



Appendix 4

Equality Impact Assessment (EQIA) – Council Housing Temporary Relocation Policy

Stage	Title	Purpose
1	Preliminary Assessment	Initial assessment of possible impact.
2	Equality Risk Assessment	Scoring to assess the level of risk.
3	Equality Impact Assessment – Addressing Impact	Level of detail depends on risk assessment scoring but any removal or reduction in service must go through Stage 3.
4	Sign Off	Approval and decision-making details.
5	Implementation	Action Plan to implement and minimise impact.

Stage 1 – Preliminary Assessment

Question	Response/Consideration
1.1 Decision being assessed	Council Housing Temporary Relocations Policy
1.2 Lead Officer	Chris Stratford, Interim Director of Housing
1.3 What are the aims or function of the service or policy?	<p>A Council Housing Temporary Relocations Policy has been designed to manage the Council's approach to managing the temporary relocation of its tenants/leaseholders, ensuring any disruption is kept to a minimum.</p> <p>The Policy aims to make sure temporary relocations operate in a fair, transparent and reasonable manner. The Policy confirms both the financial and practical support provided to the tenant/leaseholder when they are required to move out of their home temporarily. The Policy demonstrates the Council's commitment to improving the condition of the Council's homes, whilst minimising rent loss for the temporary property.</p>
1.4 Which policies relate to the delivery of this service?	Council Housing Maintenance and Repairs Policy, Council Housing Aids and Adaptations Policy, Council Housing Asbestos Policy, Council Housing Gas Safety Policy, Council Housing Electric Safety Policy, Council Housing Fire Safety Policy, Council Housing Voids Policy and Health and Safety Policy.
1.5 Who are the main audience, users or customers who will be affected?	All Council tenants/leaseholders that need to move out of their home on a temporary basis. While the Council carries out essential maintenance to their home that cannot be carried out safely with them in their home.
1.6 Will removing, reducing or changing this service/policy lead to members of the community being treated less favourably and so contribute to inequality?	No, the Policy has been written in such a way as to address any inequality.

Equality Aims – consider how the decision meets the three Equality Aims listed in the Equality Act.

Aim	How does the proposal / policy / service meet the equality aim?
To eliminate unlawful discrimination, harassment and victimisation	The Policy aims to eliminate discrimination by making sure all temporary accommodation meets the needs of all tenants/leaseholders and the permanent members of their households.
To advance equality of opportunity between people who share a protected characteristic and those who do not	The Policy aims to provide equality of opportunity and will consider the suitability of the temporary property, namely: proximity to schools, workplace and place of worship; any aids and adaptation requirements; care and support packages, etc.
To foster good relations between those who share a protected characteristic and those who do not	The Policy has been written to make sure all people who need to be temporarily moved are treated equally and fairly by making provision for any specific legitimate needs they may have associated with any of the protected characteristics.

Stage 2 – Equality Risk Assessment - Protected Characteristic Groups

Place an 'X' in against either 'positive impact', 'negative impact', 'no impact' for each protected characteristic group

2.1 Assess the Equality Risk

	Age	Disability	Gender	Race	Sexual Orientation	Religion	Gender Reassignment	Marriage/Civil Partnerships	Pregnancy/ Maternity
Positive impact									
Negative impact	X	X		X	X	X	X		X
No impact			X					X	

2.2 Conclusion – if there is 'No Impact' for all of the protected characteristics then stages 3 – 5 do not have to be completed

To conclude, the Council Housing Temporary Relocation Policy has been written to address any negative impacts by giving consideration to the needs of the household at the time the need for a temporary relocation is identified.

Stage 3 – Equality Impact Assessment – Addressing Impact

Question	Response/Consideration
3.1 What is the reason for the proposed decision/change?	N/A
3.2 What consultation activity has been undertaken or is planned?	The Council has consulted with tenants/leaseholders who have recently been temporarily moved out of their home.
3.3 Service Users – What methods are used to monitor the characteristics of service-users with protected characteristics?	In the future, when the Council moves out tenants/leaseholders temporarily it will collect and monitor protected characteristics.

<p>3.4 Referring to Stage 2, which ‘protected characteristic’ group(s) are most likely to be affected by this change? Describe any negative impacts identified in more detail.</p>	<p>Disability - People with physical disabilities may require adaptations to be carried out in their temporary accommodation to help them live independently. The Council may also need to arrange for any care packages to be relocated. The Council will need to make sure a full removal service is provided, including packing, so as to reduce any risks to the disabled person.</p> <p>Age - Elderly people may require adaptations to help them live independently in their temporary accommodation. The Council may also need to arrange for any care packages to be put into place at the temporary address. The Council will need to make sure a full removal service is provided, including packing, so as to reduce any risks to the elderly person.</p> <p>Young people may need their temporary accommodation to be as close as possible to the school or college they attend and for any additional transportation costs to be met by the Council.</p> <p>Working-age people may need their temporary accommodation to be no further away than their existing home from their place of employment. Any additional costs associated with travelling a further distance will need to be met by the Council.</p> <p>Race – Non-white British people are more likely to fear a temporary relocation into a non-familiar neighbourhood. The Council will need to be sensitive to the needs of any non-white British people and make sure it considers the suitability of the temporary property.</p> <p>Sexual Orientation and Transgender – People from the LGBTQ+ community are likely to be concerned about how they will fit into any new community where their temporary property is located. They may fear being subjected to hate crime or hate related incidents. The Council will need to give careful consideration to the suitability of any temporary accommodation.</p> <p>Religion – People whose permanent home is near their regular place of worship or live in a particular religious community will be adversely affected by a temporary move that takes them away from this area. The Council need to give consideration to the proximity to the place of worship and community.</p> <p>Pregnancy – Being asked to leave your home whilst pregnant has the potential to affect a woman’s wellbeing at any stage during their pregnancy. The Council will need to make sure a full removal service is provided, including packing, to reduce any risks to the pregnant woman.</p>
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Outline ways in which negative or positive impacts will be addressed?	The Council recognises that offers of properties for temporary relocation need to be carefully considered.
3.5 If the decision involves a service/policy being reduced/removed will this lead to missed opportunities to promote equality of opportunity?	The Policy documents how the Council will manage the temporary relocation of tenants/leaseholders to make a positive contribution to equality.

3.6 What outcome does this assessment suggest we take? Select one option and action to be taken			
Option	Outcome	Tick Selected Option	Explanation
1	Continue with proposed changes No discrimination or adverse impact identified	<input type="checkbox"/>	
2	Continue with proposed changes Suitable adjustments to lessen the impact identified	<input checked="" type="checkbox"/>	
3	Continue despite adverse impact or missed opportunities to promote equality	<input type="checkbox"/>	

4	Stop and rethink Actual or potential discrimination identified	<input type="checkbox"/>	
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What plans are in place to monitor the actual impact of the proposal?	The Council intends to review the Policy and impact upon any of the protected characteristic groups identified in this EQIA in the first 12 months of the Council Housing Temporary Relocation Policy going live.
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Stage 4 – Sign-off

	Details
Director/Assistant Director approved by:	Director, Place & Communities Interim Director of Housing
Date:	15.10.2025
Member Approval (Date and Title of Committee):	Portfolio Holder for Health, Wellbeing & Housing
Committee Decision:	n/a