

Report Title Here

Local Lettings Plan Request Orchard Place, Thornton

Date of Issue:	September 2024	
Date of Decision:		
Report to:	Cabinet Member Housing & Highways	
Report of:	Assistant Director of Place (Economic Growth & Housing)	
Portfolio:	Cabinet Member Housing & Highways	
Wards affected:	Manor	
Is this a key decision:	No	No
Included in Forward Plan:		
Exempt/confidential report:	No	

Summary: To seek approval to agree to a Local Lettings Plan for Orchard Place, development in Thornton.

Recommendation(s):

(1) That Cabinet Member approves the use of a Local Lettings Plans by Torus for the new development at Orchard Place in Thornton.

1. The Rationale and Evidence for the Recommendations

1.1 Torus housing association are pursuing a New Build scheme at Orchard Place in Thornton through a Section 106 Planning Agreement.

- The development consists of 62 units of which 42 are available for affordable rent (24 x 2-bedroom houses and 18 x 3-bedroom houses) and 20 are available for Shared Ownership.
- The property breakdown is as follows;
 - **24 x 2-bedroom houses**
 - **18 x 3-bedroom houses**

1.2 Torus propose the use of a Local Lettings Plan (LLP) to allocate the properties on the site. The Council's own Allocations Policy (Property Pool Plus) Section 2.2 states:

Local Letting Schemes

4.3.1 The local authority and registered providers can use local lettings schemes to achieve a wide variety of housing management and policy objectives subject to agreement with the local authority. The following list is intended to be illustrative and in no way prescribed or definitive:

- 1. Allocating accommodation in rural villages and giving priority to applicants with a connection to a particular parish.*
- 2. Creating more mixed and/or sustainable communities.*
- 3. Dealing with a concentration of deprivation.*
- 4. Ensuring properties that are particularly suited to being made accessible (e.g. ground floor flats) are prioritised for those with access needs.*

Property Pool Plus Housing Allocation Scheme Procedure

- 5. Relocating essential workers such as teachers, nurses and police officers within a reasonable travelling distance from their work.*
- 6. Supporting people in work/volunteering or who are seeking work or seeking volunteering opportunities.*
- 7. Dealing sensitively with lettings in rural areas to sustain communities by giving priority to those with a local connection of more than two years.*
- 8. Where a child to adult ratio could be lowered on an estate where there is high child density or, conversely, young single people could integrate into an estate where there is high ratio of older persons.*
- 9. Where there are reasons to positively discriminate due to age, for example accommodation is only suitable for applicants under the age of 35 years, or over the age of state pension entitlement.*

1.3 The statutory basis for "local lettings policies" is within Section 167(2E) of the 1996 Housing Act which enables accommodation to be allocated to people of a particular description, that fall within the reasonable preference groups, or

provides that additional priority can be given to people in any of those preference groups.

In 2010, the Communities and Local Govt Department and Chartered Institute of Housing issued a Good Practice guide for the use of Local Lettings Plans. This recognises that Local lettings policies may be used to achieve a wide variety of housing management and other housing policy objectives. For example, local lettings policies may be used to “protect existing stable communities”, and “improving community stability and cohesion”. The guidance also describes the use of ‘Sensitive Lettings’ which can be used to address specific issues, such as the make-up of a particular block of flats, ie. having the ability to by-pass applicants to avoid potential lifestyle clashes that could arise by rehousing certain groups of applicants under one roof.

- 1.4 The PPP Allocations Policy is principally designed for the allocation and letting of individual properties. In many new-build developments housing associations are letting multiple properties at the same time; in this case 42 new affordable rented homes. The proposal from Torus, below, sets out their reasoning for an LLP and how the LLP would operate.
- 1.5 In summary, priority for at least 50% of the properties (21 of which 12 x 2 bedroom and 9 x 3 bedroom) will be given to applicants who are in employment or full-time education/training (where they can demonstrate they have sufficient finance to pay rent).

Properties will be advertised to all bands with preference to those in employment or full-time education/training. However, offers will be made in accordance with priority need. This criterion is to help create a sustainable and balanced community.

The remaining 50% of each property size to be advertised to all bands.

Applicants will be required to sign the Good Neighbour Agreement (contained within Appendix A).

Applicants with support needs where no support package is in place will be encouraged to accept support. If a tenancy has failed previously due to support issues the offer may be withdrawn if applicant refuses to accept a support package.

2. Financial Implications

- 2.1 There are no financial implications as a result of this Local Lettings Plan.

3. Legal Implications

- 3.1 Section 167 of the Housing Act 1996 requires Local Housing Authorities to have an Allocations scheme for determining priorities in allocating housing accommodation.

4. Risk Implications

4.1 There are very little risk associated with the approval of this Local Lettings Plan.

5 Staffing HR Implications

5.1 There are no direct staffing implications as a result of this decision.

6 Conclusion

6.1 The proposal will assist Torus (the provider) achieve a balanced community and a mix of people for the new build development in Thornton, whilst still providing housing for those residents most in need.

Alternative Options Considered and Rejected

The Council could withhold approval from Torus to operate a Local Lettings scheme, although this could be disadvantageous to both the community that they are trying to create and to the Council's working relationship with the organisation.

Equality Implications:

The equality Implications have been identified and risk remains, as detailed in the report.

Impact on Children and Young People:

This will have a positive impact on children and young people, particularly on those who are allocated these new build properties in Thornton.

Climate Emergency Implications:

The recommendations within this report will have a Neutral impact.

There are no direct climate emergency implications arising from this report. Any climate emergency implications arising from matters referred to in the Cabinet Member Report will be contained in reports when they are presented to Members at the appropriate time.

What consultations have taken place on the proposals and when?

(A) Internal Consultations

The Executive Director of Corporate Resources and Customer Services (FD 7742/24) has been consulted and notes the report indicates no direct financial implications for the Council in respect of these proposals.

Chief Legal and Democratic Officer has been consulted and has no comments on the report (LD 5842/24).

(B) External Consultations

The ward councillors have been consulted when the LLP was formulated and Cabinet Member has since been briefed and agreed to the LLP.

Implementation Date for the Decision :

Following the expiry of the “call-in” period for the Cabinet Member decision.

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Appendices:

The following appendices are attached to this report:

Appendix A; Local Lettings Plan Orchard Place, Thornton

Appendix B: Equality Impact Assessment Orchard Place, Thornton

Background Papers:

Merseyside Property Pool Plus Allocations Policy <http://www.propertypoolplus.org.uk>

Appendix A

Local Letting Scheme Orchard Place, Thornton L23 1TN

Background

This development falls within the Manor Ward of Sefton Council. The development consists of 62 units of which 42 are available for affordable rent (24 x 2-bedroom houses and 18 x 3-bedroom houses) and 20 are available for Shared Ownership.

The site benefits from good access to Switch Island which links to the M57 and M58 motorway, providing connections to Knowsley, South Liverpool, Wigan, Warrington and Manchester.

The development is also situated within close walking distance to an Aldi supermarket and local shops. Crosby is the nearest town Centre for more retail and hospitality facilities.

The properties are modern in design and constructed to an extremely high standard. They include the latest energy efficient products including new boilers, new central heating systems, double glazed windows and doors. These energy efficiency upgrades will result in lower fuel bills for new tenants. Further benefits include high quality modern kitchens and bathrooms.

Our Commitment

Torus understands the very important role we must play in meeting the housing needs of customers on the housing register within Sefton and, positively contributing to the Council Housing Strategy (2022 - 2027), whereby access to suitable, good quality and affordable housing is a key priority for all its residents and communities.

Torus is committed to tackling social and economic inequality and at the same time, providing a fair and equitable service through a joined-up approach in all the services we provide. Torus is working in partnership with all agencies to strike a balance between supporting employment, sustainability and routes into employment as well as making a difference in terms of benefit dependency and at the same time, meeting housing needs.

The DLHC recognises very positive outcomes can be achieved from local letting schemes and this approach will support Torus's commitment to develop sustainable tenancies and communities, through our development programme. The development activity of registered providers,

including new build programmes, participation in the Government's Affordable Housing Programme, is identified as one route to achieve a balanced housing stock and sustainable communities.

To achieve this, we need to rehouse a good balance of tenants and a healthy mix of people with different lifestyles. Overall, however, the content of Torus's local letting schemes do not diverge from the overall principles of the Property Pool Plus Allocation Scheme and we remain committed to rehousing people in need.

It is our intention to advertise 100% of the properties on Property Pool Plus (PPP). This approach reinforces our commitment to make sure applicants on the waiting list can maximise their rehousing opportunities via our new build schemes.

In addition to our approach to lettings, Torus also offers a full range of social value programmes to support our neighbourhoods and to help residents prosper and we will also continue to support those tenants who need additional help to manage their tenancy and stay in their home, wherever possible.

We aim to make a real difference within our communities; not just with bricks and mortar but by investing in local projects and helping to create new opportunities in the areas in which we work. Making a difference for people in their homes and neighbourhoods remains a top priority for us and we are determined to get the most out of our resources to keep investing and improving in the following priorities:

- Increasing employment and self-employment opportunities.
- Reducing child poverty.
- Promoting and encouraging healthy lifestyles.

Demand and lettings potential

Information provided by the Property Pool Plus Partnership July 2024.

There are currently 3,608 people registered on Property Pool Plus (PPP) for accommodation in Sefton. 100% of allocations for this site will be from PPP.

The following tables provide a breakdown of:

- Active PPP applications in Sefton by Band and Bedroom Need
- Average bids for 2- and 3-bedroom houses within the Sefton area

Sefton Active Applicants by Band and Bedroom Need as at 20/7/2024

Count of HRA – Housing Register Ref	Bedroom Need						
Sefton Band	1	2	3	4	5	6	Grand Total
Band A	305	163	39	28	10	1	546
Band B	747	549	285	119	5		1705
Band C	644	498	198	17			1357
Grand Total	1696	1210	522	164	15	1	3608

Bid Analysis for Sefton Areas - 2- and 3-bedroom houses.

Properties advertised 01/04/2023 to 14/07/2024.

Bid Analysis for Sefton Areas - 2 and 3 bed houses									
<i>Properties advertised 01/04/2023 to 14/07/2024</i>									
	Hous e						Total Ads	Total Bids	Total Avg Bids

	2 Bed			3 Bed					
	Ads	Bids	Avg Bids	Ads	Bids	Avg Bids			
Aintree				1	251	251	1	251	251
Bootle Fernhill Road	2	539	270	10	2493	249	12	3032	253
Bootle Marsh Lane/Knowsley Road	17	2718	160	8	1085	136	25	3803	152
Bootle South Park/Millers Bridge	5	596	119	4	217	54	9	813	90
Bootle Southport Road	2	464	232	7	2114	302	9	2578	286
Bootle Strand	4	1117	279	5	710	142	9	1827	203
Crosby	4	586	147	3	1145	382	7	1731	247
Formby				11	3669	334	11	3669	334
Ince Blundell/Lunt/Sefton Village	1	408	408				1	408	408
Litherland	8	1855	232	26	5758	221	34	7613	224
Maghull/Lydiat	14	4661	333	31	6371	206	45	11032	245
Netherton	4	947	237	35	8892	254	39	9839	252
Park Lane				3	1210	403	3	1210	403
Seaforth	3	724	241	4	797	199	7	1521	217
Southport (inc. Ainsdale/Birkdale)	14	2460	176	35	5898	169	49	8358	171
Thornton				6	554	92	6	554	92

Grand Total	78	1707 5	219	189	411 64	218	267	58239	218
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If we examine the data for the applicants who have a recognised need for rehousing, we can see that demand from applicants in Band A equates to 15%. The highest demand is from applicants which have a Band B priority for rehousing at 47%. Nonpriority band for rehousing demand (Band C) equates to 38%.

The turnover of 2- and 3-bedroom houses in Thornton over the last 15 months is low with 6 properties advertised but the average number of bids was 92. We can determine from the number of bids received for 2 and 3-bedroom houses in areas close by (Crosby, Ince Blundell Lunt Sefton Village, Netherton) that there is a substantial demand for this type of accommodation.

We are working in partnership with all agencies to strike a balance between supporting employment sustainability and routes into employment as well as making a difference in terms of benefit dependency and at the same time, meet housing need. Through this local letting plan we hope to create a more sustainable development and to help do this we are proposing to reach a target of 50% lets to applicants who are employed or in full time education or training (**subject to affordability**). By doing this we hope that this will help to improve health and wellbeing and aspiration in the area.

Aims of the Local Letting Scheme

A local lettings scheme introduces flexibility into agreed allocation policies and the purpose of this local letting scheme for the development at Orchard Place, Thornton, is to achieve balanced, cohesive communities and sustainable tenancies. This scheme aims to make a significant contribution to the overall sustainability of the area by ensuring tenancies are sustainable for the long term. To help us achieve this we will aim to:

- Create a stable environment and feeling of safety and wellbeing, creating safe places to live that people are proud of and want to live in.
- Maintain current performance in terms of void turnover by improving the quality of the living environment and minimising anti-social behaviour, using robust processes and partnerships.

Divergence from the standard policy

The local letting scheme for this development differs from our principal Allocation Scheme in the following ways:

- All the properties to rent on the developments will be let at affordable rents (80% of market rent). All tenants will be awarded the standard Assured Shorthold Tenancy Agreement but, in the event, any existing Torus tenant with protected rights accepts a tenancy, they will keep these rights.
- The provision of 1 reference will be requested. If an applicant has held a tenancy, then references will be requested from either the current or previous landlord and any offers may be overlooked if references are not provided or are unsatisfactory. However, all applications will be considered on an individual basis in this respect.
- Prospective tenants must attend an interview and financial assessment / benefits check to establish applicants' financial status and suitability for the scheme. This approach is standard practice for Torus and was adopted because of rent levels and welfare reforms.
- Applicants with support needs where no support package is in place will be encouraged to accept support. If a tenancy has failed previously due to support issues the offer may be withdrawn if applicant refuses to accept a support package.
- Priority for at least 50% of the properties (21 of which 12 x 2 bedroom and 9 x 3 bedroom) will be given to applicants who are in employment or full-time education/training (where they can demonstrate they have sufficient finance to pay rent). Properties will be advertised to all bands with preference to those in employment or full-time education/training. However, offers will be made in accordance with priority need. This criterion is to help create a sustainable and balanced community.
- The remaining 50% of each property size to be advertised to all bands.
- Applicants will be required to sign the Good Neighbour Agreement (**Appendix A**).

Applicants with criminal record and history of antisocial behaviour will be considered in the context of whether they are suitable to be a tenant. If there is concern their activities have not

abated and will have a negative impact on these properties, neighbours or surrounding estate, the offer may be withdrawn. This will be subject to information provided through a police check.

Where an applicant is rejected on the basis of their criminal record or past antisocial behaviour they will be notified in writing with an explanation as to why they are deemed to be unsuitable to be a tenant and giving advice as to what steps are available to them to make them suitable to be a tenant in the future.

Selection Process

All affordable rent allocations managed by Torus for this development will be subject to the agreed criteria and 100% of the properties will be advertised via PPP. Future voids in the first 12 months will continue to be advertised on PPP, advising applicants that a local letting scheme is in place and applicants will be required to satisfy the strict criteria already specified. We will continue to give priority to suitable applicants in accordance with the appropriate banding and date order system. This local letting scheme will remain in place for 12 months.

Applicants will be invited to attend a formal interview before an offer is confirmed, whereby the local letting criteria, good neighbour agreement and any additional checks that may be necessary, will be discussed in detail. During this interview, applicants will be required to demonstrate they understand their responsibilities as a tenant to respect their neighbours and are capable of maintaining and sustaining their tenancy.

In the event there is insufficient demand:

Properties will be re advertised via PPP to all bands.

Consultation

In developing this policy, we have consulted with Sefton Council, and they will continue to be involved in the ongoing monitoring and review.

Managing the Policy

All new tenants will be visited within 6 weeks of their tenancy start date to complete a settling in visit and will receive further home visits by Torus staff after 7 months to determine their suitability to continue with the tenancy. During the visits, the following will be discussed:

- any issues raised by the tenant and/or any support needs.
- any tenancy matters including the rent account, any complaints/ASB, property damage.

Intended Outcomes

It is intended that by implementing changes to the way allocations are carried out and to allow a change of tenure within the area, the aims of the policy will be met, and this will help us to create/sustain balanced and sustainable communities. This Local Lettings Policy will be in place for the first 12 months.

We will monitor and review the policy, using the following as indicators of the success:

- Turnover of voids
- Numbers of offers to let a property.
- Average void period
- Rent loss.
- Average length of tenancy
- Anti-Social Behaviour
- Customer satisfaction survey

Approved

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Regional Director

Date

Appendix A

Good Neighbour Agreement

Orchard Place, Thornton L23 1TN

Aims

Residents in this development believe that everyone has a right to live in a clean, tidy and peaceful environment. This agreement sets out what residents and Torus, as the landlord, are committed to undertake, in order to make this happen.

We are all different and need to be tolerant of each other's' lifestyles. This agreement aims to provide a set of common principles and standards that we can all meet, in order to achieve neighbourhoods where:

- we are happy to live and get along with our neighbours.
- we respect each other.
- we are given support and good services from our landlord and other partner agencies working in our communities/neighbourhoods.

Purpose

By signing this agreement, residents, Torus, and partner agencies are committing to the well-being of our communities and understand that a 'Good Neighbour' approach and tolerant attitude is needed from everyone.

We will make a united stand against anyone who does not respect their neighbours, environment, homes, or the law. Our communities and neighbourhoods will succeed if we all work together in:

- Preventing problems happening in the first place.
- Stating what is and is not reasonable behaviour to anyone who wants to move to the developments.
- Not tolerating crime, nuisance, harassment, or anti-social behaviour.
- Supporting residents and witnesses who work with us to tackle and prevent nuisance and harassment.
- Taking all complaints of anti-social behaviour seriously and dealing with them sensitively, appropriately, and as confidentially as possible.
- Helping and encouraging you, as residents, to sort out problems between yourselves.
- Working closely with other agencies to deal with the whole of the problem.
- Making empty properties safe and secure as quickly as possible and acting promptly when residents report properties empty.
- Not tolerating willful damage, neglect, or vandalism anywhere on the locality.
- Making sure every resident enjoys the right to peaceful enjoyment of their home.
- Using all the legal tools and powers we have to tackle nuisance and anti-social behaviour.

As a resident of Orchard Place, Thornton L23 1TN I/We agree that looking after this locality is not just the landlord's responsibility; what I/We do is also vital. I/We want to live in an area which is clean, tidy and safe, and where neighbours treat each other well and with respect.

As a resident of this development at Orchard Place, Thornton I am committed to:

- Respecting other people whatever their age, background or lifestyle and being considerate about how my lifestyle may affect others, within my home and the local community.
- Showing tolerance and reasonableness before complaining; and talking to my neighbour to resolve issues in the first place.
- Not breaking the tenancy conditions or the law.
- Letting children play. If children harass or disturb others, then complaints are justified, and parents must be reasonable in their response.
- Not dropping litter or dumping rubbish and making sure that my rubbish is properly bagged and put out for collection on the allocated day.
- Not allowing damage to the property of other residents or areas of this estate, including graffiti.
- Not playing loud music late at night or at other times to the annoyance of my neighbours or other residents.
- Reporting incidents of nuisance or crime.
- Watching out for other people and their property and keeping a look out generally to help make this estate a safe place to live.
- Making sure that the front of my home and communal areas is kept clean and tidy, so that visitors to the area can see that we care about where we live.
- Keeping my dog/pets under control at all times. I will clean up after my dog/pets and will not let it bark/make noise to the annoyance of other residents.

By signing this agreement, I accept responsibility for myself, visitors to my property and any other household members.

I agree with these standards and will abide by them.

NameSignature..... Date.....

NameSignature..... Date.....

Signed on Behalf of Torus Name Signature.....

Date.....

EQUALITY ANALYSIS

Orchard Place, Thornton, Sefton L23 1TN

<p>Name of policy/procedure/activity/service being analysed.</p>	<p>Orchard Place, Thornton, Sefton L23 1TN - Local Lettings Policy</p>								
<p>Protected Characteristic Group affected (if not all)</p>	<p>Race</p>	<p>Sex</p>	<p>Disability</p>	<p>Age</p>	<p>Sexual Orientation</p>	<p>Religion or belief</p>	<p>Gender reassignment</p>	<p>Marriage & civil partnership</p>	<p>Pregnancy & maternity</p>
<p>Explain the aims of the policy/activity/service (Step 1)</p>	<p>To create safe homes for our tenants, that people are proud of and want to live in. We aim to achieve this through the application of a local letting policy for the new build properties in Orchard Place, Thornton, Sefton L23 1TN. This approach will help provide rehousing opportunities for those residents with a real commitment to the area and at the same time,</p>								

make a positive contribution to the health and well-being of our tenants. We believe this approach together with ongoing tenancy management will help to deliver a safe and thriving area in a safe and welcoming neighbourhood.

Explain the potential for, and any actual positive impact on these groups/individuals (Steps 2 & 3)

Race	Our policy and procedure will be applied equally to all applicants irrespective of race. Applicants from the BME community whose first language is not English may not understand the approach we take, but all staff are trained in the use of The Big Word and have access to a landline or a mobile phone. Information in different formats can be made available as required.	Religion or belief	When people apply for rehousing and subsequently receive offers, the policy is applied equally to all applicants irrespective of religion or belief and this will continue to apply to this scheme.
Sex	When people apply for rehousing and subsequently receive offers, the policy is applied equally to all applicants irrespective of sex and this will continue to apply to this scheme.	Gender reassignment	When people apply for rehousing and subsequently receive offers, the policy is applied equally to all applicants irrespective of gender reassignment and this will continue to apply to this scheme.
Disability	Our policy and procedure is applied equally to all applicants irrespective of their disability. We can provide information in large print, Braille, on tape or CD. We can also arrange for a British Sign Language interpreter if required for hearing impaired customers.	Marriage & civil partnership	When people apply for rehousing and subsequently receive offers anyone who describes themselves as being part of a couple, irrespective of marriage or civil partnership, the application of the bedroom standard is applied

			equally in terms of eligibility for housing, and this will continue to apply to this scheme.
Age	As a general rule the minimum age requirement to obtain a Torus tenancy is 18 and this will apply to this scheme however, exemptions may apply to applicants age 16/17 years of age where tenancies can be granted to a 3 rd party 'trustee' and held on trust for the child until they reach the age of 18 years of age	Sexual Orientation	This policy is applied equally to all applicants irrespective of sexual orientation.
Explain the potential for, and any actual negative impact on these groups/individuals (Steps 4 & 5)			
Race	The process for applying for rehousing and the local letting scheme may not be easily understood by tenants who do not speak English. There is no information in the Census to indicate what proportion of residents do not speak English, but we will arrange written translations or/and face-to-face interpreters for anyone experiencing a difficulty.	Religion or belief	There are no negative impacts on the service, which is fully inclusive irrespective of religion or belief.
Sex	There are no negative impacts on the scheme that is fully inclusive irrespective of sex.	Gender reassignment	There are no negative impacts of the policy, which is fully inclusive irrespective of gender reassignment.

Disability	100% of the properties will be advertised via PPP to All Bands and includes applicants with a health/welfare condition, and this will go some way to meeting the needs of applicants with a health condition that is compounded by their current living conditions.	Marriage and civil partnership	There are no negative impacts of the policy, which is fully inclusive irrespective of marriage and civil partnership.
Age	There are no negative impacts on the scheme, which is fully inclusive irrespective of age. However, older applicants may have difficulty-using PPP and staff will be happy placing bids on behalf of any applicant who might be experiencing difficulty.	Sexual Orientation	There are no negative impacts on the scheme, which is fully inclusive irrespective of sexual orientation.
Explain the actual opportunities, and the potential for opportunities that this policy/activity/service provides to advance equality and promote community cohesion (Steps 6 & 7)			
Race	<p>The PPP web site links to Browsealoud providing an on-line facility to translate the information displayed into Arabic, Mandarin, Czech, Portuguese, Polish, Russian and Turkish.</p> <p>All staff have been trained in the use of The Big Word language interpreting service, will help applicants to complete a PPP application, and will place bids on their behalf if they have difficulty using the system.</p>	Religion or belief	This policy provides an opportunity to improve rehousing opportunities for those people with a real commitment to the area and this will be applied irrespective of religion or belief.

Sex	This policy provides an opportunity to improve rehousing opportunities for those people with a real commitment to the area and this will be applied irrespective of the sex of applicants.	Gender reassignment	This policy provides an opportunity to improve rehousing opportunities for those people with a real commitment to the area and this will be applied irrespective of gender reassignment.
Disability	Although this scheme provides limited rehousing opportunities for applicants with a mobility difficulty, as tenants circumstances change in the future, there will be a facility to install minor adaptations such as handrails, grab rails and bath seats etc to help them remain in their home.	Marriage and civil partnership	This policy provides an opportunity to improve rehousing opportunities for those people with a real commitment to the area and this will be applied irrespective of marriage and civil partnerships.
Age	This policy provides an opportunity to improve rehousing opportunities for those people with a real commitment to the area and this will be applied irrespective of the age of applicants.	Sexual Orientation	This policy provides an opportunity to improve rehousing opportunities for those people with a real commitment to the area and this will be applied irrespective of the sexual orientation of applicants.
Detail your conclusions about the policy/activity/service/ and reasons (Step 8)			
Race	This policy provides an opportunity to reinforce our commitment to providing sustainable homes and communities by providing homes in the areas customers choose to live, with the support of secure tenancies.	Religion or belief	There are no negative impacts on the service, which is fully inclusive irrespective of religion or belief.

			We will continue to work with all strategic partners to achieve the strategic aims and meet the housing needs of our customers.
Sex	<p>This policy will be applied, irrespective of the sex of applicants and provides an opportunity to reinforce our commitment to providing sustainable homes and communities by providing the types of homes people want in the areas they choose to live.</p> <p>We will continue to work with all strategic partners to achieve the strategic aims and meet the housing needs of our customers.</p>	Gender reassignment	<p>This policy will be applied, irrespective of gender reassignment and provides an opportunity to reinforce our commitment to providing sustainable homes and communities by providing the types of homes people want in the areas they choose to live.</p> <p>We will continue to work with all strategic partners to achieve the strategic aims and meet the housing needs of our customers.</p>
Disability	<p>100% of the properties will be advertised via PPP to applicants in all bands and includes applicants with a health/welfare condition, and this will go some way to meeting the needs of applicants with a health condition that is compounded by their current living conditions.</p> <p>We will continue to work with all strategic partners to achieve the strategic aims and meet the housing needs of our customers.</p>	Marriage and civil partnership	<p>This policy will be applied, irrespective of marriage and civil partnership and provides an opportunity to reinforce our commitment to providing sustainable homes and communities by providing the types of homes people want in the areas they choose to live.</p> <p>We will continue to work with all strategic partners to achieve the strategic aims and meet the housing needs of our customers.</p>
	This policy will be applied, irrespective of the age of applicants but recognises that some older applicants might need additional help to		This policy will be applied, irrespective of sexual orientation and provides an opportunity to reinforce our commitment to providing

Age	<p>place bids for properties in this scheme. The policy provides an opportunity to reinforce our commitment to providing sustainable homes and communities by providing the types of homes people want in the areas they choose to live.</p> <p>We will continue to work with all strategic partners to achieve the strategic aims and meet the housing needs of our customers.</p>	Sexual Orientation	<p>sustainable homes and communities by providing the types of homes people want in the areas they choose to live.</p> <p>We will continue to work with all strategic partners to achieve the strategic aims and meet the housing needs of our customers.</p>
Sexual Orientation	<p>This policy will be applied, irrespective of sexual orientation and provides an opportunity to reinforce our commitment to providing sustainable homes and communities by providing the types of homes people want in the areas they choose to live.</p> <p>We will continue to work with all strategic partners to achieve the strategic aims and meet the housing needs of our customers.</p>		

What further work/activity needs to be done as a result of this Equality Analysis? (Step 9)

N/A

Identify what needs to be done, how it will be done and the date that it will be complete.

N/A

Who will be responsible for action plan completion? When will the (new) policy/activity/service/ be implemented?

This policy will be implemented to coincide with the completion of the units.

Lisa O'Connell, Service Lead allocations, in conjunction with staff from the local neighbourhood team, will be responsible for delivering any actions arising from this Equality Analysis.

When will this Equality Analysis be due for monitor /review? (Step 10) 12 months after the date all of the properties are let.

Who will complete the reviews?

Lisa O'Connell

Name of Service Manager

Lisa O'Connell

Date EA completed

26 July 2024

Name of Head of Service/AD/Director to contact

Gaynor Johnson

