

<b>EQUALITY IMPACT ASSESSMENT FOR THE 2007 PRE-QUALIFICATION PROCESS</b>
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### Responsibilities

Department/Division carrying out the Assessment	Please state if external partners are involved in writing, reviewing or approving the policy and carrying out the equality assessment
Investment Division	

Policy (strategy or project) being assessed	Please state the duration for the Policy and any planned review period
Development of the pre-qualification process for the 08 – 11 bid round.	April – July 2007

Policy Lead carrying out the assessment	Name, title, division & telephone number
Richard Hill – Director of Investment programmes and procurement	

Others to be involved in the process – internal to the organisation	External partners/consultees
Greg Smith, Pacian Andrews, Fiona MacGregor, Michael Clegg & David Carrigan	N/A

**POLICY SREENING**

**Stage 1: Early phase thinking**

Policy description and background	In your response consider	Response	Actions
<ul style="list-style-type: none"> <li>• Aims/objectives and purpose of the policy.</li> <li>• Who is intended to benefit from the policy?</li> <li>• What outcomes are wanted from the policy?</li> <li>• What interface is there with other bodies/depts in relation to the implementation of the policy?</li> </ul>	<ul style="list-style-type: none"> <li>• Rationale behind the policy and its delivery.</li> <li>• How is the policy consistent with the HC RES/BME Action Plan 2005-2008?</li> <li>• Who are the main stakeholders in relation to the policy?</li> <li>• What factors could contribute/detract from the outcome?</li> </ul>	<ul style="list-style-type: none"> <li>• A number of high level Government reports have reiterated the need to increase new supply, in particular the Barker Report, which called for 200,000 new homes by 2010. It is anticipated that the next bid round will be set in this current policy context. The programme initiation phase consists of a pre-qualification process which will establish the Investment Partners who will bid for funding to deliver the 08-11 NAHP. The rationale for this process is to establish the entrants to the 2008-11 bid round. This bid round will help the Corporation to meet the aspirations outlined in the Shared Equity Task Force and respond to the challenge of the Barker Review.</li> </ul>	<p>No action required</p>

POLICY SREENING

		<ul style="list-style-type: none"><li>• In order to achieve this it will be necessary to drive further efficiencies in the delivery of the National Affordable Housing Programme. This PQQ process will ensure that applicants meet these exacting standards. Existing partners' entrance to the bid round will be contingent on the successful delivery of their 06-07 targets. In order not to unfairly penalise those smaller providers who are either not part of a consortium or who may be part of a smaller group of providers, the Corporation have also retained the specialist bidding route to allow these groups to bid for funding.</li><li>• Delivery partners, key stakeholders and ultimately housing association tenants.</li><li>• An Increase in the effectiveness of partners delivering of the NAHP 08-11. A clearly defined open and transparent mechanism for establishing the most effective partners</li></ul>	
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**POLICY SREENING**

		<p>in delivering the policy outcomes outlined above. A fair and undiscriminating process that judges all equally on the basis of their ability and capacity to deliver.</p> <ul style="list-style-type: none"> <li>• This is largely an internal process. However stakeholders are aware of the process and the timetable. Partners and aspirant partners will be kept abreast of the developing process through partners' briefings and e-briefing.</li> </ul>	
<b>Stakeholder affected by the policy</b>	<b>In your response consider</b>		<b>Action</b>
<ul style="list-style-type: none"> <li>• Which groups might be expected to benefit from the intended outcomes?</li> <li>• Which groups might not benefit?</li> <li>• What do other stakeholders (internal and external) think about the policy you have developed?</li> <li>• How have you consulted with</li> </ul>	<ul style="list-style-type: none"> <li>• What outcomes would stakeholders want from the policy?</li> <li>• Which groups of the population will be affected (e.g. disabled people, older people, children and young people, women and men minority ethnic people including gypsy/travellers, faith groups, lesbian, gay,</li> </ul>	<ul style="list-style-type: none"> <li>• Existing partners (by not having to go through the PQQ process replaced by a process of checking if they meet their targets). The PQQ process has extended the opportunity to others previously denied access to the bid round, for example 3 Star ALMOs. The PQQ process is a first step in ensuring an increase in the supply of</li> </ul>	No action to be taken

**POLICY SREENING**

<p>stakeholders (internal and external in the process of developing the policy)?</p>	<p>bisexual and transgender), people involved in criminal justice system, any other groups?</p> <ul style="list-style-type: none"> <li>• What is your evidence based on?</li> </ul>	<p>affordable housing provision for Housing association tenants 08 onwards.</p> <ul style="list-style-type: none"> <li>• Housing associations and partners who fail to meet the required standard or who have failed to deliver against their 2007 targets. The PQQ process will ultimately benefit all groups who present in housing need by increasing the available supply. A number of reports have confirmed the need for an increase in the supply of affordable housing.</li> <li>• Yes, the Housing Corporation has consulted with a wide range of stakeholders on proposed changes and benefits to be derived in its Future Approaches to Investment discussion document and this in turn has informed the development of the PQQ process and the 2008 bid round going forward.</li> </ul>	
<p><b>Main equality issues (race) within your policy?</b></p>	<p><b>In your response consider:</b></p>	<p><b>Response</b></p>	<p><b>Actions</b></p>
<ul style="list-style-type: none"> <li>• What issues of race</li> </ul>	<ul style="list-style-type: none"> <li>• Are there any obvious</li> </ul>	<ul style="list-style-type: none"> <li>• There are no barriers for</li> </ul>	

**POLICY SREENING**

<p>and disability equality are addressed by this policy?</p>	<p>barriers in terms of equality/diversity in the aim of the policy or in the way it is implemented?</p> <ul style="list-style-type: none"> <li>• How the policy contributes to better cohesion?</li> </ul>	<p>equality and diversity. The overarching approach of the PQQ is to ensure the improved efficiency of delivery of the NAHP 08-11. The PQQ process does not intend to seek to address inequalities in access to affordable housing. This is about the most effective and efficient process of delivering increased housing supply. Therefore the PQQ process focuses on identifying the partners most likely to deliver these increases in supply. Prospective partners will be assessed on their responses to a questionnaire that assesses good standing, financial capacity and technical capacity / ability to deliver. The PQQ process also includes an equality and diversity question which is scored. In delivering these efficiencies the Housing Corporation will ensure that regardless of background more of those who present in housing need will have their needs met. Question 4.4.2 of the PQQ requires potential partners to provide evidence that they have previously met the Quality and Design standards</p>	
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POLICY SREENING

		<p>of the Housing Corporation through the Lifetime Homes standard, ensures that homes are designed to meet the needs of people with disability needs.</p> <ul style="list-style-type: none"><li>• The pre qualification stage will not directly affect cohesion, but the delivery of affordable housing will be used by associations and stakeholders to provide the housing basis vital for cohesion to be achieved. By providing homes which meet the needs of people with disabilities, the Corporation will be better able to deliver inclusive and sustainable communities. The PQQ is the first stage in identifying partners who can deliver housing that will meet the future needs of all sections of society.</li></ul>	
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**POLICY SREENING**

**Stage 2: Screening for impact – in relation to race equality**

Pinpointing impact - collect relevant information	In your response consider	Response	Actions
<ul style="list-style-type: none"> <li>• Describe the evidence you have used to formulate your answers to questions.</li> <li>• What additional information is required?</li> </ul>	<ul style="list-style-type: none"> <li>• The data available to help the policy screening exercise.</li> <li>• What existing qualitative and/or quantitative data have you used?</li> <li>• It is important to have as much up-to-date and reliable information as possible about the different groups the proposed policy is likely to affect.</li> <li>• Existing data.</li> </ul>	<ul style="list-style-type: none"> <li>• Policy documentation (see attached at Appendix A) and process documentation a number of reports have made the case for the increase in the supply of affordable housing and the need for this to be delivered in the most effective cost efficient way.</li> <li>• Monitoring of those Housing Associations going through the process</li> <li>• The Regional Housing Boards have yet to publish their respective strategies however indications are that they will continue to stress the importance of increased supply of affordable homes. It is anticipated that Regional strategies will pay due regard to equality</li> </ul>	<p>The Housing Corporation is committed to positively influencing Regional Housing Strategies to include equality considerations. However, the Corporation is not able to compel the inclusion of equality considerations.</p>
Judge likely impact	In your response consider	Response	Actions
<ul style="list-style-type: none"> <li>• Will the policy affect different groups in dissimilar ways?</li> <li>• Who might be</li> </ul>	<ul style="list-style-type: none"> <li>• Do different groups have different needs, experiences, issues and priorities in relation to</li> </ul>	<ul style="list-style-type: none"> <li>• No one group will be negatively affected by the PQQ process. The process is objective in respect of</li> </ul>	<p>No Action to be taken</p>

**POLICY SREENING**

<p>positively affected?</p> <ul style="list-style-type: none"> <li>Who might be adversely affected?</li> <li>Is there any evidence that the policy could discriminate unlawfully directly or indirectly?</li> </ul>	<p>this policy?</p> <ul style="list-style-type: none"> <li>Have consultations with relevant groups, organisation or individuals indicated that the policy could have different consequences for specific groups?</li> <li>Could these consequences differ according to people's racial group?</li> <li>Reasons to believe that people could be affected differently by the proposed policy.</li> </ul>	<p>identifying those partners most likely to be able to deliver the aims and objectives of NAHP. The NAHP places requirements on partners to demonstrate their commitment to equality. 08-11. The process will positively favour those organisations able to deliver against their 2007 targets or able to demonstrate through completing the PQQ questionnaire their ability to meet the delivery targets of the 2008-11 programme.</p> <ul style="list-style-type: none"> <li>Existing partners who fail to meet their 2007 targets and who cannot give satisfactory reasons for doing so and prospective partners who cannot demonstrate that they can meet the standards required.</li> <li>None known.</li> </ul>	
<p><b>Eliminating discrimination</b></p>	<p><b>In your response consider</b></p>	<p><b>Response</b></p>	<p><b>Actions</b></p>
<ul style="list-style-type: none"> <li>Summarise what the policy contributes to the meeting of HC's statutory duty in relation to the above.</li> </ul>	<ul style="list-style-type: none"> <li>Are there any specifically designed measures in the policy that will eliminate discrimination?</li> </ul>	<ul style="list-style-type: none"> <li>The PQQ process is designed to eliminate any subjective discrimination in identifying prospective and existing partners. The three measures of good standing, financial capacity and technical ability to deliver are applied equally to all and any negative impact</li> </ul>	<p>No action to be taken</p>

**POLICY SREENING**

		<p>on those unable to meet required standards is proportionate and justifiable. The Housing Corporation can ensure that associations meet best practice and design standards and therefore their obligations under the DDA 2005.</p>	
<p><b>Promoting equality of opportunity</b> <b>Promoting good race relations</b></p>	<p><b>In your response consider</b></p>	<p><b>Response</b></p>	<p><b>Actions</b></p>
<ul style="list-style-type: none"> <li>Summarise what the policy contributes to the meeting of HC's statutory duty in relation to the above.</li> </ul>	<ul style="list-style-type: none"> <li>Are there any specifically designed measures in the policy which will promote equality of opportunity and good race relations?</li> </ul>	<ul style="list-style-type: none"> <li>This process allows the Corporation to deliver an increase in the supply of homes and therefore increase the opportunities for housing associations to promote and deliver the mixed and sustainable communities' agenda.</li> </ul>	<p>No action to be taken</p>

**POLICY SREENING**

**Stage 3: Initial conclusions**

Initial Conclusions	In your response consider:	Response	Actions
<ul style="list-style-type: none"> <li>• What are your conclusions as to the impact of the proposed policy (strategy or project) on different equalities groups?</li> <li>• If there is no evidence that the proposed policy promotes equality or opportunity could it be altered to do so?</li> </ul>	<ul style="list-style-type: none"> <li>• Areas where more information may be needed.</li> <li>• Whether further consultation is necessary.</li> <li>• How the policy impacts on the HC’s statutory duty.</li> </ul>	<ul style="list-style-type: none"> <li>• We conclude that the policy / process will impact positively on all groups with an interest in accessing funding for the 2008-11 NAHP and not discriminate against any particular community.</li> <li>• Following the consultation exercise undertaken in the Future Approaches to Investment discussion, we now have a clear understanding of the expectations of our existing and prospective investment partners and stakeholders.</li> <li>• The PQQ process is intended to increase housing supply. Measures incorporated following pre-qualification will address equality at an appropriate stage.</li> </ul>	<p>No action to be taken</p>
Impact level	In your response consider	Response	Actions
<ul style="list-style-type: none"> <li>• Based on your analysis and answers to questions above what is the proposed impact assessment level (low, medium or high)?</li> </ul>	<ul style="list-style-type: none"> <li>• How the decision that has been reached can be substantiated in the event of a challenge.</li> <li>• Any concerns which have emerged from the exercise.</li> </ul>	<ul style="list-style-type: none"> <li>• Low</li> <li>• No concerns have emerged from the exercise.</li> <li>• No adverse impacts have been identified for Race or other groups because of the objective framework and</li> </ul>	<p>No action to be taken</p>

**POLICY SREENING**

<ul style="list-style-type: none"> <li>From the outcome of the screening exercise, have adverse impacts been identified for race?</li> <li>If NO, proceed to identify any recommendations and future monitoring requirements.</li> <li>If YES, proceed to full impact assessment.</li> </ul>	<ul style="list-style-type: none"> <li>Key learning from the exercise.</li> <li>Recommended actions, publication of the screening results, etc</li> <li>Resource implications for the full impact assessment.</li> </ul>	<p>requirements to meet standards and the efficiency criteria.</p> <ul style="list-style-type: none"> <li>The screening will be published on the Corporations website.</li> <li>No full impact assessment required as impact for equality are low.</li> </ul>	<p>The Investment Division will monitor the development of the 08-11 programme at the PQQ stage (April 07), Pre-prospectus &amp; look back on the PQQ (June 07) and the 08 Prospectus (August 07.)</p>
<p><b>Progression</b></p>	<p><b>In your response consider:</b></p>	<p><b>Response</b></p>	<p><b>Actions</b></p>
<ul style="list-style-type: none"> <li>On the basis of answers to questions for the policy screening stage, do you recommend Phase 2 – a full impact assessment should be carried out? No</li> </ul>	<ul style="list-style-type: none"> <li>The rationale for this decision?</li> <li>Who else needs to be involved in this decision?</li> </ul>	<ul style="list-style-type: none"> <li>No, as the PQQ is only intended to identify those partners who may be able to assist the Corporation in meeting its delivery targets.</li> </ul>	<p>No action to be taken</p>

**RECOMMENDED ACTIONS**

Recommended actions	Recommendations	Key activity	Time frame	Lead Officer
<p>At this stage an action/improvement plan should be developed to address any concerns or issues related to equality in the proposed policy. Include in the Plan the arrangements for monitoring, review and feedback so that the exercise becomes a cyclical part of decision-making.</p>	<ul style="list-style-type: none"> <li>Investment will monitor the development of the 08-11 programme at three stages to ensure that this process does not adversely impact on any group. The timeframe for this will be determined once the next bid round has been confirmed.</li> </ul>			
<p>Policy Screening undertaken by (Lead officer) Date</p>				
<p>List of others involved Date</p>				
<p>Director Date</p>				