



**EQUALITY IMPACT ASSESSMENT
Housing Strategy 2018-2023**

Equality Impact Assessments

CONTENTS

APPENDIX 1 STAGE 1	INITIAL SCREENING DETAILS.....	3
STAGE 1 INITIAL	SCREENING ASSESSMENT.....	4
STAGE 1 NARRATIVE	QUESTION NARRATIVE.....	5

Equality Impact Assessment

APPENDIX 1 STAGE 1 - INITIAL SCREENING DETAILS ASSESSING POLICIES AND ACTIVITIES - GUIDANCE FOR STAFF

Notes:

1. As a result of this exercise, you will have checked that your policy or activity does not have adverse impact on equality groups and you will have identified relevant action that you need to take, and the likely costs/resources associated with any improvement. The equality groups covered are at present: Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Age & Marriage or Civil Partnership.

Note. This is not simply a paper exercise - it is designed to make sure that your policy or activity is delivered fairly and effectively to all sections of our local community.

2. Please note that the Council is required to publish the results of these assessments, and updates, therefore **your completed Appendices may be public documents.**

3. Appendix 1 questionnaire (**to be completed for each relevant Strategy, Policy or Service Development**) is for use regardless of whether your policy or activity is aimed at external customers or internal staff.

Please tick/delete as appropriate: Is this EIA for a,

Strategy	<input checked="" type="checkbox"/>	New/Existing	<input checked="" type="checkbox"/>
Policy	<input type="checkbox"/>	Existing	<input type="checkbox"/>
Service Development	<input type="checkbox"/>	New/Existing	<input type="checkbox"/>

Name of Strategy, Policy or Service Development:

AIMS, OBJECTIVES & PURPOSE OF THE POLICY OR ACTIVITY:

The Housing Strategy sets out the strategic direction for the housing service and the delivery of housing in Cherwell for the period 2018-2023. An action plan sits alongside the strategy document which will be updated annually.

PLEASE LIST THE MAIN STAKEHOLDERS/BENEFICIARIES IN TERMS OF THE RECIPIENTS OF THE ACTIVITY OR THE TARGET GROUP AT WHOM THE POLICY IS AIMED:

Residents, Registered Providers, Homes England, Oxfordshire Growth Board, Parish councils/community groups, Oxfordshire County Council and other voluntary and statutory agencies.

IF THE ACTIVITY IS PROVIDED BY ANOTHER DEPARTMENT, ORGANISATION, PARTNERSHIP OR AGENCY ON BEHALF OF THE AUTHORITY, PLEASE GIVE THE NAMES OF THESE ORGANISATIONS/AGENCIES:

Cherwell District Council is responsible for producing and implementing the housing strategy. Various partners and stakeholders will help Cherwell District Council deliver actions within the action plan.

LEAD OFFICER: Joanne Barrett
SERVICE AREA: Housing
ASSESSMENT DATE: 12/11/2018

TEL: Ext 2369
DIRECTORATE: Wellbeing
ASSESSMENT REVIEW DATE: November 2019

Equality Impact Assessment

STAGE 1 – INITIAL SCREENING ASSESSMENT

Q	Screening Questions	Y/N																				
1.	Does the policy or activity knowingly prevent us in anyway from meeting our statutory equality duties under the 2010 Equality Act?	N																				
2	Is there any evidence that any part of the proposed policy or activity could discriminate unlawfully, directly or indirectly, against particular equality groups?	N																				
3	Is there any evidence that information about the policy or activity is not accessible to any equality groups?	N																				
4	Has the Council received any complaints about the policy or activity under review, in respect of equality issues?	N																				
5	Have there been any recommendations in this area arising from, for example, internal/external audits or scrutiny reports?	N																				
6	Will the proposed policy or activity have negative consequences for people we employ, partner or contract with?	N																				
7	This Strategy, Policy or Service Development has an impact on other council services i.e. Customer Services and those services have not yet been consulted.	Y																				
8	Will there be a negative impact on any equality groups? If so please provide brief details below.	N																				
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border-bottom: 1px solid black;">Equality Impact:</td> <td style="width: 50%; border-bottom: 1px solid black;">Evidence:</td> </tr> <tr> <td style="border-bottom: 1px solid black;">Disability</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">Gender Reassignment</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">Pregnancy & Maternity</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">Race</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">Religion or Belief</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">Sex</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">Sexual Orientation</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">Age</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">Marriage & Civil Partnership</td> <td></td> </tr> </table>	Equality Impact:	Evidence:	Disability		Gender Reassignment		Pregnancy & Maternity		Race		Religion or Belief		Sex		Sexual Orientation		Age		Marriage & Civil Partnership		
Equality Impact:	Evidence:																					
Disability																						
Gender Reassignment																						
Pregnancy & Maternity																						
Race																						
Religion or Belief																						
Sex																						
Sexual Orientation																						
Age																						
Marriage & Civil Partnership																						
9	Is the proposed policy or activity likely to have a negative affect on our relations with certain equality groups or local community? If so please explain.	N																				
10	<p>There has been no consultation with equality groups about this policy or activity? Answer yes if you agree with this statement.</p> <p>If there has been consultation, please list the equality groups you have consulted with:</p> <p>This is a draft Housing Strategy being approved to be issued for formal consultation. The consultation phase will run for 7 weeks and will include a stakeholder consultation event and meetings with key stakeholders. The will be publicly available on the website and in accessible formats on request.</p>	Y																				
11	Has this assessment missed opportunities to promote equality of opportunity and positive attitudes?	N																				

Proceed to In Depth (Full) Assessment (complete **Appendix 2) if the answer is YES to more than one of the above questions.**

For any YES answers include an improvement action in your Equality Improvement Plan.

Declaration

I am satisfied that an initial screening has been carried out on this policy or activity and an In Depth (Full) Equality Impact Assessment is not required. I understand that the EIA is required by the Council and take responsibility for the completion and quality of this assessment.

Completed by: Joanne Barrett

Date: 12/11/2018

Countersigned by Assistant Director: Gillian Douglas

Date: 13/11/2018

Equality Impact Assessment

Please detail below your evidence which has determined whether you have answered either Yes or No to the initial screening questions.

Screening Questions	Screening Narrative
Does the policy or activity knowingly prevent us in anyway from meeting our statutory equality duties under the 2010 Equality Act?	No, the strategy and action plan include actions/activity to better meet the housing needs of equalities groups, particularly older people and disabled people who often have specific housing needs
Is there any evidence that any part of the proposed policy or activity could discriminate unlawfully, directly or indirectly, against particular equality groups?	No
Is there any evidence that information about the policy or activity is not accessible to any equality groups?	No, the draft strategy will be published on the Council's website, we will host a stakeholder consultation event and have focused consultation meetings with specific stakeholders. We will provide information in accessible formats and community languages on request
Has the Council received any complaints about the policy or activity under review, in respect of equality issues?	No
Have there been any recommendations in this area arising from, for example, internal/external audits or scrutiny reports?	No
Will the proposed policy or activity have negative consequences for people we employ, partner or contract with?	No
This Strategy, Policy or Service Development has an impact on other council services i.e. Customer Services and those services have not yet been consulted.	Yes, the strategy has been drafted in partnership with other key Council led services that link to housing activity including Build!, Graven Hill, Communities Team and the Bicester Team. This work has resulted in activity in the action plan affecting

	Customer Services Team and Property Investment team that will require further consultation ahead of implementation. The Housing Team will proactively engage with all teams affected by the new strategy.
Will there be a negative impact on any equality groups?	No
Is the proposed policy or activity likely to have a negative affect on our relations with certain equality groups or local community? If so please explain.	No
There has been no consultation with equality groups about this policy or activity? Answer yes if you agree with this statement. If there has been consultation, please list the equality groups you have consulted with:	Yes. This is a draft Housing Strategy being approved to be issued for formal consultation. The consultation will run for 7 weeks and will include a stakeholder consultation event, meetings with key stakeholders and will be publicly available on the website.
Has this assessment missed opportunities to promote equality of opportunity and positive attitudes?	No

The results of the Stage 1 Assessment confirm that a Stage 2 Assessment is not required. This Equality Impact Assessment to be monitored and reviewed one year after Policy implementation.

Equality Impact Assessment

Notes:

1. The in-depth (full) assessment must consider all available data and research. This could include the results of employee or stakeholder surveys, the results of consultation, audits, service reviews, employment monitoring data, population data, research findings, and data collected through monitoring the implementation of the policy or activity and evaluations of projects/programmes, data about the performance of local services.
2. The assessment above must also state how the policy was assessed and the details of the methods of involvement of appropriate people, for example, staff networks, external stakeholders and equality groups.

Completed by: Joanne Barrett
Date Started: 12/11/2018

Role: Joint Housing Manager
Date completed: 12/11/2018

Declaration

I am satisfied that an In Depth (Full) Assessment has been undertaken.
I understand that this EIA is required by the Council and take responsibility for its completion and quality.

Countersigned by Assistant Director:

Date:

