

## Appendix 4

### Equality Impact Assessment – Housing Strategy 2019-24

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**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,**

<b>Strategy</b>	<input checked="" type="checkbox"/>	<b>New/Existing</b>	<input checked="" type="checkbox"/>
<b>Policy</b>	<input type="checkbox"/>	<b>Existing</b>	<input type="checkbox"/>
<b>Service Development</b>	<input type="checkbox"/>	<b>New/Existing</b>	<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 2019-2024. 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:** 01/02/2019

**TEL:** Ext 2369  
**DIRECTORATE:** Operations  
**ASSESSMENT REVIEW DATE:**

## 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 equalities 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 equalities groups? If so please provide brief details below.	N																						
	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Equality Impact:</td> <td style="width: 50%;">Evidence:</td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td>Disability</td> <td> </td> </tr> <tr> <td>Gender Reassignment</td> <td> </td> </tr> <tr> <td>Pregnancy &amp; Maternity</td> <td> </td> </tr> <tr> <td>Race</td> <td> </td> </tr> <tr> <td>Religion or Belief</td> <td> </td> </tr> <tr> <td>Sex</td> <td> </td> </tr> <tr> <td>Sexual Orientation</td> <td> </td> </tr> <tr> <td>Age</td> <td> </td> </tr> <tr> <td>Marriage &amp; 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		
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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 equalities 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>The consultation phase for the Housing Strategy ran for 7 weeks and included a stakeholder consultation event and meetings with key stakeholders. The Strategy was publicly available on the website and accessible formats were available on request.</p> <p>Meetings with key stakeholders included meeting with those representing some of the equality groups such as Banbury Youth Homeless Project and the Vulnerable Young Person's Panel.</p> <p>61 responses were received through the online consultation with 46 of those responses being residents of Cherwell.</p>	N																						
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.

### 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 any way 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, young people and disabled people who often have specific housing needs that are not met through mainstream market options. All housing policy and development will be planned and implemented with reference to our public sector equality duties.
Is there any evidence that any part of the proposed policy or activity could discriminate unlawfully, directly or indirectly, against particular equality groups?	NO, the strategy and action plan seek to support compliance with the Equalities Act 2010 and better understand and meet the needs of equalities groups.
Is there any evidence that information about the policy or activity is not accessible to any equalities groups?	NO, the draft strategy was published on the Council's website with accessible information in different formats and community languages being available on request. We hosted a stakeholder consultation event which included stakeholders that work with or represent equalities groups and vulnerable people including rough sleepers, care leavers, disabled adults and survivors of domestic abuse. We have also had focused consultation meetings with specific stakeholders, some of which also represent some of the equalities groups.
Has the Council received any complaints about the policy or activity under review, in respect of equality issues?	NO, none of the consultation responses were in complaints about equalities issues but several confirmed the need to do more to tackle inequalities in access to and provision of suitable and affordable housing.
Have there been any recommendations in this area arising from, for example, internal/external audits or scrutiny reports?	NO, there have been not been recommendations in respect of specifically identified equality issues. Consultation responses have included suggestions to expand on and further consider initiatives that affect equalities groups, such as housing initiatives for younger or older people, foster carers and children leaving care.
Will the proposed policy or activity have negative consequences for people we employ, partner or contract with?	NO, the Housing Strategy is intended to set out the strategic direction of the housing service and includes a clear plan of action. This will be positive for the people we employ and our partners. This positive action has been highlighted in some of the consultation responses we received which includes, for example: <ul style="list-style-type: none"> <li>• <i>"We welcome the intention to work with partners to develop detailed understanding of</i></li> </ul>

	<p><i>specialist housing requirements.”</i></p> <ul style="list-style-type: none"> <li>• <i>“Appreciate that this Housing Strategy sets out Cherwell District Council’s plans for its own housing service for the period 2018-2023, although the strategy acknowledges that much of what is in the strategy is aspirational and can only be delivered with its partners.”</i></li> <li>• <i>“We welcome the commitment from the District in the strategy to work in partnership with key stakeholders in the delivery of affordable housing”</i></li> </ul>
<p>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.</p>	<p>YES, the strategy has been drafted in partnership with other key Council led services and companies 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 that will involve the Customer Services Team and Property Investment Team and this will require further planning ahead of implementation. The Housing Team will proactively engage with all teams affected by the new strategy and that have a role to play e.g. Planning.</p>
<p>Will there be a negative impact on any equalities groups?</p>	<p>NO, the strategy and action plan seek to better understand, meet the needs and impact positively on equalities groups as opposed to having a negative impact.</p>
<p>Is the proposed policy or activity likely to have a negative affect on our relations with certain equalities groups or local community? If so please explain.</p>	<p>NO. Relations with certain equality groups and the community should only be positively affected by this strategy although we acknowledge that some stakeholders would like to see the pace of delivery being speeded up.</p>
<p>There has been no consultation with equalities 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:</p>	<p>NO. The consultation phase for the Housing Strategy ran for 7 weeks and included a stakeholder consultation event and meetings with key stakeholders. The Strategy was publicly available on the website and accessible formats were available on request. We hosted a stakeholder consultation event which included some stakeholders that represent equality groups. Meetings with key stakeholders individually also included meeting with those representing some of the equality groups such as Banbury Youth Homeless Project and the Vulnerable Young Person’s Panel. 64 responses were received through the online consultation alone with 47 of those responses being residents of Cherwell.</p>
<p>Has this assessment missed opportunities to promote equality of opportunity and positive attitudes?</p>	<p>NO. But this is an ongoing activity that needs to kept on the housing agenda.</p>

**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/Paul France  
**Date Started:** 12/11/2018

**Role:** Joint Housing Manager  
**Date completed:** 6/2/19

### 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:**

**Gillian Douglas**

**Date:** 20/2/19