

# Appendix D - Equality Impact Assessment

This document is intended to act as a guide and point of reference, rather than be a template. There is no requirement to use this document as part of the policy development or decision making process; although it may help.

When using this form, please feel free to enter as much or as little information as you feel is appropriate.

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Job title	Policy, Research and Engagement Manager		
<b>What are you thinking of changing or implementing?</b>			
<p>All tenants with lifetime tenancies have the right to exchange their homes with another qualifying tenant. The draft Fareham Housing Mutual Exchange Policy outlines the requirements and process for all parties.</p> <p>The draft policy formalises previous Council practice with regards to Mutual Exchanges and reflects the Consumer Standards, set by the Regulator of Social Housing (RoSH). It aims to advise Officers, residents and partners how the scheme will operate, the eligibility criteria and grounds for refusal.</p> <p>This policy is intended to be a working document and will be reviewed and updated as and when any new legislation and / or guidance is issued. Any significant changes to the policy or the service standards as a result will require a full, formal review process and the appropriate consultation with tenants impacted.</p>			
<b>What is the expected or anticipated impact of this change?</b>			
<p>The aim of this policy is to enable the delivery of Fareham Housing's Mutual Exchange scheme in line with all relevant legislation and guidance, and to allow for the fair and consistent application of the process. It is expected to have the following positive impacts:</p> <ul style="list-style-type: none"><li>• Promote mutual exchange as an effective option to meet housing needs.</li><li>• Improve housing mobility for social housing tenants within the Borough, and to those needing to move to the area for work or personal reasons.</li><li>• Allow more effective use of the Council's existing housing stock by enabling tenants to move to accommodation more suitable for their needs. This will further enhance efforts to:<ul style="list-style-type: none"><li>• Address under-occupancy and/or overcrowding pressures.</li><li>• Assist in releasing suitably adapted homes for those that need them.</li><li>• Help to relieve pressure on the Council's Housing Waiting List and Housing Options services.</li></ul></li></ul>			

It will also provide customers and staff with clear guidance.

**Protected characteristic: Age** (including children and young people)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

This policy allows people to move home, as their household changes. This is often in the case of older people who would like to downsize when they no longer have other family living in the property. The scheme provides an incentive payment to those aged 65 and above to downsize. This will help ensure that older tenants have properties that meet their changing needs whilst freeing up much needed housing for other groups such as families, which in turn will have a positive impact on people of different ages including children and young people.

**Protected characteristic: Disability** (including physical and those with mental health conditions)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

The draft policy should have a positive impact on people with disabilities. It only allows (on the whole) for people to move into an adapted home if household members need the adaptations. This will in turn assist in releasing suitably adapted homes for those that need them.

The policy can be provided in a variety of formats should the need arise.

**Protected characteristic: Gender reassignment**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

No impact identified.

**Protected characteristic: Marriage and civil partnership**



<p>Points to consider:</p> <ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>
No impact identified.
<p><b>Protected characteristic: Pregnancy and maternity</b></p> <p>Points to consider:</p> <ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>
The draft policy allows for mutual exchanges to reflect changes in household size. It should therefore have a positive impact on tenants looking to have accommodation that meets the needs of a growing household.
<p><b>Protected characteristic: Race</b></p> <p>Points to consider:</p> <ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>
No impact identified.
<p><b>Protected characteristic: Religion or belief</b></p> <p>Points to consider:</p> <ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>
No impact identified.
<p><b>Protected characteristic: Sex</b></p> <p>Points to consider:</p> <ul style="list-style-type: none"> <li>• How have you considered the potential impact on people with this protected characteristic?</li> <li>• What, if any, is the expected impact on people with this protected characteristic?</li> <li>• What steps or action is planned to mitigate any negative impact?</li> </ul>



No impact identified.

**Protected characteristic: Sexual orientation**

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

No impact identified.

