

## **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	2024/25 (Quarter 4)																																												
Name and details of policy, strategy, function, project, activity, or programme	<b><u>Hartopp and Lannoy development</u></b>																																												
	The scope of this EqIA assessment is primarily to consider and assess the potential impact on groups who share protected characteristics from the proposals to appropriate land at the former Hartopp and Lannoy site Fulham.																																												
	The scheme will deliver 134 homes with 112 affordable with the breakdown as follows:																																												
	<table><tr><th>Description</th><th>Social Rent</th><th>Shared Ownership</th><th>Private Sale</th><th>Total</th></tr><tr><td>1 bed 2-person flat</td><td>25</td><td>22</td><td>11</td><td>58</td></tr><tr><td>1 bed 2-person wheelchair (WCH) flat</td><td>3</td><td>0</td><td>0</td><td>3</td></tr><tr><td>2 bed 3-person flat</td><td>11</td><td>14</td><td>5</td><td>30</td></tr><tr><td>2 bed 4-person flat</td><td>5</td><td>0</td><td>0</td><td>5</td></tr><tr><td>2 bed 4-person WCH flat</td><td>6</td><td>5</td><td>5</td><td>5</td></tr><tr><td>3 bed 5-person maisonettes</td><td>12</td><td>4</td><td>2</td><td>17</td></tr><tr><td><b>TOTAL</b></td><td><b>67</b></td><td><b>45</b></td><td><b>22</b></td><td><b>134</b></td></tr></table>					Description	Social Rent	Shared Ownership	Private Sale	Total	1 bed 2-person flat	25	22	11	58	1 bed 2-person wheelchair (WCH) flat	3	0	0	3	2 bed 3-person flat	11	14	5	30	2 bed 4-person flat	5	0	0	5	2 bed 4-person WCH flat	6	5	5	5	3 bed 5-person maisonettes	12	4	2	17	<b>TOTAL</b>	<b>67</b>	<b>45</b>	<b>22</b>	<b>134</b>
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The scheme is currently being built and due for completion in early 2026.																																													
Lead Officer	LBHF Name: Peter Goodrick Position: Senior Development Manager Email: <a href="mailto:peter.goodrick@lbhf.gov.uk">peter.goodrick@lbhf.gov.uk</a> Telephone No: 07776672334																																												
Date of completion of final EIA	Completed 25 <sup>th</sup> March 2025																																												

Section 02	Scoping of Full EIA
Plan for completion	This EqIA scope relates to the appropriation of land pursuant to section 122 of the Local Government Act 1972 and the subsequent use of powers under Section 203 of the Housing and Planning Act 2016 (Section 203).

<b>Analyse the impact of the policy, strategy, function, project, activity, or programme</b>	The Council is minded of its Public Sector Equality Duty (PSED). In particular, the Council recognises the distinct impact of the appropriation on the following group.		
	<b>Protected characteristic</b>	<b>Analysis</b>	<b>Impact:</b> Positive, Negative, Neutral
	Age	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral
	Disability	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral
	Gender reassignment	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral
	Marriage and Civil Partnership	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral

	Pregnancy and maternity	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral
	Race	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral
	Religion/belief (including non-belief)	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral
	Sex	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral
	Sexual Orientation	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic. An EqlA for the scheme was considered by Cabinet on 6/6/22 as part of the report 'Hartopp & Lannoy Development – Construction of New Affordable Homes in Fulham' which considered the impact of the proposed scheme on groups with the affected characteristic.	Neutral

<b>Section 03</b>	<b>Analysis of relevant data</b>
<b>Documents and data reviewed</b>	Not applicable
<b>New research</b>	Not applicable

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	Not applicable
<b>Analysis of consultation outcomes</b>	Not applicable

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	The appropriation of land is not anticipated to have any impact on persons with this protected characteristic

<b>Section 07</b>	<b>Action Plan</b>
<b>Action Plan</b>	N/A
<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Senior Managers' sign-off</b>	Name: Matt Rumble Position: Assistant Director of Regeneration & Development Email: matt.rumble@lbhf.gov.uk Telephone No: 07786 747488

<b>Key Decision Report (if relevant)</b>	Not applicable
<b>Equalities Advice (where involved)</b>	Not applicable