

Equality Impact Assessment Form

A copy of this form is available on the Intranet.

Screening

Name of strategy, project or policy:

Affordable Housing Strategy 2006-2008

Officer completing assessment:

Gary Parsons

Telephone:

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1. What is the main purpose of the strategy, project or policy?

To highlight the need for affordable housing within identified areas in Rossendale, and the options available for delivering affordable housing.
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2. List the main activities of the project, policy (for strategies list the main policy areas)

1. To ensure the young residents of today can afford to live in Rossendale when they return from higher education
2. To reduce the current gap between house prices and a household's income
3. To provide alternative methods for the communities of Rossendale to acquire their own home
4. To provide a guide to developers on the Council's approach to affordable housing and where it is needed within the Borough

3. Who will be the main beneficiaries of the strategy, project or policy?

All residents within Rossendale should be able to benefit from this strategy, however it will be more beneficial to those households that have a low income or are currently waiting for accommodation on the Council's Housing Register for affordable housing.

4. Use the table below to tick:

- (a) Where you think that the strategy, project or policy could have a negative impact on any of the equality groups i.e. it could disadvantage them.
- (b) Where you think that the strategy, project, policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups.

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason
Gender	Women	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
	Men	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their</p>

				<p>own home</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
Race	Asian or Asian British people	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home. Also the literature leaflets do include a corporate strapline in other languages.</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
	Black or black British people	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home. Also the literature leaflets do include a corporate</p>

				<p>strapline in other languages.</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
	People of mixed race	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home. Also the literature leaflets do include a corporate strapline in other languages.</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
	Irish people	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home</p>

				Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made
	White people	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
	Chinese people and other minority ethnic communities not listed above	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home. Also the literature leaflets do include a corporate strapline in other languages.</p> <p>Negative – Regardless of gender, race, disability, sexuality,</p>

				gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made
Disability	Physical/learning/mental health	√		<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home. Also for people with sensory impairments the leaflet includes options to have the document in Braille or Audio Tape should this be required.</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
Sexuality	Lesbians, gay men and bisexuals	√		<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age</p>

				households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made
Gender Identity	Transgender people	√		<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
Age	Older people (60+)	√		<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that</p>

				have to be made
	Younger people (17-25), and children	√		<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
Belief	Faith groups *	√	√	<p>Positive – Most households on low income, First Time Buyers or on the Councils housing register will benefit from additional tools to allow them to acquire their own home. Also the literature leaflets do include a corporate strapline in other languages.</p> <p>Negative – Regardless of gender, race, disability, sexuality, gender identity or age households who are of Muslim Faith may be exempt from some of the affordable housing products on offer, such as loans/grants because of interest payments that have to be made</p>
Equal		√	√	Positive – The Affordable Housing

opportunities and/or improved relations eg Rural			<p>Strategy is open to all households in need of affordable housing and provides a good opportunity for people to acquire a home of their own that is affordable.</p> <p>Negative – Indirectly the strategy or the tools behind the strategy may not be able to assist households of Muslim Faith at the moment because of the issue of having to pay interest on any loan borrowed.</p>
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Notes:

* Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

5 If you have indicated there is a negative impact on any group, is that impact:

Legal? YES NO

(i.e. it is not discriminatory under anti-discriminatory legislation)

Intended? YES NO

Level of impact HIGH LOW

If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

6 a) Could you minimise or remove any negative impact that is of low significance?

Explain how:

Working with our partners that provide schemes to help people afford their own home can reduce the current low negative impact on Muslim communities by looking to set up

within existing schemes Shariah compliant products to help assist this client group and therefore have a strategy that is truly open to all members of the community.

Improve future consultation with BME groups, to ascertain the experiences and problems faced by these groups to maximise the level of awareness of the strategy.

a) Could you improve the strategy, project or policy's positive impact?

Explain how:

The positive impact for all groups within the community from the affordable housing strategy could be improved with further advertising of the policy and the schemes that are contained within the policy. An example would be the Homebuy Scheme that will give applicants loans to help them purchase properties on the open market, however we have had to hold the advertising of this scheme until the organisation responsible for co-ordinating the scheme across Lancashire has finalised its publications and scheme procedures.

Further improvement could be to set up an affordable housing register for people who are interested and in need for suitable affordable accommodation.

You may wish to use the action sheet at the end of Section two.

7 If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does?

How?

n/a

Please sign and date this form, keep one copy and send one copy to the Head of Human Resources.

Signed: Gary Parsons.....

Date: 19.10.2006.....

APPENDIX A

Section Two – Full Assessment

Name of strategy, project or policy:

Date:

Part a

1. Looking back at section one of the EQIA, in what areas are there concerns that the strategy, policy or project could have a negative impact?

- Gender
- Race
- Disability
- Sexuality/Transgender
- Age
- Faith

2. Summarise the likely negative impacts.

3. What previous or planned consultation on this topic/policy area/project has taken place/will take place with groups/individuals from equality target groups?

If there has already been consultation what does it indicate about negative impact of this strategy, project or policy?

Equality target groups	Summary of consultation carried out or planned
Women	
Black and minority ethnic communities	
Disabled people	
Lesbians, gay men, bisexuals or trans people	
Older people	
Young people/children	
Faith groups	

4. What consultation has taken place/or is planned with Council staff – including staff that have, or will have, direct experience of implementing the strategy/ policy/ working on the project?

5. Check that research /studies/reports concerning the equality target groups and the likely impact have been used to plan the project and guide it or indicate what research you intend to carry out.

Equality target groups	Title/type/details of report/research
Women	
Black and minority ethnic communities	
Disabled people	
Lesbians, gay men, bisexuals or trans people	
Older people	
Young people/children	

Faith groups	

6. If there are gaps in your previous or planned consultation and research, are there any experts/relevant groups that can be contacted to get further views or evidence on the issues.

YES (Please list them and explain how you will obtain their views)

NO

Part b

Complete this section when consultation and research has been carried out

7. a) As a result of this assessment and available evidence collected, including consultation, state whether there will need to be any changes made/planned to the policy, strategy or project.

b) As a result of this assessment and available evidence is it important that the Council commissions specific research on this issue or carry out monitoring/ data collection?

(You may wish to put this information directly onto the action sheet at the end of this form)

8. Will the changes planned ensure that negative impact is:

Legal?
(not discriminatory, under anti-discriminatory legislation)

Intended?

Low impact?

9. a) Have you set up a monitoring/evaluation/ review process to check the successful implementation of the strategy, project or policy?

YES NO

b) How will this monitoring/evaluation further assess the impact on the equality target groups/ensure the strategy/project/policy is non-discriminatory?

Details:

Please complete the action form below, sign the EQIA, retain a copy and send a copy of the full EQIA, including the Action Plan, to the Head of Human Resources.

Signed: *(completing officer)*

Date:

Equality Impact Assessment Action Plan

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead officer	Timescale	Resource implications	Comments