

Appendix 1 - H&F Equality Impact Analysis Tool



Conducting an Equality Impact Analysis

An EIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool is informed by the [public sector equality duty](#) which came into force in April 2011. The duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Equality Act 2010**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against these three tenets.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

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| Overall Information | Details of Full Equality Impact Analysis |
|---|---|
| Financial Year and Quarter | 2023/2024 Q2 |
| Name and details of policy, strategy, function, project, activity, or programme | <p>Title of EIA: Acquisition of 11 Tamarisk Square under the Refugee Housing Programme</p> <p>Short summary: This EIA relates to the decision to purchase 11 Tamarisk Square under the Refugee Housing Programme</p> <p>Note: If your proposed strategy will require you to assess impact on staff, please consult your HR Relationship Manager.</p> |
| Lead Officer | <p>Name: Joe Coyne</p> <p>Position: Development Programme Officer</p> <p>Email: joe.coyne@lbhf.gov.uk</p> <p>Telephone No: 07551 680529</p> |
| Date of completion of final EIA | 11/10/2023 |

| Section 02 | Scoping of Full EIA | | | | | | | | |
|---|---|--|--|--------------------------|----------|--|-----|--|--|
| Plan for completion | <p>Timing: October 2023</p> <p>Resources: Regeneration, Development, and Housing Management Services</p> | | | | | | | | |
| Analyse the impact of the policy, strategy, function, project, activity, or programme | <p>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Protected characteristic</th> <th style="width: 60%;">Analysis</th> <th style="width: 20%;">Impact: Positive, Negative, Neutral</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> <td></td> </tr> </tbody> </table> | | | Protected characteristic | Analysis | Impact: Positive, Negative, Neutral | Age | | |
| Protected characteristic | Analysis | Impact: Positive, Negative, Neutral | | | | | | | |
| Age | | | | | | | | | |

| | | |
|--|---|----------|
| | | Neutral |
| Disability | The property is not accessible due being first floor with no lift access. Whilst this has a negative impact on eligible disabled people, the purchase has the effect of potentially enabling a family who currently occupy an accessible property but don't require one to relocate. | Negative |
| Gender reassignment | The property will be allocated to a refugees for a minimum period of three years, prior to being subsumed into the council's general needs affordable housing stock. Those allocated properties, whether that be through the refugee allocation period or afterwards, may or may not be people who have undergone gender reassignment. | Neutral |
| Marriage and Civil Partnership | As this is a 3-bed property, it is possible, but not necessary that it will be allocated to a family where the parents are married or in a civil partnership. Whether a marriage or civil partnership has occurred will have no material impact on the allocation decision. | Neutral |
| Pregnancy and maternity | As the property will be allocated to a family it is possible that one or more of the occupants may be, or become, pregnant during the tenancy period. Pregnancy and maternity will have no material impact on the allocation decision according to current allocation scheme guidance. | Neutral |
| Race | In the first instance, the homes will be prioritised for a minimum period of three years for Ukrainian and Afghan refugees in order that the council can assist resettlement and access grant funding. This has negative impacts on groups sharing other protected characteristics or from other races, although the council stands to both acquire new, affordable homes at a discounted price and save significant funding which can be put towards initiatives which benefit communities more broadly. | Neutral |
| Religion/belief (including non-belief) | The housing allocations scheme nor the refugee housing programme priorities allocations by religion. | Neutral |
| Sex | When the HF allocations scheme was adopted, 82% of long term TA residents were women. Therefore, positive impacts for this group can be expected through the provision of more social housing. The refugee housing programme will not be allocated on the basis of sex. | Positive |

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|---|--|--|---------|
| | Sexual Orientation | The Refugee Housing Programme nor the housing allocation scheme does not seek to deliver a specific service dependent on sexual orientation. | Neutral |
| | Human Rights or Children's Rights | | |
| | If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice | | |
| | Will it affect Human Rights, as defined by the Human Rights Act 1998? No | | |
| Will it affect Children's Rights, as defined by the UNCRC (1992)? No | | | |

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| Section 03 | Analysis of relevant data | | |
| | Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands. | | |
| Documents and data reviewed | n/a | | |
| New research | n/a | | |

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| Section 05 | Analysis of impact and outcomes | | |
| Analysis | The decision to purchase 7 Lampeter Square as part of the refugee housing programme generally has a neutral impact on those with protected characteristics. Whilst in the first instance some groups with certain protected characteristics may not be prioritised in the allocations process, owing to the conditions of the funding, there are broad benefits across a wide range of characteristics through developing the council's supply of general needs affordable housing. | | |

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| Section 08 | Agreement, publication and monitoring |
| Senior Managers' sign-off | Name: Position: Email: Telephone No: |