

## **Appendix 3 - Oxfordshire Housing and Growth Deal: Equalities Impact Assessment**

<b>Date of Initial assessment:</b>	<b>Key Person responsible for assessment:</b>	<b>Date assessment commenced:</b>
<p><b>2. Background:</b></p> <p>Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.</p>	<p>The Oxfordshire Housing and Growth Deal (the Deal) is an agreement between the Oxfordshire Growth Board and Government to:</p> <ul style="list-style-type: none"> <li>• accelerate the delivery of planned housing by the provision of necessary infrastructure</li> <li>• provide additional affordable homes</li> <li>• complete a Joint Statutory Spatial Plan (JSSP)</li> <li>• enhance the economic productivity of the county by additional investment</li> </ul> <p>The Deal is a high level indicative framework for delivery and each part of the deal will be subject to a full equality impact assessment as part of its consideration and if applicable completion. For example;</p> <ul style="list-style-type: none"> <li>• All infrastructure projects will undergo an assessment process including planning permissions that will require consideration of the impacts of the development.</li> <li>• All additional affordable housing secured through the Deal will have an EqIA as part of the project. In addition the allocation of additional AH will be subject to agreed allocations policies that will have formal EqIA carried out.</li> <li>• The completion of the JSSP will have a full EqIA completed as part of the required Statement of Community Involvement (SCI)</li> <li>• All grants and other initiatives secured through the Productivity strand of the Deal will also be subject to EqIA as part of their approval process.</li> </ul>	
<p><b>3. Methodology and Sources of Data:</b></p>		

<p>The methods used to collect data and what sources of data</p>	<p>N/A at this stage- to be detailed in the individual EqIA for each project</p>
<p><b>4. Consultation</b></p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> <li>• Why you carried out the consultation.</li> <li>• Details about how you went about it.</li> <li>• A summary of the replies you received from people you consulted.</li> <li>• An assessment of your proposed policy (or policy options) in the light of the responses you received.</li> <li>• A statement of what you plan to do next</li> </ul>	<p>All strands of the Deal will include as part of their EqIA detail on how relevant parties will be consulted. For example</p> <p>All infrastructure projects will comply with statutory requirements for consultation as part of the planning/approval processes</p> <p>All affordable housing will be secured through the planning process and be subject to the relevant consultation requirements. Once secured any allocation of the additional affordable housing will be subject to an agreed policy that will include a full EqIA as part of its development.</p> <p>The production of the Joint Statutory Spatial Plan will be governed by a Statement of Community Involvement (SCI) that will set out the consultation framework for the Plan.</p> <p>Consideration of appropriate consultation will be part of the Productivity approval process</p> <p>All consultations will be summarised and their impacts fed back into the consideration of the individual projects concerned</p>

<p><b>5. Assessment of Impact:</b> Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p>	<p><b>Race</b> Neutral</p>	<p><b>Disability</b> Neutral</p>	<p><b>Age</b> Neutral</p>
	<p><b>Gender reassignment</b> Neutral</p>	<p><b>Religion or Belief</b> Neutral</p>	<p><b>Sexual Orientation</b> Neutral</p>
	<p><b>Sex</b> Neutral</p>	<p><b>Pregnancy and Maternity</b> Neutral</p>	<p><b>Marriage &amp; Civil Partnership</b> Neutral</p>
	<p>It is not possible at this stage to accurately measure the impact of the Housing and Growth Deal upon specific groups. Two things should be noted</p> <ol style="list-style-type: none"> <li>1. The Deal brings additional resources to the county, predicated upon the completion of certain agreed delivery milestones. Whilst the Deal has a quantitative aspect – the payment according to the achievement of milestones – these are, for the delivery of infrastructure and affordable housing, indicative milestones that will be subject to further consideration and amendment. Once the projects are established and the project detail is understood, suitable detailed EqIA can and will be completed.</li> <li>2. For the completion of the Statutory Joint Statutory Spatial Plan- the statutory process includes a full EqIA to be completed when appropriate</li> </ol>		
<p><b>6. Consideration of Measures:</b> This section should explain in detail</p>	<p>Should detailed EqIA for any of the projects within the Deal demonstrate that there are adverse impacts upon any relevant groups then they will be required to comply with statute and demonstrate</p>		

<p>all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>mitigations.</p>
<p><b>6a. Monitoring Arrangements:</b></p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p>	<p>The Deal will be undertaken by a bespoke structure to be agreed by the Growth Board and Delivery against the milestones of the Deal will be reported to the Growth Board via a bespoke reporting and performance management structure that will be developed upon the Deal's agreement. This will include a regime of monitoring for equality issues</p>
<p><b>8. Conclusions:</b></p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>	<p>The Deal is a substantial initiative for Oxfordshire, the equalities aspects of which will need to be rigorously assessed and mitigated where appropriate. However at this stage there is not enough detail on the Deal's outputs to be able to offer any more than a recognition that equalities impacts will be a key component of the performance management of the Deal as it evolves and that each component of the Deal will require a separate EqIA that will enable that detailed assessment to take place.</p>