

**PERFORMANCE MANAGEMENT COMMITTEE
19 MAY 2009**

ITEM B6

EVALUATION OF BIDS/LETTINGS

Report of the Director of Housing & Customer Service

1. SUMMARY OF REPORT

- 1.1 Equalities monitoring of allocations in Quarter 2 and 3 showed potentially less favourable treatment towards minority ethnic applicants who placed bids through Derby Homefinder.
- 1.2 Data over the two quarters showed that more bids were placed by minority ethnic applicants than resulted in the allocation of properties.
- 1.3 This report details the investigation and further analysis that we have carried out into the lettings process.

2. RECOMMENDATION

The Committee is requested to note the contents of this report and receive a further report in August 2010 following a period of continued monitoring to identify any emerging trends.

3. MATTER FOR CONSIDERATION

- 3.1 The analysis for this report was done on Quarter 3 data as previously reported to Committee in February 2009.
- 3.2 The data included in this report refers only to properties that were advertised during the quarter and subsequently let.
- 3.3 The report details the properties by area. A summary of the make-up of the shortlist is as follows:
 - bids – the number of bids received for properties
 - skipped (bypassed) – the report identifies whether or not applicants have been bypassed but at present, does not report why. Abritas, the software suppliers, is currently doing some development work and this is one of the areas they are identifying
 - offer not approved – an allocator may select the applicant to offer the property to but the Local Manager did not approve it. This would be due to a number of reasons such as local knowledge as to why an applicant shouldn't be placed in a certain location
 - rejected/refused – this report does not identify why applicants have refused an offer and is another area that Abritas is currently working on

- not considered – applicants that came further down the shortlist than the person who accepted the offer.

3.4 Appendix 1 provides more detail of the analysis and investigation. The initial findings are as follows:

- there is no simple conclusion to this issue, whilst minority ethnic applicants appear to have had less success in terms of converting bids to allocations. Fewer minority ethnic applicants were bypassed in the shortlisting procedure (4.6% as opposed to 7% of white applicants) and a higher number of white applicants failed to have offers approved through the process (0.07% as opposed to 0.03% of minority ethnic applicants)
- we further drilled down on the bids to offer process by area. Pages 3 – 16 of Appendix 1 show this in more detail.

3.5 The initial investigation has not revealed any clear disadvantage to any individual group in the allocations process but we intend to continue the monitoring. We will also randomly check individual property shortlists in any areas where the allocation to minority ethnic applicants remains proportionately low.

The areas listed below have no implications directly arising from this report

- Consultation
- Financial and Business Plan
- Legal and Confidentiality
- Personnel
- Environmental
- Equalities Impact Assessment
- Health & Safety
- Risk

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or the Chief Executive, phil.davies@derbyhomes.org - Tel 01332 711010

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Background Information: None.

Supporting Information: PMC 3 February 2009 Item A4