th May 2025 to tackle some of the more nuanced and complex issues that this policy raises. The draft has been amended based on some of the comments and issues they highlighted.

3 What is likely impact of the proposed change?

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	

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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Disability		✓	
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race			
Religion/belief			
Sex		✓	
Sexual orientation			
Care experience		✓	
Other (e.g. low income groups)		✓	

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The Housing Allocations Policy is written in line with government guidance which outlines requirements for certain groups to be provided with reasonable preference. The previous policy already met this criterion however, the updated policy improves opportunities for low-income households to access the register, as well as balancing the criteria set at each banding level.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

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All the impacts foreseen by adopting the Allocations Policy 2025 are considered to improve equality of opportunity by e.g. reducing the number of properties subject to transfer without meeting a housing need. There are no anticipated negative impacts on any specific group sharing a protected characteristic. Rather, vulnerable households should see a reduction in time waiting for offers of accommodation. This is expected to impact households needing to access housing through need relating to age and disability, and the higher percentage of women in temporary accommodation (60% nationally female in TA against comprising 51% of the population) and those on low incomes, through increasing the speed with which these households can access social housing.

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
N/A		

7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

The recommendation is to progress the Housing Allocations Policy 2025 through the democratic process and to have the strategy adopted in October 2025 at Cabinet.

8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Mark Breathwick, Assistant Director, Community and Culture

Date of authorisation

11.06.25