

**Cherwell District Council**  
**Equality and Climate Impact Assessment**  
**Cherwell District Council Housing Strategy 2025-30**

## Appendix 2

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## Section 1: Summary details

<b>Directorate and Service Area</b>	Wellbeing and Housing – Housing Services
<b>What is being assessed</b> (e.g. name of policy, procedure, project, service or proposed service change).	Cherwell District Council Housing Strategy 2025-30
<b>Is this a new or existing function or policy?</b>	Revised policy to cover existing service function
<b>Summary of assessment</b> Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>The Housing Strategy is the overarching policy document that informs housing services within the district and provided by the Council.</p> <p>It covers local and national context issues and how the housing needs required by the district may be met over the coming years. It also outlines some new initiatives.</p> <p>The Housing Strategy should not affect any group directly in terms of bias or disadvantage. The strategy looks at factors that affect the provision of housing and outlines approaches to tackle them. However, factors that affect housing could be as a result of potential underlying bias or disadvantage within wider society. Any of these wider factors that may be present are not tackled through this document.</p>
<b>Completed By</b>	Richard Smith
<b>Authorised By</b>	Nicola Riley
<b>Date of Assessment</b>	January 2025

## Section 2: Detail of proposal

<p><b>Context / Background</b></p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>The previous Housing Strategy covered the period from 2019-2024 and a new housing strategy should be produced every five years. This is to address changes in demand or supply pressures and other contextual factors within that period.</p> <p>The previous strategy therefore addressed and set targets for the context as was in 2018-19 and that could be foreseen in the coming years. There have been significant changes in the period from 2018-19 to today, including COVID 19 and cost of living pressures from high inflation, high interest rates and energy prices. Additionally, the resettlement schemes have widened the groups and cohorts of people that require housing assistance. There have also been changes in legislation or proposed changes that affect the housing services that are provided by the Council.</p> <p>The new strategy therefore acknowledges achievements made in the previous 5 years by the Council but also outlines the new priorities for the coming 5 years.</p>
<p><b>Proposals</b></p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The new strategy proposes 3 overarching themes that seek to address the most pressing housing issues identified by the contextual review. These are, broadly;</p> <ul style="list-style-type: none"> <li>• The supply and affordability of housing</li> <li>• Issues relating to private sector housing, including quality of accommodation and net zero</li> <li>• Rising homelessness and the vulnerability of those requiring housing support</li> </ul>
<p><b>Evidence / Intelligence</b></p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can</p>	<p>A public consultation was carried out prior to implementation. This focussed on the 3 priority themes. Stakeholders and partners also had the opportunity to contribute to this consultation.</p> <p>The data gathered and relied upon for the production of the housing strategy has all come from published documents that are publicly available, such as government data sources.</p>

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<p>help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	<p>Some market data to illustrate the housing market locally, such as Zoopla, has also been used to allow comparisons.</p>
<p><b>Alternatives considered / rejected</b></p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>The following alternative options have been identified and rejected for the reasons as set out below.</p> <p>Option 1: Not bring forward a new Housing Strategy. This is rejected as it is a best practice that the Council produces and reviews its housing strategy.</p>

**Section 3: Impact Assessment - Protected Characteristics**

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Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Analysis of population trends shows that the population is ageing. Older people have different accommodation needs and the housing strategy acknowledges these accordingly	Planning processes ensure appropriate delivery of new housing types and sizes and location	Head of Housing	Annual monitoring
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The housing strategy acknowledged the importance of proving properties that are suitable for people with disabilities and ensuring that certain proportions of properties developed meet disability standards	Planning processes ensure appropriate delivery of new housing types and sizes and location and facilities	Head of Housing	Annual monitoring
<b>Gender Reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
<b>Marriage &amp; Civil Partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A

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<b>Pregnancy &amp; Maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
<b>Religion or Belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A

### Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Strategy looks at the contextual challenges within Cherwell and provides actions to tackle or develop different service areas. The needs and challenges faced by some communities or cohorts are therefore acknowledged where relevant	None	Head of Housing	N/A
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	None	N/A	N/A	N/A
Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	None	N/A	N/A	N/A
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Strategy acknowledged the deprivation that is present within certain pockets of the district and acknowledges that the supply and affordability of housing are issues to address through the strategy and associated documents and processes	None	Head of Housing	N/A



### Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
Providers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The housing strategy will inform strategic housing comments on planning applications relating to the numbers, types, tenures and characteristics of housing developed within new developments. This will impact social housing providers as they will be the managing agent of some of these properties. Whilst it will have an impact, whether the impact is positive or negative will depend on the provider and their business models.	Annual monitoring	Head of Housing	Annual monitoring

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Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
<b>Social Value</b> <sup>1</sup>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Strategy takes account of the social, economic and environmental needs of the district in relation to housing and outlines the development of new and existing initiatives to help tackle issues and improve the overall outcomes and opportunities for those within district	Annual monitoring	Head of Housing	Annual Monitoring

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<sup>1</sup> If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

### Section 3: Impact Assessment - Climate Change Impacts

CDC aim to be carbon neutral by 2030. How will your proposal affect our ability to reduce carbon emissions related to

Climate change impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
<b>Energy use in our buildings or highways</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Housing Strategy includes provisions that relate to our own retained housing. The need to decarbonise will therefore have a positive impact.	N/A	Head of Housing	Strategy lifespan
<b>Our fleet</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
<b>Staff travel</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
<b>Purchased services and products (including construction)</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A
<b>Maintained schools</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A	N/A	N/A	N/A

**We are also committed to enable Cherwell to become carbon neutral by 2030. How will your proposal affect our ability to:**

<b>Climate change impacts</b>	<b>No Impact</b>	<b>Positive</b>	<b>Negative</b>	<b>Description of impact</b>	<b>Any actions or mitigation to reduce negative impacts</b>	<b>Action owner (*Job Title, Organisation)</b>	<b>Timescale and monitoring arrangements</b>
<b>Enable carbon emissions reduction at district/county level?</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The Housing Strategy has steps for the Council to take towards achieving net zero and improving overall housing quality as one of its key themes and outcomes with the draft strategy.</p> <p>There are therefore strategies within that assist with the Council in achieving net zero.</p>	Annual monitoring	Head of Housing	Annual monitoring

## Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

<b>Review Date</b>	Annual
<b>Person Responsible for Review</b>	Head of Housing
<b>Authorised By</b>	<b>Assistant Director – Wellbeing and Housing</b>