

## Appendix 4 - H&F Equality Impact Analysis Tool

| 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 | Title of EIA: Property acquisition under the Refugee Housing Programme<br><br>Short summary: This EIA relates to the decision to participate in the Refugee Housing Programme whereby the council proposes to acquire properties to support refugee resettlement. |
| Lead Officer  | Name: Joe Coyne<br>Position: Development Programme Officer<br>Email: <a href="mailto:joe.coyne@lbhf.gov.uk">joe.coyne@lbhf.gov.uk</a><br>Telephone No: 07551 680529   |
| Date of completion of final EIA   | 11/10/2023  |

| Section 02  | Scoping of Full EIA  |                          |  |  |     |  |          |            |  |  |
|---|--|--------------------------|--|--|-----|--|----------|------------|--|--|
| Plan for completion   | Timing: October 2023<br>Resources: Regeneration, Development, and Housing Management Services  |                          |  |  |     |  |          |            |  |  |
| Analyse the impact of the policy, strategy, function, project, activity, or programme | 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.   |                          |  |  |     |  |          |            |  |  |
|   | <table border="1"> <thead> <tr> <th>Protected characteristic</th> <th>Analysis</th> <th>Impact:<br/>Positive,<br/>Negative,<br/>Neutral</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>The council is prioritising larger 3+ bed homes under this programme which are generally more suitable for families and multi-generational households with both elder grandparents and younger children.</td> <td>Positive</td> </tr> <tr> <td>Disability</td> <td>Properties acquired through the programme may be accessible, though this is not a requirement. Whilst purchases of inaccessible properties will have a</td> <td></td> </tr> </tbody> </table> | Protected characteristic | Analysis                                     | Impact:<br>Positive,<br>Negative,<br>Neutral | Age | The council is prioritising larger 3+ bed homes under this programme which are generally more suitable for families and multi-generational households with both elder grandparents and younger children. | Positive | Disability | Properties acquired through the programme may be accessible, though this is not a requirement. Whilst purchases of inaccessible properties will have a |  |
|   | Protected characteristic   | Analysis                 | Impact:<br>Positive,<br>Negative,<br>Neutral |  |     |  |          |            |  |  |
| Age   | The council is prioritising larger 3+ bed homes under this programme which are generally more suitable for families and multi-generational households with both elder grandparents and younger children.   | Positive                 |  |  |     |  |          |            |  |  |
| Disability  | Properties acquired through the programme may be accessible, though this is not a requirement. Whilst purchases of inaccessible properties will have a   |                          |  |  |     |  |          |            |  |  |

|  |   |          |
|--|---|----------|
|  | negative impact on disabled people, the acquisitions will also have the effect of potentially enabling a family who currently occupy an accessible property, but don't require one, to relocate.  | Negative |
| Gender reassignment                    | Properties will not be allocated on the basis of somebody having undergone gender reassignment, though this protected characteristic is not deprioritised or excluded through the allocation process.   | Neutral  |
| Marriage and Civil Partnership         | It is possible, but not necessary that properties 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. | Negative |
| 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 |
| Sexual Orientation                     | The Refugee Housing Programme nor the housing allocation scheme prioritise allocations on the basis of 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

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|--|---|
|  | <p>Will it affect Human Rights, as defined by the Human Rights Act 1998?<br/>No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)?<br/>No</p> |
|--|---|

|                                    |   |
|------------------------------------|---|
| <b>Section 03</b>                  | <b>Analysis of relevant data</b>  |
|                                    | 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. |
| <b>Documents and data reviewed</b> | EIA – Housing Allocations Scheme  |
| <b>New research</b>                | N/A.  |

|                   |   |
|-------------------|---|
| <b>Section 05</b> | <b>Analysis of impact and outcomes</b>  |
| <b>Analysis</b>   | The decision to purchase homes 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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| <b>Section 08</b>                | <b>Agreement, publication and monitoring</b>   |
| <b>Senior Managers' sign-off</b> | Name: Matt Rumble<br>Position: Strategic Head of Regeneration and Development<br>Email: <a href="mailto:matt.rumble@lbhf.gov.uk">matt.rumble@lbhf.gov.uk</a> |